

## Kingston Heath Cricket Club

### Illegal Drug Policy



#### Purpose

This policy outlines the procedures regarding illegal drugs and how it will respond to a drug-related incident at Kingston Heath Cricket Club ('Club') games, special events, functions and other club-related activities. It represents the Club's commitment to its members, volunteers and visitors, acknowledging the role that sporting clubs and associations play in building strong and healthy communities.

This policy will help to ensure the Club:

- Meets its duty of care in relation to the health and safety of its members, volunteers and visitors who attend club games, special events, functions and other activities.
- Does not allow the use, distribution or selling of illegal drugs by any club member or any visitors who attend any club games, special events, functions and other activities.
- Does not allow players or officials to carry out their role under the influence of drugs.
- Upholds the reputation of the club, sponsors and partners.
- Understands the risks associated with drug use and the Club's role in minimising this risk.

#### General Principles

- This policy refers to illegal drugs only, which is defined as "a substance that is not permitted to be taken or used according to state or national laws such as cannabis (marijuana), amphetamines (speed and "ice"), ecstasy, cocaine, heroin and a range of new psycho-active substances known as synthetic drugs."
- This policy does not apply to pharmaceutical drugs or performance enhancing drugs (unless they are captured in the above definition).
- This policy should be read and understood in conjunction with the club's code of conduct.
- This policy applies whenever the individual is taking part in activities under the club's jurisdiction.
- This includes the club's facilities, games, matches, training, events and trips organised by the club.
- Private behaviour of members is not included in this policy as the club cannot be responsible for the behaviour of its members outside our club's jurisdiction; however, this policy will apply whenever an individual is wearing a part of the official club uniform which would identify them as being a representative of the club.
- This policy applies to all club members, volunteers and visitors to our club.

## Responsibilities

The club will:

- Activate and comply with the policy.
- Promote the policy to everyone within the club.
- Promote and role model expected standards of behaviours at all times.
- Appoint and support appropriate persons such as mentors to lead the initial response, investigation and action for all illegal drug-related incidents.
- Respond to breaches of this policy discreetly and in a timely manner.
- Investigate all apparent, or alleged, breaches of this policy and take action after all relevant facts and circumstances are known.
- Ensure all responses and actions will reflect the club's duty of care to members and visitors.
- Review this policy every year.
- Educate members on illegal drugs.
- Have a list of health service providers in our area who would be able to support an individual with a drug and/or alcohol-related issue.

Individuals will:

- Comply with the policy.
- Promote and role model expected standards of behaviours at all times.
- Be responsible and accountable for their behaviour.
- Alert club officials with any concern about illegal drug use within the club.
- Honour our commitment to the health, safety and welfare of all of our members.

## Responding to Illegal Drugs

### Privacy

- The **Kingston Heath Cricket Club** will always act with discretion.
- Subject to its right to contact the Police if necessary, the **Kingston Heath Cricket Club** will maintain the privacy of those involved as far as possible.
- Club members will be informed about the incident on a need-to-know basis only.

### Investigating the Concern of Incident

The committee will investigate all illegal drug-related concerns or incidents in a timely and discreet manner.

Once all relevant facts and circumstances are known, the president will recommend appropriate approaches and/or disciplinary measures to the club committee based on the guiding principles outlined in this policy.

## Response

When responding to an illegal drug-related concern or incident, the responses by the club will focus on the safety and welfare of those directly and indirectly involved. All responses will reflect the club's duty of care to members and visitors.

All illegal drug-related concerns or incidents should be discussed with the club's president as soon as possible. The president will document the issue using the incident register and investigate the concern/incident further. In the event that the president is not available, another club official may substitute for them.

If illegal drugs are being distributed or sold on the club's premises by a member or visitor of any age, the President will contact the local police to seek their advice.

If illegal drugs are found within the club's jurisdiction the President will contact local police to seek their advice and expertise on how they can be disposed of safely.

## Illegal Drug Use by a Member Under 18 Years

Where the club identifies that a person under the age of 18 years is involved in illegal drug use the **Kingston Heath Cricket Club** will:

- Inform the individual that the president or relevant committee member may contact the parent or guardian to discuss the incident if it is appropriate and safe to do so.
- Contact the parent or guardian to discuss, unless, informing the parent or guardian would put the individual at risk of greater harm.
- In the case of a visitor in this instance, the **Kingston Heath Cricket Club** will inform the visiting club.

## Non-compliance With Policy

The club will respond to all breaches of this policy. Any disciplinary measures imposed under this policy must:

- Be fair and reasonable and will focus on the safety and welfare of those directly and indirectly involved.
- Be based on the evidence and information gathered and the impact on the club, other members, players, patrons, visitors and the community.
- Take into account the age and personal circumstances of the people involved.
- Take into account whether the incident involved personal use of an illegal drug and/or the supply of an illegal drug to other people.

## Examples of Breaches of Policy:

1. If a member **sells or distributes illegal drugs** in the club's jurisdiction, the following will occur:
  - The **Kingston Heath Cricket Club** will contact the local police to seek their advice.
  - Consequences for the individual (s) will depend on the circumstances or severity.

- Where applicable, the individual (s) may be referred to a local health service provider.
  - The club will appoint a senior person to act as a mentor to a suspended individual (s) for a nominated period of time and to assist them to reintegrate with the club, if applicable.
  - If the individual (s) concerned is/are under 18, their parent or guardian would be informed immediately of the incident and of the consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
  - In the case of a visitor, the **Kingston Heath Cricket Club** will inform the visiting club.
2. If a member is found **in possession of an illegal drug**, the following will occur:
- The individual (s) will be asked to hand-over the substance and the club will follow the procedures for handling illegal drugs in its jurisdiction.
  - The **Kingston Heath Cricket Club** will contact the local police to seek their advice.
  - Consequences for the individual (s) will depend on the circumstances or severity.
  - Where applicable, the individual (s) may be referred to a local health service provider.
  - The club will appoint a senior person to act as a mentor to a suspended individual(s) for a nominated period of time and to assist them to reintegrate with the club, if applicable.
  - If the individual(s) concerned is/are under 18, their parent or guardian would be informed immediately of the incident and of the consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
  - In the case of a visitor, the **Kingston Heath Cricket Club** will inform the visiting club.
3. If a member is found **using drugs, or is affected by the use of illegal drugs** under the club's jurisdiction:
- The **Kingston Heath Cricket Club** would ensure the safety and wellbeing of the individual is the first priority.
  - Seek out medical assistance, if required.
  - If required, contact next of kin.
  - If the individual (s) concerned is/are under 18, their parent or guardian would be informed immediately of the incident and of the consequences, unless informing the parent or guardian would put the individual at risk of greater harm.
  - Ensure individual is safely transported to their home.
  - When the individual's health has returned to a normal state, the club president/committee members may investigate and take appropriate action.
  - Where applicable, the individual (s) may be referred to a local health service provider.
  - In the case of a visitor, the **Kingston Heath Cricket Club** will inform the visiting club.

## Promoting This Policy

The Club will promote this policy regularly by:

- Educate members, volunteers and visitors about this policy and the benefits of having such a policy.
- Ensure this policy is easily accessible by displaying a copy in the club rooms and on the Club website, newsletters and social media.
- Actively demonstrate its attitude relating to illegal drug use through promotion of positive drug free messages through its social media platforms.
- Actively participate in the Alcohol and Drug Foundation's Good Sports program with an ongoing priority to maintain the highest Good Sports accreditation.

## Policy Review and Activation

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

The policy has been approved by the committee of Kingston Heath Cricket Club at its meeting of 7 November 2022.

Next policy review date is November 2023.