



Phoenix ND Education Ltd Drugs Policy

Policy written:	May 2025
Policy review date:	May 2026
Signed by Director:	<i>E. Barnett</i>

Policy review dates and changes

Review date	By whom	Summary of changes made	Date ratified by directors	Date implemented
May 2025	Eloise Barnett	Full policy and procedure review	29/05/2025	29/05/2025

1. Introduction

At Phoenix ND Education Ltd, we are dedicated to creating a safe, inclusive, and nurturing environment where every learner is empowered to make informed, healthy choices. We understand that young people may face complex influences and challenges in a world where a wide range of substances are present.

While acknowledging that some drugs have legitimate medicinal value, we also recognise that all substances carry potential risks. By providing accurate information, positive role modelling, and compassionate guidance, we aim to help our learners develop the confidence and skills needed to manage these risks effectively.

This policy should be read in conjunction with the:

- Safeguarding and Child Protection Policy
- Behaviour for Learning Policy
- Health, Safety and Wellbeing Policy
- Search, Screening and Confiscation Policy

Definition

We adopt the United Nations Office on Drugs and Crime definition of a drug as:

“A substance people take to change the way they feel, think or behave.”

Within this policy, the term “drugs” refers to:

- Illegal substances (as defined under the **Misuse of Drugs Act 1971**, amended)
- Psychoactive substances (**Psychoactive Substances Act 2016**)
- Alcohol and tobacco
- Prescription and over-the-counter medication
- Volatile substances such as solvents and aerosols

2. Aims of This Policy

Our approach is rooted in care, support and proactive education. This policy aims to:

- Promote a whole-setting approach to drug awareness that supports physical and emotional wellbeing.
- Clarify our procedures for learners, staff, families, and external partners.
- Provide guidance for responding to drug-related incidents in a calm, consistent, and supportive manner.
- Ensure compliance with safeguarding responsibilities, including:
 - **Keeping Children Safe in Education 2024**
 - **Working Together to Safeguard Children 2023**
- Embed drug education meaningfully into the **Jigsaw PSHE curriculum**, tailored to learners' needs.

3. Managing Drug-Related Incidents

We recognise that incidents involving drugs can be distressing for all involved. Our approach prioritises the wellbeing of the learner while maintaining clear boundaries and expectations. Phoenix ND Education Ltd does not tolerate the possession, use, or distribution of illegal substances on its premises or during educational activities.

Principles of Response

- All concerns will be taken seriously and handled with sensitivity.
- Learners will be treated with respect and dignity, and safeguarding will be our foremost concern.
- Every incident will be assessed individually, and support will be offered based on the learner's needs.
- Wherever possible, restorative approaches will be considered alongside sanctions.

Our Procedures

- A senior leader will coordinate the response, ensure accurate recording on LearnTrek, and engage with external agencies as needed.
 - Parents/carers will be informed at the earliest appropriate stage unless this puts the child at risk.
 - If the learner is known to Children's Services, their social worker will be informed.
 - Any confiscated substances will be stored securely and handed to the police in line with current guidance.
 - Learners involved in drug-related incidents will be supported through pastoral care and, if needed, referral to local substance misuse services.
-

4. Specific Scenarios

Learner Appearing Under the Influence of drugs or alcohol

- The learner will be cared for in a calm and safe environment.
- A senior member of staff and the DSL will be informed immediately.
- Parents and carers will be contacted where appropriate.
- If the learner is known to local authority's Children's Services, the details of this incident should also be shared with the named social worker as soon as it is reasonably possible.
- Medical support may be sought if necessary.

Suspected Possession of Alcohol or Drugs

- If staff suspects that a learner is in possession of alcohol or drugs he/she will inform a senior leader who will follow the Search, Screening and Confiscation

Policy. Searches may be conducted by trained staff in accordance with the **Searching, Screening and Confiscation Guidance (DfE 2023)**.

- If the learner is known to local authority's Children's Services, the details of this incident should also be shared with the named social worker as soon as it is reasonably possible.
- The learner will be treated with courtesy, and emotional support will be offered during and after the incident.
- Any illegal substances found must be appropriately stored in a safe location and not taken home. The confiscated item/s should be put in a suitable bag or envelope, labelled with the date, time and place of seizure, full details from whom the item was seized and under what circumstances, details of the member of staff seizing the items and signed by the staff present. The organisation has a responsibility to hand any illegal drugs to the police.

Suspected Supply of Drugs

- If it is suspected that a learner is involved in the supply of drugs outside the premises, the police will be contacted and the learner's parents/carers and home institution if applicable.
- If the learner is known to local authority's Children's Services, the details of this incident should also be shared with the named social worker as soon as it is reasonably possible.

Parents/Carers Under the Influence of drugs

- If a parent or carer appears to be under the influence in a way that may pose a risk to a child, staff will act in the best interests of the learner.
- The parent/carers will be asked to leave the site, and the incident may be referred to the safeguarding team.
- If a parent or carer is around learners away from site, members of staff must act in the best interests of the learners and remove them from the situation and if possible, ask the parent or carer to leave.

5. Drugs Education Through the Jigsaw PSHE Curriculum

Our drug education programme is delivered through the **Jigsaw PSHE** curriculum and is tailored to the cognitive, emotional, and social development of our learners.

Key Objectives:

- Develop a factual understanding of substances and their effects.
- Support learners to explore attitudes and challenge myths.
- Foster emotional literacy, decision-making, and assertiveness.
- Build resilience to peer pressure and influence from social media.
- Raise awareness of how and where to seek help.

Education is delivered in a non-judgemental, stage-appropriate way, with opportunities for discussion, reflection, and empowerment.

Curriculum Delivery and Oversight:

- The PSHE Lead oversees planning, delivery, and quality assurance.
 - Staff are supported with training and resources.
 - Input from specialist agencies is used to enhance curriculum content.
-

6. Monitoring and Review

This policy will be reviewed annually, or sooner if legislation or circumstances change. Input will be gathered from learners, staff, parents/carers, and relevant partners to ensure the policy remains effective, supportive, and inclusive.