



Type: Policy	Northumbria Blood Bikes Definition: Drugs and Alcohol		
Owner:	Membership	Author:	Peter Robertson
Approved:	29 September 2015	By:	Executive Committee
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A. Why do we need this Policy

Northumbria Blood Bikes operates a zero alcohol and drug policy for all volunteers when undertaking operational activities on behalf of the group. The policy is explained and amplified here.

B. Who is Responsible for this Policy

The Membership Secretary of the group is responsible for the maintenance of this policy. The Executive Committee is responsible for approving this policy.

Any member representing NBB through e.g. riding, driving, shift co-ordinating, fundraising or publicity activities is bound by this policy.

C. When will this Policy be reviewed

The policy will be reviewed a maximum of Two years following its approval.

D. How will changes be notified

The latest version of the policy will be made available via the members' library on the group website. New versions will be announced via email to all qualified riders, drivers, shift coordinators and the executive committee.

1. Aim of Policy

- 1.1.** All members to be aware of the zero drug and alcohol policy.
- 1.2.** Drug and alcohol influence to be nil when representing NBB.

2. Definitions

- 2.1.** “Drugs”:
 - 2.1.1.** All “Controlled Substances” specified in the Misuse of Drugs Act 1971;
 - 2.1.2.** All legally available drugs, prescription or otherwise, where medical advice would be not to drive/ride whilst using them;
- 2.2.** “Zero Policy”: No drug (as defined in the whole of para 2.1) or alcohol when undertaking operational activities on behalf of the group when either the presence in the bloodstream is subsequently proven or the effects may be perceived.
- 2.3.** “Undertaking operational activities on behalf of the group”: includes all riding or driving an NBB vehicle in whatever circumstance, acting as shift controller / co-ordinator and fundraising.

3. Preventing and Dealing with Possible Issues

- 3.1.** All members to be made aware of this Policy during induction.
- 3.2.** All reports of possible use of drugs (as defined in para 2.1.1) and / or alcohol by a member whilst representing NBB will be deemed to be a complaint and investigated as such under the Complaints Policy.
- 3.3.** In cases where, after investigation and consideration under the Complaints Policy it is considered that there is no reasonable doubt that a member has represented NBB whilst having drugs (as defined in para 2.1) and / or alcohol in the bloodstream membership will be automatically terminated. N.B. This is subject to the appeals process contained in the Complaints Policy.
- 3.4.** A member having their membership terminated under this Policy will be eligible to re-apply for membership after a period of 3 years. Such applications will be considered by the Committee (Chaired by the Vice-Chair without the involvement of the Chair), with the former member entitled to appeal to the Chair if desired.

4. Exceptions and Variations

- 4.1.** There are no exceptions or variations to this policy.

**Northumbria Blood Bikes Definition:
Drugs and Alcohol Policy**

Version Control and History

Date	Version	Author:	Reason For Change
Sept 2015	1.0	Peter Robinson	First Version
August 2023	1.1	Suzanne Hitchinson	Document review – change of document ownership & charity number