

ALCOHOL AND DRUGS POLICY

This policy applies to all BEASTLY volunteers, leaders, participants and contractors.

BEASTLY is committed to promoting a sensible attitude towards alcohol by all adults at the Event and seeks to provide a safe work environment that is free from the effects of alcohol and drug abuse/misuse. The Event acknowledges that the majority of drinkers enjoy alcohol without experiencing problems.

Under no circumstances should unlawfully obtained, non-prescription drugs be brought to or consumed on site.

It is not the intention of this policy to define 'sensible drinking' or 'alcohol misuse' as these terms are often interpreted differently.

Alcohol consumption in front of the young people must be in accordance with:
<https://cms.scouts.org.uk/media/6744/scouting-and-alcohol-green-card.pdf>

Our collective responsibility for each other

If anyone is concerned, or is made aware that any individual at BEASTLY is experiencing difficulties with alcohol or drug abuse, they should encourage the individual to articulate the problem and seek help from the BEASTLY Event Leads.

At BEASTLY, everyone needs to be aware that drinking alcohol might affect an individual's ability to carry out their duties or participation in activities.

For example:

- If someone drinks excessively off duty, they may not be fit to carry out their duties or participate in activities the following morning.
- We need to consider the cultural and religious observances or needs of those taking part in the event.
- Everyone aged 18 or over is expected to follow the same rules as adult leaders.
- Drinking alcohol can put adults in a compromising position regarding their responsibilities for safeguarding and their duty of care. Also, as an adult you are a role model for young people. When adults are responsible for young people, they must not drink alcohol.

During events attended by young people under the age of 18, the following rules apply.

- Under 18s must not drink alcohol under any circumstances.
- There must be the correct ratio of adults responsible for young people at all times.
- If you are responsible for young people you must not drink alcohol.
- If you are not directly responsible for young people, and you do drink alcohol, you should still follow the guidance provided by the Yellow Card (Scouting).
- If you are drinking when 'off duty', you should consider how alcohol may affect your ability to carry out your duties when back on duty.
- Young people must know who is responsible for them at all times.

BEASTLY

Procedures

Alcohol at the Event

Participants including all staff members whose work includes driving or operating machinery, and/or undertaking/providing any activity for the participants must not consume alcohol at lunch breaks, before coming to 'work' or at any time which means that it affects their ability to carry out their event role or puts their own or other participants' health and safety at risk.

If a manager/leader is concerned about any adult's ability as a result of known or suspected alcohol consumption, the manager/leader should discuss this with the Event Lead(s) initially.

Drugs

If a manager/leader suspects that an adults' ability is impaired due to consumption of 'legal highs' or unlawfully obtained, non-prescription drugs, or a psychoactive substance (e.g. NOS/laughing gas) the manager must discuss this with the Event Lead(s). An investigation will be undertaken to determine the facts and the appropriate course of action to be taken. This may include a report to the police and could include being asked to leave the Event at their own expense.

It is the responsibility of all adults undertaking staff work or activities to make their Department Lead aware of any drugs that have been legally prescribed that may impair their judgement or performance. This can then be considered in the risk assessments.

All adults should have an awareness of the available nicotine alternatives that young people may have gained access to. These can be extremely potent and should be confiscated and reported to the subcamp team to enable appropriate follow up by welfare and safeguarding, to ascertain the source and provide support.

Policy Revision Information

Version	Date	Overview of Changes	Author
V1	30/04/2024	Initial Version	Jack Tracy
V2	21/04/2025	Updated template for BEASTLY25	Jack Tracy