

Drugs Policy

Review Date(s): March 2022

Review By: Personnel/Student Care and Discipline Committee

Final Approval: Personnel/Student Care and Discipline Committee

Context

The Core Values which relate specifically to this policy state that we are working together to form relationships based on:

- **Faith** – everyone is invited to develop their understanding of Christian belief, worship and lifestyle.
- **Justice** – everyone is entitled to be treated fairly and to promote the self-esteem of others.
- **Responsibility** – everyone is expected to understand the consequences of their actions.
- **Truth** – everyone is required to be honest and to communicate in a positive manner.
- **Compassion** – everyone is encouraged to be generous in their concern for others.

These values contribute to our common purpose of “Striving for high quality education with a strong Christian ethos”, and as such underpin the Academy’s approach to wellbeing.

Data Protection

Any personal data processed in the delivery of this policy will be processed in accordance with the Academy Data Protection policy.

Introduction

The Academy is committed to safeguarding the health, safety and wellbeing of all members of its community. In providing drugs education and responding to incidents involving drugs, our first concern is the pastoral care and health and safety of students. The possession, use or supply of illegal and other unauthorised drugs in the Academy is not acceptable.

The policy is informed by:

- DfE and ACPO drug advice for schools :*Advice for local authorities, headteachers, school staff and governing bodies* (2012)

The Drugs Policy should be read in conjunction with the following policies:

- Safeguarding;
- Behaviour;
- Trips and Visits;
- Medical Needs Procedures.

This policy applies to all members of the Academy community and other agencies working with and within the Academy.

Definitions

The definition of a drug given by the United Nations office on Drugs and Crime is: “A substance people take to change the way they feel, think or behave”. Here, “drugs” and “drug education” is used to refer to:

- all illegal drugs (those controlled by the Misuse of Drugs Act 1971)
- all legal drugs, including alcohol, tobacco, volatile substances (those giving off a gas or vapour which can be inhaled), ketamine, khat, alkyl nitrites (known as poppers) and new psychoactive drugs as defined by Psychoactive Substances Act February 2016 (previously known as legal highs).
- all over-the-counter and prescription medicines.

PSHEE: Personal, Social, Health and Economic education.

SLT: School Leadership Team

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Policy

The Academy will:

- provide a programme of drugs education through a number of channels, including PSHEE, visiting speakers, conferences, Science;
- support those who voluntarily seeks our help with drug related problems.
- always exclude someone found in possession of, or supplying illegal drugs and inform, the police.
- Provide up to date information for students on local and national helplines relating to drugs
- Ensure all prescribed medication is managed according to the Medical Needs procedure
- Apply this policy to trips and visits, and to Sixth Form students off site during the School day.
- Notify parents of all drugs-related incidents, unless a member of the Safeguarding Team and a member of SLT believes there is jeopardy to a student in doing so.

Procedures

Managing Suspected Drugs Incidents

Dealing with an unknown substance

Academy staff may safely take possession of an unknown substance and, wherever possible, in the presence of a second witness. S/he should hand it in immediately to a member of the leadership team who will store it securely. The law provides that: *“if a person took possession of a drug to prevent another committing an offence or continuing to commit an offence and then took speedy action to destroy the drug or hand it to an authorised person, this shall be a defence to the charge.”* SEC. 5 MISUSE OF DRUGS ACT 1971

Right to Search

Anyone thought to be in possession of drugs will be isolated from their peers while the incident is investigated.

Where possession of drugs is suspected, at least two members of the pastoral or leadership teams will search personal property, including property stored within the Academy, for example a bag or a pencil case within a locker, if there is reasonable cause to do so.

Handling Drugs/Associated Paraphernalia

All substances must be handled with great care and passed to the Deputy Head (Student Services) or another member of the SLT in his/her absence.

A needle/syringe must not be picked up. It must be reported immediately to the Site Team who will make the necessary arrangements for removal. The area must be supervised until this can happen.

First Aid

Any student suspected of being under the influence of drugs will be assessed by a first aider as a matter of urgency

Disclosure regarding Drugs

Any disclosure to a member of staff must be passed on to the Deputy Head (Student Services) and make a written record on a Welfare Concern Form

Dealing

Any information with regard to dealing must be passed immediately to the Deputy Head (Student Services) and a written record kept. The Deputy Head (Student Services) will investigate and notify the police where there is substantial evidence of dealing.

Likely Sanctions to be imposed for misuse of drugs by students

- (i) An offence of possession will lead to a period of exclusion

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- (ii) A first offence of supplying or dealing will lead to a significant period of exclusion and may, depending on circumstances, lead to permanent exclusion
- (iii) Any subsequent offence of supplying or dealing will typically result in, permanent exclusion

Response to Proven Drugs Incidents

Following any drugs incident and the imposition of sanction/s, the Academy will work in partnership with external agencies to support the student in making better choices. The appropriate agency/ies will be identified depending on the specific context.

Prescribed Medication

The Academy will follow the Medical Needs procedures in relation to these substances.

Responsibilities

- All members of the Academy: to be vigilant with respect to drugs use and to report concerns in line with this policy.
- Teaching/Tutor groups: to ensure professional responsibilities are taken with regard to students taught (ie to notice any changes in behaviour and report these)
- Pastoral Team: to respond to any issues raised by students, parents, tutors or teachers and bring them to the attention of the Deputy Head (Student Services)
- Deputy Head (Student Services): to ensure the Drugs Policy is implemented consistently
- PSHEE Co-ordinator: to plan, implement and review the Drugs Education programme
- School Leadership Team: to ensure legal requirements are met; to ensure processes are followed in the absence of the Deputy Head (Student Services)
- Governors: to monitor the implementation of this Policy; to review exclusions; to provide an Appeal Panel for challenges to long-term or permanent exclusions.

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