

## Code of Conduct: Drugs Procedures.

### LRFC Substance Misuse Policy

**Statement:** The Club aims as a responsible member of the community and as an employer, to conduct its activities in a way that complies with the law and will achieve the highest possible standard of health and safety for its employees, players, members, visitors and members of the public.

**Aims:**

The Substance Misuse Policy aims to contribute to a safe healthy and responsible environment by:-

- Preventing Drugs problems through awareness raising;
- Identifying problems at the earliest stage;
- Offering support to those who have a problem;
- Taking robust action in respect of Substance Misuse.

The Policy has been developed by the Club Management Committee, representing employees, players and members. To run in conjunction with the Club Health and Safety Policy, as required as a general duty of care under “*The Health and Safety at Work Act 1974.*”

The Club has set the following objectives:-

- Zero Drug tolerance.
- To publish its policy on the Club Website;
- To post notice of policy in the Club;
- To emphasise wherever possible in Club Promotions and Communications the Club’s compliance with the Law;
- To assist any Club Member who requests confidential assistance in respect of Controlled Substances.

Signed by:

Club

Chair:.....Date:.....

Lynn Davies.

Review Date.....

**Responsibilities:**

Overall responsibility for implementing the Policy is that of Club Chair and Members of the Committee.

Day to day responsibility for ensuring implementation of the Policy is delegated to the Club Manager, Health and Safety Manager, Club Coach, Club Captains and Bar Staff.

**Definition:**

Drugs in the context of this policy are defined as Class A/B/C, which are designated as “*Controlled Substances*,” under the “*Misuse of Drugs Act 1971*” the use of which is illegal.

The use of Drugs by Players is dealt with by separate policy as set out by England Rugby Football Union.

**The Rules:** Anyone, whether a Member of the Club or General Public, found to be using or distributing “*Controlled Substances*” on premises and land owned or controlled by LRFC, will be banned from the Club and reported to the Police.

**Safeguards:** The Club will always make its best endeavours to provide support and advice to anyone who requests assistance, through Club Chair and Committee Members, as set out in the Club’s Code of Conduct.

## **Procedures and Sanctions**

**Definitions:**

**The Club:** Ludlow Rugby Football Club Ltd.

**Club Premises:** Includes the buildings and environs at The Clubhouse, The Linney, Ludlow, SY8 1EE, to include Maddy’s Meadow and Hosiers’ Field, as well as other premises occupied or visited by members of the Club engaged in Club activities.

**Drugs:** in the context of this policy are defined as Class A/B/C, which are designated as “*Controlled Substances*,” under “*The Misuse of Drugs Act 1971*” the use of which is illegal. Drugs as defined by the RFU “*Illegal Drugs Policy*” are all in these categories.

**Supply** - Passing drugs even with no money changing hand or to a friend is legally regarded as supplying.

**Responsibilities:**

**Players** found in breach of this Policy will be dealt with under the Terms of the RFU’s “*Illicit Drugs Policy*”

**Non-Playing Club Members** will be dealt with in accordance with the following procedures:

Anyone found possessing, using, or supplying / selling performance enhancing or recreational drugs on Club premises or at Club events will be dealt with by the Club Disciplinary Sub-Committee.

The matter will be referred to the police by the Disciplinary Sub-Committee in order that criminal matters can be considered.

The criminal justice system will consider the individual circumstances of each case, applying threshold and gravity testing to the evidence before considering cautions or charges. The Club disciplinary outcome will take into account the degree of criminality proven when determining the Club sanction.

The default outcome will normally be for the member to be barred from the Club and Club events for life. This would be particularly the case if the member was a responsible adult, and a police conviction or caution has been received.

At the other end of the scale, if the member was an under 18 and if it was a first occurrence and if they had only received a police caution or less formal outcome then a measure of leniency and education could be more appropriate. An outcome would be a ban from playing matches for a period of time and a mandatory requirement to participate in a 'Help with drugs' programme (e.g. • **FRANK:** <https://www.talktofrank.com/> • **NARCOTICS ANONYMOUS:** <https://ukna.org/> • **DRUG ADDICTION-GETTING HELP:** <https://www.nhs.uk/live-well/healthy-body/drug-addiction-getting-help/> • **RFU ILLICIT DRUG INFO:** <https://www.englandrugby.com/governance/anti-doping-and-illicit-drugs/illicit-drugs-programme>).

It is the task of the Disciplinary Sub-Committee to determine an appropriate outcome for offences lying between these two ends of the scale.

If the person involved is a non-member attending a Club function/Club event, then they will be subject to a life ban from attending the Club or any Club functions and the matter will be referred to the Police. The Chair or Club Secretary will refer visiting Club Members to their own Club Management.

In the case of suspension, the Club will appoint a member to act as a mentor to the suspended individual(s) for a nominated period of time and to assist them to reintegrate with the Club. If the individual(s) concerned is/are under 18, their parent or guardian would be informed immediately and the penalties to be imposed, unless informing the parent or guardian would put the individual at risk of greater harm.

The Management Committee shall have power to refuse the subscription of any person or expel any Official or member if they consider that the best interests of the Club will be served thereby. The decision of the Committee shall be final and conclusive, and they shall not be bound to give any reason for such decision.

For the benefit of doubt, a person is responsible for anything that they take into their own body, including inhaled, taken by mouth, absorbed, or injected. The "he told me to do it" defense is not acceptable.

Incidents which in any way involve anyone aged under 18 years of age will also be notified to the Club Safeguarding Officer.

All Club Members have a responsibility to bring to the attention of the Management Committee any activities or suspected activities related to the misuse of drugs.

All Club Members are actively encouraged to talk in confidence to members of the Club Committee if they need help and guidance in any matter relating to "Illicit Drugs".