



Drug and Alcohol Policy

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Statement of intent

OWLS Trust takes a zero tolerance approach to the misuse of drugs and alcohol on our premises. This policy has been developed in conjunction with DfE guidance to ensure that everyone is aware of the risks posed by the misuse of drugs and alcohol.

We are committed to:

- Upholding the Health and Safety Policy already in place at the school.
- Providing a safe and healthy environment which is conducive to the education of the children in the school.
- Providing a robust policy which outlines our zero tolerance approach to drugs and alcohol misuse.
- Developing and improving the policy by reviewing it after any incident.
- Educating pupils on the dangers of drug and alcohol misuse.

Signed by:

_____ CEO

_____ Chair of governors

May 2020

Date: _____

Date: _____

1. Legal framework

1.1. This policy has due regard to relevant legislation including, but not limited to, the following:

- Children and Families Act 2014
- Education Act 2011
- Health Act 2006

1.2. This policy has due regard to relevant guidance including, but not limited to, the following:

- DfE (2018) 'Keeping children safe in education'
- DfE (2018) 'Mental health and behaviour in schools'

1.3. This policy will be implemented in conjunction with the school's:

- Searching, Screening and Confiscation Policy
- Child Protection and Safeguarding Policy
- Health and Safety Policy
- PSHE Policy
- Administering Medication Policy
- COSHH Policy
- Sharps Policy
- Behavioural Policy
- Physical Restraint and Reasonable Force Policy
- Smoke-Free Policy
- Social, Emotional and Mental Health (SEMH) Policy
- Exclusion Policy

2. Key roles and responsibilities

The governing board is responsible for:

- 2.1. Implementing effective policies and procedures are in place to ensure that pupils are kept safe from alcohol and drugs at school.
- 2.2. Ensuring that the Drug and Alcohol Policy is maintained and disseminated to all staff.
- 2.3. Ensuring that pupils experiencing difficulties with alcohol and/or drugs can access the support they need.
- 2.4. Working with the headteacher, and in liaison with parents, pupils, health and other professionals, to ensure that the drug and alcohol curriculum addresses the needs of pupils and the local community and reflects current trends.
- 2.5. Ensuring that the designated safeguarding governor submits an annual written report to the governing board concerning drug and alcohol related incidents and concerns.

2.6. The headteacher is responsible for:

- 2.7. The day-to-day management of this policy.
- 2.8. Providing a safe environment for all staff, pupils and visitors.
- 2.9. Working with governors to ensure compliance with relevant legislation.
- 2.10. Informing the governing board, via the designated safeguarding governor, of any issues and developments concerning drugs and alcohol.
- 2.11. Acting on any concerns arising from pupils' use of drugs and alcohol.
- 2.12. If appropriate, and where doing so will not place the child at risk, informing parents of any drug and alcohol related incidents concerning their child.
- 2.13. Inviting the local police and drugs team into school to raise awareness of the risks and issues associated with drugs.
- 2.14. Informing the police of any drug or alcohol related decision, where they deem it appropriate to do so.
- 2.15. Ensuring a consistent approach to managing drug and alcohol incidents.

2.16. The DSL is responsible for:

- 2.17. Ensuring that staff have the skills to teach and discuss issues relating to drugs and alcohol.
- 2.18. Ensuring that staff and pupils experiencing difficulties with drugs or alcohol are provided with appropriate internal support and referred to external support agencies as appropriate.

- 2.19. Consulting with pupils to inform provision around drugs and alcohol education.
- 2.20. Accessing appropriate training to enable them to successfully advise the school on drug and alcohol matters.
- 2.21. Liaising with local services as necessary to provide support for pupils.
- 2.22. Assisting with the monitoring and review of this policy.
- 2.23. **Pupils are responsible for:**
- 2.24. Ensuring they do not bring illegal or prohibited drugs or alcohol onto school premises or whilst engaged in any offsite activity representing the school.
- 2.25. Ensuring they do not take drugs or consume alcohol whilst travelling to or from school or at any time whilst wearing the school uniform.
- 2.26. **[Post-16 providers only]** If 18 years of age or older and only with the written permission of parents, ensuring that alcohol consumption during school activities is sensible and in the company of a responsible adult.
- 2.27. Contributing to the development of this policy by providing feedback on the effectiveness of the drugs and alcohol education provided, and on how incidents are managed.
- 2.28. **All staff (both teaching and support staff) are responsible for:**
- 2.29. Reporting for work, and remaining throughout the day, in a fit and safe condition to undertake their duties.
- 2.30. Ensuring that their performance and judgement at work is never impaired by alcohol or drugs.
- 2.31. **[Where on-call employees are employed]** Ensuring that they are in a fit and safe condition during the on-call period.
- 2.32. Understanding how this policy relates to them and their role in drug and alcohol management.
- 2.33. Attending scheduled training concerning drugs and alcohol, including how to spot the signs and symptoms of use and dependency, identifying paraphernalia and how to respond to a drug related incident.
- 2.34. **The site manager is responsible for:**
- 2.35. Regularly checking the school premises for signs of drug and alcohol use and reporting any concerns to the **DSL**.
- 2.36. Adhering to the **Sharps Policy** at all times when handling needles found on school premises.
- 2.37. **External agencies are responsible for:**

2.38. Supporting the school with drug and alcohol issues as required.

3. Definitions

3.1. OWLS Trust defines a “drug” as any substance which, when ingested alters perception and the way the body works. This definition includes, but is not limited to:

- All Illegal Substances
- Alcohol
- Tobacco
- Solvents
- Medicines
- Legal Highs

4. Staff training

- 4.1. At each school within the trust, we recognise that early intervention can prevent drug misuse. As such, teachers will receive training in identifying pupils who may be at risk.
- 4.2. Teachers and support staff will receive formal drug training during their induction process.
- 4.3. Teachers and support staff will receive regular and ongoing training as part of their professional development.

5. Drug education

- 5.1. All pupils will receive regular guidance on drugs and alcohol as part of the citizenship curriculum.
- 5.2. Drugs and alcohol will feature regularly as part of the pastoral education in the form of classes and assemblies.
- 5.3. Lessons will be delivered as appropriate to the age and phase of the pupils and will be differentiated according to individual learning styles.
- 5.4. Where appropriate, visitors and external speakers will join us to lead classes on drug and alcohol misuse.

6. Smoking

- 6.1. In accordance with Part 1 of the Health Act 2006, all schools within the OWLS Trust are smoke free environments. This includes all buildings, out-buildings, playgrounds, playing fields and sheltered areas.

- 6.2. Parents/carers, visitors and staff must not smoke on school grounds and will avoid smoking in front of pupils and/or encouraging pupils to smoke.
- 6.3. Pupils are not permitted to bring smoking or nicotine products onto the premises. This includes, but is not limited to cigarettes, e-cigarettes, lighters, matches or pipes.
- 6.4. In the interest of health and hygiene, smoking will not be permitted at, or around, the school gates.

7. Legal drugs and prescribed medicines

- 7.1. We understand that some pupils may require medications that have been prescribed by a doctor, or other health professional.
- 7.2. Parents/carers have the primary responsibility for their child's health and should provide the school with all relevant information about their child's medical condition.
- 7.3. Medicines should only be brought onto the premises if it would be detrimental to the child's health if medicines were not administered during their time at the school.
- 7.4. The school will only accept medicines which have been prescribed by a doctor, dentist, nurse or pharmacist.
- 7.5. Medicines must be provided in the original container as dispensed and must include the prescriber's instructions for administration and dosage.
- 7.6. Further guidance can be found in the school's Administering Medications Policy.

8. Solvents

- 8.1. Pupils are not permitted to bring solvent based products onto the premises including, but not limited to, aerosol deodorants, compressed air, and aerosol hairspray.
- 8.2. The school will ensure that potentially hazardous solvents are stored safely and pupils will be supervised if they are required to come into contact with them.
- 8.3. More information can be found in our COSHH (Control of Substances Hazardous to Health) Policy.

9. Persons found to be under the influence of drugs or alcohol

- 9.1. Staff members found to be under the influence of drugs or alcohol whilst on school premises will be disciplined in line with their contract of employment.
- 9.2. Visitors to the school found to be under the influence of drugs or alcohol on school grounds will be escorted from the premises. The headteacher/head of school has the authority to ban persistent offenders from the school.

- 9.3. Unless it is a medical emergency, or where there is aggressive or threatening behaviour, pupils found to be under the influence of drugs or alcohol whilst on school premises will be removed from class and escorted to the headteacher's/head of school's office, where they will be assessed.
- 9.4. The pupil's parent/carer will be asked to remove the pupil from the premises.
- 9.5. The pupil will remain in the headteacher's/head of school's office until their parent/carer arrives.
- 9.6. If necessary, a search will be conducted.
- 9.7. If necessary, a breathalyser test will be administered.

10. Medical emergencies

- 10.1. In drug related medical emergencies, trained first aiders will be summoned.
- 10.2. A teacher will remain with the casualty until the trained first aider arrives.
- 10.3. Other pupils will be removed from the immediate area, as soon as is reasonably practicable.
- 10.4. Following assessment by the first aider, a decision will be made to ascertain whether an ambulance will be called.
- 10.5. The pupil's parents/carers will be telephoned and told about the incident.
- 10.6. If the pupil is felt to be at risk, the Safeguarding Policy will come into effect and social services will be contacted.
- 10.7. All accidents and incidents, including near misses or dangerous occurrences, will be reported as soon as possible following the school's Health and Safety Policy.
- 10.8. An Unauthorised Drug Use Reporting Form will be completed.

11. Threatening behaviour

- 11.1. Aggressive and threatening behaviour by pupils, staff or visitors under the influence of drugs or alcohol will be taken very seriously.
- 11.2. Where aggressive and/or threatening behaviour is displayed, each school within the OWLS Trust will not hesitate in contacting the police.
- 11.3. Any pupil, staff member or visitor displaying aggressive and/or threatening behaviour will be removed from the premises.

1.1. In the case of pupils, parents will be contacted, and pupils will be disciplined in line with the school's Behavioural Policy.

12. Searching

- 12.1. Staff members may use common law to search pupils with their consent for any item.
- 12.2. Staff members may ask any student to turn out their pockets.
- 12.3. Staff members may search any student's backpack or locker.
- 12.4. Under Part 2, Section 2 of the Education Act 2011, teachers are authorised by the headteacher to search for any prohibited item including, but not limited, to tobacco and cigarette papers, as well as illegal drugs and alcohol without the consent of the pupil if they have reasonable grounds for suspecting that the pupil is in possession of a prohibited item.
- 12.5. Searches will be conducted by a same sex member of staff with another same sex staff member as a witness, unless there is a risk that serious harm will be caused to a person if the search is not done immediately, and where it is not practicable to summon another member of staff.
- 12.6. Staff members may require a pupil to remove outer clothing including hats, scarves, boots, coats and scarves.
- 12.7. Pupils' possessions will only be searched in the presence of the pupil and another member of staff unless there is a risk that serious harm will be caused to a person if the search is not done immediately, and where it is not practicable to summon another member of staff.
- 12.8. Staff members may use such force as is reasonable given the circumstances when conducting a search for alcohol, illegal drugs or tobacco products.
- 12.9. Any staff member, except for security staff, may refuse to conduct a search.
 - 1.10 A staff member carrying out the search can confiscate anything they have reasonable grounds for suspecting is a prohibited item. This includes "legal highs" and other potentially harmful materials which cannot immediately be identified
 - 1.11. Staff will consider the additional needs of pupils with SEND before using reasonable force.
 - 1.12 Staff will adhere to the Physical Restraint and Reasonable Force Policy when carrying out searches.

13. Controlled substances

- 13.1. The OWLS Trust has a zero tolerance policy on illegal drugs.
- 13.2. Following the identification and confiscation of a controlled substance, a staff member will seal the sample in a plastic bag and include details of the date and time of the confiscation and the name of any witness/witnesses present.
- 13.3. The staff member will store the sample in a secure location.

- 13.4. The incident will be reported immediately to the police who will collect the sample and then deal with it in line with agreed protocols.
- 13.5. The OWLS Trust will not hesitate in giving the police the name of the pupil, from whom the drugs were taken.
- 13.6. A full incident report will be completed and submitted to the headteacher/head of school.
- 13.7. Any further measures will be undertaken in line with the school's Safeguarding Policy.
- 13.8. Where controlled substances are found on school trips away from the school premises, parents/carers of the pupil, as well as local police, will be notified.

14. Discipline

- 14.1. Pupils involved in drug and/or alcohol situations on school premises will be disciplined as per the school's disciplinary procedure and where appropriate the police will be informed.
- 14.2. Teachers and staff members involved in drug and/or alcohol situations on school premises will be disciplined as per their contract of employment and, where appropriate, the police will be informed.
- 14.3. Visitors involved in drug and/or alcohol situations on school premises will be banned from entering school premises indefinitely and where appropriate, the police will be informed.

14.4. Support

1.1. The school understands that the misuse of drugs and alcohol can often be a sign of underlying issues; therefore, led by the DSL, staff and pupils experiencing difficulties with drugs or alcohol will be provided with appropriate internal support and referred to external support agencies as appropriate.

1.2. Support will be arranged and offered to pupils in line with the school's Social, Emotional and Mental Health (SEMH) Policy.

15. Monitoring and review

- 15.1. This policy will be reviewed annually in May by the OWLS Trust.