



Kenmore Park Junior School

Moorhouse Road
Kenton
Harrow
HA3 9JA

19 Dec 2019

Policy on Alcohol in School (Consumption by staff).

The DfE does not issue guidance in this area, however, KPJS follows advice from a number of sources such as Health and Safety guidance and Teaching Unions' advice to ensure:

- 1) The school operates within the law, e.g. licensing arrangements.
- 2) The School Code of Conduct for Staff is followed, off-site too.
- 3) We meet our duty of care for all staff.
- 4) We disseminate the liability consequences for alcohol induced behaviour; even off school premises.
- 5) The impact of alcohol induced behaviour, even out of school, in terms of bringing the school into disrepute.
- 6) School budget is not used to purchase alcohol for staff. Gifts are given to staff as part of the school's appreciation for work 'above-and-beyond,' e.g. evening school productions, retirements, social events and PTA functions. Where such gifts are given, the items must be inaccessible to pupils or taken off site and consumed within the parameters set in this policy. Funding for such gifts do not come out of the school budget.

Generally, the school is aware that alcohol is readily available in society and forms part of the social dimension of many activities. However, school staff are required to work within high professional standards and to maintain these, KPJS will not allow alcohol consumption during working time or generally, in the presence of pupils; however there are rare exceptions.

Safeguarding

Alcohol must not be consumed in the presence of pupils; however, there are times where this may occur, with the permission of the head teacher and governing body, e.g. Summer Fayre.

Kenmore Park Junior School

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Many of the safeguarding issues the school deals with involve alcohol abuse and it would be considered unprofessional to 'promote it' as in some cases, pupils associate alcohol with abuse. The school serves to educate pupils about alcohol and other drugs and the nature of the risks they entail.

School Journey

The school does not recommend the consumption of alcohol during school journey, however, staff volunteer their time and allowance must be made for staff who will have been 'on duty' for the whole of the day and many hours into the night. We would wish to ensure that there are enough staff who have not consumed alcohol:

- 1) to manage the potential risks associated with pupils on school journey and
- 2) there are at least two designated staff who can drive in the very rare cases a pupil may need to be driven somewhere, e.g. doctors.

The school can allow for the professional judgement of staff to, for example, go off-site from school journey premises and have a drink and return from their 'off duty hours' ready to resume their duties for pupils.

Religious observance

Many parents and staff do not consume alcohol as part of their religious beliefs or dietary choices and all staff must be sensitive to this as part of their professional standards.

A general policy cannot cover all circumstances and the advice of the head teacher must be sought before the consumption alcohol is considered.

SM, Dec 2019

Ratified by Governors on 5 February 2020

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