

DRUGS POLICY

1.0 Introduction

1.1 Imani has a duty to ensure the safety of staff, residents and visitors to its premises, and work within the law.

1.2 It is a criminal offence for Imani to allow any premises it owns or manages to be used knowingly for the purposes of the supply or taking of controlled substances.

1.3 All staff are expected to support the organisations commitment to ensure premises are not used for the supply or taking of controlled drugs.

2.0 Legal Framework

2.1 The legal context in which this policy falls includes:

The Misuse of Drugs Act 1971
The Misuse of Drugs Regulations 1985
The Intoxicating Substances Act 1985
The Medicines Act 1968
Criminal Justice and Public Order Act 1988
The Drug Trafficking Offences Act 1986
The Crime and Disorder Act 1998
Anti Social Behaviour Act 2003

3.0 Policy Statement

3.1 The policy outlines Imani's commitment to ensuring it does not allow any premises it owns or manages to be used for the purpose of supply or taking of controlled drugs

3.2 This policy covers many drugs including illegal drugs, prescribed controlled drugs and other volatile substances which may not be

covered by existing legislation due to the emergence of new drugs 3.2 In order to fulfil this obligation Imani aims to;

- Provide appropriate access to support services to residents who have needs around substance use including advice on health and safety issues
- Remain vigilant to the possibilities of breaches in the law that may be taking place on its premises
- Ensure that residents have a good understanding and comply with their tenancy agreement and staff comply with the code of conduct.
- Ensure appropriate action is taken where residents are in breach of their tenancy conditions and the law or where staff are in breach of the code of conduct and the law.
- Ensure staff working with residents especially in supported housing, work appropriately within the existing legislation.
- Ensure all incidents and follow up action are recorded
- Ensure appropriate level of support is available for staff to discuss the application of this policy.

4.0 Implementation

4.1 Imani will ensure a robust response and approach to the use of controlled drugs or supply of controlled drugs in its properties

4.2 Imani will work in partnership with local authorities, drug action teams, local voluntary agencies, support services/agencies and the police to develop initiatives to combat the use of controlled drugs

4.3 Imani will enforce tenancy conditions that explicitly prohibit the selling or use of illegal drugs by tenants, their household members and visitors.

4.4 Imani's action will be determined by available evidence. For enforcement purposes evidence is based on balance of probabilities, rather than beyond reasonable doubt.

4.5 Imani will make use of hearsay evidence where necessary to encourage action against those using and/or supplying controlled drugs

4.6 Imani will liaise with support agencies to give advice to those reporting the use or supply of controlled drugs

4.7 Imani will work with individuals and the wider community to encourage the reporting of use or supply of controlled drugs in its premises or estates.

4.8 Referral of users to support agencies will form an integral part of the enforcement process.

4.9 Imani will not operate a blanket ban on applicants who are drug users and will carry out risk a risk assessment if appropriate.

4.10 Imani will consider legal advice in relation to proposed legal action as appropriate.

5.0 Responsibility

5.1 It is the responsibility of the Management Committee to ensure that this policy is in place.

5.2 The Staff Team are responsible for the effective implementation of this policy

5.3 The Chairperson is also responsible for ensuring that Imani staff are aware of this policy and responsibilities.

6.0 Consultation

6.1 This policy will be reviewed in consultation with residents at least once every two years.

7.0 Review and Board Approval

7.1 This policy will be reviewed once every two years taking account of any changes to legislation that may occur.

Person Responsible for the review of this policy:	Finance Officer
Date of this review:	November 2009
Date of Board approval:	January 2010
Date the next review is due:	November 2011