

Drug and Alcohol Policy



The Institute
of Contemporary
Music Performance

Version number	Date approved (including committee)	Reason for production/revision	Author	Proposed next review date
V2.1	13/08/19 Executive Committee	Annual review	Head of Student Services	Biennially and as required
Related policies				
<ul style="list-style-type: none">▪ Safeguarding Policy and Procedure▪ Student Mental Health Policy and Procedure▪ Student Charter▪ Student Disciplinary Policy and Procedure				
External Reference				
<ol style="list-style-type: none">1. Equality Act 2010, https://www.legislation.gov.uk/ukpga/2010/15/contents The policy has been informed by the Equality Act 2010 consolidated, simplified, strengthened and replaced previous legislation, consolidating equality legislation with respect to nine protected characteristics.2. Misuse of Drugs Act 1971 - The main purpose of the Act is to prevent the misuse of controlled drugs and achieves this by imposing a complete ban on the possession, supply, manufacture, import and export of controlled drugs except as allowed by regulations or by licence from the Secretary of State. www.legislation.gov.uk/ukpga/1971/38/contents3. The Health and Safety at Work Act 1974 http://www.hse.gov.uk/legislation/hswa.htm				

1. Policy Statement

- 1.1 The ICMP is committed to ensuring that the use of drugs and alcohol does not have an adverse effect on the working and social conditions of ICMP students.
- 1.2 This policy is designed to inform students on the ICMP's policy in relation to these issues.

2. Principle Aims

- 2.1 To promote an awareness of the health and legal issues associated with drug, alcohol and/or substance misuse.
- 2.2 To inform students of the process for dealing with issues relating to the misuse of alcohol or the use of illegal substances.
- 2.3 To facilitate the early identification of such problems and to encourage students to seek advice, help and assistance voluntarily before their studies are adversely affected.
- 2.4 To make students aware of support and guidance which is available both internally and externally for students who may have problems with alcohol and/or drug use.
- 2.5 To ensure that the ICMP provides a coherent approach when responding to drug incidents.

3. Scope

- 3.1 This policy applies to any student studying or registered at the ICMP on any course or programme of study (accredited and non-accredited).

4. The legal Context

- 4.1 The misuse of Drugs Act, 1971, makes it clear that it is an offence for 'the occupier or someone concerned in the management of any premises knowingly to permit or suffer on those premises the smoking of cannabis; or the production, attempted production, supply, or offering to supply of any controlled drug'.
- 4.2 The Health and Safety at Work Act 1974 requires ICMP to do what is reasonable to protect the health and safety of staff, students and visitors. Drug and Alcohol misuse can have an impact on the health and safety of an individual and also for others, for example students attending and/or performing at ICMP events held in external venues, Open Days or staff having to handle illegal substances and drug-related paraphernalia.
- 4.3 The General Regulations state 'No alcohol or narcotics are allowed onto ICMP premises'. The General Regulations are binding and shall be adhered to by all students when on ICMP premises, using ICMP equipment or whilst participating in activities organised by ICMP.
- 4.4 Students who contravene the legislation outlined above may be subject to disciplinary action by the ICMP and this may include reporting incidents to the Police.
- 4.5 Students should also note that a criminal record arising from the possession or use of illegal drugs can lead to students being barred from certain professions (teaching). In addition, restrictions on travel can occur as individuals may be denied a visa to enter certain countries, such as the United States of America, if they have been cautioned or convicted for a drugs related offence.

5. Definition of a Drug Incident

- 5.1 Drug incidents can include suspicions, observations, disclosures or discoveries of situations involving illegal and other unauthorized drugs.

6. Responsibility

6.1 The Head of Student Services has overall responsibility for the implementation of this policy and procedure. They are also responsible for ensuring staff are aware of the procedures for managing incidents.

7. Confidentiality

7.1 All staff have a responsibility to respect the privacy of students. However, in matters relating to student health and welfare, in extremely rare circumstances it may be appropriate to share information with third parties who have a clear need to know that there are specific concerns about a student e.g. where there is a significant threat to their personal safety or that of others or there is a legal requirement to disclose information.

8. Response to the Misuse of Drugs and Alcohol.

8.1 The ICMP has a duty of care to all its students and will seek to offer help and support to any of its students who come to it with problems relating to the use and abuse of legal and illegal drugs (including referral to suitable external services/agencies).

8.2 The duty of care extends to the wider ICMP community. As such it may be that ICMP use disciplinary measures if the conduct of students affected by legal or illegal drugs impacts upon the wellbeing of their peers or otherwise brings the ICMP into disrepute (whether such incidences occur on ICMP premises or not).

8.3 The ICMP will consider appropriate disciplinary action in the case of the use, possession or supply of illegal drugs, and also in the case of unacceptable behaviour arising from excessive consumption of alcohol. This may range from a verbal reprimand to expulsion from ICMP.

8.4 Parents/Carers will be informed of all incidents relating to illegal drugs, alcohol, tobacco or substance misuse by any student aged under 16 years of age, unless this would jeopardise the safety of the child¹.

9. Monitoring and Evaluation

10.1 The policy and procedure will be monitored annually.

10.2 Drug Incidents will be reported into and discussed at ExCo.

10.3 A review of Drug/Alcohol Incidents including the effectiveness of education and pastoral support will be presented to QBR quarterly as part of the Safeguarding report.

¹ Refer to the Safeguarding Policy and Procedure