



Drug & Alcohol Misuse Policy

NEWPORT COUNTY AFC

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Drafted by	Kelly Anderson
Signed off by	Gavin Foxall
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Newport County AFC is committed to providing a safe, healthy, and family friendly environment where we can develop the skills and attitudes necessary to cope with drug and alcohol related issues. All Club players, Academy, staff and volunteers shall follow the law when it comes to illegal drugs, alcohol and tobacco and shall display leadership and good example.

For the purpose of this policy the term “drug” shall include all mood-altering substances, both legal and illegal and involved substances. The aim of this policy is to:

*Ensure that all club members are kept safe from substance related harm when involved in club activities and to develop a consistent approach to substance related issues to be adopted by all club members.

*To develop procedures and protocols that address substance related issues in the Club.

*To establish clear procedures for managing specific incidents of suspected substance misuse.

The Club shall take the following actions to counteract Drug and Alcohol Abuse:

- Staff, volunteers, Academy coaches or players shall not drink alcohol while representing their club at matches or training sessions, or perform their duties whilst under the influence of substances including alcohol
- Awards Nights shall not be held in facilities that serve alcohol, unless all children/young persons are supervised by a parent/guardian
- Under 18's shall not be brought to pubs on the way home from matches, outings or training sessions.
- No alcohol/tobacco sponsorship shall be allowed on Club kit.

All persons associated with the Club can help prevent drug and alcohol related harm from occurring during club activities as follows:

*Members are to be made aware of and adhere to the Club policy in relation to drugs and alcohol.

*Parents and guardians support the Club in the development and implementation of this policy including procedures for handling incidents of suspected drug and alcohol misuse.

*Staff to be aware of the possibility of drug and alcohol misuse among players and pass on concerns to the safeguarding team either verbally or via the Club’s safeguarding software.

* If the person is at immediate risk of harm, please contact the police.

All relevant information or suspected substances found or received shall be forwarded to the Safeguarding Officer who shall consult with the necessary parties before taking relevant action based on this policy.

The Club shall arrange for a drug and alcohol education programme for staff, players and parents as appropriate. This drug and alcohol education programme may include the promotion of this club policy, provision of literature, workshops, or information sessions. The Club shall endeavour to seek training and education opportunities on a regular basis for staff and players, including the risks of exploitation where they may be encouraged to try and become dependent of such substances.

The Club shall endeavour to respond to all drug and alcohol related incidents in a firm but fair manner, with due respect for the safety and welfare of individuals involved, other members of the club and the wider community. We shall also fulfil any legal obligations that might apply.

The misuse or supply of drugs is viewed as unacceptable by the Club and is punishable by warnings, suspensions and expulsions as deemed appropriate as outlined in the Disciplinary and Grievance Policy and Code of Conduct. It is also wholly inappropriate to perform your duties under the influence of drugs or alcohol as a staff member, volunteer, Academy member or player.

All players must inform the medical team of any prescribed medication that may be considered to enhance performance or alter behaviour and may be asked to provide proof of prescription for medical records. The medication will need to be checked regularly to meet the UK Anti-Doping standards, with the relevant TUE applied for where necessary with the support of the Club Doctor/medical team.

All players need to also check any supplements that they may be using as part of their nutrition against the UK Anti-Doping publication of banned medications and supplements, and would be recommended to take a 'food-first' approach to ensuring that their bodies receive the correct nutrition to support their athleticism.

Should you suspect that a colleague or player is in breach of this policy, please do report the alleged incident to the Safeguarding Officer either verbally or via the Club's safeguarding software.

Under no circumstances should the alleged offender be able to have use of a company vehicle, or be transporting people, or equipment whilst posing a risk to others. The Club takes no responsibility should the alleged person choose to access their own vehicle whilst under the influence.

Reporting of incidents alleged or confirmed in breach of this policy shall be referred to the Safeguarding Officer and dealt with appropriately as outlined in the disciplinary policy which may also include informing external agencies such as the local authorities, LADO, EFL and FA. Recording of information regarding alleged or confirmed incidents in breach of this policy shall be recorded in writing following an investigation and/or subsequent disciplinary action.

While every effort shall be made to respect confidentiality, it may not be always be possible to guarantee confidentiality in relation to drug or alcohol related incidents. Incidents involving any person under 18 years of age will require their parents/guardians to be informed along with a potential need to inform Children's Services and the police. Parents/guardians shall be invited to discuss what has happened and shall be informed of any course of action to be taken by the club.

The Safeguarding Officer and Senior Management team retain the right to direct a search of any part of club property if there is reasonable cause to believe a substance in breach of this policy is contained therein. Two officials of the club shall be present during any form of search.

Where there is reasonable cause to believe a person has in their possession a substance in breach of this policy, they shall be asked to volunteer the substance. If they refuse, the police may be called in to conduct a search. If a suspected illegal substance or alcohol is found on club property, it shall be brought to the attention of the Safeguarding Officer and Senior Management. The substance shall be stored securely, and the Safeguarding Officer shall then decide whether the police should be called to collect it, or whether it should be disposed of. Any disposal of suspected illegal substances shall be recorded and witnessed by two officials. At no time shall a suspected illegal substance be removed from club property by anyone other than the police.

This policy is to be adhered to during all activities conducted by the Club. This policy shall be evaluated annually by the Safeguarding Team and Board of Directors along with adjustments of lessons learned relating to said incidents.

Useful Contacts

Club Secretary

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Academy Manager

Luke Hussey

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EFL Safeguarding Officer

Darren Green

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Newport City Council Local Authority Designated Officer (LADO)

Mike Sloan

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Email: Mike.Sloan@newport.gov.uk

FA Safeguarding

Tel: 0800 169 1863

Email: safeguarding@TheFA.com

NSPCC helpline

Tel: 0808 800 5000

Police

Tel: 999 or 101

