

RESPONSIBLE SERVICE OF ALCOHOL POLICY

OBJECTIVE

Strathfield Sports is committed to complying with its responsible service of alcohol obligations under the liquor Act 2007 (NSW). The purpose of the policy is to provide Strathfield Sports staff with guidelines for dealing with suspected or actual intoxicated patrons.

This policy operates in addition to the Responsible Service of Alcohol training that each Strathfield Sports Staff member is required to obtain prior to commencing employment as well as the refresher training completed during employment in accordance with the requirements of the Act.

SCOPE

This policy applies to all employees of Strathfield Sports Club. The Club is committed to be compliance with the requirements of the Liquor Act 2007 (NSW).

DEFINITION

Responsible service of alcohol – known as RSA – is about providing rules and strategies for licence venue that sell alcohol with the aim to:

- Minimise alcohol-related problems, including anti-social behaviour and violence.
- Implement best practice in the sale and supply of alcohol and the operation of licensed premises.
- Prevent local neighbourhood disturbance that can be associated with alcohol consumption.

RESPONSIBILITIES

Employee

- Comply with this policy
- Notify of Manager/Supervisor if they reasonably believe a patron is intoxicated.
- Ensure their RSA Competency Card/Digital Licence are on site and produce upon request by Police and/or Liquor and Gaming Authorities.

Manager/Supervisor

- Do continual checks on staff to see if they have their RSA Competency card/Digital License
- To assist in the administration and implementation of this policy.
- Manage instances where this Policy has not been adhered to.
- Complete an incident report where any breach of this policy occurs. Report to be sent to the Compliance Officer.

PROCEDURES

Signs of intoxication

- Employees are encouraged to rely on their observations to form a reasonable belief as to whether a person is intoxicated as a result of alcohol consumption.
- Some of the noticeable signs of intoxication include:
 - Slurred or incoherent speech
 - Poor balance
 - Lack of co-ordination
 - Inappropriate behaviour (Example: Rude, aggressive etc.).

Preventing intoxication

- Employees are required to prevent intoxication by patrons.
- This can be achieved by:
 - Ensuring that water is constantly available
 - Providing snack food
 - Promoting non, low or mid-strength alcoholic drinks.
 - Slowing down service
 - Interacting with customer s

Service Practices

- The following service strategies are adopted by Strathfield Sports to reduce the problems associated with alcohol related anti-social behaviour:
 - Employees are prohibited from providing patrons with spirits in form of shots after Midnight (12am),
 - The ratio of Soju to consumer is 1 bottle per 2 consumers. Please note that not everyone standing at the bar is consuming the product. Ask the customer how many patrons will be consuming the product.
 - Employees are prohibited from providing patrons with no more than 2 bottles of Soju after Midnight (12am).
 - Employees must not conduct an activity or promotion that will result in patrons engaging in irresponsible, rapid, or excessive consumption of liquor or unsafe activities
 - Employees are prohibited from providing patrons with spirits in the form of double shots at any time.
 - Drinking water is always available free of charge to all patrons when liquor is sold or supplied.

Refusing Service

- Strathfield Sports employees must not serve any person, or supply alcohol to any person, who is affected by alcohol or who is nearing intoxication.
- Strathfield Sports employees must not grant entry to a patron who is carrying or consuming alcohol.
- If a patron is refused entry or asked to leave due to intoxication, they must:
 - Leave the venue immediately (Security must be contacted for removal of the patron/s and/or seek assistance from Police)
 - Leave the vicinity of the premises
 - Not re-enter or attempt to re-enter the premises within 24 hours.
- Strathfield Sports employees must not serve or supply minors under the age of 18 years with alcohol. Furthermore, no minors are permitted in the Gaming Room and must be accompanied by an adult in all other areas of the club.
- With Strathfield Sports Policy. There is to be no minors on premises after 10pm.
- Any person who is intoxicated or affected by alcohol upon arrival at Strathfield Sports will be refused entry.

Under Age Drinking

Strathfield Sports Club has surveillance procedures designed to detect under age persons seeking to enter the premises.

- If a staff member believes that a person, who is ordering or being supplied alcohol, is under 18 years of age, they will politely request proof of age (Passport, RTA Photo Card or Photo Drivers Licence).
- If the person is less than 18 years of age, or refuses to produce identification, staff will refuse service and request the Manager or security personnel on duty to ask the person to leave Club premises.
- An incident register is maintained to record all instances of underage entry or attempted entry

BREACH OF POLICY

The Club has an obligation to consistently apply and enforce this policy. Likewise, employees must comply with this policy. Employees who breach this policy shall be subject to counselling and/or disciplinary action, which may include termination of employment.

Strathfield Sports employees and other patrons can be prosecuted if they are found supplying liquor to an intoxicated person, Fines of up to \$11,000 apply.

Version	Authorised by	Date Reviewed	Next Review Date
1	Andrew Pham	26/04/2021	26/04/2022