



Rationale

- The school does not condone drug and alcohol abuse by members of the school, or the illegal supply of these substances.
- The school is committed to the health and safety of its members and will take action to safeguard their well-being.
- The school acknowledges the importance of its pastoral role in the welfare of young people and through the general ethos of the school will seek to persuade students in need of support to come forward.

In response to our shared concerns at a local and national level, we wish to state that as part of its care for the welfare of its students, the school believes it has a duty to inform and educate young people on the consequences of drug use and misuse. The school takes a pro-active stance on this matter, believing that health education is a vital part of the values and ethics education of every student.

Fundamental to our school's values and practice is the principle of sharing the responsibility for education of young people with parents, by keeping them informed and involved at all times. Effective communication and co-operation is essential to the successful implementation of this policy. Whilst we acknowledge that the numbers of young people who use and misuse substances is rising, it is seen as important to recognise that the larger numbers of young people are choosing not to use or misuse substances. We will continue to support their differing needs.

Aims

We believe and support the following educational aims in respect of substance use and misuse:

- to enable students to make healthy, informed choices by increasing knowledge, challenging attitudes and developing and practising skills – this is undertaken in many taught subjects but especially in the values and ethics programme of study;
- to provide accurate, up to date information about substances;
- to increase understanding about the implications and possible consequences of use and misuse;
- to encourage an understanding for those experiencing or likely to experience substance use and misuse;
- to widen the understanding about related health and social issues, e.g. sex and sexuality, crime, HIV and AIDS;
- to seek to minimise the risks that users and potential users face;
- to enable young people to identify sources of appropriate personal support and try to give relevant information including the ability to say no.

These aims are fulfilled through aspects of the students' experiences in the taught curriculum, the informal curriculum and through opportunities for extra-curricular activities. We deliver in the

taught curriculum mainly through values and ethics education and science areas, but other opportunities to reinforce learning will occur in other parts of the teaching programme. The school co-operates with other agencies such as Community Police, Social Services, LA and health and drug agencies to deliver its commitment to drugs education and to deal with incidents of substance use and misuse. Visitors invited to the school to work with students' activities to do with any part of the curriculum, by which those students use of substances might be affected, will be informed of the values held within this policy.

Roles and Responsibilities

The Headteacher takes overall responsibility for the policy and its implementation, for liaison with the Governing Body, parents, LA and appropriate outside agencies and for the appointment within the school of substance co-ordinators (currently the Heads of House), who will have general responsibility for handling the daily implementation of this policy.

The headteacher will ensure that all staff dealing with substance issues are adequately supported and trained.

In instances involving substance misuse or supply on the premises, and following discussion between staff members who will know the student well, parents will be informed at the earliest opportunity by the headteacher or his deputies. The school and the parents can then work together to support the young person involved.

If a young person admits to using or supplying substances off the premises, the teacher's discretion will be involved, the teacher must tell a substance co-ordinator who will discuss the matter with the headteacher. They will agree appropriate action.

There is no legal obligation to inform the police, though they may be able to give relevant support and advice. However, the school will not knowingly allow its premises to be used for the production or supply of any controlled drug, or the preparation or smoking of cannabis or opium. Where it is suspected that substances are being sold on the premises, details regarding those involved together with as much information as possible, will be passed to the Police Liaison Officer and Children's Services.

The governing body, having general responsibility for the running of the school, will clearly be involved in substance education and substance related incidents.

The school will consider each substance incident individually and recognises that a variety of responses will be necessary to deal with incidents. The school will consider very carefully the implications of any action it may take. It seeks to balance the interests of the student involved, the other school members and the local community. Permanent exclusion is seen as a last resort as it may only transfer the problem – but it is a measure that will be received very deliberate consideration in every case.

Regarding the welfare of staff, the school will follow the county council policy on drug and alcohol misuse as part of its health and safety policy, which is designed to reduce to a minimum the possible effects of substance misuse on the user, other employees and the environment.

Definition of a Drug Related Incident

In the terms of this policy a drug related incident is one where drugs are being used for no clear medical purpose.

The policy means that:

- the policy relates to all drugs in that use of drugs for the purpose of legal medication should be clearly safeguarded;
- students needing to bring medication to the school must do so in clearly identifiable containers, together with a letter from parents explaining the need for the drug. Letters are to be kept by Heads of House – medication will be left with the school medco;
- known diabetics and asthmatics will be permitted to keep medication with them so long as use of the medication is requested in writing by parents – and the medication is seen to be used sensibly;
- the term ‘illegal drugs’ in the policy refers to solvents, alcohol, tobacco and controlled drugs;
- the policy applies to all activities on school premises – this term being understood to apply also to all times that students are taking part in school visits of any nature;
- the term ‘school’ is used to indicate school premises – and any areas that students are in as a result of participating in any kind of official school activity;
- the policy applies to the time and places covered by students making their way to and from school and includes vaping, smoking and alcohol use, for which they will be challenged;
- the policy applies to all people engaged in activities in which they can be associated with the school – ‘all people’ includes governors, students, parents, teaching staff, office staff, caretakers, cleaners, canteen staff, people tending to the grounds, i.e. literally all people on the premises at any time.

Dealing with Incidents

The school behaviour policy includes the statement that students are not to “bring dangerous or offensive articles or illegal substances to school”.

- At relevant parents’ evenings e.g. parents of a new intake, social education evenings and assemblies – the school’s policy on dealing with drug related incidents will be clearly stated.
- There is a set procedure for dealing with students involved in drug related incidents.
- Where sanctions are taken because of a person’s involvement in a drug related incident, that person will be made aware of the availability of suitable counselling and this can form part of the personal plan.

Right to Search

In line with regulations, CWLC staff have the right to search students if they believe they are carrying offensive weapons, illegal substances or anything that is illegal.

Searches will be carried out by SLT or those of the same gender.

Student and Staff Welfare

Confidentiality

The same line on confidentiality is to be taken with regard to incidents of such matters as child abuse and family problems that may arise during discussions that may be part of a lesson or a topic that has been discussed with a counsellor. In such cases students need to be aware that confidentiality will be preserved unless there is clear evidence that an individual either directly or indirectly involved is at risk. Information may also be passed on if the person concerned is in agreement.

This is a difficult area, whilst there is a need to create an environment in which students can discuss issues concerning drugs as part of well-structured lessons. Students also need to respect that as a result of such discussions a teacher may feel that information needs to be passed to the nominated member of staff. This person will decide whether there should be police involvement.

If staff become aware of information relating to the use of drugs by a member of the school they should consider that it might be their duty to pass the information to the nominated member of staff – but the person giving the information to the member of staff should be made aware of the course of action that might need to be taken i.e. informing the nominated member of staff.

Staff Training

All people in school will be given relevant training with regard to drug awareness.

Health and Safety

The requirements of the Health and Safety at Work Act and the Education Act are accepted at all times.

First Aid

Members of staff on whom the school relies for first aid expertise are given the necessary training to be aware of the involvement of drugs in any first aid incident.

Injecting Equipment

The school ensures that all employees are made aware of the need to dispose of any items that could be described as injecting equipment by means of sharps boxes.

Support Services

The school ensures that all employees are made aware via poster on display in suitable areas e.g. medical room and staff room on how to contact agencies offering support to people involved in the misuse of drugs.

Community Issues

- Drug Prevention policy is incorporated into the existing Health Policy.
- Staff are consulted about the policy.
- We acknowledge that Worcester is an area in which drugs are readily available.
- We acknowledge the attractiveness of drugs to many young people.
- We believe that it is right to take a stand against the misuse of drugs – we hope that in doing so we are reflecting the view of the vast majority of the community served by the school.
- The school is aware of the importance of the role played by the media – and the headteacher will be responsible for all contact with the media where drugs are involved.
- All people employed in school are expected to support this policy.

The School Curriculum

- Responsibility for the curriculum planning and delivery rests with the headteacher – or a member of staff to whom that responsibility is delegated.
- The school ensures that it is always aware of National Curriculum requirements – and that these are covered in the areas of science and values and ethics education.
- The member of staff responsible for values and ethics will, at regular intervals, carry out a curriculum audit to see if topics on illegal substances are regularly part of any other subject area – and ensure that where this is the case the work conforms to this policy.
- Support/advice must be obtained from recognised agencies only – to date the school has benefited from advice and support from West Mercia Police, our School Nurse appointed by the South Worcestershire NHS Authority Trust and expert visiting speakers.
- Units of work in the values and ethics programme relating to drugs will be evaluated by students and staff to ensure up to date knowledge is given.

Content

The school will follow the DfE curriculum guidelines carefully with regard to Drug Education .

Resources

All possible steps are taken by staff who have responsibility for the Drug Education programme to ensure that, as a minimum, the education provided in CWLC will be satisfactory in terms of delivery and content.

Use of outside speakers and resources will be made wherever possible to enhance the drug syllabus as appropriate.

Hidden Curriculum

All people in school should be aware of this policy and consider the implications of the policy at all times. CWLC is an accepted health promoting school – smoking and vaping are banned in all areas – see the Smoke Free Workplace Legislation.

Any promotion of drugs either by personal belief, humour or tacit acceptance is deemed to be unacceptable. Staff are expected to maintain professional standards when dealing with the optic of substance misuse.

This policy needs to be read in conjunction with our behaviour policy and safeguarding policy.

FRANK – is the national drug awareness campaign. 24 hour helpline 0300 123 6600 or <https://www.talktofrank.com/contact-frank>

Drinkline – a free and confidential helpline for anyone who is concerned about their own or other people's drinking 0300 123 1100 (weekdays 9am – 8pm, weekends 11am – 4pm)

<https://www.drinkaware.co.uk/advice/alcohol-support-services>