

Suggested Content for Inclusion in a Gambling Business's Employee Safer Gambling Policy

The company is committed to minimising gambling harms.

While we recognise that employees may gamble, we are committed to ensuring that this is done in a safe and responsible way that does not cause harm to the individual or the company.

This policy sets out what sort of gambling is and is not permitted for employees in our organisation, and guidelines for gambling responsibly.

Gambling during working hours

Gambling during working hours, or encouraging others to gamble during working hours, is not permitted. Breaches of this policy will be handled in accordance with the company disciplinary policy.

Gambling outside of working hours

We recognise that employees may engage in gambling outside of working hours and as an employer we are committed to:

- Assisting employees who may be experiencing problem gambling behaviour;
- Raising awareness through information and resources available for employees who gamble;
- Should employees choose to gamble in their spare time, we advise following these guidelines:
 - Set limits for purchasing, wagering and even losses before you commence gambling;
 - Gambling is not advised if it interferes with your daily commitments;
 - Gambling is not advised if you are in recovery for any dependency or are under the influence of alcohol or any other substance;
 - Gambling is not advised if your primary aim is to repay your debt with your winnings.

Reporting

Employees are encouraged to report to their line manager as soon as possible if they show signs of problem gambling/have taken steps to stop gambling or know of another employee who may be experiencing gambling-related problems. This will allow the company to offer/provide the necessary support.

If you feel you need to talk to someone in confidence, then you can use our Employee Assistance Programme (*insert details here if a Programme is in place and summarise the kind of support the Programme provides*).

Further Advice and Resources

If you or anyone close to you is affected by gambling problems GamCare provides further advice, support and free counselling on the prevention and treatment of problem gambling

Contact GamCare: GamCare Helpline: 0808 8020 133

GamCare website: www.gamcare.org.uk

You can also contact GambleAware for more information on responsible gambling. Please visit www.gambleaware.co.uk

There are also a number of companies who provide software which block individual computers from accessing gambling internet sites. These include:

- GamBan - www.gamban.com
- Gamblock - www.gamblock.com
- Betfilter <http://www.betfilter.com>

If you are considering self-exclusion from online gambling you may wish to register with GAMSTOP www.gamstop.co.uk

If you are considering self-exclusion from land-based gambling, you may wish to consider registering with the following:

- Betting shops – Multi-Operator Self-Exclusion Scheme for Betting Shops (MOSES) at <https://self-exclusion.co.uk>
- Casinos – National Casino Forum SENSE Scheme at <https://www.nationalcasinoforum.co.uk/voluntary-self-exclusion-sense>.
- Gaming Machines in Adult Gaming Centres – Further information on Bacta Self-Exclusion Scheme at <https://bacta.org.uk/self-exclusion>.
- Bingo Clubs – Further information on the Bingo Association Self-Exclusion Scheme at <https://www.bingo-association.co.uk/site/bing/templates/selfexclusion.aspx?pageid=181&cc=gb>.
- Lotteries – Providers of Lotteries have their own self-exclusion schemes.

Removing yourself from gambling facilities and participation in self-exclusion programmes will not have an impact upon your employment status.