

# Get in touch

If you need advice or guidance, please don't hesitate to get in touch with us.

Call: **0121 622 8181**

Email: [aquariuslife@aquarius.org.uk](mailto:aquariuslife@aquarius.org.uk)

Visit: [www.aquariuslife.org.uk](http://www.aquariuslife.org.uk)

Follow us **@AquariusTweets**



**INVESTORS IN PEOPLE®**  
We invest in people Gold

## Need urgent help?

Drinkline **0300 123 1110**  
Adfam [adfam.org.uk](http://adfam.org.uk)  
Talk to frank **0300 123 6600**  
Gamcare **0808 8020 133**  
Mind information line **0300 123 3393**  
Samaritans **116 123, jo@samaritans.org**  
  
For urgent medical attention call **999**.  
For urgent medical advice, you can call **111**.

# Are you aware of the dangers related to **drug** and **alcohol** misuse in the workplace?

## Have you noticed an employee struggling with substance use?



Aquarius is a founding partner of the **Recovery Focus Group**.  
You can find out more at: [recoveryfocus.org.uk](http://recoveryfocus.org.uk)

# Who we are



**Aquarius** is a specialist charity with **over 40 years of experience** helping people across the Midlands to overcome the harms caused by alcohol, drugs and gambling.

## Did you know?

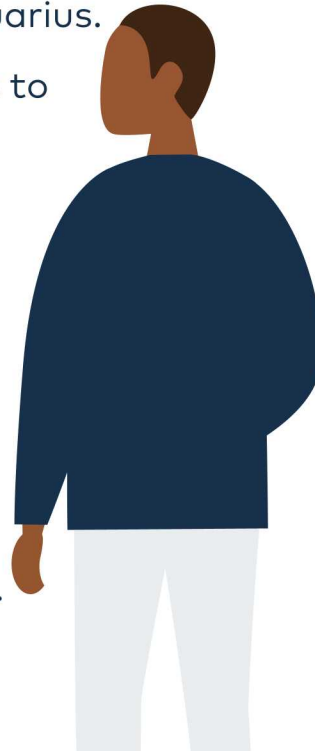
Up to **17 million working days** are lost each year because of alcohol-related sickness.

Institute of Alcohol Studies

**Aquarius Life** is a workplace support section of Aquarius.

We support employers to help their employees who are dealing with drug, alcohol and gambling misuse.

Our mission is to work with employers to offer tailored packages that help prevent and overcome these issues.



# Why we're here

**Are you aware of the dangers related to drug and alcohol misuse in the workplace?**

**Have you noticed an employee struggling with substance use?**

Very little specialist support is offered by organisations to help support their employees with drug and alcohol misuse.

We know that substance misuse can have a real impact on an organisation and we are here to help reduce that.

## Did you know?

Alcohol is involved in **20-25%** of all industrial accidents in the UK.

Substance misuse and the workplace, Home Office



# Did you know?

You might not have realised the **impact** employee substance use can have on an organisation, and how important it is that support like ours at **Aquarius Life** is available to prevent this impact and improve wellbeing and productivity in the workplace.

**Workplaces are well placed to offer support to people experiencing issues.**

82% of dependent drinkers don't access local treatment options.

UKHSA

**The majority of people who misuse substances are in employment.**

Employees who misuse substances are **3 times** more likely to require sick leave or benefits.

Substance misuse and the workplace, Home Office

**Around a fifth of employers** have dismissed someone in the last two years where a significant reason was drug and/or alcohol misuse.

CIPD

**Few employers provide line manager training and support.**

**Around three-quarters of organisations** have a specific drugs and/or alcohol policy, but few train line managers about their drug and alcohol policies and procedures (12% provide one-off training for line managers and 25% provide regular refresher training).

**Just three in ten employers** provide guidelines for managers on how to deal with disclosure and how to signpost to support.

However, investments in line manager capability were **rated highly** in terms of effectiveness in helping prevent drug and alcohol misuse.

CIPD





# What we offer

**We offer policy implementation, training, and support sessions.**

**Aquarius Life** services are quick and hassle-free to implement and represent a low-cost, high impact return on your investment.

We work with you to create a tailored plan for your organisation so that we can strengthen your HR and Occupational Health teams and help assess for risks in your workplace related to drugs, alcohol and gambling.

## Policy and strategy

We can help write, review and implement alcohol and drug policies in your organisation and act as consultants in this process.

We also support the implementation of drug testing programmes in collaboration with providers of these services.

[aquariuslife.org.uk/policy](https://aquariuslife.org.uk/policy)

## Training

We offer training, workshops and webinars, delivered through multiple platforms such as face to face, group sessions, online, taster sessions and brief drop-ins.

To find out more about our workshops and delivery options see our website.

[aquariuslife.org.uk/training](https://aquariuslife.org.uk/training)

## Support sessions

We offer 1:1 and group support for people impacted by drug and alcohol misuse, working to create healthy behavioural change.

[aquariuslife.org.uk/supportsessions](https://aquariuslife.org.uk/supportsessions)

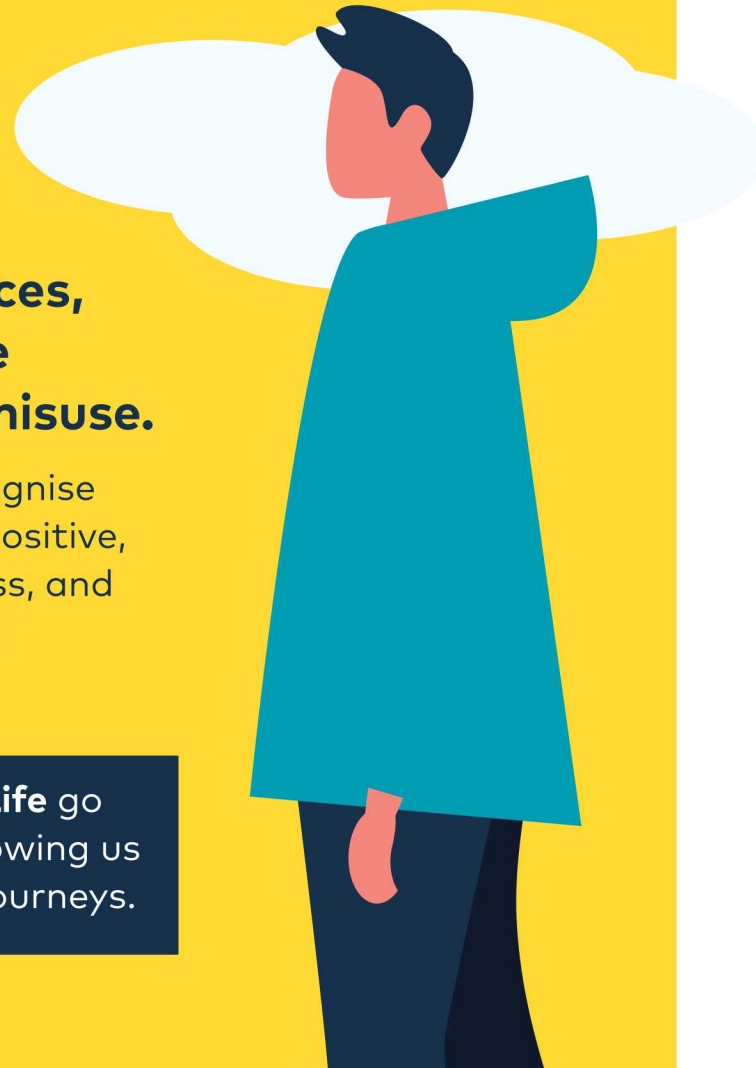


# Our impact

**Through the delivery of our services, we aim to raise awareness of the dangers surrounding substance misuse.**

We encourage and enable employers to recognise the challenges behind the issue and create positive, practical steps forward, prevent financial loss, and support your organisation with achieving its corporate responsibility.

As a charity, all profits made by **Aquarius Life** go back into Aquarius' charitable services, allowing us to support more people on their recovery journeys.



Our service can help to reduce workplace stigma, reduce unplanned absence, improve staff retention, wellbeing and employee performance, reduce supervision time addressing related issues and can provide specialist guidance to managers for having these difficult conversations.

Our specialist support can also strengthen current HR teams.





# Testimonial

See how **Aquarius Life** has influenced an organisation in this personal story from an individual who gained access to our support through their **Occupational Health service**.

"I self-referred to **Aquarius Life** via the company's **Occupational Health service** and the fact that I was able to access such a service through my employer in such a short space of time is something that I am extremely grateful for.

It was hugely beneficial to get immediate and personalised support to prevent the worsening of my situation. I have no doubt that this early intervention helped me to not only get back to work but more importantly to become healthier, happier and more resilient in all aspects of life.

"The process of seeking out help is the first step on the journey to recovery and having the support and guidance from **Aquarius Life** has hugely influenced the success of that journey, in my personal experience.

"The 'tool kit' that is built up through the process is not just for a quick fix, it is for lifelong use.

Prior to starting with **Aquarius Life** my work attendance was very poor and I was in the Attendance Improvement Process.

"Now, after almost 2 years of being back at work, I have a vastly improved absence record and even managed over 12 months without a single sick day."

**Aquarius Life client**  
(Manufacturing Company - 2021)

