

Alcohol Wellbeing Policy (Students and Staff)

1 Overview

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- 1.1 Newcastle University is committed to supporting the health, welfare and safety of all of our staff and students, and to providing a safe and healthy environment for all members of our community.
- 1.2 It aims to help individuals ensure that they are fit to work and study to the highest standards.
- 1.3 This policy applies to all on and off campus activities held in the name of Newcastle University.

2 Key Principles

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- 2.1 The University aims to:
 - a) Promote sensible drinking in order to help prevent health, social, economic, work and study related problems
 - b) Promote better understanding of the potential risks of excessive alcohol consumption
 - c) Encourage individuals with difficulties relating to alcohol to seek and engage with appropriate help and support
 - d) Help ensure that staff and students are fit and able to fulfil their work and study responsibilities and potential
 - e) Respect diversity of values amongst its community
 - f) Strongly encourage education and personal responsibility on the subject of alcohol.
- 2.2 It is University policy that, outside of licenced premises on campus and other University sanctioned events, you should not drink alcohol on University premises (an exemption to this is a student's private room in their on campus residence and other appropriate residential spaces).
- 2.3 Individuals should not normally consume alcohol either before or during University work or study periods, regardless of the time of day. There may be modest exceptions – for example a reception for a retiring member of staff held in the late afternoon or a prize giving or award ceremony celebration.
- 2.4 You should not attend work, lectures, tutorials or lab work whilst under the influence of alcohol.

- 2.5 If you do, senior or supervisory staff reserve the right to ask you to leave and any disruptive or dangerous behaviour will be dealt with in line with normal disciplinary procedures.
- 2.6 Alcohol should not be acquired with University funds, unless approved by the Head of School, Unit or Service.

3 A responsible and informed approach to alcohol consumption

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- 3.1. The University advocates a responsible and informed approach to alcohol consumption via;
 - a) Provision of factual information about the effects of alcohol consumption, in order to assist our University community to make informed lifestyle choices
 - b) A positive example of how use of alcohol in a professional setting can be safe.

- 3.2. The University also provides staff and students with;
 - a) An awareness of when, where and how to seek help early
 - b) Encouragement to engage with support networks
 - c) Clear guidance on the effective management of employment or study issues through the appropriate processes.

Related policies and documents:

- [ALCOHOL ADVISORY INFORMATION](#)
- [ALCOHOL RESOURCES](#)
- [STAFF, MANAGERS AND STUDENTS GUIDELINES](#)

Policy/Procedure Owner:	Emily Thomas, Sally Ingram
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