

DRUGS AND ALCOHOL POLICY

1.0 General Statement

Under the Health and Safety at Work Act 1974, we recognise the duty to protect the health, safety, and welfare of employees and others who are (or may be) affected by their activities, as far as is reasonably practicable, and we are committed to taking measures to ensuring this safety. It is the Centre's policy to ensure the adventure activities and associated residential responsibilities are conducted in a safe and reasonable manner.

2.0 Centre Employees

2.1 No instructor will consume alcohol whilst working, performing a duty shift or be unfit to carry out their responsibilities for the Centre as a result of alcohol consumption. Should this occur the matter will be reported to senior member of staff and dealt with accordingly?

2.2 The consumption of alcohol outside working hours although not discouraged, it is expected that staff act in a manner which does not disgrace themselves or those with whom they are associated.

2.3 Drugs which are illegal, or which will directly affect the ability to work to an optimum are strictly prohibited both on and off site.

2.4 If a prescribed drug is taken which also may have adverse effects on the ability to perform one's job, then senior staff must be notified and the appropriate action taken.

3.0 Visiting Clients and Individuals

3.1 Clients are asked that their actions do not adversely affect the enjoyment of other parties on site.

3.2 Whilst in the role of loco-parentis it is asked that if alcohol is consumed there are sufficient members of staff fit and able to deal with emergencies/incidents and in the case of minors being present, that alcohol is not consumed in their presence.

3.3 Drugs which are illegal are strictly prohibited

3.4 If any drugs prescribed may have an adverse effect on the ability of the clients to do the activities then the Centre staff must be informed immediately (see Medical Forms when booking or inform Peat Rigg staff if this is the case).

3.5 The instructor in charge of the session has the authority to refuse access to an activity if they believe an individual to be a risk to themselves or to others present, be this as result of alcohol, drugs or any other restricting factor.

3.6 Peat Rigg staff are not permitted to carry out bag searches or interfere with clients personal belongings.

3.7 During the initial staff briefing it will be made clear that If there is an issue relating to drugs and alcohol being brought on to the site or misused, the visiting organization would have its own policies in place to deal with any incidents and enact these accordingly.

4.0 Discrepancies

Should discrepancies in the above be observed then the accountability structure should be followed and in the case of legal elements then the appropriate institutions be informed once the manager has been informed.