

Alcohol & Drugs Policy

The aims of the Policy are to secure the safety and amenity of residential communities, help to ensure a sustainable environment, to provide regulation of the cultural/entertainment industry and to promote the four Licensing Objectives of the Act. Namely:

- Prevention of crime and disorder
- Public safety
- Prevention of public nuisance
- Protection of children from harm

In addition Kilburn Cosmos RFC aims to promote a safe, healthy and responsible environment, free from non-prescription drugs and to ensure that alcohol consumption is only maintained at licensed premises. This drug and alcohol policy applies to all venues where Kilburn Cosmos RFC is represented, and applies to all players representing the club.

Alcohol

Players are not permitted to be under the influence of alcohol during match or training hours.

A licensed premise is one where alcohol is purchased at, and is served under the terms of the alcohol licence granted by Brent Council and is subject to review from time to time as appropriate and in line with Brent Council recommendations.

Kilburn Cosmos will operate a bar at their club premise during matches and other club events (for instance after training sessions). On occasions, the bar may also be made available for other events but will only be provided to members of the club and their guests (e.g. a member's birthday celebration) and at the absolute discretion of the Kilburn Cosmos Management Committee. Bar service will be restricted to those parties listed below.

Whilst alcohol may be consumed outside of those times specified above, excessive consumption of alcohol will not be tolerated under any circumstances and will result in disciplinary action or, for guests of the club, immediate ejection from the club premises.

Alcohol must not be removed from licensed premises for any purpose without authorisation from the person who served the alcohol.

Any spectator must be sure that if consuming alcohol that he/she in no way seeks to participate on behalf of the team. This includes any minor participation including substitute fielding.

Sale supply and consumption of alcoholic liquor.

Persons entitled to purchase and consume alcohol on the Club premises.

Other than Club Members, alcoholic liquor may be supplied by and on behalf of the Club for consumption on or off the premises by all or any of the following persons who may be admitted to the Club Premises:

- (a) Visiting members of other Clubs engaged in fixtures against the Club;
- (b) The guests of any such visiting members at the Visiting member's expense;
- (c) Official guests of the Club invited to any Club function;
- (d) Visiting members of other Rugby Clubs attending Club functions and their Guests at the visiting member's expense on such occasions.

There shall be no sale supply or consumption of alcohol on behalf of the Club on the Club premises to any person under the age of 18 years.

Kilburn Cosmos Committee will promote a sensible and safe attitude to drinking. The designated bar person for each event will be given the right to:

- (a) refuse service to anyone suspected of being under 18 years old. If doubt is cast over the age, photo ID will be the only form of acceptable evidence to prove the individual's age.
- (b) Refuse service to anyone that is excessively drunk.

The designated bar person's decision is final in all such situations.

The purchase of alcoholic liquor for and supplied by the Club shall be at the absolute discretion of Kilburn Cosmos Rugby Club. All alcoholic liquor in excisable commodities which may be acquired or purchased shall be held on behalf of the members and shall be under the control of Kilburn Cosmos Rugby Club and be supplied only to members subject to payment of such charges as Kilburn Cosmos Rugby Club may from time to time determine after consultation with the Kilburn Cosmos Rugby Club Management Committee. No such articles shall be sent away from the Club premises.

Drugs

Players representing the club are not permitted to possess or be under the influence of prohibited drugs. Prohibited drugs include those substances recognised as a drug and/or defined as illegal under UK laws. Any Kilburn Cosmos RFC representative, whether actively playing or not, is not to supply or traffic in prohibited drugs at club venues at any time under any circumstances.

If any player is taking, or may be taking, prescribed or non-prescribed medication with side effects which could affect his/her performance (e.g. drowsiness), he/she must notify his/her captain prior to taking the prescribed drug or commencing duties or play.

Under no circumstances is prescription medicine to be offered to other players. Under no circumstances are prohibited drugs of any kind allowed at premises in which Kilburn Cosmos RFC is fixtured to play at.

Breaches

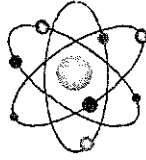
Players representing the club are prohibited from participating in any game, following the consumption of, or whilst under the influence of alcohol or prohibited drugs. Returning to participation under the influence of prohibited drugs or alcohol may result in termination of registration with the Kilburn Cosmos Rugby Club

The club reserves the right to inform the police should the situation warrant it, if it appears that illegal behaviour is taking place, or if said behaviour is, or may result in, endangering the health and safety of those concerned or others, and those concerned are refusing to take the advice of a representative of the club to cease.

A player who is in possession of or traffics prohibited drugs at any venue where Kilburn Cosmos RFC is fixtured may face disciplinary action, up to and including termination of registration. In instances in which this policy is breached and injury to people, or damage to property occurs, Kilburn Cosmos RFC will not accept liability. All incidents and breaches must be referred to the Kilburn Cosmos RFC committee prior to disciplinary action being undertaken.

Communication

Communication of this policy will be displayed on the Kilburn Cosmos Website and prominently in the bar area and will be regularly re-visited by Kilburn Cosmos RFC Management Committee.



Kilburn Cosmos RFC
Club Committee

Minutes

Date - Tues 7th Feb 2012

Location - 21 Dollis Hill Rd

Attendees:

Nigel Green (NG) - Club Chairman
Jonathan Church (JC) - Club Secretary
Michael Maillou (MM) - Club Treasurer
Jenny Reeve (JR) - KCRFC Ladies Section Chair
Paul Quinn (PQ) - Volunteer Co-ordinator
Ali Gallagher (AG) - Social Secretary
Greg Forster (GF) - KCRFC Youth Section Chair
Pete Fitzsimmons (PF) - Senior A Team Representative

Apologies:

John Fenlon (JF) - Club Captain
Lou Challenger (LC) - KCRFC A team Manager
Larry Porter (LP) - Membership Secretary

Items discussed:

1. Minutes and Actions from previous meeting

Last meetings minutes were approved.

2. Final Approval of the Bar Policy

JR has drafted Bar Policy as part of club licence application. Following prior distribution this was approved by the Committee.

3. Kitchen Plan/ building works

Need to repair leak then make good. Also need to source kitchen cabinets, worktop, freezer and oven. Aim is to get a working kitchen in within the next month. Need to explore getting food hygiene qualifications for relevant people.

4. Food & Bar Rota

PQ raised issue of very few people doing catering and bar. Message to go out to Senior players and managers to ask for volunteers to step up. **Action** - JC and PF

The committee agreed policy that no tabs will be permitted to anyone in the bar. There is also a need to purchase shot glasses.

5. RFU Grand Draw

JR outlined need to sell more tickets. Have sold about £90 to date.

6. Club Dinner & 3rd Social of the year

Social booked for 10th March at the clubhouse, theme 6 Nations Olympics. AG to contact Pam Walley to arrange Barclays matched funding. PQ, NG and JR volunteered to run the bar.

Club Dinner is on 21st April. Sala room at the Crown is booked. AG and MM to agree budget. AG working on posters. Committee gave preference to incentivise early bookings with price reduction but at or above cost.

JC to arrange annual award votes and trophy order.

7. Willesden Sports Centre Open Day

On 14th April. Need flyers. Otherwise use existing materials. PQ and MM to visit centre and assess space for demonstration.

8. Touch Rugby Organisation

PQ proposed touch programme for the summer. Committee concerned over In2touch already running regular competition but in favour of a one day touch comp on 14th July. PQ to lead organisation.

9. Junior Section Coaching succession and recruitment

Junior section potentially losing 3 coaches next season. Committee agreed to go out to senior players to gauge interest to help.

10. Member Reports

Chairman - NG - Going to purchase Gazebo. Much debate had about whether to have 'join here' written on it.

Nigel has spoken to Andy Atkins for permanent lights - will continue to pressurise the council.

Bar takings are a bit up and down as numbers in the bar fluctuate.

Toilets, pie warmer and microwave priorities to get sorted.

Secretary - JC - Mem & Arts still with Solicitor to review. JC to chase.

Treasurer - MM - No update.

Ladies - 2 injuries and 2 absentees meant forfeiting last game. Still targeting ex Saracens Ladies and have two 17 year olds that will be eligible to play next season. Kurt doing great job coaching.

Socials - AG doing club and kid posters.

11. AOB

- JR volunteered to organise Browne's Cup this year

- PF mentioned quality of showers. Committee to work on getting limescale removed to improve. Also need to keep lights in better working order. Agreed to keep them in the clubhouse. MM to follow up.
- JR on behalf of Ladies team requested to move committee meeting Mondays which was agreed

Actions:

- JC and PF to communicate need for senior players to get involved in food and bar rota
- AG to contact Pam Walley to arrange Barclays matched funding for 10th March Social
- AG and MM to agree budget for club dinner
- JC to arrange annual award votes and trophy order.
- PQ and MM to visit Willesden Sports Centre to assess space for demonstration on open day
- PQ to lead organisation of Touch comp on 14th July
- JC to chase solicitor re mem & arts