

## BATTLE SCARS CIO DRUG AND ALCOHOL POLICY AND PROCEDURE

<b>Policy information</b>	
<b>Organisation</b>	Battle Scars
<b>Scope of policy</b>	Applies to all services, activities, training and general running of the organisation.
<b>Policy operational date (original)</b>	06/02/18
<b>Policy prepared by</b>	Jenny Groves – CEO
<b>Date approved by Board</b>	15/01/24
<b>Reviewed on</b> <b>Reviewed by</b>	06/01/24 Jenny Groves – CEO
<b>Amended</b>	Yes
<b>Policy review date</b>	By 31/01/26 Every 2 years or sooner if required.
<b>Distributing</b>	This policy will be available on the Battle Scars website. It will be a requirement for all trustees and staff to read the policy after appointment or after its review. A summary of all relevant policies will be included in the volunteer handbook with clear signposting to the full text. Volunteers will be kept up to date with any changes that might affect their role.
<b>Introduction</b>	
<b>Scope of Policy</b>	According to the Battle Scars definition, alcohol and drugs can be considered as forms of self-harm. Battle Scars services are not aimed at supporting individuals specifically with alcohol and drug use and their related problems however Battle Scars acknowledge that volunteers, service users, trustees and employees may experience alcohol and drug use related issues. In principle this will not exclude them from accessing Battle Scars services but procedures outlined in this policy have been put in place to reduce and manage risk. Some people cannot function well without certain substances therefore it is unrealistic to rule out a service user attending a group if they are under the influence of any substance. The priority is always their wellbeing and the wellbeing of others. Decisions relating to attendance will be based on a dynamic risk assessment.
<b>Definition</b>	The United Nations Office definition of a drug is “A substance people to take to change the way they feel, think or behave” The terms “drug and alcohol” in this policy relates to; <ul style="list-style-type: none"> <li>• all illegal drugs as identified in the Misuse of Drugs Act 1971;</li> <li>• legal drugs e.g. alcohol and tobacco;</li> <li>• incorrect use of over the counter or prescription medicines.</li> </ul>
<b>Policy specifics</b>	

<p><b>Procedure</b></p>	<ul style="list-style-type: none"> <li>• Consumption of illegal drugs is not permitted on Battle Scars premises; this includes all outdoor spaces within the boundaries.</li> <li>• Even though consumption of alcohol on Battle Scars premises is discouraged, alcohol may be consumed on special occasions; that will be made clear in advance if there are service users present or are expected to be in the premises. Service/organisation management must be aware. Building management must be aware if consumption may take place in communal areas such as corridors or kitchens. Consideration of other building users is paramount.</li> <li>• Alcohol may be consumed on Battle Scars premises when a particular space has been hired out to external organisations or individuals. Building management will need to be notified of that in advance.</li> <li>• The selling of alcohol on Battle Scars premises is not allowed.</li> <li>• There is to be no use or bringing of any substance defined above (or drug related paraphernalia) on any Battle Scars premises or where Battle Scars are meeting / holding an event by volunteers or staff.</li> <li>• Smoking tobacco and vaping may be permitted if designated smoking areas are identified at the venue.</li> <li>• Should a service user be seriously affected by the influence of drugs and alcohol which is affecting their and others' ability to take part productively in support groups they will be discreetly and politely asked to leave (if there is a medical emergency or aggressive behaviour the appropriate emergency service will be contacted).</li> <li>• Volunteers, trustees and employees will not undertake any work on behalf of Battle Scars while under the influence of substances defined above.</li> </ul>
<p><b>Policy review</b></p>	
<p><b>Responsibility</b></p>	<p>It is the responsibility of the CEO to review this policy unless the task has been delegated to an appropriate volunteer or employee before the policy review date.</p>
<p><b>Procedure</b></p>	<p>All volunteers and employees can have input in this policy's review via their supervision.</p>
<p><b>Timing</b></p>	<p>The review must be completed within a month of the review date.</p>