FUTURE TEMPLE

Drug, Alcohol and Harm Reduction Policy

Cataco Ltd trading as Future Temple
Version: 1.1 | 07/11/26

Applies to all Future Temple workers, Duty Managers, bar staff and event security. Read alongside the current Responsible Alcohol Sales, Age Verification Customer Welfare, Safeguarding and Safer Spaces Policy.

1. Purpose

Future Temple is a welcoming, welfare-first venue. We prioritise immediate safety and medical assistance while enforcing lawful and responsible alcohol service. We do not condone illegal drug possession, use, supply or dealing, spiking, harassment or other unsafe behaviour. Anyone asking for welfare assistance should be treated respectfully and without judgement.

2. Responsibilities

- Duty/Event Manager: leads the incident response, decides when to involve security, police or emergency services, ensures incident records and relevant CCTV/evidence are retained, and reviews significant incidents.
- Bar Staff: oversees responsible service, supports refusals, monitors intoxication and escalates welfare concerns.
- All workers: recognise concerns, stop unsafe service, seek help early, stay within their training and do not put themselves at risk.
- SIA door supervisors, where deployed: manage security interventions, search and removal decisions within their role and report relevant incidents to the Duty Manager.

3. Alcohol and age verification

Alcohol must only be sold or supplied in line with the relevant TEN/premises authorisation, event controls and Future Temple's separate responsible-sales policy.

Challenge 25 applies. Staff must refuse a sale when acceptable proof of age is not produced or the customer is drunk. Suspected proxy purchasing, alcohol being supplied to under-18s, suspicious ID and wristband misuse (if applicable) must be escalated and recorded in line with the separate policy.

Future Temple treats 0.0% alcohol-alternative products as 18+ under its house rules.

4. Recognising and responding to welfare concerns

Workers must not diagnose substance use.

Confusion, significant drowsiness, agitation, severe intoxication or unexpected illness are welfare concerns first.

Stop further alcohol service, calmly assess immediate safety, alert the Duty Manager and designated first aider, and involve security as required.

Do not simply eject a seriously impaired or unwell person or leave them alone outside.

5. Drugs, prohibited items and security

Suspected drug supply or dealing, weapons, aggressive behaviour or other security issues must be referred to the Duty Manager and SIA officers where deployed.

Untrained staff must not search customers, seize weapons, handle dangerous substances or physically intervene. If items are safely secured by authorised personnel, follow Future Temple's separate secure-storage, incident-recording and police-handover arrangements.

Access to secure storage must remain restricted.

6. Suspected Spiking

- Listen without judgement. Treat the report seriously and prioritise the person's immediate welfare.
- Alert the Duty Manager, first aider and SIA security where deployed. Move the person somewhere quieter and safer if practicable; ensure they are not left alone.
- Call 999 if symptoms are serious, deteriorating or there is concern about their immediate safety.
- Avoid unnecessary handling of the drink or other possible evidence. The Duty Manager should arrange preservation of relevant CCTV and prompt factual incident recording.
- Help the person contact the police, a friend or another trusted person if they wish. Never require them to confront a suspected perpetrator.

7. Emergency Medical Response

Call 999 for an unconscious or unresponsive person, seizure, absent or severely impaired breathing, rapid deterioration or suspected poisoning/overdose.

If uncertain about immediate safety, call 999. Follow the emergency call handler's instructions. Stay with the person and monitor them; use the recovery position if unconscious but breathing and it is safe/appropriate; do not induce vomiting or give coffee.

Provide first aid only within training.

8. Record, preserve & learn

The Duty Manager must ensure significant intoxication, suspected spiking/overdose, drug supply, violence, ambulance or police attendance, safety-related removals and other material welfare incidents are recorded in the Future Temple Incidents & Refusals Register.

Accidents go in the Accident Book.

Preserve relevant CCTV/evidence proportionately and securely, consistent with the applicable CCTV and privacy procedures. Review significant or repeated incidents for changes to staffing, training, security and procedures.

9. Simple staff response

For most alcohol, drug or suspected spiking welfare incidents, staff should remember:

1. STOP	**Stop further alcohol service and reduce immediate risk.**
2. SUPPORT	**Stay calm, listen and move the person somewhere safer if appropriate.**
3. ESCALATE	**Get the Duty/Event Manager, first aider and/or licensed security.**
4. CALL	**Call 999 where the person may be seriously unwell or you are in doubt.**
5. RECORD	**Tell the Duty/Event Manager the facts; preserve evidence where appropriate.**

10. Related Future Temple documents

Customer Welfare, Safeguarding and Safer Spaces Policy;

Responsible Alcohol Sales, Age Verification and Under-18s Policy;

Staff Alcohol Sales and Age Verification Briefing;

Staff Induction and Event Operations Briefing;

Equality, Dignity and Anti-Harassment Policy; and

Incident / accident records and event-specific risk assessments.

11. External guidance

This policy has been informed by Bristol Nights harm-reduction guidance, NHS guidance on alcohol poisoning and poisoning, and Home Office guidance on spiking. Staff should follow current emergency-service advice in any live incident.

12. Review

This policy will normally be reviewed annually and after any significant incident or relevant change to licensing conditions, legislation or venue practice.

Approval

Signed on behalf of Cataco Ltd

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Date: 07/11/26

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