

# DEVIZES RUGBY FOOTBALL CLUB

Affiliated member of  
Dorset & Wilts. RFU



Member of the RFU  
and England Rugby

## SUBSTANCE ABUSE AND ILLEGAL DRUGS POLICY

### General

This policy was approved by the Management Board of Devizes RFC Limited (“Devizes Rugby Club”) at its meeting on 10 June, 2019.

This policy is in addition to and not in substitution for RFU Regulation 20, which provides that (amongst other things) it is the responsibility of all Players, Player Support Personnel and all other persons under the jurisdiction of the RFU to ensure they are aware of the most current versions of:

- the World Anti-Doping Code 2015
- World Rugby Regulation 21 and its Appendices
- the World Rugby Doping Control Procedural Guidelines
- the World Anti-Doping Agency (“WADA”) Prohibited List

RFU Regulation 20.12.1 provides that: *“Where a Player, Player Support Personnel or other Person knows or suspects that any other Player, Player Support Personnel or other Person has committed an Anti-Doping Rule Violation, they shall have an obligation to report such knowledge or suspicion to the RFU as soon as possible. They shall also have a continuing obligation to report any new knowledge or suspicion regarding any Anti-Doping Rule Violation to the RFU. Failure to comply with any of the foregoing without reasonable justification may be treated as misconduct under the RFU’s Discipline Regulations and/or Rules and may be sanctioned accordingly”*.

### Introduction

Devizes Rugby Club does not allow the use, distribution or selling of substances on the WADA Prohibited List or of any other illegal drugs by any club member or any visitors within our club’s jurisdiction. This policy reflects our club’s commitment to protecting the health, safety and well-being of all persons associated with the club and all persons in attendance at club activities.

### Purpose of this policy

The purpose of this policy is to ensure that the Management Board and club members all understand the club’s position regarding such substances and illegal drugs and how the club will respond to a drug-related incident within its jurisdiction.

### Extent of this policy

#### What is an illegal drug?

A substance that is on the WADA Prohibited List or is not permitted to be taken or used according to national law, 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 taken for genuine medical conditions or performance-enhancing drugs unless they are captured in the fore-going definition.

### **When does this policy apply?**

This policy applies whenever an individual is taking part in any activities that come under or within the club's jurisdiction. This includes activities using the club's facilities or premises, games (including away-games), matches, training and events organised by the club.

The private behaviour of members is not included in this policy as the club cannot be responsible for the behaviour of its members outside the club jurisdiction. However this policy will still apply whenever an individual is wearing any part of the official club uniform or is doing anything that would identify them as being a member or representative of Devizes Rugby Club.

### **Who does this policy apply to?**

All club members and visitors to our club.

### **Responsibilities**

Devizes Rugby Club will:

- Activate and comply with the policy.
- Promote the policy to everyone within our club's jurisdiction.
- Promote and role model expected standards of behaviours at all times.
- Appoint, and provide training and support for appropriate persons such as Welfare Officers to be responsible 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 from time to time as necessary.
- Offer education to members on illegal drugs.
- Have a list of health service providers in our area that 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 or Welfare Officers with any concern about illegal drug use within the club.
- Honour our commitment to the health, safety and welfare of all of our members.

### **Response**

When responding to substance abuse or illegal drug-related concern or incident, responses by Devizes Rugby Club will focus on the safety and welfare of those directly and indirectly involved. All responses will reflect both the club's responsibilities to the RFU and its duty of care to members and visitors. All substance abuse and illegal drug-related concerns or incidents should be discussed with a Welfare Officer as soon as possible. The Welfare Officer will document the issue using an incident register and investigate the concern / incident further. In the event that a Welfare Officer is not available, a club official may substitute.

### **Investigating the concern or incident**

The Welfare Officer will investigate all substance abuse and illegal drug-related concerns or incidents in a timely and discreet manner.

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

### **Privacy**

Where possible, the investigation of substance abuse and illegal drug-related concerns or incidents will maintain confidentiality in line with the following policy:

- Devizes Rugby Club will always act with discretion.

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- Subject to its duties to contact either the RFU or the Police if necessary, the 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.

**If substances on the WADA Prohibited List are being distributed, sold or used then the Club will report the matter to the RFU. If other illegal drugs are being distributed, sold or used on our club's premises by a member or visitor, the Welfare Officer or an appointed club official will inform the police. If illegal drugs are found within our club's jurisdiction the Welfare Officer or an appointed club official will also notify the police.**

### **Use by a member under 18 years**

In addition to the preceding provision, where the club either identifies or strongly believes that a person under the age of 18 years is involved in using a substance on the WADA Prohibited List or in other illegal drug use then Devizes Rugby Club will:

- Inform the individual that a Welfare Officer will contact the parent or guardian to discuss the incident.
- Contact the parent or guardian to discuss, unless information and belief is such that telling the parent or guardian would put the individual at risk of greater harm.
- In the case of a visitor in this instance Devizes Rugby Club will inform the visiting coach and/or officials.

### **Non-compliance with policy**

Devizes Rugby Club will respond to all breaches of this policy. Any disciplinary measures imposed under our 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 of the people involved.
- Take into account whether the incident involved
  - personal use of a substance on the WADA Prohibited List or an illegal drug and/or
  - the supply of the same to other people.

### **Examples of breaches of policy.**

**If a member uses, sells or distributes any substance on the WADA Prohibited List or any other illegal drug(s) while under the club's jurisdiction, the following will occur:**

- Devizes Rugby Club will notify the RFU and/or police as necessary.
- A penalty will be given to the individual(s) in the form of a suspension or expulsion depending on the circumstances and the severity of the incident.
- As a minimum, an official warning letter will be sent to the individual(s) recording the suspension and advising that a second breach would result in expulsion.
- Where applicable, the individual(s) may be referred to a local drug treatment service.
- The club will appoint a senior person to act as a mentor to the suspended individual(s) for a nominated period of time and to assist them to reintegrate with the club.
- If the individual(s) concerned is/are under 18, their parent or guardian would be informed immediately of the incident and the penalties to be imposed, unless there is information or belief that telling the parent or guardian would put the individual at risk of greater harm.
- In the case of a visitor in this instance Devizes Rugby Club will inform the visiting coach and/or officials.

**If a member is found in possession of any substance on the WADA Prohibited List or any other illegal drug(s) 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
- Devizes Rugby Club will notify the RFU and/or the police as necessary.
- The individual(s) will receive a warning in the form of an official letter advising that a second breach would result in a suspension.

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- Where applicable, the individual(s) may be referred to a local drug treatment service.
- The club will appoint a senior person to act as a mentor to the suspended individual(s) for a nominated period of time and to assist them to reintegrate with the club.
- If the individual(s) concerned is/are under 18, their parent or guardian would be informed immediately of the incident and the penalties to be imposed, unless there is information or belief that telling the parent or guardian would put the individual at risk of greater harm.
- In the case of a visitor in this instance Devizes Rugby Club will inform the visiting coach and/or officials.



### **If a member is found using/affected by any substance on the WADA Prohibited List or any other illegal drug(s) while under the club's jurisdiction:**

- Devizes Rugby Club would ensure the safety and well-being of the individual as the first priority and seek out medical assistance, if necessary.
- 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 the penalties to be imposed, unless there is information and belief that telling the parent or guardian would put the individual at risk of greater harm.
- Devizes Rugby Club will notify the RFU and/or police as necessary.
- Ensure the individual is safely transported to their home.
- Once the individual's health has returned to a normal state, an investigation would take place by the Welfare Officer(s).
- A penalty will be imposed on the individual(s) depending on the circumstances.
- As a minimum, an official warning letter will be sent to the individual(s) recording any penalty and advising that a second breach would result in a suspension or expulsion.
- Where applicable, the individual(s) may be referred to a local drug treatment service.
- The club will appoint a senior person to act as a mentor to the suspended individual(s) for a nominated period of time and to assist them to reintegrate with the club.
- In the case of a visitor in this instance Devizes Rugby Club will inform the visiting coach and/or officials.

### **Managing media**

All contact with the media related to a drug-related allegation or incident within its jurisdiction will be managed by the club's official spokesperson.

### **Policy activated by**

<b>Club Chairman</b>	 Signature	<b>Club Secretary</b>	 Signature
<b>Date</b>	<b>10 June, 2019</b>	<b>Date</b>	<b>10 June, 2019</b>

**Next policy review date is June, 2021.**

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## Incident Recording / Reporting Form

All documentation and storage of information must be consistent with the club's data protection and other policies.

### **RECORD OF INCIDENT**

<b>PERSON MANAGING THE CONCERN / ALLEGATION / INCIDENT</b>	NAME ROLE IN THE CLUB DATE RECORD MADE
<b>PERSON WHO RAISED THE CONCERNS / ALLEGATIONS OR WITNESSED THE INCIDENT</b>	NAME AGE [if under 18] TELEPHONE  EMAIL ROLE IN THE CLUB DATE CONCERNS / ALLEGATIONS MADE
<b>PERSON WHOM THE CONCERNS / ALLEGATIONS REFER TO</b>	NAME AGE [if under 18]  TELEPHONE EMAIL ROLE IN THE CLUB
<b>DETAILS OF THE CONCERNS OR ALLEGED INCIDENT</b>	DATE  LOCATION DETAILS
<b>INITIAL ACTIONS TAKEN</b>	DATE LOCATRION DETAILS
<b>INVESTIGACTIVE STEPS TAKEN</b>	DATE  LOCATION DETAILS
<b>RECOMMENDATIONS FROM THE WELFARE OFFICER TO THE MANAGEMENT BOARD</b>	DATE  DETAILS

## **Further Support Reference Sheet**

[Addiction Helper](#) is an online addiction support website

### **Local Support Services**

To find out more about the services available and how you, or someone you know, can be helped, contact [Swindon and Wiltshire Active Recovery Service](#) on 0345 603 6993.

[Dear Albert](#) helps individuals to stop taking alcohol and drugs. If you would like help and information on how to address any form of addictive behaviour or substance misuse, or are looking for answers on behalf of a family member or friend / associate, please [click here](#)

Motiv8 is a service for young people who need help with substance misuse:

- Tel: 0800 169 6136
- Email [info@dhimotiv8.org.uk](mailto:info@dhimotiv8.org.uk)
- Follow @dhimotiv8 on Instagram
- Opening hours: Monday to Friday 9am - 5pm
- If you feel that you need emergency help phone 999 and/or call your doctor

### **Rehab 4 Addiction – a service with centres in Wiltshire**

Call: 0800 140 4690

Mobile: 0345 222 3508

Email: [info@rehab4addiction.co.uk](mailto:info@rehab4addiction.co.uk)

Address: Astral House, 129 Middlesex Street, London E1 7JJ

### **UK Rehab - Confidential Help For Addiction**

If you're worried that you or someone you know has a problem with drugs or alcohol, call 24hrs a day - 7 days a week - Freephone: 0203 811 5619 - or complete the online enquiry form

The Wiltshire Substance Misuse Service - visit [www.turning-point.co.uk](http://www.turning-point.co.uk) or call 01225 718980