

DRUG & ALCOHOL MISUSE

The Academy has a legal responsibility to provide a safe and healthy study and work environment for its students, staff, tutors and visitors. The Academy condemns the misuse of alcohol and other substances, or the possession or supply of illicit drugs.

The inability of students, tutors and staff of the Academy, or visitors, to perform their work responsibly and safely because of the effects of alcohol, drugs or other substances will not be tolerated.

ILLEGAL DRUGS

Under the Misuse of Drugs Act 1971 it is an offence for the occupier of premises or a person concerned in the management of any premises knowingly to permit or suffer activities such as the smoking of cannabis or the supply of a controlled drug to another person to take place in those premises.

LFA will take appropriate disciplinary action in such cases, this action may result in expulsion in accordance with the [LFA disciplinary rules, procedures & appeals policy](#). In addition the offences will be referred to the police.

ALCOHOL

While alcohol is not illegal and its consumption, subject to the Licensing Act 1964, is allowed on Academy premises, the LFA discourage staff, tutors and students from consuming alcohol during the working day.

Staff, tutors and students must not drink at all before using hazardous chemicals, machinery or equipment. There is strictly no drinking on set, on location and while filming. Any student suspected of working under the influence will be asked to leave set and may be subject to LFA's disciplinary procedures.

Staff and/or students organising social events outside working hours must ensure that the event is properly managed. Licence holders and event organisers are expected to supervise the premises and events responsibly.

THE INDIVIDUAL & THE COMMUNITY

The Academy will balance the interests and concerns of the person experiencing the problem with those of other members of the LFA community. The individual circumstances surrounding each alcohol- or drug-related problem will be taken into consideration, recognising that a variety of responses will be necessary.

In each case the LFA will seek to be supportive of the individual concerned but there will be circumstances where, because of safety implications or the wellbeing of other staff, tutors or students, the conduct of the individual may warrant disciplinary action.

BA students should also familiarise themselves with the University of Derby's [Fitness to Participate in University Life Procedure](#).