



My Ref: FOI6284
Enquiries to: Information Requests
E-Mail: informationrequests@barnsley.gov.uk

Dear Requester

Re: Request for Information – Freedom of Information Act 2000

I wish to confirm that the council has completed its search for the information which you requested.

The information requested and our findings are as follows: -

1. Does your local authority currently provide substance misuse and/or addiction recovery services — whether delivered in-house, commissioned from external providers, or a combination of both? If commissioned externally, please identify the provider(s) and the contract reference(s) where possible.

An all age drug and alcohol treatment service is commissioned from Waythrough (previously Humankind Charity) contract reference 87170.

2. Whether services are delivered in-house or by an external provider, does the applicable drug and alcohol testing policy for staff working in those services include the following safeguards:

(a) Engagement of an independent Medical Review Officer (MRO) or equivalent qualified professional to review positive drug test results before any disciplinary action is taken;

(b) Obtaining an independent toxicological opinion when a positive result may be attributable to legal substances (such as over-the-counter CBD products, prescription medication, or dietary sources);

(c) Offering confirmatory re-testing or independent analysis following a disputed positive result;

(d) Referral to Occupational Health before disciplinary proceedings are initiated on the basis of a drug test result;

(e) Maintenance of a written drug and alcohol testing policy that meets the standards recommended by the ACAS guidance on managing drug and alcohol misuse at work?

If commissioned externally, please confirm whether these safeguards are specified in the commissioning contract or service specification, and provide the relevant clauses where possible.

These are not included in the contract/service specification.

Waythrough does not have a separate drugs and alcohol testing policy for staff and does not routinely undertake drug or alcohol testing. Where a member of staff discloses substance or alcohol-related issues, or concerns are identified, they are offered confidential support through a treatment service in a neighbouring area to avoid any conflict of interest and to maintain their dignity and privacy.

Additional support may be provided through the organisation's Employee Assistance Programme and, where appropriate, Occupational Health. A staff member would not be subject to disciplinary action solely because they are experiencing issues with drugs or alcohol. However, disciplinary procedures may be considered where a staff member is found to be under the influence of drugs or alcohol at work, or in possession of substances in the workplace.

Waythrough's Code of Conduct Policy states that where drug or alcohol use is suspected while on duty, staff may be asked to undertake a voluntary drug test and/or breathalyser test. While Waythrough does not use an external drug testing provider as part of its routine processes, it can arrange and fund independent laboratory analysis of samples on a case-by-case basis should the results of a voluntary test be disputed.

As part of its governance arrangements, any significant incidents, risks, or concerns relating to staff conduct, substance misuse, or organisational compliance would be managed in line with internal policies and reported to commissioners through established contract management and incident reporting processes where appropriate.

3. Has your authority received any complaints, concerns, or whistleblowing disclosures from service users, staff, or members of the public regarding the drug testing practices of substance misuse service providers (or in-house services) in the last five years? If so, how many and what was the general nature of those complaints?

None.

4. Does your authority's contract monitoring or quality assurance process include any review of drug testing procedures or outcomes — whether delivered in-house or by a commissioned provider?

No.

If you have any queries about this letter, please contact Information Requests Via email.

Please remember to quote the reference number above in any future communications.

If you are unhappy with the way the Directorate has handled your request, you may ask for an internal review. Please clearly mark your correspondence 'Complaint' and address it to:

COPYRIGHT STATEMENT

(©) Barnsley Metropolitan Borough Council

This information is a relevant copyright work for the purposes of the Copyright, Designs and Patents Act 1988. It is owned solely by Barnsley Metropolitan Borough Council but you are able to use and re-use it freely without charge, including for commercial purposes, in accordance with the terms of the Open Government Licence found at The National Archives Website <http://www.nationalarchives.gov.uk/doc/open-government-licence>

You can also write to the Information Policy Team, The National Archives, Kew, Richmond, Surrey TW9 4DU

When re- using the information please ensure that you:

Acknowledge the copyright and source of the information by including the following attribution statement: "Contains Barnsley Metropolitan Borough Council information (©) Barnsley Metropolitan Borough Council. Licensed under the Open Government Licence."

Include the same acknowledgement in any sub-licences you grant, and a requirement that any further sub-licences do the same.

Do not use the information in a way that suggests that Barnsley Council endorses you or your use of the information.

The information is licensed "as is". Barnsley Council is not liable for any errors or omissions in the information and shall not be liable for any loss, injury or damage of any kind caused by its use.

PO Box 634, Barnsley, South Yorkshire S70 9GG

Barnsley MBC
Information Requests Team
PO Box 634
Barnsley
S70 9GG
email: informationrequests@barnsley.gov.uk

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: -

Customer Services Team
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Email: <http://www.ico.org.uk/foicomplaints>

Kind regards,

Information Requests Team, Barnsley MBC

COPYRIGHT STATEMENT

(©) Barnsley Metropolitan Borough Council

This information is a relevant copyright work for the purposes of the Copyright, Designs and Patents Act 1988. It is owned solely by Barnsley Metropolitan Borough Council but you are able to use and re-use it freely without charge, including for commercial purposes, in accordance with the terms of the Open Government Licence found at The National Archives Website <http://www.nationalarchives.gov.uk/doc/open-government-licence>

You can also write to the Information Policy Team, The National Archives, Kew, Richmond, Surrey TW9 4DU

When re- using the information please ensure that you:

Acknowledge the copyright and source of the information by including the following attribution statement: "Contains Barnsley Metropolitan Borough Council information (©) Barnsley Metropolitan Borough Council. Licensed under the Open Government Licence."

Include the same acknowledgement in any sub-licences you grant, and a requirement that any further sub-licences do the same.

Do not use the information in a way that suggests that Barnsley Council endorses you or your use of the information.

The information is licensed "as is". Barnsley Council is not liable for any errors or omissions in the information and shall not be liable for any loss, injury or damage of any kind caused by its use.

PO Box 634, Barnsley, South Yorkshire S70 9GG