HEALING IN MOTION (O.R.G)

Operational Resource Guide (Sample Extract)
Lawful Prescribed Cannabis-Based Products for Medicinal Use (CBPM)
Operational Sequencing & Proportionate Response

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Sample Copy — Demonstration Use Only

This extract provides a brief overview of the Operational Response Guide (O.R.G) structure and approach.

It is intended to demonstrate how organisations can move from uncertainty to clear, proportionate decision-making in real-world situations involving prescribed medical cannabis.

What This Guide Is

The Operational Response Guide (O.R.G) is a structured, scenario-based framework designed to support organisations in responding to situations involving prescribed medical cannabis.

It provides a practical method for applying existing policy with clarity, consistency, and proportionality in real-world settings.

Why This Guide Matters

Medical cannabis has been lawful in the UK since 2018.

However, its presence in housing, workplaces, and public environments continues to create operational uncertainty.

In many cases, the issue is not willingness to act — but lack of clarity on how to respond appropriately.

This guide addresses that gap by supporting:

- consistent decision-making
- proportionate responses
- reduced unnecessary escalation
- improved confidence across teams

Core Principle

Responding Without Overreaction

The presence of medical cannabis does not automatically indicate a problem.

Many situations escalate not because of risk, but because of uncertainty.

Effective response requires:

- understanding lawful context
- assessing the actual situation
- avoiding assumption-based escalation
- applying proportionate judgement

Quick Response Framework (Extract)

When a situation arises, the following structured approach should be used:

1. Acknowledge

Recognise the situation calmly and without immediate judgement.

2. Clarify

Establish what is actually occurring, rather than what is assumed.

This may include:
- whether a lawful prescription is held
- the nature of the situation (e.g. use, disclosure, possession)
- the context in which it is occurring

3. Assess Context

Consider the specific environment, role, and any genuine safety or operational factors.

Assessment should be based on actual risk — not assumption.

4. Apply Proportionate Response

Respond based on facts and context.

Avoid escalation where no clear legal, safety, or operational issue exists.

In many cases, no further action may be required.

5. Record (if required)

Ensure documentation is:

- factual
- relevant
- proportionate

Avoid speculation or unnecessary detail.

Scenario Example (Extract)

Workplace Disclosure of Prescribed Medical Cannabis

Situation
An employee informs their manager that they have been prescribed medical cannabis.

What's Actually Happening
The individual is disclosing lawful medical treatment.

This does not, in itself, indicate impairment, risk, or misconduct.

Common Misinterpretation
- "This is illegal drug use"
- "This creates immediate risk"
- "This must be escalated straight away"

Appropriate Response
- acknowledge the disclosure calmly
- clarify relevant details without assumption
- assess based on actual role and risk
- apply policy with awareness of lawful context

Focus on function — not perception.

What Not to Do
- do not assume impairment
- do not treat disclosure as misconduct
- do not escalate without evidence
- do not rely on outdated policy interpretation

What This Demonstrates

This example shows how:

- lawful treatment can be distinguished from misuse
- unnecessary escalation can be avoided
- decisions can be made based on context, not assumption
- policy can be applied consistently in real-world situations

Closing Note

Situations involving medical cannabis are no longer rare or exceptional.
They are increasingly present across housing, employment, and public service environments — often without clear, consistent guidance.

In many cases, the challenge is not unwillingness to act, but uncertainty about how to respond appropriately.

The Operational Response Guide (O.R.G) has been developed to address that gap.

By applying a structured, proportionate approach, organisations can:

- respond with clarity rather than assumption
- reduce unnecessary escalation
- support lawful and consistent decision-making
- maintain confidence across teams and services

Handled well, these situations do not create risk —
they demonstrate operational capability.

Next Step

For organisations seeking to strengthen operational clarity and consistency in real-world scenarios:

The full Operational Response Guide (O.R.G) provides a complete, scenario-based framework designed for practical application across housing, workplace, and public service settings.

To request access or explore how this framework can support your organisation:

→ **Request Operational Response Guide (O.R.G) Access**

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