

# Drugs Policy

All customers and staff must follow the law when it comes to illegal drugs. This policy will apply to all users of the premises.

## Definition of Drugs:

For the purpose of this policy the term “drug” will include all mood-altering substances, both legal and illegal and involve substances such as:

- **Tobacco**
- **“Over the counter” medicines such as paracetamol, anti-histamines, cough medicines etc.**
- **Prescribed drugs such as antibiotics, inhalers, painkillers etc.**
- **Volatile substances such as aerosols, glues, petrol, cigarette lighter fuels etc.**
- **Products and substances sold online and in “headshops” that cause intoxication.**
- **Controlled drugs such as cannabis, ecstasy, amphetamines, magic mushrooms, cocaine, heroin etc.**

## Aims and Objectives:

The aim of this policy is to ensure that customers and staff are kept safe from drug-related harm when within the premise.

Our objectives are...

- **To develop a consistent approach to drug-related problems.**
- **To develop procedures and rules related to drug-related problems within the premise.**
- **To establish clear procedures for managing specific incidents of suspected drug misuse.**

## List of Actions

Managers, Bar staff and SIA (Security Industry Authority) Licensed Door Supervisor will ensure the following actions take place:

- **Cigarette smoking and “Vaping” will only be allowed in the beer garden and premises designated smoking area.**
- **Any person who is drunk or believed to be incapacitated due to the misuse of any drug will not be allowed to enter the premises.**
- **Disorderly conduct will not be permitted on the premises.**
- **A drunk or disorderly person must leave the premises when requested to do so by staff or an SIA Licensed Door Supervisor.**

- **Illegal drugs and “legal highs” are not permitted on the premises.**

All staff can help prevent drug-related harm from occurring within the premises.

### **Staff**

- Will be made aware of the details of and must adhere to East Street Pub Company Drugs Policy (this document).
- Must report any deviance from this policy to the designated premises supervisor, manager or premises licence holder
- All relevant information, paraphernalia or suspected substances found or received will be forwarded to the Manager who will consult with the necessary parties before taking relevant action based upon this policy.

### **Protocol for dealing with drug misuse**

East Street Pub Company will endeavour to respond to all drug-related incidents in a firm but fair manner, with due respect for the safety and welfare of individuals involved, other customers and the wider community and will also fulfil any legal obligations that might apply.

### **Outline of Restrictions**

The misuse or supply of illegal drugs and “legal highs” is viewed as unacceptable and is punishable by expulsion and barring.

### **Reporting of Incidents**

Alleged or confirmed incidents in breach of this policy will be referred to the Manager, designated premises supervisor and premises licence holder.

### **Recording of Information**

Information regarding alleged or confirmed incidents in breach of this policy will be recorded in writing. The recording of factual information is preferable and all opinions must be stated as such. Responses to cases must also be recorded in this way. Only in confirmed cases will the names of individuals be recorded.

### **Confidentiality**

While it is not possible to guarantee, every effort will be made to respect confidentiality.

### **Police Involvement**

Incidents that involve the illegal supply of drugs will require Police involvement. In all other drug-related incidents each case will be considered on an individual basis and

the decision will rest with the manager, designated premises supervisor or an SIA Licensed Door Supervisor as to whether or not the Police are involved.

### **Search**

Both the manager, designated premises supervisor and an SIA licensed Door Supervisor retain the right to direct a search of any part of premise if there is reasonable cause to believe a substance in breach of this policy is contained therein. Either the manager or the designated premises supervisor and an SIA licensed Door Supervisor will conduct the search. Where there is reasonable cause to believe a person has in their possession a substance in breach of this policy, whether he/she is in an inaccessible area (e.g. toilets) or not, he/she will be asked to volunteer the substance. If he/she refuses, the Police may be called in to conduct a search.

### **Disposing of suspected illegal substances**

If a suspected illegal substance is found on premise it will be brought to the attention of the manager or designated premises supervisor. The substance will be stored securely and the manager will then decide whether the Police should be called to collect it or whether it should be disposed of. Any disposal of suspected illegal substances will be recorded and witnessed by two persons. At no time will a suspected illegal substance be removed from premise without the knowledge of the Police.

### **Availability, use and storage of solvents and gases**

Many solvent based products have the potential to be abused (e.g. deodorants, paints, thinners, cleaning fluids etc). All solvent based materials and gases will be stored securely and safely away from public access.

### **Monitoring and Evaluation**

This policy remains in force at all times and during all activities conducted with the support of the Police. This policy will be evaluated annually and after every drug-related incident. This policy will come into effect on the issue of the premises licence and will then be reviewed and if required updated annually.