



OXFAM

Drugs and Harm Reduction Policy

Last Updated: 15/01/2020

Review Date: 01/12/2020

1.1 Introduction

Drug laws are applicable at all UK Festivals and Events. The Oxfam GB Festivals and Events Team does not condone the use, possession, distribution or manufacture of illegal drugs, psychoactive substances (formerly known as “legal highs”) or other substances that are prohibited by the Festival or Event Organisers.

1.2 Harm Reduction

Whilst Oxfam GB does not condone any member of staff or volunteer using illegal drugs or misusing alcohol, volunteer and staff welfare is of the utmost importance to Oxfam GB so the Festivals and Events Team is prepared to help anyone in physical, emotional or mental distress without the fear of repercussions.

1.3 Working with Event Organisers

To be able to work or volunteer with Oxfam at Festivals and Events, all individuals will have agreed at application stage that they adhere to the rules and regulations of the event organisers as well as Oxfam GB’s standards of acceptable behaviour and the code of conduct. If an Oxfam member of staff or volunteer is found in possession of illegal drugs or prohibited substances, Oxfam GB will support any decision made by the event organiser whilst reserving the right to further sanction any individual should the festival or event rules or actions be deemed insufficient. These measures are to keep our members of staff and volunteers, plus all other festival goers safe.

1.4 On Shift

Oxfam GB do not permit any staff or volunteers to be under the influence of any alcohol or drugs whilst on shift. This includes alcohol, illegal drugs, psychoactive substances or prescription medication that is not used for its intended purpose. Any member of staff or volunteer found to be unfit through use of the above substances will not be allowed to continue their shift and further steps will be taken which may include, but is not exclusive of, removal from the Festival or Event and denial from future volunteering opportunities at Oxfam GB.

The Festivals and Events Team consider volunteer and staff wellbeing to be of the utmost importance and all instances of drugs or alcohol misuse are dealt with by putting the welfare of the individual concerned first before considering any further action.

To seek help or advice on site, please speak to your supervisor or a member of the Oxfam GB Festivals and Events team. For more general advice on keeping safe at Festivals and Events, please consider visiting [Festival Safe](#) or [The Loop](#) for more information.

Signed:

Date: 17 January 2020