



# Hillingdon Narrowboats Association

## Drugs and Alcohol Policy

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## Policy Statement

### BACKGROUND

The consumption of alcohol and drugs has implications for health and safety since these substances impair co-ordination, judgement and decision making; putting the individual, their fellow crew members and users of our boats at risk.

This policy is published in line with the requirements of the Inland Waters Small Passenger Boat Code<sup>1</sup>

The Trustees acknowledge that compliance with this policy is essential for safe operation of our craft.

### POLICY

The Trustees **require** that no HNA crew member is to be under the influence of alcohol or drugs while in charge of or contributing to the running of our boats.

This means that:

- No crew member is to consume alcohol while the boat is operating (i.e. from preparation for departure at the beginning of the boating day to final mooring / close down)
- While modest consumption of alcohol with the evening meal or while socialising in an evening is acceptable, no crew member is to drink so much while the boat is moored overnight or before the initial departure that they are still affected in the morning.
- If any crew member finds that their mental or physical capacity is affected by prescription or other medicine they must inform the person in charge at once and take no further part in the operation of the boat until they have recovered.

### BREACHES

An **apparent or alleged** breach of this policy will result in suspension of the individual concerned from crewing (Or for holders of a paid position, from all duties without pay) until the trustees have completed a formal investigation.

A **proven** breach of this policy will lead to :

- In the case of volunteers, removal from the association's roster of steerers / crew members / trainers.
- In the case of employees, dismissal.
- In the case of contractors, termination of contract

Anyone found **or suspected** to be in possession of illegal drugs while on the Association's business will be reported to the police

Anyone found to be in breach of this policy will be treated as unqualified and not permitted to act as steerer for for third party self-steer hirers.

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