



# Drugs Policy

## Document Control

This document is issued, controlled and impact assessed by the Leadership Team.

The latest version of the procedure will be maintained on the School Website.

## **Aims of this policy**

- To clarify the legal requirements and responsibilities of Endeavour Academy.
- To reinforce and safeguard the health and safety of students and the whole school community
- To clarify the Academy's approach to drugs for all staff, students, trustees, parents / carers, external agencies and the wider community.
- To give guidance on developing, implementing and monitoring the drug education programme
- To clarify the procedures for responding to and managing any drug-related incidents that may occur so that they are managed with confidence and consistency and in the best interests of those involved.
- To ensure that the response to incidents involving drugs and the drug education programme complement the values and ethos of the Academy.
- To provide a basis for evaluating the effectiveness of the Academy drug education programme and the management of incidents involving illegal and other unauthorised drugs.
- To reinforce the role of the Academy in contributing to local and national strategies.

## **Policy Context**

As part of their statutory duty to promote students' wellbeing, schools have a clear role to play in preventing drug misuse. The Drugs Education Policy has been developed with reference to Department for Education advice and guidance: DfE and ACPO drug advice for schools which is non-statutory and was produced to help answer some of the most frequent questions raised by school staff in this area.

The drugs education of students considers the statutory requirements within the National Curriculum Science Order, the non-statutory framework for P4L at Key Stages 4 and the statutory Citizenship Programme of Study at Key Stage 4.

Other related policies and documents include:

- Child Protection / Safeguarding Policy
- Health and Safety Policy
- Behaviour Policy
- Equal Opportunities Policy
- A letter about the use of medication in the Academy
- the Academy's Code of Conduct.

## **Where and to whom the policy applies**

This policy applies to all staff, students, parents / carers, trustees and other partner agencies working with the Academy. The policy applies to the school premises, the school day, while travelling to and from the Academy, journeys in school time, work experience, day and residential trips and when the Academy is deemed to be in loco parentis.

## **Definition of Drugs**

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 ('legal highs')
- all over-the-counter and prescription medicines.

## **Endeavour Academy's stance towards drugs, health and the needs of students**

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

## **Drugs Education**

Aims of Drug Education Drug education is a major component of drug prevention. The following aims of drug education at the Academy will be consistent with the values and ethos of the Academy and laws of society as well as being appropriate to the age, ability and maturity of the students, and relevant to their circumstances:

To increase students' knowledge and understanding and clarify misconceptions about

- the short and long-term effects and risks of drugs
  - the rules and laws relating to drugs
  - the impact of drugs on individuals, families and communities
  - local and national use
  - the complex moral, social, emotional and political issues surrounding drugs.
- To develop students' personal and social skills to make informed decisions and keep themselves safe and healthy, including,
    - promoting positive attitudes to healthy lifestyles
    - assessing, avoiding and managing risk
    - communicating effectively
    - resisting pressures
    - finding information, help and advice
    - devising problem-solving and coping strategies
    - developing and maintaining self-awareness and self-esteem to motivate them to value their welfare and conscientious care of themselves.
  - To enable students to explore their own and other peoples' attitudes towards drugs, drug use and drug users, including challenging stereotypes, and exploring media and social influences
  - To ensure that students have access to and knowledge of up to date information as sources of help. This includes local and national helplines (including FRANK for drugs, NHS Smoking Services for tobacco and Drinkline for alcohol), youth and community services and drug services. These sources are used in addition to the Academy's own drug and alcohol education.

## Drug Education Content

The Academy provides a planned drug education curriculum through the following:

The National Curriculum Science outlines the content of the statutory drugs education:

- Key Stage 4: 14-16-year olds should be taught that “human health is affected by a range of environmental and inherited factors, by the use and misuse of drugs and by medical treatments”.

P4L at Key Stage 4 includes specific drugs education such as “facts and laws about drug, alcohol and tobacco use and misuse, and the personal and social consequences of misuse for themselves”, “ways of recognising and reducing risk, minimising harm and getting help in emergency and risky situations” as well as other topics that reflect knowledge, understanding, attitudes and social skills.

Citizenship at Key Stages 4 contributes to drug education e.g. by providing opportunities to understand rules and laws and how they relate to rights and responsibilities, to explore moral, social and cultural issues and to discuss and debate topical issues. (iv) Other curriculum areas such as Science, Religious Education and Physical Education also contribute to aspects of the drug education curriculum.

## Specific issues

The following issues may occur within Drugs Education:

a) Visitors Code of Practice for using visitors to support the delivery of Drugs Education:

- Visitors are invited into the Academy because of their particular expertise or contribution they can make; invitations to visitors should be cleared with the Head of School or designated teacher.
- All visitors must be appropriately qualified and trained to deliver work with children and young people in a school setting.
- All visitors must have a clear understanding of the aims and objectives of the session and have seen and understood the Academy’s drug education policy.
- All input to P4L lessons is part of a planned programme and negotiated and agreed with staff in advance.
- All visitors must be aware of the Academy’s protocols for dealing with any disclosures or distress shown by students during the session.
- Teachers must ensure that they reflect on the learning from sessions with students and visitors, assessing the learning, and building skills to support and enable pupils to make healthy choices and to avoid risk-taking behaviour.
- Teachers must follow-up any unresolved issues or concerns and extend the learning begun by the visitor.
- The input of visitors is monitored and evaluated by staff and students. This evaluation informs future planning.
- When a visitor is acting in their professional capacity in a consultation with an individual student, they will follow their own professional code of conduct.

## b) Confidentiality

- Staff always ensure that students know that teachers cannot offer unconditional confidentiality.
- All students are offered sensitive and appropriate support as needed.
- Students are encouraged to talk to their parents and carers and supported to do so.
- Information about sources of help is made available e.g., helplines.
- If there is any possibility that a child may be at risk or putting others at risk, the Academy's Child Protection / Safeguarding procedure is followed. Staff will reassure students that their best interests will be maintained, and any child concerned will be supported through the process.

## c) Dealing with questions

- Ground rules established with the class set clear parameters of what is appropriate and inappropriate in a whole class setting.
- Students' questions are answered according to the age and maturity of the student concerned. Questions may be addressed individually later if more appropriate.
- Staff are given appropriate support, advice and training for dealing with questions.
- If a teacher is concerned, they will follow the Child Protection / Safeguarding procedures.

## Management of drug-related incidents

Defining a drug-related incident include any or all of the following:

- drugs or drugs paraphernalia found on school premises;
- students in possession of illegal or unauthorised drugs;
- students supplying unauthorised or illegal drugs;
- students under the influence of drugs, or exhibiting signs of intoxication or illness;
- disclosure of drug use;
- information which suggest student(s) are involved in substance misuse;
- illegitimate sale / supply of drugs in the school vicinity.

If there are any suspicions, observations, disclosures or discoveries of situations involving illegal and other unauthorised drugs (possession, supply or imbibing):

(i) Utmost priority will be placed on safety, meeting any medical emergencies with first aid and summoning appropriate help before addressing further issues. If in doubt, medical assistance will be sought immediately.

(ii) The Head of School or the Deputy Head of School will be informed of the situation immediately.

(iii) Dialogue with the student(s) will be undertaken by a Safeguarding Officer or senior member of staff as soon as possible to determine the facts. The emphasis will be on listening to what people have to say and asking open rather than closed or leading questions. Consideration will be given to separating any students involved in the incident and ensuring that a second adult witness is present.

(iv) The Head of School or the Deputy Head of School will inform, consult and involve others as necessary. Careful attention will be given to respecting the confidentiality of those involved.

(v) Where they have reasonable grounds for suspecting that a student(s) may have an illegal or unauthorised drug, they will be escorted to a senior member of staff who will make every effort to encourage the individual to hand the item(s) over voluntarily, in the presence of a second member of staff. Where possible the gender of the member of staff carrying out a search will correspond to the gender of the student. Where the individual refuses, the Head of School, or member of staff authorised by them, may exercise their statutory power to search the student(s) or their possessions, without consent. Education and Inspections Act 2006 (s93).

(vi) Staff may search school property if they believe drugs to be stored there. Prior consent will always be sought. Individuals will be made aware that if consent is refused the Academy may wish to proceed with a search.

(vii) After any search involving students, parents/carers will normally be contacted by the Academy, regardless of whether the result of the search was positive or negative.

(viii) Any substance suspected of being a drug will be confiscated. In taking temporary possession of a suspected substance, a second adult witness will be present, the sample will be sealed in a plastic bag with details of the date, time and witness present and then locked in the safe. If the substance is suspected to be an illegal drug, the police will be notified immediately, in order that they may collect it for identification and then store or dispose of it in line with locally agreed protocols. In the majority of cases, parents will be notified immediately unless this is not in the best interests of the student.

(ix) A detailed CPOMS record of the incident will be made by one of the Safeguarding Officers with restricted access to key senior staff.

The Academy will maintain vigilance about drug-related incidents in the local community through contact with police and other relevant agencies.

## **Responses to drug related incidents**

The Academy will consider each incident individually and will employ a range of responses to deal with each incident.

Any response will balance the needs of the individual with those of the wider community and will aim to provide students with the opportunity to learn from their mistakes and develop as individuals.

While there is no legal obligation to inform the police, if an offence against the Misuse of Drugs Act is suspected or substantiated, it will be appropriate to consider contacting the police. If so, the Head of School, or member of staff authorised by them, will make the call.

If necessary, an urgent meeting will take place on the same day as the incident, or as soon as possible (between the Head of School and appropriate member of SLT) to decide whether others

outside the Academy should be informed. These may include parents/carers, the appropriate personnel in the LA, Childrens' Social Care and police.

Responses to sanctions against students who commit drug offences will be decided following dialogue between the Head of School and appropriate member(s) of staff.

Possible responses include:

- targeted intervention
- counselling
- pastoral support plans
- inter-agency programmes
- fixed-term exclusion
- a managed move
- permanent exclusion

Responses and sanctions will consider:

- the seriousness of the incident
- the short and long-term welfare of the student(s) concerned
- the short and long-term welfare of other students
- guidance in DfE and ACPO drug advice for schools (DfE-00001-2012) consistency with published school rules, codes and expectations
- consistency with disciplinary action for other drug related incidents
- consistency with disciplinary action for other misdemeanours.

The Head of School will take responsibility for liaison with the media if required.

## **Early Intervention**

The Academy has a key role in identifying students at risk of drug misuse. The process of identifying needs should aim to distinguish between students who require general information, those who could benefit from targeted prevention, and those who require a detailed needs assessment and more intensive support. The Academy will also be alert to behaviour which might indicate that the child is experiencing difficult home circumstances. Where problems are observed or suspected or if a child chooses to disclose that there are difficulties at home, safeguarding procedures will be followed. This may include involving sources of support for the child such as Childrens' Social Care, services commissioned by the Drug and Alcohol Teams (DAAT) programmes and, where appropriate, for the family.

## **Tobacco - Smoke Free School**

The Academy is a non-smoking school for all staff, students and visitors.

## **Role of the Local Academy Council**

As part of their general responsibilities for the strategic direction of the Academy, governors have a key role to play in reviewing and monitoring this policy.

Dissemination

# Drugs Policy

All staff, parents / carers and students will be reminded of this policy and its procedures on a regular basis. The policy and schemes of work are available on request to parents through the Head of School.