**ALCOHOL AND OTHER DRUGS POLICY**

**Rationale**
While alcohol is a socially accepted drug and legal for persons over the age of 18 years, it is considered to be one of the most harmful drugs affecting young people today.

Misuse of alcohol and other drugs can cause serious social, domestic, community and workplace problems.

As a responsible employer and education provider, Chevalier College recognises its role in providing information regarding the misuse of alcohol and other drugs to encourage responsible behaviour and provide a school and work environment that is safe and promotes the well-being of its students and staff.

**Scope**
Applicable to all Staff and Students at Chevalier College and College events.

**Definitions**

*College Event*  
All events on college premises and college endorsed events off-site including interstate and overseas excursions, that involve college staff or students including travel to and from such events.

*Staff*  
Any person performing a duty at the College or at a College event as an employee or volunteer.

*Working Hours*  
Any time that a staff member is engaged at work, during breaks, within their normal working hours or outside their normal working hours at the College or at a College event. For the purposes of this policy, working hours during events that involve overnight supervision of students, mean 24 hours per day.

**Aims**
This policy aims to:

- set standards of behaviour in accordance with the College’s core values
- provide direction and legal requirements
- provide a safe and healthy environment for students, staff and visitors
- promote responsible use of alcohol through education programs and the restriction of alcohol CONSUMPTION at College events.

**Policy**

- **Students**
  - Alcohol and drug education will be included in the College’s overall education program via pastoral care programs and, more specifically, via the PDHPE curriculum.
- Where it is deemed necessary, the College will engage external agencies/persons, to enhance the College’s Alcohol and Drug Education program.

- Lessons given on this subject will be delivered within the context of a harm-minimisation approach.

- Students are not permitted, under any circumstances, to:
  - bring alcohol or illicit drugs to the College or any College event
  - consume alcohol or illicit drugs at the College or at any College event
  - present to school or present to any College event under the influence of alcohol or illicit drugs.

- The College’s Medication Policy applies to students who administer prescribed or over-the-counter medication at the College or at College events.

- Students identified by the College with alcohol or drug misuse issues will be managed by an Assistant Principal – Pastoral Care or their delegate. Management will include:
  - communication with parents/caregivers
  - appropriate student support where necessary
  - communication with government or non-government agencies
  - disciplinary action

- **Staff**

  - Alcohol is not permitted at College events if there are Chevalier College students in attendance unless the Principal or his/her delegate has given approval.

  - Staff must not:
    - Procure FOR OR supply or serve alcohol to any Chevalier College student under any circumstances
    - procure, supply or administer any illicit drug to any Chevalier College student under any circumstances
    - procure, supply or administer any medically prescribed or over-the-counter drug to any Chevalier College student unless covered under the College’s Medication Policy
    - use illicit drugs or bring illicit drugs to the College or any College event
    - consume alcohol during working hours at the College or at a College event unless they do not have supervisory duties relating to students and the Principal or his/her delegate has given approval
    - operate any equipment/machinery/vehicle while under the influence of alcohol or illicit drugs, or any prescribed or over-the-counter medication that recommends/instructs that such operation should not occur
    - present to work or present to any College event under the influence of alcohol or illicit drugs.
Staff who are prescribed medication that could affect their ability to carry out their normal duties must notify the Principal or his/her delegate prior to carrying out any duty where the effects of the medication may be detrimental.

The College will provide staff identified with alcohol and/or drug-related ISSUES (AS PER STUDENTS) problems with support and assistance.

Responsibilities

The Principal is to ensure that the College has appropriate processes to minimise risk in relation to the misuse of alcohol and other drugs at the College and College events.

The Principal is to ensure that this policy is communicated to staff and students.

Members of College Leadership and any other staff member with delegated responsibility for any College workplace activity or event must exercise due diligence to ensure that the College complies with its duty of care and adherence to this policy.

Related Documents

Medication Policy