



Minds United Football Club CIC

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## **Misuse of Substances - Drugs and Alcohol** **Policy**

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This Policy is approved by the MUFC Board; it represents the Clubs board's direction to the business on this topic. Compliance with this policy is mandatory through aligning the clubs Management System processes and people behaviours to the commitments below.

Minds United Football Club CIC is committed to providing a safe, healthy, and productive working environment for all our employees, workers and visitors.

This includes ensuring that all personnel are fit to carry out their jobs safely and effectively in a working environment that is free from substance misuse, including misuse of alcohol and drugs whether prescribed, over the counter or illegal.

### **Commitments**

We are a Club that:

- Expects all workers to arrive at work, carry out their roles and perform their duties safely without any limitations due to the use or after effects of substances including drugs and alcohol and ensures that workers do not remain in work or undertake work activities while under the influence of such substances. Prescribed or over the counter medicines may cause impairment to performance at work and workers must follow any medical advice or instruction associated with use of such medicines and

where necessary agree any work restrictions with club management. If in doubt, assistance should be sought from Occupational Health.

- Will not tolerate the possession or use of prohibited substances, which includes the possession or consumption of alcoholic beverages and illegal drugs in the workplace and will conduct searches of club premises if we have reason to believe that such substances are present on the premises. Any substances found because of a search will be confiscated.
- Positively promotes health and safety at work by actively discouraging substance misuse and avoiding reduced levels of attendance, reduced efficiency and performance, impaired judgement and decision making by taking action to raise workers' awareness of the dangers and adverse implications of substance abuse.
- Recognises that some of our staff may become dependent on alcohol or drugs and that such dependencies can be successfully treated and so promotes a culture which understands and is sympathetic to the problems associated with alcohol and drug misuse in which staff with dependency problems are encouraged to seek skilled and confidential assistance to overcome their problem and are supported with access to advice and assistance.
- Failure to comply with the requirements of this policy will constitute a disciplinary offence and may result in disciplinary action which includes dismissal and/or permanent removal from sites operated by the club.