

Policy 12

Drug and Alcohol Policy 2025/2026

Reach recognises that some young will have some involvement in drug and alcohol use. Whilst not condoning such use, we acknowledge that young people need information and advice to make informed choices.

Reach Staff must work within the law and provide a safe environment for all young people and staff. The drugs policy covers illegal drugs, alcohol and volatile substances.

12.1 Young people, staff and other building users are not allowed to bring illegal drugs or alcohol into our premises (this includes the building, surrounding areas and any vehicles). Alcohol may only be bought on premises with express permission of the Director.

12.2 Staff will provide young people with an induction & accurate information and advice about drug use when appropriate. This may include referral to other organisations, giving leaflets and signposting to websites.

12.3 If any young person or other user is found in possession of, or using, illegal drugs, alcohol or volatile substances, then the Duty must be notified immediately. The young person may be asked to leave the provision or be removed/collected from the provision and Educational Provider/Parents notified.

12.4 If they do not leave, the police will be called and the incident reported. Personal safety of staff and young people is most important here and staff should only intervene if safe to do so. If in doubt, the police must be called.

12.5 If staff find, or are handed, an illegal drug (or something they suspect to be an illegal drug), they must hand it to the Duty who will notify the police. All workers will need to write a log of the incident. The Duty will liaise with the police and the school on the next appropriate action to take. Under no circumstances will staff hand any illegal substances back to a young person.

12.6 If staff are concerned that a young person may be supplying drugs on the premises, they will first discuss this with the young person (notify Duty) If they are still concerned that the young person is continuing to supply drugs, they will inform the police and the Duty.

12.7 Anyone under the influence of alcohol or drugs may not be allowed onto the premises. If the young person is unconscious, confused, disorientated, having trouble breathing or has taken a harmful toxic substance, this will be treated as a medical emergency. An ambulance will be called, first aid given and parents / carers informed or Educational Provider. Immediately after the incident, staff will record the incident and discuss with the Duty.

12.8 Reach staff and volunteers will co-operate with the police. This includes allowing access to the premises when needed. It does not include volunteering information about a young person's drug use as, apart from when there are safeguarding concerns; information given by young people is treated confidentially. However, staff will not actively obstruct the police or hamper a police enquiry as this can result in prosecution. Any queries must be discussed with the Duty.

12.9 Staff must not use any controlled or non-prescribed drugs during working hours. Such use will be a serious disciplinary issue and may result in dismissal

Any further questions regarding guidelines in this policy then please contact one of the leadership team.

To ensure the effectiveness of this document our 'Drug and Alcohol' policy will be reviewed annually.

Signed:



Date: 02/09/2025

Dan Palmer

Founder / Director