

How Sober-Friendly Is Your Workplace?

A 10-minute check for employers, charities, voluntary organisations and community groups

Being sober-friendly isn't about becoming anti-alcohol.

It's about making not drinking an equally normal choice, so people can participate fully without having to explain themselves.

1. Can somebody say "I don't drink" in our workplace without being asked why?

- ☐ Yes ☐ Sometimes ☐ We could improve

2. When we organise social events, do we offer activities that aren't centred around alcohol or the pub?

- ☐ Yes ☐ Sometimes ☐ We could improve

3. When alcohol is served, are appealing alcohol-free options given equal thought and prominence?

- ☐ Yes ☐ Sometimes ☐ We could improve

4. Do invitations avoid assuming everybody drinks?

- ☐ Yes ☐ Sometimes ☐ We could improve

5. Can somebody participate fully in celebrations, networking and team-building without drinking alcohol?

- ☐ Yes ☐ Sometimes ☐ We could improve

The Workplace Check - continued

Choose one response for each question. Your answers stay in this PDF unless you choose to share it.

6. Do our managers know where to signpost someone who asks for help with alcohol?

- ☐ Yes ☐ Sometimes ☐ We could improve

7. Do employees and volunteers know what wellbeing or alcohol-support resources are available?

- ☐ Yes ☐ Sometimes ☐ We could improve

8. Do we recognise that somebody may be living sober without wanting colleagues to know why?

- ☐ Yes ☐ Sometimes ☐ We could improve

9. Would somebody returning to work during recovery be treated supportively and confidentially?

- ☐ Yes ☐ Sometimes ☐ We could improve

10. Do we make communities and support such as Sober Crowd visible before somebody needs to ask for them?

- ☐ Yes ☐ Sometimes ☐ We could improve

What could we do better?

Use this space to capture ideas, priorities or practical actions for your organisation.

What Could You Do Next?

There is no pass or fail - the aim is to notice practical opportunities for improvement.

Mostly YES?

You're already doing a lot to make alcohol-free choices feel normal. Keep listening to your people and looking for opportunities to improve.

Several SOMETIMES?

You have good foundations. Pick two or three questions and decide what small changes could make the biggest difference.

Several WE COULD IMPROVE?

That's useful to know - and improvement doesn't need to be complicated.

Three simple places to start

1

MAKE SUPPORT VISIBLE

Add clear, confidential signposting to staff wellbeing information.

2

MAKE ALCOHOL-FREE APPEALING

Give alcohol-free choices the same thought and prominence as alcoholic drinks.

3

WIDEN SOCIAL OPTIONS

Create some team and social opportunities that don't centre on drinking.

Being sober-friendly isn't about telling people not to drink.

It's about making not drinking an equally normal choice.

Find out more: www.sobercrowd.co.uk

Sober Crowd supports people living alcohol-free. It is not a treatment service. If someone needs help to stop drinking, appropriate professional or established alcohol support should be sought.