



WESLEY COLLEGE TRUST BOARD

ALCOHOL AND OTHER SUBSTANCE USE IN HOSTELS

RATIONALE

Wesley College is committed to providing a healthy and safe environment for its employees, boarders and visitors to the College.

PURPOSE

The purpose of this policy is to provide guidelines for the implementation of Regulation 65(4) of the Education (Hostels) Regulations 2005.

POLICY GUIDELINES

1. Alcohol, illegal substances and other potentially harmful substances are not permitted in the Wesley College hostels or grounds.
2. Wesley College is a smoke-free and vape free site.
3. Any boarder's use of alcohol illegal substances and other potentially harmful substances (including tobacco and vaping substances) on the Wesley College site will be regarded as a serious matter and may lead to formal disciplinary procedures being applied.
4. The Trust Board prohibits the use of alcohol or illegal substances and other potentially harmful substances by staff when on duty or from being under the influence of alcohol or illegal substances and other potentially harmful substances when on duty.
 - a. The Trust Board reserves the right to request a staff member to undertake an alcohol or drug test if they suspect reasonable cause.
 - b. Reasonable cause is indicated by an employee's action, omission, appearance, behaviour or conduct that suggests either alcohol and/or illegal substances may be affecting them or impacting on their ability to work effectively and safely.
 - c. Failure to comply with testing is subject to disciplinary procedures as failure to comply with a lawful request.
5. Staff who reside in accommodation attached to the hostel are expected to be responsible in their off duty use of alcohol or any other substance that is a potential cause or source of harm to a person to the extent that their actions would not bring the college into disrepute.
6. On application an exception to the above policy may be made for specified occasions/ locations at the sole discretion of the Principal.

This policy was adopted by the Wesley College Hostel Council on 18 November 2021

This policy will be reviewed on or before the November Wesley College Hostel Council meeting November 2024

Colin Telford

Colin Telford
Chairperson

18 November 2021