



1.9 Drug Policy

Purpose

This policy establishes guidelines for staff in engaging and working effectively with users of its services within a safe environment where risk of harm to users, visitors and staff can be minimised.

The Bumblebee Children's Charity recognises the need for an effective drugs policy, which safeguards the rights of all users and guests to live, and staff to work, in a safe and harm free environment.

In developing an effective drugs policy, The Bumblebee Children's Charity recognises its duties as a responsible landlord to act with regard to the following legislation: The Misuse of Drugs Act (1971), The Misuse of Drugs Regulations (1985), The Intoxicating Substances (Supply) Act (1985), the Medicines Act (1968), The Criminal Justice and Public order Act, Road Traffic Act (1988), The Drug Trafficking offences Act (1986) and The Crime and Disorder Act (1998).

This policy should be read in conjunction with the Health and Safety Policy including the No Smoking Policy, First Aid Policy, Confidentiality Policy.

Persons Affected

- All users of The Bumblebee Children's Charity - owned or managed premises
- All staff and volunteers of The Bumblebee Children's Charity - owned or managed premises.

Policy Statement

The policy of The Bumblebee Children's Charity is to promote a drug-free environment for users and staff through a zero-tolerance of illegally-held drugs (including prescribed drugs that are illegally held) on its premises.

The Bumblebee Children's Charity seeks to provide a safe and harm-free environment for all its users and staff and is obliged under its duty of care to users and staff to address risk of the hazard. For this reason, should drugs be found on the premises, The Bumblebee Children's Charity will always act to minimise harm within the confines of the law and where appropriate, to safely and legally transfer the drugs to into police possession.

The Bumblebee Children's Charity recognises its responsibilities under the Misuse of Drugs Act (1973) to take all reasonable steps available to stop supply taking place and to assume supply is occurring where supply is suspected. The Bumblebee Children's Charity will therefore not tolerate the supply of controlled drugs on its premises and will always act where it knows or suspects that supply is taking place.

The Bumblebee Children's Charity further recognises its responsibilities to staff in providing a safe working environment.

The Bumblebee Children's Charity seeks to safeguard the physical health of all its users and staff. The Bumblebee Children's Charity therefore ensures a qualified first-aider is available to all users and staff at all times and that first-aid kits are fully stocked.

The Bumblebee Children's Charity seeks to maintain a positive relationship with the police at all times to the benefit of all its users and staff. As a result, information may be passed between the police and the Bumblebee Children's Charity to safeguard the community and the Bumblebee



Children's Charity interests. Should the police wish to search premises they should be invited to do so in all cases and staff are required to fully co-operate with the police.

Whilst the Bumblebee Children's Charity recognises that possession or use of some other drugs does not constitute an offence under the Misuse of Drugs Act, it recognises its duty of care to other members to provide a risk-free environment for all. The impact of behaviour influenced by these drugs on other members may constitute a risk to others and therefore The Bumblebee Children's Charity will not tolerate their use on its premises.

Definitions

Premises: For the purposes of this policy, the premises of The Bumblebee Children's Charity should be defined as any buildings and land leased by The Bumblebee Children's Charity.

Drugs: For the purposes of this policy, the term drugs are used to refer to illegally-held controlled drugs (eg. cannabis, cocaine), prescribed controlled drugs (eg. Nitrazepam), non-prescription medicines, alcohol, tobacco, other substances which can distort perceptions or affect behaviour (eg. Qat, solvents, amyl and butyl nitrites, GHB).

Supply: the provision or sale of an illegally-held drug from one person to another person

Responsibilities

All staff to be aware of the policy and procedures

Verification

Drug-related incidents or concerns (including the supply or suspected supply, use or suspected use, discovery of paraphernalia) will be monitored by the Administrator. The Administrator will report quarterly to the Board of Trustees on the incidence of drug-related incidents or concerns and actions taken in response to these incidents.

This Policy was adopted by The Bumblebee Children's Charity and is reviewed annually.

Name of signatory Lindsay Warne

Date July 2026

Role of signatory Charity Administrator

Signed on behalf of the Trustees