



**Spotlight on...**  
drugs and alcohol

**CONSIDERATE  
CONSTRUCTORS  
SCHEME**

## Case Study: Ballymore London City Island Project

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



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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.

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.

