

HORNETS RFC LTD.

Drugs Policy

Regarding the use of social or performance enhancing Drugs when participating, playing or attending a function associated with Hornets RFC



Version 2.0

Date 1st March 2022



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COMMUNITY RUGBY SINCE 1962

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1 General Statement

The Rugby Football Union (RFU) and Member clubs, recognise that the use of Illicit drugs presents a threat to the health of both individuals and the Game itself. Hornets Rugby Football Club (The Club) operates a very strict zero tolerance policy with respect to the misuse and supply of drugs on club premises. The club does not believe there is any inherent problem with drug use/abuse among the membership but wants the position to be clear to all members and visitors. The club may decide to run educational programmes in addition to creating rules & policies. This policy should always be read in conjunction with

- a) The Club Safeguarding Policy
- b) Current, relevant IRFU guidance and policies.

2. Aims

The Club has developed this policy with the two equally important principal objectives of:

- protecting the health and welfare of Players and other members
- protecting and promoting the image and reputation of the Club and rugby as a game

These principal objectives shall be effected by:

- providing an effective and measured deterrent to the misuse of drugs by players and others at the Club
- providing a positive example for young players and others in the community
- educating Players about the dangers of misuse of drugs, and
- providing, or giving guidance on, drug counselling, treatment and rehabilitation services to members who are found to be using Illicit Drugs or may otherwise be susceptible to such use.

3. Responsibilities

- The club can only involve itself in dealing with matters involving club members that arise on club premises and/or at club events - e.g. away matches, functions and tours.
- All Club members have a responsibility to bring to attention of the management any activities or suspected activities, related to the misuse of drugs
- Responsibility for dealing with incidents reported to management will lie with the club Disciplinary Sub- Committee/Board of Directors.
- Incidents which in any way involve anyone aged under 18 will also be notified to the Club Safeguarding Officer





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4 Drug Use in Hornets RFC and at club related activities

1. Anyone found supplying or selling performance enhancing or recreational drugs on club premises or at club events will be dealt with by the club Disciplinary Sub-Committee/Board of Directors.
2. Passing drugs to a friend is legally regarded as supplying.
3. For the benefit of doubt, a person is responsible for anything that they take into their own bodies, including inhaled, taken by mouth, absorbed, or injected. The "they told me to do it" defense is not acceptable.
4. A player or member may face immediate suspension from all club activity if they are found/caught using or supplying drugs at the club or any club occasion or event.
5. If, based on the basis of a 'balance of probability' there was deemed to be an 'intent' to supply, consume or engage in any other drug related activity within the definition of this document, that will be treated the same as an actual 'action' of consuming, supplying etc..
6. The Club disciplinary outcome may consider the degree of criminality proven externally when determining the club sanction. The criminal justice system will 'take into account' the individual circumstances of each case, applying threshold and gravity testing to the evidence before considering cautions or charges. The Club disciplinary outcome will consider the degree of criminality proven when determining the club sanction.
7. A club member convicted of drugs offenses outside the club may still be subject to club disciplinary proceedings.
8. Persons wishing to join the club may be refused membership/entry if they have a drug related conviction.
9. All levels of sanction can be considered in drug supply cases up to an including a lifetime ban from the club and club grounds. This would be particularly the case if the member was a responsible adult and if that person was convicted of a drugs related offence or the offence involved a minor.
10. Where the offence is minor and involves an age grade member the club may get involved in supporting that member through drugs related support programmes etc..
11. If the person involved is a non-member attending a club function/club event, then they may be subject to a life ban from attending the club or any club functions and the matter will be referred to the Police.
12. It is the task of the Disciplinary Sub-Committee and the Board to determine an appropriate outcome for all offences.
13. The club may occasionally run drugs awareness education sessions for all age-grade players age groups U16 to senior. This will cover performance enhancing and recreational drugs and will be delivered by a consultant. This training will be appropriate to the age of the persons attending and Parents may be invited to attend.





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14. Any person at the 'club', or representing/participating in a Hornets activity away from the club, who is found to or, based on evidence that suggests on 'the balance of probability that they have contravened the drugs policy will be
- a) Required to leave the Hornets premises and grounds or event location immediately.
 - b) Suspended from the clubhouse and grounds and all other Hornets activities (selection, training etc.) until an investigation has been undertaken and an interview with the person held. And actions determined
15. Hornets RFC reserves the right to administer random substance testing amongst its members. Any individual recording a positive test result will be:
- a) Required to leave the premises immediately.
 - b) Reported to the police.
 - c) Any evidence will be supplied to the police.
 - d) Banned from the Club until after a hearing is held and actions determined
 - e) Not re-admitted until they have attended a meeting with the Disciplinary committee and satisfied the committee that an offence has not occurred
 - f) Refusal to take a drugs test will be treated in the same manner as if a drugs offence as described within this document, has taken place.
16. Any non-member found to be or suspected on the 'balance of probability' to have contravened the drugs policy will be
- a) Required to leave the premises immediately.
 - b) Reported to the police.
 - c) Any evidence will be supplied to the police.
 - d) Banned from the Club.
 - e) Not re-admitted until they have attended a meeting with the Disciplinary committee and satisfied the committee that an offence has not occurred

5 Definitions

The Club – Hornets RFC

Club premises – includes the buildings and environs at Hutton Moor as well as any other premises occupied or visited by members of the Club engaged in club activities.

Drugs – any performance enhancing or classified drugs

Classified and controlled drugs – as defined by the Misuse of Drugs Act 1971

Supply - Passing drugs even with no money changing hand or to a friend is legally regarded as supplying.

Hornets Rugby Football Club Limited. A company registered in England and Wales.

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Intent – Intention to participate in a drugs related activity, even though the actual activity is not started or completed

Possession – Storage of 'drugs' either on person or in personal items on premises.

Policy issued on behalf on Hornets RFC Limited Board of Directors

