

Drug and Alcohol Policy

Key Points for residents



Empanda aim to provide a safe, drug-free place for residents to live in.

Drug and alcohol use affects a huge number of people, and it's highly likely that at some point a young person with drug and/or alcohol issues may live at this project. We're not necessarily going to ask people to leave the building if they're misusing drugs or alcohol, as long as they accept help and support and work towards stopping their drug and/or alcohol use. This doesn't mean that we let drugs in the buildings, we don't. If staff are aware of you bringing drugs into the building, or if it is decided that your behaviour around your drug or alcohol use puts other people at risk you may be asked to leave.

At Empanda we will:

- ...offer support to any resident who needs help with drug and/or alcohol issues.
- ...refer residents to agencies that can help.
- ...expect residents who have issues with drugs or alcohol to accept help.
- ...take action if we find drugs in the scheme.
- ...do everything we can to stop people dealing drugs from the project or in the local area.
- ...challenge anybody who we think is breaking the rules about drugs or the law on alcohol.

We will not:

- ...instantly throw you out if you ask for help with a drug or alcohol issue.
- ...let anybody use, grow, manufacture or deal drugs from our buildings.
- ...ignore evidence of drug use.
- ...discriminate against you due to your drug or alcohol use.

This Drug & Alcohol Policy has been produced to remind residents and staff of their responsibility to behave in a fair and non-discriminatory way when working through drug and/or alcohol issues together, and to keep in mind our shared responsibility for each other's health and safety.

DRUGS

The 5 R's

To make it easy to remember we've come up with the 5 R's. If staff discover any drugs they'll:

- **R**emove the drugs to the office.
- **R**ecord in the daily log and in your file file.
- **R**eport to a manager.
- **R**efers you to a relevant specialist drug agency.
- **R**evise your Support Plan and see what we can do to help.

Drug taking equipment/paraphernalia

If FYPS staff discover any drug taking paraphernalia (bongs, grinders etc) they will lock them in the office. The owner of the item has the choice to either get rid of the item or to sign an agreement with Flagship YPS in order for the item to be securely stored until the resident leaves the Scheme, at which point the item will be returned.

Dealing drugs

Any suspicion of supplying or dealing drugs will be treated very seriously and will be challenged by staff. If a resident is involved in the sale or supply of drugs at the scheme it will be treated as a serious breach of their licence agreement and they may be asked to leave the scheme. FYPS staff have a legal responsibility to do everything they can to stop drugs being sold at a scheme, and this usually involves informing the police of their concerns.

Here to help

FYPS staff work to support residents through whatever issues they may face in their lives. A resident's request for help, along with a commitment to confronting drug and/or alcohol issues will mean that they are not necessarily excluded or asked to leave the scheme. A full copy of Flagship YPS Drug Policy & Guidance is available from staff – feel free to ask them to email it to you or print a copy for you to read. If you think that any part of the policy is unfair in any way please let a member of staff know.