

# 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
V2.3	13/09/22 Academic Board	Review	Head of Student Services	Biennially and as required

## Related policies

- Safeguarding Policy and Procedure
- Student Mental Health Policy and Procedure
- Student Charter
- Student Disciplinary Policy and Procedure
- Bullying, Harassment and Sexual Misconduct Policy
- Support to Study Policy & Process

## External Reference

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/contents](http://www.legislation.gov.uk/ukpga/1971/38/contents)
3. The Health and Safety at Work Act 1974  
<https://www.hse.gov.uk/legislation/hswa.htm>
4. Taking the Hit – Student drug use and how Institutions respond  
[Taking the Hit - Student drug use and how Institutions respond](#)
5. The Intersection of sexual violence, alcohol and drugs at universities and colleges  
[A briefing note / Universities UK and the Office for Students - 22 July 2021](#)

## **1. Introduction**

- 1.1. 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 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 ICMP provides a coherent approach when responding to drug and alcohol incidents.

## **3. Scope**

- 3.1. This policy applies to any student registered at ICMP, when studying / working on ICMP premises or undertaking activities on behalf of ICMP both on and off-site.

## **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. 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. 9.3 of the Terms and Conditions of registration state:
  - 9.3. You are required to always behave appropriately and in such a manner as not to:
    - 9.3.4. enter the building or attend class whilst under the influence of illegal or other unauthorised drugs and/or alcohol in line with our Drug and Alcohol policy. Exemptions will apply for the consumption of alcohol as part of a licenced event held at the Queens Park Campus Venue.
- 4.4. 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.
- 4.5. Students who contravene the legislation outlined above may be subject to disciplinary action by ICMP and this may include reporting incidents to the Police.
- 4.6. 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. Policy Statement**

- 5.1. No student should, in connection with any ICMP activity:

- 5.1.1. Attend, or endeavour to attend, study/work having consumed alcohol or drugs likely to render them unfit or unsafe for such activities;
- 5.1.2. Misuse alcohol or drugs on ICMP premises or when representing ICMP off-campus;
- 5.1.3. Bring drugs or alcohol onto ICMP premises, except in relation to a licenced event being held at the Queens Park Campus Venue.
- 5.1.4. Attempt to sell or supply alcohol or drugs to any other person on ICMP premises, except in relation to the sale or supply of alcohol as part of a licenced event held at the Queens Park Campus Venue.

## **6. Definitions**

- 6.1. Drug and Alcohol misuse – this includes drinking alcohol or taking drugs, either intermittently or continuously, such that it adversely affects an individual's performance or conduct or affects the performance or safety of others.
- 6.2. Drug – this includes any controlled drug (other than alcohol) that produces physical, mental, emotional or behavioural changes in the user. It also includes controlled drugs and prescription medicines where the prescription medicines have not been prescribed for the person possessing or using them and/or such prescription medicines which are not taken in accordance with a physician's direction.
- 6.3. Controlled drugs – includes all chemical substances or drugs listed in controlled drugs acts or regulations applicable under the law.
- 6.4. Addiction to non-prescribed drugs or alcohol is not a disability under current legislation.
- 6.5. Drug incidents - can include suspicions, observations, disclosures or discoveries of situations involving illegal and other unauthorized drugs.
- 6.6. This policy does not include drugs prescribed by doctors for personal use.

## **7. Responsibility**

- 7.1. 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.

## **8. Confidentiality**

- 8.1. 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.

## **9. Response to the Misuse of Drugs and Alcohol.**

- 9.1. 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).
- 9.2. 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 ICMP into disrepute (whether such incidences occur on ICMP premises or not).
- 9.3. 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.
- 9.4. 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 child<sup>1</sup>.

#### **10. Monitoring and Evaluation**

- 10.1. The policy and procedure will be monitored biennially.
- 10.2. Drug Incidents will be reported into and discussed at ExCo.
- 10.3. Incidents involving drugs and / or alcohol including “Cause for Concern” reports citing drug and alcohol misuse or addiction is included in the Annual Safeguarding Report submitted to ExCo and Corporate Board.

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<sup>1</sup> Refer to the Safeguarding Policy and Procedure