



# Royal College of Art

Postgraduate Art & Design

## Drug and Alcohol Misuse Policy

The College has a legal responsibility to provide a safe and healthy study and work environment for its students, staff and visitors.

The College condemns the misuse of alcohol and other substances, or the possession or supply of illicit drugs.

The inability of students and staff of the College, or visitors, to perform their work responsibly and safely because of the effects of alcohol, drugs or other substances will not be tolerated.

### 1 Illegal Drugs

- 1.1 Under the Misuse of Drugs Act 1971 it is an offence for the occupier of premises, or a person concerned in the management of any premises, knowingly to permit or suffer activities such as the smoking of Cannabis or the supply of a controlled drug to another person to take place in those premises.
- 1.2 The College will take appropriate disciplinary action in such cases. This action may include the termination of a student's studies or a member of staff's employment. In addition the offences will be referred to the Police.

### 2 Alcohol

- 2.1 Whilst alcohol is not illegal, and its consumption, subject to the Licensing Act 1964, is allowed on College premises, there is concern about its inappropriate use during the working day and during social events.
- 2.2 Heads of Programme/Department are expected to discourage staff and students from consuming alcohol during the working day. Staff and students must not drink at all before using hazardous chemicals, machinery or equipment.
- 2.3 Staff organising social events outside working hours must ensure that the event is properly managed.



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- 2.4 License holders and events organisers are expected to manage premises and events responsibly.

### **3 Personal Support**

- 3.1 The College acknowledges its responsibility in fulfilling its caring and supportive role in the welfare of students and staff. Those who appear to be in need of help and support with alcohol or drug-related problems should be referred by their Head of Programme/Department or line manager to the Occupational Health Service. Self-referral to an Occupational Health Adviser is also encouraged. The Occupational Health Service offers confidential and impartial advice to promote health and safety. The services provided include confidential counselling.

### **4 The individual and the community**

The individual circumstances surrounding each alcohol or drug-related problem will be taken into consideration, recognising that a variety of responses will be necessary. The College will balance the interests and concerns of the person experiencing the problem with those of other members of the College community.

In each case the College will seek to be supportive to the individual concerned but there will be circumstances where because of safety implications or the wellbeing of other staff or students the conduct of the individual may warrant disciplinary action. Advice is available from the HR department.

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