



CASE STUDY: Ballymore – London City Island Project

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Ballymore has put together a series of health and safety awareness features to help raise the standard on-site. The London City Island Project is a great example of a coordinated effort to tackle the issue of drugs and alcohol by keeping the topic on employee's minds using visual aids. The implementation of on-site testing and easily accessible support systems also proves the company is committed to a direct action approach.

The company's drugs and alcohol policy includes a clear annual and random testing regime of no less than 20% of the workforce. Proper guidance and support systems will be offered if the individual declares their drug or alcohol problem prior to being tested, encouraging an attitude of stepping forward to gain help. Likewise, anyone refusing testing shall result in disciplinary actions.



Drugs and alcohol toolbox talks are currently being constructed with a designed approach to educate the workforce on important information on the topic. The site has incorporated resources from the health and wellbeing service; Compass, along with their own information. The presentation includes the following:

- Statistics on drugs and alcohol
- Definitions and examples of each class of drugs
- Consequences of being convicted in relation to each class level drug
- The effects and impacts of becoming addicted to drugs
- The effects and impacts of becoming addicted to alcohol

A greater and more contextual understanding to drugs and alcohol provides individuals with the knowledge to make better decisions, avoiding what could be a life changing and dangerous path. Contact details for the drug support and advice services; FRANK, and also Compass are provided.

In addition to signposting a direct advice centre through toolbox talks, the site has also implemented an alternative channel for support. A site phone has been provided for anyone who does not wish to express themselves to the site's own advisors. Details of Construction Industry Helpline are provided that also serve as a support and advice centre for concerns including drugs and alcohol amongst many other issues.

The site has incorporated a set of visual reminders through 'Here is my reason. What is yours?' posters that focus on being safety conscious. The examples below which are found dotted around the site portray why it's important to stay alert and maintain safety, with a thoughtful reason in mind. Although this may not be solely associated with the risks caused by drugs and alcohol, it encompasses the entirety of health and wellbeing on site, demonstrating a caring and proactive culture.

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Construction Industry Helpline

If you feel that you don't want to talk to our advisors on site and would like to stay anonymous about what's troubling you, however still need to talk to someone.....



The Construction Industry Helpline provides support and advice on a range of topics from occupational health and wellbeing to financial aid in times of hardship caused by accident, illness or bereavement.

Tel 0845 605 1956

The Construction Industry Helpline helps with advises on a range of topics.

Please use the phone located in the Project Office **Reception Area** and deal 9 for external call, followed by the phone number above.

London City Island – Health & Safety Initiative

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The most important reason for making your workplace SAFE is not at work at all.

Here is my reason. What is yours?




Sam Fairey
Assistant Block Manager
Ballymore

LCI H&S 02046 004

London City Island – Health & Safety Initiative

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Mira Markova
Document Controller
Phase 2
Ballymore

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Ballymore have implemented various prompts to raise the awareness of drugs and alcohol on-site at the London City Island Project as well as offer easily accessible and alternative channels for support. This project demonstrates a great example of how simple it can be to introduce direct and effective features to site health and safety plans.