

Imperial College London

Student Alcohol and Substance Misuse Policy

Revised - October 2014

Policy

1. This policy relates to all students, including occasional students ('students' hereafter) at Imperial College London, during hours undertaking work or study and when undertaking activities on behalf of the College or attending College-related social events.
2. While the College has a general interest in the well-being of its students, what they do in their private lives is generally outside the scope of this policy unless it affects their work, interferes with the legitimate activities of other members of the College or risks their safety or that of others, or brings the College into disrepute.
3. The College is committed to promoting the health and well-being of its students and will ensure any students with alcohol or substance dependency problems have the opportunity to obtain support and are treated sensitively. The College wishes to ensure that the health, safety and welfare of its students are not jeopardised through misuse of alcohol or substances in College. The Health and Safety at Work Act 1974 stipulates that employers have a duty to ensure the health, safety and welfare of employees and others who may be affected by work activities, including students and visitors, as far as is reasonably practicable.
4. This policy sets out the approach the College will normally take when the consumption of drugs and/or alcohol affects the performance of its students. Each case will be considered on its merits. The College is committed to offering guidance and early assistance with the primary concern being to help the individual whose performance and/or behaviour is affected.
5. The Misuse of Drugs Act 1971 makes it an offence for anyone who occupies, or is involved in the management of premises, to knowingly allow the production or supply of controlled drugs or illegal substances on their premises.

A student who contravenes this policy, refuses support or whose performance and/or behaviour does not improve following support may be subject to the College's Student Disciplinary Procedures. <http://www3.imperial.ac.uk/register/proceduresandregulations/policiesandprocedures/disciplinary>

Definitions

Substance Misuse – drinking alcohol, taking drugs or a substance (either legal or illegal), either intermittently or continuously, such that it adversely interferes with an individual's health, work or study performance or conduct, or affects the work performance and/or safety of themselves and others.

Drugs – This term includes prescription medicines where the prescription medicines have not been prescribed for the person possessing or using them and/or such prescription medicines which are not taken in accordance with a physician's direction; includes any substance (other than alcohol) either legal or illegal that produces physical, mental, emotional or behavioural changes in the user.

Controlled Substance – includes all chemical substances or drugs listed in any controlled substances acts or regulations applicable under the law.

Responsibilities

Students:

6. Each student is responsible for ensuring their own behaviour and work or study performance remains appropriate whilst engaged in College activity (Paragraph 1) and is not affected by excessive alcohol consumption or substance misuse.
7. Students who suspect, or know, that they have an alcohol, or substance-related problem should seek professional help at an early stage to avoid the problem becoming worse. The “Support” section in Appendix 1 provides further information. They may also choose to confidentially refer themselves to the College Health Centre.
8. Students should familiarise themselves and comply with any College policy that prohibits consumption of alcohol during working hours. There are many roles and activities in College where any reduction of alertness or disturbance of critical faculties could compromise the health and safety of the person involved or others.
9. Students must not bring or use illegal substances on College premises under any circumstances.
10. Students should notify their Tutor/Senior Tutor (undergraduate), or Tutor/ Supervisor/ Postgraduate Tutor (postgraduate) if they are taking prescribed medication that could affect their ability to work or study safely.

Head of Department/Course Organiser/Senior Tutor/Postgraduate Tutor

<http://www3.imperial.ac.uk/registry/abouttheregistry/departmentalcontacts>

11. Ensure that students are aware of the policy and the support available to them.
12. Having considered the nature of activities undertaken within their jurisdiction, identify work/locations/ tasks with high accident risk and define and implement a ‘dry roles’ policy.
13. Where relevant, ensure systems for notification of third parties (for instance, an NHS Trust, a regulatory body or the police; please note this is not an exhaustive list) of their concerns relating to a student’s alcohol or substance dependency issue, where they have reasonable grounds to think the person may pose a safety risk to others or if there is a legal requirement. In these cases the Head of Department/Senior Tutor/Postgraduate Tutor will normally notify the student before proceeding.

Head of Department/Course Organiser/Personal Tutor/Supervisor/Hall Warden

14. Ensure compliance with the Policy.
15. Communicate which roles have been designated as ‘dry roles’ to students.
16. Reinforce to students the requirement for appropriate behaviour at College related social events.
17. Refer students for assessment or help to the College Health Centre where required following the student’s consent.

18. Provide students with support and adjustment to facilitate recovery as far as reasonably practical following advice from the College Health Centre and the Registry.

The College Health Service is responsible for:

19. Assessing students who self refer or are referred by a member of College for a medical opinion.
19. Providing general advice to tutors/supervisors/wardens on the early recognition and management of individuals misusing alcohol or drugs.
21. Offer in-house treatment, monitoring and support to students and where appropriate arrange referral to specialist external agencies.
22. With the student's consent, liaise with relevant College personnel, on their progress, fitness to study and any disciplinary matters during and after treatment of an alcohol or substance misuse problem.

The College Occupational Health Service is responsible for:

23. Assist in the medical assessment of medical students where there is concern that the student may have an alcohol or substance misuse problem that may affect their fitness to practise.
24. Monitor progress and advise on compliance with treatment of a drug or and alcohol problem where compliance is a condition for return to or continuation on their course of study after an alcohol or substance misuse problem affecting their fitness to practise has been identified.
25. Where there is concern that a medical student's fitness to work with patients may be impaired because of alcohol or substance misuse, the student should be referred to the college Occupational Physician for assessment

Where a student appears to be under the influence of alcohol or a substance

26. The Tutor/Supervisor, another member of academic staff or Hall Warden should seek guidance, where practically possible, from the Senior Tutor/Postgraduate Tutor if they suspect a student is under the influence of alcohol or a substance. The student should be sent home for the day if not already in Hall. If there is uncertainty over a student's fitness to travel home unaccompanied then advice should be sought from the College Health Centre.
27. It is the responsibility of the Senior Tutor/Postgraduate Tutor to discuss with a student as soon as possible if their behaviour, performance or absence indicates a possible problem with alcohol or substance misuse.
28. Senior Tutor/Postgraduate tutor will normally, with the student's consent, make a decision to refer an individual directly to the College Health Centre when a student discloses an alcohol or substance abuse problem or when, after investigation, it is suspected that the student's abnormal behaviour or performance maybe due to alcohol or substance abuse.
29. Students should also be referred to the College Health Centre for assessment if, in other circumstances, they disclose a problem of alcohol or substance misuse or if the tutor/supervisor suspects that problems in work performance or attendance may be due to alcohol or substance abuse.

30. Tutors/supervisors should additionally encourage, on an informal basis, students whom they believe may have an alcohol or substance misuse problem, but which is not affecting their work, to nonetheless seek help for this.
31. Where possible the College will take a supportive approach, however there may be situations where the circumstances are such that the situation may be dealt with under the provisions of Student Disciplinary Procedures immediately rather than under the Alcohol and Substance Misuse Policy. If the individual is not willing to comply with suggested treatment or if the alcohol and/or substance misuse continue, they will be subject to Disciplinary Procedures (as above [5]).

The College and external organisations

32. Where students work on projects with, or for, external organisations the College requires them to comply with that organisation's own policies relating to alcohol and substance misuse.

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Appendix 1 - Support

There are a number of different sources of support for students, including the College Health Centre, which may also refer students on to other sources of treatment and support as well as their own GP if not registered with the College Health Centre. Senior Tutors/Postgraduate Tutors/College Tutors are also expected to manage such issues with discretion and sensitivity when approached by students.

<http://www.imperialcollegehealthcentre.co.uk/>

<http://www3.imperial.ac.uk/registry/abouttheregistry/departmentalcontacts>

<http://www3.imperial.ac.uk/students/collegetutors>

Specific Organisations

Alcohol issues:

Alcoholics Anonymous

PO Box 1

Stonebow House

Stonebow, York

YO1 2NJ

Tel. 020 7352 3001

www.alcoholics-anonymous.org.uk

Support group/fellowship for those with problem drinking, who want to stop
Provides lots of information on how to recognize you have a problem and what might help

Al-Anon

61 Great Dover Street,

London SE1 4YF

Tel. 020 7403 0888

www.al-anonuk.org.uk

Information and support for the family and friends of those with drinking problems

Substance misuse issues:

FRANK

Tel. 0800 77 66 00, Text 82111

www.talktofrank.com

Information about drugs, their effects and their legal status – on-line, on the phone and by text

Narcotics Anonymous

Tel. 0845 373 3366

www.ukna.org

Information and support for those who may have a drug problem

Addiction:**Community Assessment and Primary Services (CAPS) for Drugs and Alcohol**

Tel. 020 3315 5800
69 Warwick Road
London SW5 9HB

Provides a range of special health care interventions for individuals and families who are affected by the misuse of drugs and alcohol and who live in Kensington, Chelsea and Westminster. Individuals may self refer or be referred by their GP.

Adfam

Tel. 020 7553 7640
www.adfam.org.uk

Information and support for the family and friends of drug users and those with alcohol problems.

General:**Nightline**

Tel. 020 7631 0101
listening@nightline.org.uk
[6pm to 8am every night of term]

A confidential listening, support and practical information service run by student volunteers, for students in London. Nightline is open between 6pm and 8am every night of term and you can talk to them about anything.

The Samaritans

www.samaritans.org

Provide confidential emotional support 24/7 to those experiencing despair, distress or suicidal feelings, whatever the reason.

Appendix 2 - Alcohol at College

Within the range of College activities there are times where alcohol is available at student events. The College's position is that all events should be as inclusive as possible so that most people are able to attend them without embarrassment or difficulties. Great care should be taken in planning events to respect the views of anyone who does not drink or does not wish to drink alcohol. This is particularly pertinent when welcoming new students in their Fresher's term.

The Legal Position of Alcohol at College

Several bars and catering outlets in the College have licenses to sell alcohol for consumption on the premises. They permit liquor to be sold to staff and students of the College and their bona fide guests.

In consequence, two actions are illegal:

- (a) selling alcoholic drinks to people who are neither staff nor students of the College nor their bona fide guests;
- (b) selling alcoholic drinks for consumption off the licensed premises (usually designated bar area)

Six other actions, amongst others, are illegal here and anywhere else:

- (c) selling alcoholic drinks without a meal where the license is for drink accompanying meals;
- (d) serving alcoholic drink to a customer who is already drunk in the opinion of the person serving;
- (e) serving alcoholic drink to persons under the legal age limit of 18 years (with some exceptions relating to table meals);
- (f) allowing a drunken person to be on the premises without good reason (e.g. illness);
- (g) allowing gambling to take place, with minor exceptions;
- (h) allowing arguments or unsociable behaviour to take place.

Licensing at College

College licensees are required to attend a suitable training course. The licensed premises in the College are normally open at lunchtime and in the evening, with regular extensions during term-time for the Union bar until midnight on Wednesdays and 1.00 am on Saturdays (i.e. extended from Friday evening). It is College policy that sales of alcohol must not be promoted at lunchtime.

The prices in College bars are, in general, appreciably lower than those in the pubs closest to the College but can often be matched in other pubs not far away. This pricing policy, agreed by College Catering and the Union, is believed to be in the interests of students by encouraging those who drink to do so on the College premises rather than elsewhere.

Useful Information

<http://www.patient.co.uk/health/Recommended-Safe-Limits-of-Alcohol.htm>

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