



Charity number 1197599

Drugs, Alcohol/Energy Drinks and Smoking Policy for Brereton Big Local CIO

Brereton Big Local CIO is committed to providing a safe, healthy, and productive environment for all our employees, volunteers, and visitors to our external events and those using Brereton Community Hub. This policy highlights the importance of a zero-tolerance environment of any illegal drugs or substance throughout any events or hiring of the hub. It also highlights our policy towards alcohol, smoking and energy drinks. Any breach of the policy will be treated with a great sense of urgency and seriousness.

Brereton Community Hub

We hold a zero-tolerance policy to any drugs/illegal substances being used/or anyone being under the influence of at the hub. Smoking is NOT permitted within the hub, however, there are designated smoking areas externally (please see hire T&C)

The hub is hired out for many different events, alcohol is permitted for private hirers hosting a party (please see hirer T&C). However, many groups and hub users are targeted at children and young adult. We all hold a duty of care to provide a safe and healthy environment for those children/young people in our care. Children and Young persons are NOT permitted from consuming alcohol/energy drinks or smoking cigarettes/vapes on the premises. Group organisers, volunteers or staff have a duty of care to provide a safe, secure environment, they are NOT permitted from consuming alcohol/energy drinks or be under the influence of, or smoking/vaping whilst at the hub.

External Events

We hold a zero-tolerance policy to any drugs/illegal substances being used or being under influence of at any event organised or that Brereton Big Local is part of. Event organisers, volunteers and employees are NOT permitted from consuming/being under the influence of alcohol/energy drinks or smoking/vaping at events where there are vulnerable residents, or impressionable children and young adults to guide and support.

Volunteers

We hold a zero-tolerance policy to any drugs/illegal substances being used by our volunteers. Volunteers will be informed of their responsibilities/expectations prior to their role via their handbook. A DBS check may be undertaken. Volunteers are NOT permitted from consuming alcohol/energy drinks or smoking/vaping at events where there are vulnerable residents, or impressionable children, young adults to guide, care for and support.

Children and Young Adults

We hold a zero-tolerance policy to any drugs/illegal substances being used by children and young people. Children/young people are NOT permitted from consuming/being under the influence of alcohol/energy drinks or smoking/vaping at any events organised or that Brereton Big Local CIO is part of.

Employees/Trustees

We hold a zero-tolerance policy to any drugs/illegal substances being used by employees and Trustees. Employees are NOT permitted from consuming/being under the influence of



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alcohol during working hours. Employees and trustees volunteering during event should adhere to the Volunteer sub-section policy.

Procedures

Drugs/illegal substances and alcohol

- Any Volunteers, employees, Trustees, or responsible adult in a position of trust are found in possession of the above or suspected to be under the influence of, they will be asked to immediately leave the premises/event. Disciplinary procedures will begin (see disciplinary policy/procedure)
- Any child/young person to be found in possession of drugs/illegal substance or appears to be under the influence of during an organised group at the hub will have their parents informed immediately and asked to collect. The Designated Safeguard Lead to be informed and to follow Child protection policy and procedures.
- Any child/young person to be found in possession of drugs/illegal substance or appears to be under the influence of during a Brereton Big Local CIO event where we hold responsibility for that child will have parents informed immediately and be asked to collect. The Designated Safeguard Lead to be informed and to follow Child protection policy and procedures.
- If any parent on collection of a child from any group at the hub or event that appears to be under the influence of the above on collection/drop off, they have a duty to inform the Designated Safeguarding Lead (See Child Protection policy)
- If any child is deemed unsafe due to a parent being under the influence of the above, for example will be driven in a car, ring 999. At an appropriate time to then contact the Designated Safeguarding Lead