

Drug Use and Misuse Policy

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Definition of Terms

Drugs

This document uses the term to refer to any psychotropic substance, all legal drugs, including alcohol and tobacco, all illegal drugs, volatile substances, and over-the-counter and prescription medication.

The term 'drugs' will be used to describe substances which interfere with a pupil's ability to learn, are potentially harmful, or are capable of misuse, including those whose possession and use are illegal. Substances alleged or believed to be drugs, as defined here, will be treated in the same way.

Drug Taking

The consumption of any drug. All drug taking, including medicinal use, carries the potential for harm. Different interventions are appropriate to address drug taking by young people.

Drug Use

Drug use is drug taking through which harm may occur, whether through intoxication, breach of Academy rules or the law, or the possibility of future health problems, although such harm may not be immediately perceptible. Drug use will require interventions such as management, education, advice and information, and prevention work to reduce the potential for harm.

Drug Misuse

Drug taking which harms health or functioning. It may take the form of physical or psychological dependence or be part of a wider spectrum of problematic or harmful behaviour. Drug misuse will require a further range of interventions, which may include treatment

Drug Incident

Evidence or suspicion of specific event at Academy involving one or more unauthorised drugs, and requiring immediate action by Academy staff.

Policy Aims

Wave aims to secure continuous improvement in high quality learning for all, and recognises the rights of all members of the community of the Academy to have their needs met in order to secure equality of opportunity. This includes seeking genuine social inclusion.

The Principal, staff and governors seek to secure and maintain a broad and balanced curriculum which includes a drug education programme that provides a high quality, age appropriate programme of study to prepare all individuals to make healthy choices. This curriculum will include the development of skills, attitudes, knowledge and understanding.

The Principal and governors seek to protect the interests of every member of the Academy's community to learn and work in a safe and wholesome environment which is free from illicit drugs.

The Principal and governors undertake to identify and limit risk to individuals and the collective.

The Principal, staff and governors aim to work in partnership with the student body, statutory and voluntary sector organisations and agents to promote the aims and contribute to national health related targets.

The Role of the Executive Committee

The Executive Committee is responsible for ensuring adequate resources are provided in order to meet the delivery of the drug education curriculum and pupil welfare.

The Executive Committee is responsible for the agreement, monitoring, review and evaluation of Academy policy and procedure regarding Drug Use and Misuse Policy and handling drug related incidents.

The Role of the Principal

The Principal ensures Academy organisation such that appropriate drug and sex and relationships education is provided and leads the staff in realising the aims of the policy.

The Principal makes disciplinary decisions regarding drug related incidents in the Academy's jurisdiction.

It is the responsibility of the Principal to inform the CEO of illegal drug incidents occurring within Academy.

The Principal liaises with the CEO regarding exclusions.

The Principal keeps the Pupil Performance Sub Group informed about the pattern of issues relating to drug use and misuse within the community of the Academy and the quality of the teaching and learning in drug education.

Responding to the Media

No member of the staff or governor will communicate with the media concerning any drug-related incident without the specific direction of the CEO. Where appropriate, the CEO will liaise with local Principals to co-ordinate a response etc. No person will be identified to the press in connection with any drug related matter.

Drug Education

The PSHE Co-ordinator is the subject leader for Drug Education, responsible for planning, resourcing, monitoring and evaluating the quality of programme delivery. This responsibility includes maintaining a current knowledge of locally relevant drug-related issues through liaison with the police and health professionals, advising the Child Protection Officer and teachers of PSHE.

Drug Education at the Academy is delivered as an aspect of the Science (National Curriculum) programme of study; the PSHE (National Curriculum Guidance) programme of study; through the assembly, the tutorial programme and whole Academy/year group events; the principle of making informed healthy choices pervades the pastoral curriculum/system.

Drug Education is undertaken by teachers who have specific training and expertise, and in association with partner agencies where appropriate.

Drug Education is planned to provide continuity and progression from Year 7 to Year 11.

A range of current and relevant teaching and learning resources is maintained for the use of teachers.

Recording and Dissemination of the Policy

This policy is widely shared with staff, students, parents and partner agencies. Copies are available academy website.

This policy will be read and discussed as part of the Academy's induction programmes for new staff, trainees and governors.

The Principal raises awareness of the Academy's policy with pupils and parents through newsletters and assemblies each year as a matter of routine.

Reviewing and Updating the Policy

This policy will be reviewed and updated within 2 years of adoption.

Range of Responses

The Principal will judge each incident on the facts. Where appropriate he/she will apply a fixed period exclusion for a student involved in any drug related incident. Where a student is found to be in possession of an unauthorised drug a fixed period exclusion will be enforced following an investigation.

Any student found to be in possession of a controlled substance is counselled to seek professional support and advice about drug use and misuse in collaboration with parents as part of their individual pastoral support programme to address underlying factors.

The Principal may involve all interested parties in negotiating a managed move for a student where there has been a serious breach of policy and when this is judged to be in the best interests of the individual.

Where a student is involved in supplying an unauthorised drug the Principal carefully considers the necessity for varying the education package available.

Staff Conduct and Drugs

Academy staff have a duty of care to pupils entrusted to the Academy, including when on Academy trips. A member of staff may be deemed unfit to work if he or she poses a risk or potential risk to the health and safety of pupils or colleagues.

Staff members are counselled to seek professional support if it is considered that there is a problem.

Involving Parents and Carers

The Academy undertakes to make sure that parents and carers are aware of the Drug Use and Misuse Policy when their child joins the Academy.

Involving Students

The Principal reminds students of the Academy's Drug Use and Misuse Policy each year and make sure they are aware of this when they join the Academy.

The Drug Use and Misuse Policy is available to anyone requesting a copy via the Academy office and is also accessible through the website.

HANDLING DRUG RELATED INCIDENTS

Finding a Suspect Substance on a Person or Academy Premises

Where a suspect substance is found within the confines of the Academy premises and no one can be associated with that substance, a member of the Academy leadership team must be contacted and take responsibility for the disposal of the substance in the appropriate way. Staff should be aware of the possible contravention of the Environmental Protection Act 1990 and local Environmental Health guidelines if considering the disposal of suspected substances.

However, it is recommended that all drug disposals are undertaken by the police. Prescription drugs can be returned to pharmacists but suspected illegal drugs are better disposed of by the police who have clear policies for doing so. In the case of suspected illegal drugs it is recommended that these are stored in a suitably secure place for collection by the police as soon as reasonably practicable. This is in order that the drug can be identified and disposed of correctly. (*Drugs bags and a drugs register are provided by the police for this process and held in the office*).

Medicines/Alcohol/Volatile Substances Found on Academy Premises

The academy has a procedure for managing confiscations of other unauthorised drugs. The presence of a second adult witness is essential.

On finding a substance:

Take possession, seek a witness, record details of venue, time and date and either dispose appropriately or store securely in the case of suspected illegal substances.

What is the substance? Academy staff should not attempt to analyse or taste unknown substances. Police can advise on analysis and formal identification, although this is normally carried out only if it will be required as evidence within a prosecution. Police can advise and remove items for disposal/storage in the case of suspected illegal substance.

Any drug paraphernalia which is found on the Academy premises should be placed in a sturdy, secure container (eg a purpose made sharps container, or tin with a lid), using gloves and passed to the Principal. Drinks can or plastic bottles should not be used. Used needles and syringes should not be disposed of in domestic waste. The container must be kept away from the reach of others and disposal arranged via the Local Authority system.

No one member of staff should keep information regarding drug use to themselves: it should be shared within the pastoral system and the Child Protection Officer should **always** be informed. Holding on to certain information could compromise a teacher at a later date.

Alcohol and Tobacco:

Parents/carers should normally be informed and given the opportunity to collect the alcohol or tobacco, unless this would jeopardise the safety of the child.

Volatile Substances:

Given the level of danger posed by volatile substances the Academy will arrange for their safe disposal. Small amounts may be placed in a bin to which pupils do not have access, for example a bin within a locked cupboard.

Medicines:

Parents/carers should collect and dispose of unused or date-expired medicines.

In the case of suspected illegal drugs it is recommended that these are stored in a suitably secure place for collection by the police as soon as reasonably practicable. This is in order that the drug can be identified and disposed of correctly. (*Drugs bags and a drugs register are provided by the police for this process and held in the office*).

Details of any substance misuse/drug incidents, including seizures of substances must be recorded.

Advice about a substance/incident should be obtained via the Police. However, where specific incidents occur that require immediate attention, these will normally be dealt with by response officers.

Possession:

Where a suspect substance is found in a person's possession or in other circumstances where a 'possession offence' is identified, if in the opinion of the Principal, the offence is minor he/she may handle the matter internally by dealing with the individual according to Academy policy. This also relates to illegal drugs found in a person's possession, however, this should typically be for isolated offences of a 'minor' nature, beyond this advice should be sought from the police.

It is the responsibility of the Academy to inform the young person's parents/carers and Chair of Governors of substance misuse incidents. Police also have a duty to involve parents/guardian when interviewing children.

Storage of substances:

All seizures should be witnessed and corroborated by a second member of staff. This protects the integrity of staff against any possible allegations. If the substance seized is retained for the police, it must be held securely in a separate lockable container with limited access by two senior members of staff. Once notified, the police will arrange collection of the drugs.

Seal the sample in a plastic bag and include details of the date and time of the seizure/find and witness present.

Store it in a secure location, such as the Academy safe or other lockable container with access limited to two senior members of staff.

Without delay notify the police, who will collect it and then store or dispose of it in line with locally agreed protocols. The law does not require an Academy to divulge to the police the name of the pupil from whom the drugs were taken. Where a pupil is identified the police will be required to follow set internal procedures.

Record full details of the incident, including the police incident reference number.

Inform parents/carers, unless it is judged that this may jeopardise the safety of the pupil.

A Guide in the Case of All Illegal Drugs

Possession of all **Class A and B drugs, ie ecstasy, heroin, LSD, cocaine and crack cocaine**, should not be considered as 'minor' and must be reported to the police.

Principals have a responsibility to prevent illegal drug misuse and could be liable under Section 8 of the Misuse of Drugs Act 1971 if they do not take action where illegal drug taking is knowingly permitted on the premises.

Contacting the Police

The decision to contact the police should be made at the earliest opportunity by a member of the Senior Leadership Team. A delay in communication is likely to result in vital evidence being lost.

When a police officer is required to attend in response to a non-emergency drug related incident call 101 who will contact the appropriate department for an officer to attend. A police incident log will be created in relation to the request. The Academy will be provided with a reference number for that incident log.

IN AN EMERGENCY CALL 999

Form 121A and Crime Recording: *In instances where a police officer is informed of an incident involving a child or young person a Form 121A will be completed. The new National Crime Recording Standards dictate that certain crimes may now have to be formally recorded.*

Educational Visits and Journeys

Visit leaders and other adults will be given a briefing by the Principal on how to proceed in handling drug related incidents whilst away from the Academy premises. Notably, they must contact the Principal or member of the Academy leadership team to liaise prior to taking anything other than emergency steps to secure health and safety of students, staff and others.

Disposal of suspected illegal drugs while on Academy trips:

Rules relating to illegal and other unauthorised drugs may be part of the consent form signed by the pupil or parent/carer prior to the trip. If a pupil breaches the rules and is returned home, parents/carers will need to meet the cost of these arrangements.

While on Academy-based residential trips in this country, staff are advised to follow the procedures outlined above and to work in liaison with the manager of the residential location.

Staff must be aware that laws on drugs and policing arrangements vary widely in other countries. The Educational Visits Co-ordinator should ensure that all participants on the trip are fully aware of these differences before departure, and should have considered in advance how they will respond to any drug incident. For in-country advice Academies should contact British embassy or consulate staff.

A member of staff suspects a pupil of being under the influence of drugs/ alcohol/ solvents

Medical emergency:

- Immediate request for the Academy's first aider
- Call for medical help/ambulance
- **Do not** leave the person unattended or panic
- If unconscious, place the person in the recovery position and assist breathing by loosening clothing.
- If conscious, **do not** induce vomiting
- **Do not** give chase or over-excite them if intoxicated from inhaling volatile substance
- **Do not** give the casualty anything to drink
- Telephone parent/carer
- Any evidence should be kept, including vomit
- Ask what has happened, to identify the drug
- When medical help arrives pass on the information and anything collected
- Complete a medical record form as soon as the emergency is dealt with

Intoxication

It can be difficult to talk to a person who is intoxicated or 'high'. Be prepared for a range of behaviour from depressed and very quiet to excitable, and incoherent or volatile.

- Sit the casualty down in a quiet, well ventilated space

- **Do not** shout at, threaten or cross-examine the casualty
- Talk quietly and be as reassuring as you can
- Summon help, be vigilant for deterioration

Needle stick (sharps) injuries:

In any case of needle stick injury the person must be taken to Accident & Emergency for immediate medical attention; time delay can be the significant factor in long-term damage from blood borne infection.

Care should be taken to bag the article and this should be taken with the patient and given to the medic.

An incident form must be completed.

Non-medical emergency:

- Keep pupil calm and under observation
- If intoxicated, consider asking parent/carer to collect child
- Check if the pupil is legally entitled to be in possession of the drug/substance
- Check if the drug/substance is suspected to be illegal and/or in breach of Academy discipline code – seek police advice if needed.
- Take possession and store securely.
- Document and place in pupil file.

Personal searches:

DfE guidance is that it is not appropriate for a member of staff to carry out a personal search. Every effort should be made to persuade the person to hand over voluntarily any drugs, in the presence of a second adult witness.

Where the individual refuses and the drug is believed to be illegal, and the Principal wishes to proceed along formal lines, then the police **must** be called. The police can conduct a personal search if they believe a crime has taken place, or to prevent harm to themselves or others following an arrest. The Academy is not permitted to detain a person without their consent unless a citizen's arrest is made. The Academy does not expect to use the citizen's arrest procedure.

Searches of Academy property:

Staff may search Academy property, for example, pupils' lockers or desks if they believe drugs to be stored there. Prior consent should always be sought. Individuals should be made aware that if consent is refused the Academy may proceed with a search. However, where consent is refused, the Academy will need to balance the likelihood that an offence has been committed against the risk of infringing the individual's privacy without just cause. Searches should only take place in the presence of another adult witness.

Searches of personal property:

The Academy must not search personal property without consent. If the Academy wishes to search personal property, including pupils' property stored within Academy property, for example a bag or pencil case within a locker, they should ask for consent. Where consent is refused they will need to consider, in the case of pupils, notifying parents/carers, who may persuade their child to give consent or if they wish to proceed along formal lines calling the police. After any search involving pupils, parents/carers should normally be contacted by the Academy, regardless of whether the result of the search is positive or negative (unless this puts the child at risk).

A teacher has information that offences of supply or sale of alcohol/ cigarettes/ solvents/illegal substances are taking place in local area

The Principal/Vice Principal should investigate what has happened – speak to pupils to establish the facts. This should be treated sensitively and the confidential nature of the information given considered. The Academy may wish to inform the police or Trading Standards officers.

It is recommended that the Academy inform the Police so that action can be taken to protect the young people in the vicinity of the Academy, and to identify trends. In the case of illegal drugs this should be done at the earliest available opportunity.

The Academy wishes to inform police of an incident that has been resolved within the Academy

It should be noted that teachers are under no legal obligation to report incidents or disclose the identity of those involved. However, an apparent isolated incident at Academy may be only part of a wider picture.

Where an Academy has dealt internally with a minor offence and does not wish an individual to be named, it may present an opportunity for staff to pass information to the police. eg the age and gender of the young person and the suspected substance involved, which may assist the police in building up a local picture.

A pupil discloses that:

- a) he/she is using drugs/alcohol/solvents
- b) parents/carers/relatives are misusing/selling drugs/alcohol/solvents
- c) friends are misusing/selling drugs/alcohol/solvents

This should be treated sensitively, giving consideration to issues of confidentiality and establishing the truth. It should be remembered that total confidentiality cannot be offered. This information must be passed to the Child Protection Officer who will give consideration to the need for a Child Protection referral or the implementation of a CAF or other appropriate measures.

The Academy is considering requesting the use of a drug dog on Academy premises

Refer to the Police for guidance, and the DfE Drugs, Guidance for Schools. The Principal will also liaise with the Chair of Governors before making a decision to invite the use of a drug dog on Academy premises.

Monitoring:

Record all decisions and monitor the outcome for the pupil and Academy community.

Review effectiveness of policy and practice.

Consider reviewing the curriculum provision, including the involvement of other agencies as part of Personal, Social, Citizenship & Health Education (PSHE).

Confidentiality

Staff should be wary about acting on the basis of rumour, they should pass all information and concerns to a member of the Academy Leadership Team. Staff should be vigilant, monitor the situation for evidence which may substantiate or discredit the rumour and only share valid information with colleagues on a 'need to know' basis. No one member of staff should keep information regarding drug use to themselves: it should be shared within the pastoral system and the Child Protection Officer should **always** be informed. Holding on to certain information could compromise a teacher at a later date.

As a general principle, before talking to young people about personal issues, a member of staff should always make it clear to them what degree of confidentiality can be expected. The teacher should not encourage a student to give information 'in confidence' which the teacher may later feel bound to disclose to a third party. The student should always be told when and why information is passed on. Students should be informed that parents by law have access to their Academy records.

Staff should make professional judgement and refer students to other sources of advice and support in the community as appropriate. National helpline and local support agency contact details should be kept in pastoral offices and be displayed on student notice boards.

Holders of sensitive information should be wary of disclosing that information to others unnecessarily.

If a student discloses to a member of staff that he/she has been using drugs, it is not a legal requirement for the teacher to inform **outside authorities**. However, this may be the appropriate action for the Principal or a member of the senior team to take. Such disclosure must always be shared with the Academy's Principal or Vice Principal.

When working in partnership with the police they undertake that: Academies will be given advice, and action will be taken, in confidence to avoid undue publicity and to maintain a co-ordinated partnership approach. The police will be sensitive to the role that the media can have in maintaining confidentiality.

The police **will not** issue press releases for seizure of drugs at Academies without the prior knowledge of Principals, except in cases of concern for public safety or where investigation into a serious offence may otherwise be jeopardised. Normally any media response should be jointly agreed by the CEO, in consultation with the police prior to release.

Sources of information

Confidential advice and signposting information for students can be accessed through:

Misuse of Drugs Act 1971

Human Rights Act 1998

Freedom of Information Act 2000

National Curriculum Orders and Guidance

Devon & Cornwall Police Constabulary

Youth Strategy has the overarching aim of 'To reduce crime and in particular prevent offending by Children and Young People'

Devon & Cornwall Police/Education Liaison Group

When considering pre-planned education or enforcement action involving drug dogs in educational establishments whilst pupils are present and when drug testing is considered.

Working Together to Safeguard Children

Useful websites

For information or confidential advice about drugs, call 0800 77 66 00 Talk to Frank
www.talktofrank.com (Department of Health)

www.adfam.org.uk (drug and alcohol advice for users and families)

www.alcoholconcern.org.uk (Alcohol Concern)

www.ash.org.uk (Action on Smoking and Health)

www.childrenslegalcentre.com (Children's Legal Centre)

www.drugeducation.org.uk (National forum for providers of Drug Education)

www.drugscope.org.uk (Experts on illegal drugs and information service)

www.givingupsmoking.co.uk (National Tobacco Campaign, Department of Health)

www.nacoa.org.uk (National Association for the Children of Alcoholics)

www.ncb.org.uk (National Children's Bureau)

www.nheg.org.uk (National Health Education Group)

www.portmangroup.org.uk (Alcohol Education)

www.protectivebehaviours.co.uk (personal safety)

www.release.org.uk (Advice and referral on drug-related legal problems)

www.re-solv.org (Society for the Prevention of Solvent and Volatile Substance Abuse)

www.wiredforhealth.gov.uk (NHSS)

Drug Services in Cornwall and Plymouth Area to Obtain Professional Advice:

Local Authority PSHE Adviser, Cornwall Council

Cornwall Healthy Academy's Scheme Drug Adviser - 01209 313419

Health Promotion Service, The Kernow Building, Wilson Way, Pool, Redruth TR15 3QE

Provides support and advice in developing Drug Education programmes and incident management procedure and policy; identifying needs and gaps in service provision.

Freshfield Service - Telephone: 0500 241952

Lander House, 5 Upper Lemon Villas, Truro, TR1 2PD

Open: Office: Mon - Fri 9.30am - 4.30pm

Drop-in Mon - Fri 2pm - 4.30pm

Addaction CADA - Telephone: 01872 263001

CADA House, Infirmary Hill, Truro, TR1 2HY

Open: Mon - Fri: 9am - 5pm

Telephone: 10am - 11.30am and 2.30pm - 4.30pm

Liskeard: 01579 340 616

YZ-UP - Telephone: 0800 1693 787

Fistral House, 8A Truro Business Park, Threemilestone, Truro, TR4 9NH

Telephone: 01872 263895

Harbour Drug and Alcohol Service - Telephone: 01752 434343

9-10 Ermington Terrace, Mutley, Plymouth, PL4 6QG

Open: No appointment: Mon and Fri: 10am - 4pm, Tue, Wed and Thu: 1.30pm - 4pm

Office: Mon, Tues, Thu: 9.30am - 5.30pm, Wed: 1.30pm - 5.30pm, Fri: 9.30am - 5pm

Helpline: Mon - Fri: 9.30am - 4.30pm

Hamoaze House -Telephone: 01752 566100

Mount Wise, Devonort, Plymouth, PL1 4JQ

Day Care Support: Mon-Fri: 9.00am-5.00pm.

Appendix 1

GUIDANCE TO STAFF AND PARENTS RELATING TO DRUG USE AND MISUSE/ DRUGS RELATED INCIDENTS

Definition – The term 'drugs' will be used to describe substances which interfere with a pupil's ability to learn, are potentially harmful, or are capable of misuse, including those whose possession and use are illegal. Substances alleged or believed to be drugs, as defined here, will be treated in the same way. *Drugs Definitions (source: 'The Right Approach' [DrugScope, 1999])*

Policy Statement

The Academy is committed to the health and safety of its community and will take action to safeguard its individual and collective well-being. This includes the implementation of the Every Child Matters agenda in seeking genuine social inclusion.

The Academy believes it has a duty to inform and educate young people on the issues concerned with drug use and misuse. This is administered through the PSHE programme of the Academy, led by the PSHE coordinator.

The Academy believes it should share the responsibility of educating young people with parents and the wider community, by keeping them informed and involved at all times.

The Academy's pastoral system plays an important part in the welfare of the students and will seek to direct those students who need help to relevant service.

Pupils will be reminded annually at least about the Academy's policy on drugs and about related sanctions and support.

Staff will tell SLT of any information they may receive in the course of their duties.

No member of staff or governor will communicate with the media concerning any drug related incident without the specific direction of the Principal.

Management of drug related issues and incidents

The Academy has a duty of care towards its students at all times from the moment the student leaves home in the morning to the time the student returns home. Therefore, this policy applies to students in and out of Academy uniform, on the way to and from Academy, on Academy field trips holidays and social occasions connected in any way with the Academy.

The Academy cannot and will not condone the use of drugs (as defined in this policy) by members of the Academy community nor the illegal supply of these substances. This includes tobacco, alcohol, solvents, aerosols and medicines not prescribed to that person, illegal substances and magic mushrooms.

Actions and Sanctions

Students smoking

Pupils caught smoking on the first occasion – break/lunchtime detentions – parents informed.

Subsequent occasions – break/lunchtime detentions and after Academy detentions – parents informed.

Persistent offenders – further sanctions. including internal isolation and fixed term exclusion, will apply as well as referrals for support to give up smoking.

Students under the influence of drugs (including alcohol)

Withdrawal of student to a supervised safe place –and Senior Leadership Team will be informed.

Parents will be contacted.

An investigation will follow and it is likely, if upheld, a fixed term exclusion will follow. Meeting with parents to decide further action. Pupils under the influence of an illegal substance will be sent home until medically fit to return.

Pupil may be referred to an appropriate rehabilitation programme.

Students in possession of substances (alcohol, solvents, medicines not prescribed to them)

Withdrawal of student to a supervised safe place by a member of SLT (or delegated person) and another adult witness.

Confiscation of substances – staff follow the current advice from the Police.

Meeting with parents to decide on further course of action.

Following an investigation, if allegations substantiated, a fixed term exclusion will be imposed.

Pupils will be counselled to seek professional support and advice about drugs use and abuse in collaboration with parents.

Students in possession of illegal substances

Withdrawal of student to a supervised safe place by a member of SLT (or delegated person) and another adult witness.

Parents and Police to be contacted, or a responsible adult if contacting the parent puts the child at risk. This may involve making contact with Social Care.

Fixed term exclusion while investigation takes place.

It is the Academy's policy to consider an exclusion for a fixed term for any student knowingly in possession of illegal substances.

Pupils will be counselled to seek professional support and advice about drugs use and abuse in collaboration with parents.

Students dealing in/supplying illegal substances

The term 'dealing in/supplying' is defined as passing an illegal substance or a substance believed to be illegal to another student whether money is exchanged or not.

Withdrawal of student to a supervised safe place by a member of SLT (or delegated person) and another adult witness.

Parents and Police to be contacted, or a responsible adult if contacting the parent puts the child at risk. This may involve making contact with Social Care.

Where a student is involved in supplying an illegal substance, the Principal will carefully consider the necessity for changing the education package of the pupil involved. This is a serious criminal offence which is most likely to result in a serious sanction.

Pupils will be counselled to seek professional support and advice about drugs use and abuse in collaboration with parents

The Academy will continue to support the pupil's learning by providing work and opportunities to complete courses

Students carrying the paraphernalia associated with illegal substances

When students are found to be carrying equipment associated with illegal substances, the Academy will assume involvement in illegal substances and will respond in the same manner as for students under the influence of, in possession of or dealing in/supplying illegal substances.

Academy Policy on Medicines

Students should not bring any medicines on to the Academy site without a letter from parents to the Principal. These medicines should be stored in a locked safe place in until needed and should be taken in the presence of the first aider on duty in normal circumstances. Pupils with asthma are encouraged to take responsibility for their own health and therefore are expected to carry their inhalers with them at all times.

Staff Conduct and Drugs

All Academy staff have a duty of care to pupils entrusted to the Academy, including Academy visits and holidays. A member of staff may be deemed unfit to work at the discretion of the Principal or delegated member of SLT if he or she poses a risk or potential risk to the health and safety of pupils or colleagues. Colleagues will be counselled to seek professional support through Occupational Health if it is considered that there is a problem. The colleague's conduct will be considered under the Staff Disciplinary Policy.

