



ALCOHOL & DRUGS POLICY

Applies to: All participants, leaders, International Service Team (IST) members, contractors, visitors and external partners.

1. Purpose of This Policy

Chamboree is committed to providing a safe, supportive and inclusive environment for young people and adults.

This policy sets out clear expectations regarding:

- The use of alcohol
- The prohibition of illegal drugs and psychoactive substances
- Fitness for duty and role-model behaviour
- Safeguarding responsibilities
- Reporting, escalation and enforcement

This policy operates alongside the Safeguarding Policy, Code of Conduct, Mental Health & Welfare Policy, Subcamp & Night-Time Operations Policy, Transport Policy and Medical & Health Policy.

2. Core Principles

Chamboree's approach is based on the following principles:

- Safety first – no behaviour should place young people or adults at risk
- Legal compliance – UK law applies at all times
- Role-modelling – adults are in positions of trust and must set appropriate examples
- Fitness for duty – anyone with responsibilities must be unimpaired and capable
- Zero tolerance of illegal substances – possession, use or supply is prohibited.

3. Alcohol Policy – Adults (18+)

Alcohol consumption by adults is permitted at Chamboree only under controlled and responsible conditions.

3.1 When Alcohol Is Allowed

Alcohol may only be consumed when all of the following apply:

- The individual is aged 18 or over
- Consumption takes place at appropriate times and in designated areas
- The individual is not responsible for supervising young people
- Alcohol does not affect the individual's ability to perform current or upcoming responsibilities safely

This applies to all leaders, IST members, staff, contractors and volunteers.

3.2 Expectations for Responsible Behaviour

Adults must consider:

- Their safeguarding role and position of trust
- The effect of alcohol on judgement, sleep and next-day fitness for duty
- The example set to young people
- The cultural, religious and personal views of others

Adults must be fit for duty whenever carrying out responsibilities.

3.3 Prohibited Alcohol Behaviours

The following are strictly prohibited:

- Drinking while supervising or responsible for young people
- Consuming alcohol before or during activities, driving, or operating machinery
- Being intoxicated anywhere on site
- Possession or consumption of alcohol by anyone under 18.

4. Alcohol Policy – Under 18s

Strictly Prohibited

Participants under the age of 18 must not consume alcohol under any circumstances.

Supervision Requirements

- Adults must maintain appropriate supervision ratios at all times
- Young people must know who their responsible leader is
- Adults who are off-duty and consuming alcohol must remain mindful of future duties and their continuing safeguarding responsibilities.

5. Drugs, Psychoactive Substances & Nicotine Products

5.1 Illegal and Non-Prescription Drugs

The following are strictly prohibited on site:

- Illegal drugs
- Non-prescription psychoactive substances
- “Legal highs”
- Nitrous oxide (NOS / laughing gas)
- Unlawfully obtained or misused prescription medication.

Anyone found in possession, under the influence, or supplying these substances:

- Will be removed from site at their own expense
- May be reported to the police
- Will be referred for safeguarding follow-up.

5.2 Prescription Medication

- Prescription medication must be used only as directed
- Adults must inform their Team Leader if prescribed medication may impair judgement or performance.

5.3 Nicotine, Vapes, and Related Substances

- Smoking and vaping are permitted only in designated areas, in line with the Smoking & Vaping Policy
- Some nicotine products accessible to young people are extremely high-strength and must be confiscated
- Any concerns must be referred to Welfare and Safeguarding.

6. Responsibilities of Staff, Leaders and Managers

6.1 Identifying Concerns

Adults should be alert to:

- Signs of intoxication or impairment
- Changes in behaviour or performance
- Unexplained possession of substances
- Possible substance misuse by adults or young people.

6.2 Reporting a Concern

If substance use or impairment is suspected:

- Contact the Welfare Team or Safeguarding Team immediately
- For adults, Team Leaders or Managers must escalate concerns promptly

This may involve:

- Discussion with Welfare or Safeguarding
- Temporary suspension from duties
- Investigation where required
- Removal from role or from the event
- Police involvement where appropriate.

7. Driving, Machinery & Activity Safety

The following roles are considered safety-critical:

- Drivers of any event or contractor vehicle
- Anyone authorised to drive on site
- Anyone operating machinery, tools or plant
- Anyone delivering or supervising activities

Individuals undertaking safety-critical roles must not:

- Consume alcohol while on duty or on call
- Consume alcohol within a period that could impair their fitness for duty
- Be under the influence of any illegal or prohibited drugs at any time

Anyone carrying out safety-critical duties must be fully fit, alert and unimpaired at the time those duties are performed.

Alcohol consumption is permitted only when an individual is completely off duty, is not supervising young people, and has sufficient time before their next duty to ensure full fitness for role.

Prescribed medication may be used as directed; however, individuals must inform their Team Leader if medication could affect judgement or performance, and duties may be adjusted accordingly.

This requirement supports event insurance, activity safety, and safeguarding standards.

8. Safeguarding Considerations

Because adults are in positions of trust:

- Alcohol or drug use may compromise supervision and safeguarding
- Impairment increases the risk of allegations, boundary concerns or unsafe situations
- Any safeguarding concern linked to impairment will be treated as serious misconduct

All concerns must be escalated to the Safeguarding Team without delay.

9. Enforcement

Breaches of this policy may result in:

- Removal from duty
- Temporary or permanent removal from site
- Contact with home leadership or Commissioners
- Notification to Scouts UK and/or Girlguiding UK
- Police involvement where appropriate
- Safeguarding review and follow-up.

| Document title | Issue number | Date issued | Authorised |
|------------------------|--------------|-------------|-------------------|
| Alcohol & Drugs Policy | 1 | June 2026 | Laura Livingstone |