



# Drugs Policy

## 1. Purpose and scope

This policy relates to the attempt to use illegal drugs or other harmful substances on Lexx Jerkz Bar & Grill premises.

Its purpose is to:

- a) Comply with the Misuse of Drugs Act 1971 by ensuring that the Lexx Jerkz Bar & Grill does not knowingly permit use or supply of controlled drugs on its premises.
- b) Provide a safe working environment for staff and customers.
- c) Eliminate drug use on our premises.
- d) Prevent drug dealing in Lexx Jerkz Bar & Grill.

## 2. Policy Statement

Lexx Jerkz Bar & Grill:

- Will not condone the possession, use or supply of illegal drugs, nor other substances, on our premises.
- Will promote supportive and caring harm minimisation strategies which reduce the risks associated with drug use/misuse.
- Will provide a safe, healthy and supportive environment for staff and customers.
- Will promote knowledge, awareness and understanding to enable staff to make informed choices.

## 3. Policy in relation to Staff

All staff working at Lexx Jerkz Bar & Grill will receive a copy of this policy as part of their induction process. Awareness will be maintained by refresher training at least every 6 months or when changes are introduced following new legislation.

## 4. Preventing drug use at venues

To prevent drugs being brought onto the premises, please refer to our search policy

## 5. Preventing drug dealing at Lexx Jerkz Bar & Grill

All staff working at Lexx Jerkz Bar & Grill will be vigilant in monitoring activity. Security staff will regularly monitor key areas within the premises for suspicious activity.

## 6. Finding Drugs

All suspected drugs incidents will be documented using an incident form.

Given that incidents may vary from finding drugs on customers, finding customers in possession of a small amount of illegal drugs, or finding customers in possession of a large amount of drugs, the procedure to be followed will vary as follows:

- If a customer is found in possession of a small amount of suspected illegal drugs, those drugs are deemed to be for personal use, these will be confiscated and placed in the amnesty bin, if confiscation is refused, then entry will be denied.

- If a customer is found in possession of what is believed to be nitrous oxide, the following will apply:
  - Whilst not an offence, if the customer is in possession of a small quantity (i.e. what could be deemed for personal use) then it will be a condition of entry that the item is confiscated and placed in the amnesty bin. If confiscation is refused, then entry will be denied.
  - If in possession of a larger quantity, suspected to be for distribution, then the items will be confiscated and an incident form completed. Details of the incident, as well as the confiscated items, will be passed to the police.

- If a large amount of suspected illegal drugs is discovered or staff have grounds for suspecting dealing may be taking place on Lexx Jerkz Bar & Grill. the police will be called immediately.

### **7. Penalties**

Any customers or staff this includes (security staff, bar staff, kitchen staff and resident or guest DJ) found to be in possession of illegal drugs will be ban. The length of the ban will be in proportion to the incident but would normally be for a minimum of 3 months for customers, however staffs will be subject to an immediate lifetime ban from Lexx Jerkz Bar & Grill. Decisions to ban customers will be taken by the DPS after considering all the information available.

### **8. Keeping customers safe**

Lexx Jerkz Bar & Grill will have the following activities in place to keep customers safe and minimise harm related to drug use:

- Drinking water will be offered free of charge.
- Staff will be vigilant in identifying anyone who is suffering from the effects of consuming an excessive amount of alcohol or from suspected drug use. In these circumstances, Lexx Jerkz Bar & Grill staff will reserve the right to refuse further alcohol. Where staff believe a customer's well-being is at risk, that customer will be monitored and if necessary arrangements made either for their safe return home or for appropriate medical treatment.
- Sufficiently trained staff will be present at all events. In an emergency staff will call an ambulance and notify the security staff as appropriate. In all such circumstances an incident report form will be completed.

### **9. Record keeping/notification**

Incident log for each weekend will be kept on file and details of any incidents will be made available by seven day of the incident.