

LICENSED PREMISES TRAINING

Presented by
Jake Russell George,
All In Safety Ltd

LICENSING TRAINING

Glossary of Terms

- **Underage** – refers to persons under the age of 18 years.
- **DPS** – Designated Premises Supervisor
- **PLH** – Premises Licence Holder
- **Licence** – The Premises Licence authorising the sale of alcohol or other licensable activities.
- **Owner** – The owner and person responsible for the business.
- **Licence Review** – outcomes included: addition of conditions; removal of DPS; up to 3 months suspension; revocation of licence.
- **RA** – Responsible Authority
- **ABV** – Alcohol by Volume (percentage alcohol strength)

LICENSING TRAINING - Legislation Licensing Act 2003

- This legislation sets out the provisions for the sale of alcohol
- Including the requirement to obtain a Licence
- Stipulates whom it can be supplied by and to whom
- The legislation defines alcohol as a product containing an ABV of 0.5% or greater.
- FOUR key Objectives:
 1. The Prevention of Crime & Disorder
 2. Public Safety
 3. The Prevention of Public Nuisance
 4. The Protection of Children from Harm

ILLEGAL SUBSTANCES / DRUGS POLICY

Why have a policy?

1. Licensing Act 2003 has 4 key objectives, one of which is PREVENTION OF CRIME AND DISORDER
2. Misuse of Drugs Act 1971 – controlled substances
3. Misuse of Drugs Regulations 2001
4. Psychoactive Substances Act 2016
5. Not only a legal responsibility but also duty of care

Forum DRUGS POLICY

Forum :

- Will not condone the **possession, use or supply** of illegal drugs, nor the misuse of alcohol or other substances, on its premises
- Will promote supportive and caring harm minimisation strategies which reduce the risks associated with drug use/misuse.
- Will provide a safe, healthy and supportive environment for staff, customers and visitors.
- Will promote knowledge, awareness and understanding to enable customers to make informed choices.

TYPES OF DRUGS



Types of Drugs

Stimulants (Uppers)	Depressants (Downers)	Hallucinogens
What do they do? Speed up the brain and central nervous system.	What do they do? Slow down the brain and central nervous system.	What do they do? These drugs alter the user's state of consciousness. (Distort auditory and visual sensations)
Examples: <ul style="list-style-type: none"> - Caffeine (coffee, energy drinks, tea) - Nicotine (cigarettes) - Amphetamines (meth, ecstasy) - Speed - "Bath salts" - Cocaine and Crack Cocaine - Diet Pills 	Examples: <ul style="list-style-type: none"> - Alcohol (beer, wine, vodka, tequila, gin, etc.) - Heroin - Tranquilizers - Sleeping Pills - Marijuana 	Examples: <ul style="list-style-type: none"> - LSD - Ecstasy - Magic mushrooms - Peyote - PCP

Alcohol

Alcohol is a central nervous system depressant. Alcohol goes directly from your digestive system into your blood stream and within minutes it spreads to the entire body. The brain gets the highest concentration because it gets more blood than any other part of the body.

In low doses causes:	In medium doses causes:	In high doses causes:
<ul style="list-style-type: none"> - A relaxing effect - Reduced tension - Lower inhibitions - Impaired concentration - Slower reflexes - Impaired reaction time - Reduced coordination 	<ul style="list-style-type: none"> - Slurred speech - Drowsiness - Altered emotions 	<ul style="list-style-type: none"> - Vomiting - Breathing difficulties - Unconsciousness - Coma - DEATH!



MARIJUANA



Marijuana is a brown mix of dried flowers, stems, seeds and leaves from the hemp plant *Cannabis sativa*. The main active chemical is THC (tetrahydrocannabinol), which moves quickly through the bloodstream to the brain and other organs throughout the body.

AKA: **Blunt, dope, ganja, grass, joint, joint, mary jane, pot, reefer, green, blunt, weed, hash, tea, chronic, bud**

Short Term Effects	Long Term Effects
<ul style="list-style-type: none"> - Poor memory and ability to learn - Difficulty in thinking and solving problems - Poor muscle coordination & judgment - Short attention span - Dangerous driving behavior - Altered sense of time and space - Food cravings - Poor memory - Anxiety or feelings of paranoia 	<ul style="list-style-type: none"> - Breathing problems - Immune system. The THC in marijuana can damage the cells and tissues in the body that help protect against disease. - Memory, learning, and energy are impaired. - Birth defects in unborn children - May cause cancer with heavy use.

The Bottom Line: Marijuana has the potential to cause problems in your daily life, or make existing problems worse. It limits your brain's effectiveness, slows down thinking, and impairs coordination and judgment. While you're aware and still in control, marijuana can have a long-lasting negative impact on your developing brain. **Being caught in possession or under the influence of marijuana can result in criminal charges (and substantial legal fees) that can also affect your eligibility for admission to the College.**



COCAINE



Cocaine is a highly addictive drug that can be risky even the first time you use it. It is a hydrochloride salt derived from processed extracts of the leaves of the coca plant. Overstimulates the brain's natural reward system, causing it to be a highly addictive drug.

AKA: **Blow, bump, C, candy, Charca, coke, snow**

Short Term Effects	Long Term Effects
<ul style="list-style-type: none"> - Increased heart rate - Increased blood pressure - Increased body temperature - Seizures - Cardiac arrest - Death 	<ul style="list-style-type: none"> - Irritability and anxiety - Paranoid psychosis - Scabs to form on your mucus membranes - Damage to nasal septum - Eventually make your nose collapse - Depression - Agitation and mania

The Bottom Line: Using cocaine even once is dangerous, and the more you use it, the worse the effects are on your brain and heart. Cocaine-related deaths are often caused by cardiac arrest or seizures, followed by respiratory failure.



CRACK-COCAINE



Crack-cocaine is the crystal form of cocaine, which normally comes in powder form. It comes in solid blocks or crystals varying in color from yellow to pale rose or white. Crack is heated and smoked, which allows it to reach the brain more quickly and brings an immediate and intense – but short lived – high. Addiction can develop even more rapidly if the substance is smoked. An abuser can become addicted after his or her first time trying crack.

AKA: **Crumb, hard rock, rock, crack, apple pie, tonka, straw, coke, sugar block, ice cube**

Short Term Effects	Long Term Effects
<ul style="list-style-type: none"> - Loss of appetite - Increased heart rate, blood pressure, body temperature - Contracted blood vessels - Increased rate of breathing - Dilated pupils - Disturbed sleep patterns - Nausea - Bizarre, erratic, sometimes violent behavior - Hallucinations - Anxiety and paranoia - Depression - Panic and psychosis - Convulsions, seizures and sudden death from high doses (even one time) 	<ul style="list-style-type: none"> - High blood pressure, leading to heart attacks, strokes and death. - Liver, kidney and lung damage - Severe chest pains - Respiratory failure - Infectious diseases and abscesses if injected - Malnutrition, weight loss - Severe tooth decay - Auditory and tactile hallucinations - Irritability and mood disturbances - Increased frequency of risky behavior - Delirium and psychosis - Severe depression - Tolerance and addiction (even after just one use)



HEROIN



Heroin is a highly addictive drug. Overdose is a real, and deadly risk. Heroin is an opiate, a class of drugs that are either naturally derived from the flowers of the poppy plant, or synthetic substitutes. In the case of heroin, it's produced from morphine, a naturally-occurring substance that comes from the seedpod of poppy plants. It carries a strong risk of addiction and physical dependence. Heroin is abused by injecting, snorting or smoking it, and all three can cause the same level of addiction, as well as serious health problems. Targets and stimulates brain's natural reward system.



AKA: **Smack, horse, brown sugar, dirt, D, rock, rock, smack, white horse, China white, Mexican black**

Short Term Effects	Long Term Effects
<ul style="list-style-type: none"> - Suppressed breathing - Nausea and vomiting - Blood clots can form and travel to the lungs, liver, heart or brain, which is instantly fatal. - Addiction and physical dependency in a short amount of time 	<ul style="list-style-type: none"> - Infection of the heart lining and valves - Liver disease - Lung disease - Hepatitis and HIV/AIDS from needle use



The Bottom Line: It's a fast high, but just as quickly, it can take over your life and be fatal. Heroin and other opiate addictions are treatable, but the path to recovery requires a commitment that can often last years or even decades.



ECSTASY

- Was developed by Merck Pharmaceutical Company in 1912. It was known as "MDMA". It was used in 1953 by the US Army in psychological warfare tests. Later in the 1960s it resurfaced as a psychotherapy medication to "lower inhibitions". In the 1970s it started being used as a party drug. In 1985 the drug was banned due to safety concerns.
- Ecstasy today can contain a wide mixture of substances – from LSD, cocaine, heroin, amphetamine and methamphetamine, to rat poison, caffeine, dog deworming substances, etc.
- Most often comes in a pill form, but can be injected and taken in other ways. Liquid Ecstasy is actually GHB, a nervous system depressant – a substance that can be also found in drain cleaner, flood stripper and degreasing solvents.

Short Term Effects	Long Term Effects
<ul style="list-style-type: none"> Impaired judgment False sense of affection Confusion Depression Sleep problems Severe anxiety and paranoia Fatiness and chills or swelling Blurred vision Involuntary teeth clenching Nausea 	<ul style="list-style-type: none"> Long lasting brain damage affecting thought and memory Damage to portions of the brain that regulate critical functions such as learning, sleep and emotion. Degenerate nerve branches and nerve endings. Depression, anxiety, memory loss Kidney failure Hemorrhaging Psychosis Convulsions Death

LSD

- LSD is one of the most potent, mood-changing chemicals. It is manufactured from lysergic acid, which is found in the ergot fungus that grows on rye and other grains.
- AKA "acid", sold on the street in small tablets, capsules, or gelatin squares.
- LSD causes a serious disconnection from reality. LSD users call an LSD experience a "trip" typically lasting twelve hours or so.
- An intense, altered state transforms into dissociation and despair.

Physical Effects	Mental Effects
<ul style="list-style-type: none"> Dilated pupils Higher or lower body temperature Sweating or chills Loss of appetite Sleeplessness Dry mouth Tremors 	<ul style="list-style-type: none"> Delusions Visual hallucinations An artificial sense of euphoria or certainty Distortion of one's sense of time and identity Impaired depth perception Impaired time perception Severe, terrifying thoughts and feelings Fear of losing control Panic attacks Flashbacks, or a recurrence of the LSD trip, often without warning long after taking LSD Severe depression or psychosis

METH




Meth, or methamphetamine, is a powerfully addictive stimulant that is both long-lasting and toxic to the brain. Its chemistry is similar to speed, but meth has far more dangerous effects on the body's central nervous system. Meth has a high potential for abuse and may lead to severe psychological or physical dependence.

AKA: Ice, crank, chalk, crystal, the glass, the rock, speed, the T

Short Term Effects	Long Term Effects
<ul style="list-style-type: none"> Rapid/irregular heartbeat Increased blood pressure Elevated body temperatures Reduced motor skills Impaired verbal skills Hallucinations Convulsions and seizures Panic and psychosis Death from a stroke, heart attack or organ failure due to overheating. 	<ul style="list-style-type: none"> Extreme weight loss Dental problems Sores and scabs on your skin and face Anxiety and violence Paranoia, hallucinations and delusions Sensation of insects crawling under the skin Extreme tooth decay Depression Damage to the brain similar to Alzheimer's disease Stroke and epilepsy

The Bottom Line: Meth is powerfully addictive and damaging to your body and brain.

PRESCRIPTION DRUGS




- Recreational use of prescription drugs is a serious problem with teens and young adults. Many teens think prescription drugs are safe because they are prescribed by a doctor, but taking them for nonmedical use to get high or "self medicate" can be just as dangerous and addictive as taking illegal street drugs.
- There are very serious health risks in taking prescription drugs. This is why they are taken only under the care of a doctor, and even then, they have to be closely monitored to avoid addiction or other problems.
- Many pills look the same. It is extremely dangerous to take any pill that you are uncertain about. People can also have different reactions to drugs due to the differences in each person's body chemistry. A drug that was ok for one person could be very risky, even fatal, for someone else.

PRESCRIPTION DRUGS

Types of Abused Prescription Drugs

Types	Description	Examples	Effects
Depressants AKA: Downers, Sleeping Pills	These drugs slow brain function. They include sedatives (used to make a person calm and drowsy) and tranquilizers (intended to reduce tension or anxiety)	Xanax, Klonopin, Halcion, Librium, Amytal, Secoral, Zyprexa, Valium	Short Term: Slow brain function, pulse and breathing; lowered blood pressure; poor concentration; dizziness; depression; addiction Long Term: Overdose; depression; chronic fatigue; breathing difficulties; cravings; anxiety; panic; insomnia
Opioids and morphine derivatives	Generally referred to as painkillers, these drugs contain opium or opium-like substances and are used to relieve pain.	Florinal with Codeine, Robitussin A-C, Roxanol, Demerol, Duramorph	Short Term: Drowsiness; slowed breathing; constipation; unconsciousness; nausea; coma Long Term: physical dependence and addiction; overdose. Withdrawal symptoms: restlessness; muscle and bone pain; insomnia; vomiting; diarrhea
Stimulants AKA: Uppers, Speed	A class of drugs intended to increase energy and alertness but which also increase blood pressure, heart rate and breathing.	Ritalin, Concerta, Biphedamine, Dovedrine	Short Term: exhaustion; apathy and depression Long Term: Addiction; hostility; paranoia; dangerously high body temperatures and an irregular heartbeat
Antidepressants	Psychiatric drugs that are supposed to handle depression	Zoloft, Prozac, Paxil, Celexa, Effexor, Remeron	Insomnia; irritability; nervousness and anxiety; violent thoughts and actions; agitation; suicidal thoughts or suicide; tremors; hostility; aggression; criminal behavior; paranoia; hallucinations; psychosis

ANABOLIC STEROIDS

Anabolic steroids can be legally prescribed to treat conditions resulting from steroid hormone deficiency, such as delayed puberty, as well as diseases that result in loss of lean muscle mass, such as cancer and AIDS, but some athletes, bodybuilders, and others abuse these drugs in an attempt to enhance performance and/or improve their physical appearance.

Abuse of anabolic steroids may lead to:
Aggression, paranoia, jealousy, delusions, impaired judgments stemming from feelings of invincibility and other psychiatric problems. Extreme mood swings (including manic like symptoms and anger known as "roid rage") that can lead to violence are can also occur.

Other health effects:

Males	Females	Adolescents	Both
<ul style="list-style-type: none"> Shrinkage of the testicles Reduced sperm count or infertility Baldness Development of breasts Increased risk for prostate cancer 	<ul style="list-style-type: none"> Growth of facial hair Male-pattern baldness Changes in or cessation of the menstrual cycle Deepened voice 	<ul style="list-style-type: none"> Stunted growth due to premature skeletal maturation and accelerated puberty changes Risk of not reaching expected height if steroid use precedes the typical adolescent growth spurt 	<ul style="list-style-type: none"> Kidney impairment or failure; damage to the liver; cardiovascular problems including enlargement of the heart, high blood pressure, and changes in blood cholesterol leading to an increased risk of stroke and heart attack (even in young people) Risk of spreading HIV/AIDS or hepatitis

Psychoactive Substances Act 2016

Meaning of “psychoactive substance” etc

(1) In this Act “psychoactive substance” means any substance which—

(a) is capable of producing a psychoactive effect in a person who consumes it, and

(b) is not an exempted substance (see section 3).

(2) For the purposes of this Act a substance produces a psychoactive effect in a person if, by stimulating or depressing the person’s central nervous system, it affects the person’s mental functioning or emotional state; and references to a substance’s psychoactive effects are to be read accordingly.

(3) For the purposes of this Act a person consumes a substance if the person causes or allows the substance, or fumes given off by the substance, to enter the person’s body in any way.

Psychoactive Substances Act 2016

Poppers: The PSA does NOT apply to ‘Poppers’ (alkyl nitrites such as isopropyl nitrite) However, for avoidance of doubt, Forum will NOT allow this substance on site in any form and as such these possessing these items, it will be a condition of entry that the item is confiscated. If confiscation is refused then entry will be refused. If found using inside the same ruling will be enforced (i.e. ejection or confiscation)

Nitrous oxide: Nitrous oxide is exempt when for example it is used as a propellant for whipped cream, but covered by the PSA if sold with the likelihood of it being used to get high. However, in August 2017, a case of Intent to Supply was dismissed on the grounds that nitrous oxide was exempt as it could be used as a medicine regardless of the likelihood of it being used for intoxication. The judge ruled that the PSA does not make it clear that a substance is exempt only when it is used for medicinal purposes, however this argument was rejected by the Court of Appeal in October 2017. Hence, as with Poppers above, it will be a condition of entry that the item is confiscated. If confiscation is refused then entry will be refused. If found using inside the same ruling will be enforced (i.e. ejection or confiscation)

Food and drink: Nutmeg (which is psychoactive) is used as an example in the government’s commentary document of a psychoactive substance that would be classed as a food and be exempt unless it was specifically sold for psychoactive purposes. Hence the difficulty in proving this means this is exempt not only from law but also from Forum policies

So called “Legal Highs: Such as Black mamba, synthetic drugs and so on – These are all covered by the PSA and as such come under our normal drug policy.

Forum Drugs Policy

- Where is it easiest to police ?
- BEFORE entry, i.e. outside
- Thus, it will be a condition of entry to Forum that customers **and staff** acknowledge Forum’s right to conduct searches prior to entry.
- Searches will be undertaken in a polite and respectful manner by SIA trained members of staff of the same sex as the customer where possible.
- Where this is refused, the customer (or staff member) will not be allowed entry to the venue.
- Weak areas –
 - When a female is not present
 - Rear smoking area – CCTV and monitoring

Forum Drugs Policy

Preventing drug dealing on Forum premises

- All staff working at events will be vigilant in monitoring activity.
- Security staff will regularly monitor key areas within the premises for suspicious activity.
- Where Forum staff suspect dealing may be taking place, customers will be asked to undergo a search. This will be conducted in the presence of another member of staff in a discreet area but under CCTV coverage, and those suspected will have their facial image recorded on CCTV if possible.
- Anyone refusing to be searched will be asked to leave the premises.
- Regular checks of the toilets (3 per hour), including checking cisterns for discarded bags. Don’t include the checks in any hygiene checks detailed on a rota published in the toilets.
- Signage stating a strict no drug use policy.
- Increased searches of customers, and/ or requesting Police support with a mobile drugs machine, as a condition of entry.

Forum Drugs Policy

Preventing drug dealing on Forum premises – Signs of Drug Dealing

- Frequently going to the car park, smoking area or toilet.
- Short, muffled conversations with several different individuals.
- Trying to stay in the corner to avoid drawing attention to themselves.
- More than one person going into a toilet cubicle at a time.
- Keeping hands in pockets.
- Cash changing hands furtively.

Forum Drugs Policy

Signs of Drug Use

There are signs you can look out for when trying to decide if someone is using or has been using drugs. Signs vary depending on whether the drugs taken are stimulants or depressants. The nature of the premises in which you work may make it difficult for you to identify all of these behaviours but you need to familiarise yourself with those you are likely to be able to identify. General signs of drug use are:

- **Rapid and loud speech**
- **Erratic behaviour and hyperactivity**
- **Sweating**
- **Inability to focus**
- **Incredibly large or small pupils**
- **Sweaty palms and shaking hands**
- **Poor co-ordination**
- **Vomiting and nausea**
- **Sudden change in personality - aggressive or unusually calm**
- **Paranoia**
- **Grinding teeth**
- **Rashes around the nose and mouth**
- **Drinking large amounts of water – unquenchable thirst alongside drug use you need to be aware of people who may be dealing drugs within your premises. As with detecting signs of drug use it may be difficult to spot some of the signs of drug dealing in certain premises, so you have to decide which signs you are going to be able to identify.**

Forum Drugs Policy

Staff

- Special attention must also be applied to monitoring staff employed at the premises and being vigilant to suspicious activity in relation to supply of illegal drugs.
- Staff should be especially monitored as they are in a position where they are legally bound to uphold the key licensing objectives under the Licensing Act 2003.
- It is a recommendation under this policy that all staff employed in middle management roles or above undergo a DBS Basic background check, such as requested for personal license holders. Those refusing are to be refused a role of responsibility within Forum.
- A "no-blame" whistle blowing policy is in place for staff to report suspicious staff activity to either the DPS in the first instance, or the License Holder in the second instance. This will be treated as confidential and if staff believe that they have been unfairly treated by Forum regarding this, whichever side of the affair, Forum accepts the right for legal action once existing Forum HR procedures have been followed.
- Any member of staff caught in possession of drugs whilst at work could face IMMEDIATE DISMISSAL as this constitutes GROSS MISCONDUCT.
- Likewise, those suspected of any involvement in either taking or attempting to purchase drugs could also face the same.
- Any member of staff caught dealing in drugs will not only guarantee IMMEDIATE DISMISSAL as this constitutes GROSS MISCONDUCT. Additionally, information will be passed to the Police.
- Be also aware of your activities outside of work and how these impact on the image of Forum; in certain cases Forum may follow a disciplinary procedure.

Forum Drugs Policy

8-Step Procedure for Finding/Confiscating Drugs

- Step 1- Drugs seized.
- Step 2- If appropriate and safe at that time- details of the customer taken/person ejected/handed to police.
- Step 3- Drugs passed to duty manager.
- Step 4: Drugs preserved and secured by duty manager.
- Step 5: Incident report made and countersigned by x 2 persons, usually duty manager and security or duty manager and staff member.
- Step 6: Record is made in handover book for next day or as soon as possible whichever is most appropriate.
- Step 7: Details of incident communicated to DPS (if not duty manager at that time) as soon as practical.
- Step 8: That seizure is discussed at monthly meeting which takes place every first Thursday of the month, along with any other issues in incident book.

Forum Drugs Policy

Record keeping/notification

- Incident forms will be kept on file and details of any incidents will be made available to the police
- After the event, where information is requested external authorities (Licensing and WMP), Forum will provide statistics concerning the number and nature of incidents relating to drug use by customers but will not notify details of individual cases
- Daily these will be checked by the Duty Manager, and regularly checked by the DPS. In addition, the Premises License Holder will perform weekly checks of this documentation