



OFFICIAL

Policy Title: Alcohol, Drugs & Substance Misuse Testing

Date Published: January 2026

Business Lead: People Directorate

CCMT Sponsor: Chief People Officer

Thames Valley Police ensures that all policies have been assessed and comply with MoPI Guidance, and the Data Protection Act 2018. In addition, this Policy has been reviewed by the Health and Safety Governance Board and has undergone an Equality Impact Assessment.

1.0 About this Policy

1.1 Rationale

This document is based on the Police (Amendment) Regulations 2005 & 2012, Data Protection Act 1998, Health & Safety at Work Act 1974 and takes account of the Home Office Circular 011/2012 and the management of Health and Safety at Work Regulations 1992.

1.2 Legislation/National Standards

- Employment Rights Act 1996
- Equality Act 2010
- Police (Amendment) Regulations 2005 & 2012
- Data Protection Act 2018
- Health & Safety at Work Act 1974
- Home Office Circular 011/2012
- Health and Safety at Work Regulations 1992.

1.3 Intention

The purpose of this policy is to ensure a workplace free from the risk of alcohol, drug or substance misuse or abuse. It seeks to address the responsibilities of Thames Valley Police to challenge substance misuse in the workplace. Its provisions deal with the misuse of alcohol and prescribed and illegal substances that could damage the health and safety of users, their colleagues and the public. Thames Valley Police aims to:

- Preserve and enhance the health, safety and welfare of all officers, staff and the public in matters relating to alcohol, drugs or substance abuse by officers or staff.
- Provide advice, assistance and guidance to supervisors and managers affected by alcohol, drug or substance misuse.
- Provide advice, assistance and guidance to supervisors and managers confronted by problems associated with alcohol, drug and/or substance misuse by colleagues.

1.4 General Principles

This policy provides for fair and effective procedures for dealing with alcohol, drugs and substance misuse. Thames Valley Police acknowledges its duty of care towards officers and staff whilst, at the same time, recognising the importance of enhancing public confidence in policing and the integrity required of officers and staff in carrying out that service. Alcohol, drugs and substance misuse testing is designed to help create and maintain a 'Healthy Workforce' as part of the organisational health of the Force. It supports the ethos of individual responsibility and accountability. The procedures contained in this document apply to police officers, special constables and police staff employees of Thames Valley Police only, including Police Community Support Officers. For the avoidance of doubt they do not apply to self-employed contractors, agency workers, or volunteers. The procedures have been formulated in consultation with Unison and the Police Federation and have been agreed by the Chief Constable's Management Team.

2.0 Statement of Policy

2.1 Individuals involved with the procedures of alcohol, drugs and substance misuse testing have a responsibility to ensure that their actions support the intent and requirements set out in this policy. All those covered by the scope of this policy should be aware of the policy and how to access it.

2.2 Employment Relations Specialists and the Corporate Health & Support Services are available to advise individuals on the application and use of this policy.

2.3 Details of the procedures to be followed can be found in **Alcohol & Substance Misuse Procedures**.

3.0 Human Rights Articles Engaged

Article 8 Right to Respect for Private and Family Life

Article 14 The Prohibition on Discrimination

4.0 Health and Safety at Work

This policy is to ensure a workplace free from the health and safety risks of alcohol, drug or substance misuse or abuse.

5.0 Communications, Challenges and Representations

5.1 Communication

This policy shall be made available on the TVP Intranet under the Policies and Procedures pages. It shall also be accessible through the Staff and Managers' Portals, and the Manager's Briefing.

5.2 Challenges and representation

To ensure transparency and accountability any decision made as a result of following this policy should be clearly documented.

All challenges and representations should be made in writing to:

Chief People Officer
Thames Valley Police Headquarters
HQ North
Fountain Court
Oxford Spires Business Park
Langford Lane
Kidlington
Oxford OX5 1NZ

6.0 Review Date

January 2027

7.0 Related Guidance

Alcohol & Substance Misuse Policy - Procedure

8.0 Freedom of information

Suitable for publication.

9.0 Government Security Classification Policy

Official

10.0 Relevant Supporting information

Links to Police National Legal Database Other

- Diversity in Employment Policy
- Code of Ethics – Dorset Police 1.2 NDM
- Professional Standards of Behaviour