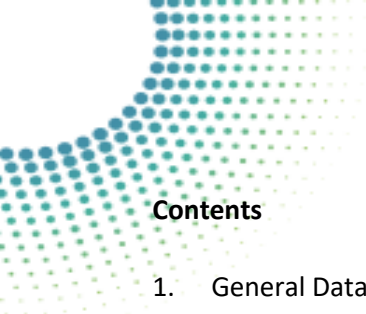


Drugs, Alcohol, Smoking and Substance Abuse Policy

Adopted by the Board of Trustees

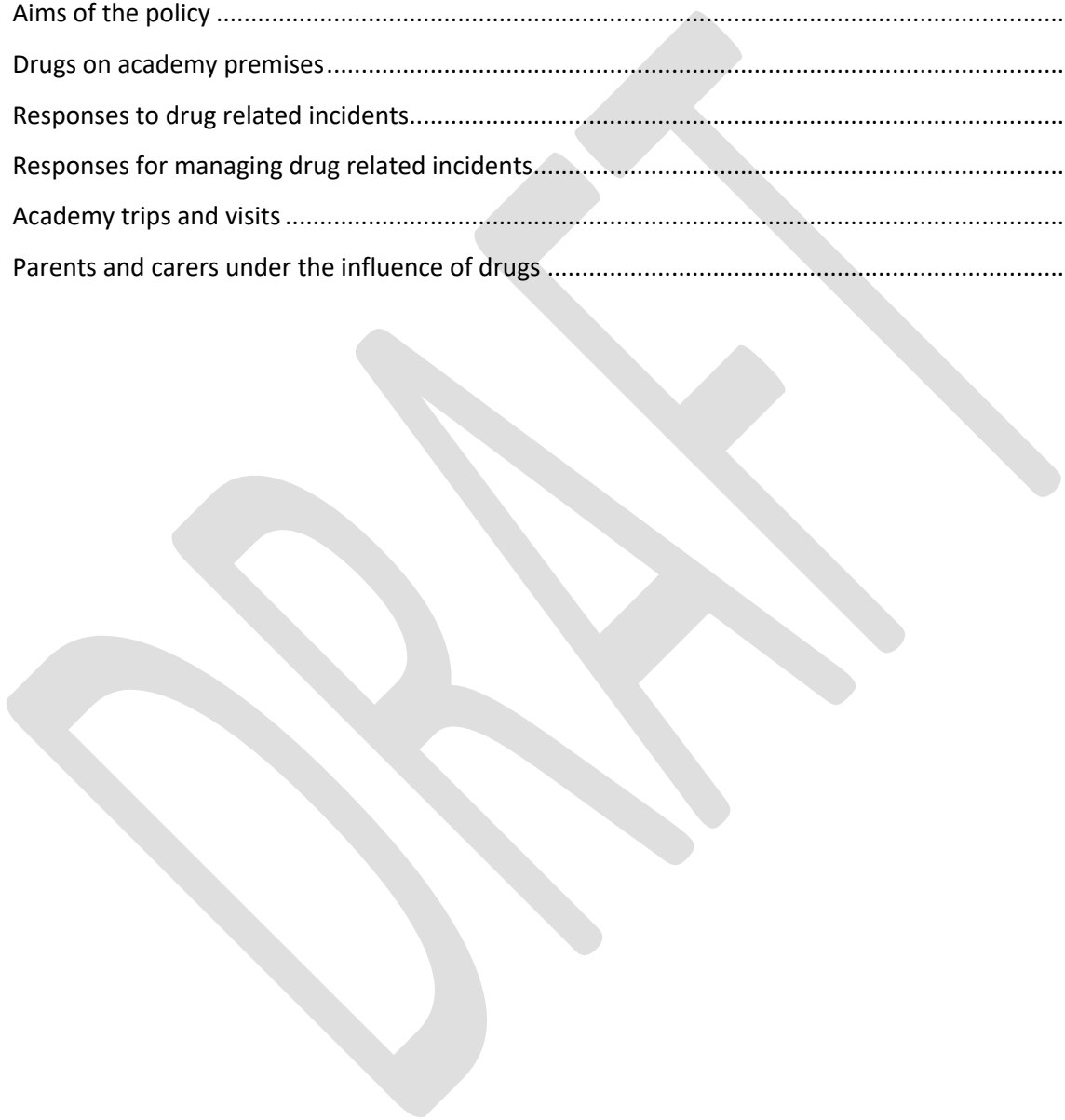
Date: DRAFT

Trustee Reviewers:



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1. General Data Protection Regulations



This policy has been reviewed in accordance with the General Data Protection Regulation (GDPR) which will replace the Data Protection Act 1998 from 25th May 2018. The introduction of GDPR has resulted in changes to many existing data protection rules and regulations that educational establishments adhere to. The Evolve Trust has undertaken a full data protection audit and have ensured that appropriate changes that have been made to data protection rules and regulations have been adhered to in full. The Evolve Trust has carried out all additional compliance requirements and fully accepts their duty of care to ensure individuals' data is kept safe and secure, resulting in increased compliance in our systems, processes and policies.

2. Rationale

It is our aim to help all pupils to be able to take their place safely in a world where a wide range of drugs exists. We recognise that some drugs have beneficial medicinal effects, but also that every drug has potential harm. For this reason, all drugs need appropriate and responsible care and management. In order to be able to make informed choices, staff and pupils need to understand the nature of drugs, their social and legal status, their uses and effects.

3. Definition of a drug

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.

The term 'drugs' and 'drug education', unless otherwise stated, is used throughout this document to refer to all drugs:

- All illegal drugs (those controlled by the Misuse of Drugs Act 1971)
- All legal drugs, including alcohol, tobacco, e-cigarettes, volatile substances (those giving off a gas or vapour which can be inhaled), ketamine, khat, alkyl nitrites (known as poppers) and also legal highs
- All over-the-counter and prescription medicines.

4. Aims of the policy

- To support the Academy's endeavour to maintain the safety and well-being of all students and staff.
- To clarify legal responsibilities, entitlement and obligations.
- To support all the members of the Academy's community by providing clear guidance and procedures on drug related issues to ensure clarity and consistency.
- To develop a whole school approach to drug education in the context of the curriculum of the Academy.
- Clarify the Academy's approach to drugs for all staff, students, governors, parents/carers, external agencies and the wider community.
- Enable staff to manage drugs on the Academy's premises, and any incidents that occur, with confidence and consistency, and in the best interests of those involved.

5. Drugs on academy premises

Bramble has a zero tolerance policy towards the possession, use or supply of illegal and other unauthorised drugs within the Academy's boundaries or on academy visits/trips etc.

Where the Academy has any information relating to drugs, details will be passed to the Community Police Liaison Officer/SEIO) by the nominated member of the Senior Leadership Team.

Medicines

The Academy has a policy/procedure for the administration of medicines that must be followed for everyone's safety. We follow procedures recommended by Nottinghamshire Health & Safety guidelines.

Alcohol

No alcohol will be consumed during the course of a normal academy day. Pupils and visitors under the effects of alcohol will be asked to leave the premises and return at a later date for the safety of the whole school. Parents will be asked to collect their children.

Smoking

The academy is a no smoking site (including all forms of E cigarettes) at all times. Pupils are not permitted to bring to school smoking materials, including matches and lighters. In the interests of health and safety, should a pupil be found in possession of any of these on academy premises, they will be confiscated and parents informed.

Illegal drugs

No illegal drugs are allowed to be brought on to, or used on academy premises

Solvents

The Academy will ensure that potentially hazardous substances are stored safely, and pupils will be supervised if it is necessary that they come into contact with them in the course of their work. Pupils are not permitted to be in possession of sniffable products.

6. Responses to drug related incidents

A drug incident may be any of the following:

- Finding drugs, or related paraphernalia, on academy premises
- Possession of drugs by an individual on academy premises
- Use of drugs by an individual on academy premises
- Supply of drugs on academy premises
- Individuals disclosing information about their drug use
- Rumours of parents, staff or pupils using drugs
- Reports of parents, staff or pupils using drugs

The academy is aware of its legal responsibilities in regard to drug related incidents and in responding to incidents, seeks to work in line with local and national guidance as outlined in The Right Responses. A member of the SLT will normally be responsible for co-ordinating the management of drug-related incidents, offering sources of support and liaising with outside agencies. Incidents will be dealt with after making an assessment of the situation and will be reported to the Executive Principal. All incidents and responses will be recorded within 24 hours.

Appropriate support will be offered to those with substance related problems. Talking with an individual about a drug related incident will have as its purpose to confirm or reject suspicions or allegations, rather than conduct a wider investigation.

Evidence of drug use or possession will not necessarily result in permanent exclusion. Permanent exclusion will only be considered in serious cases in line with the Exclusion Policy. Each case will be assessed and levels of sanctions may vary according to the seriousness of the incident and the pupil's involvement.

7. Responses for managing drug related incidents

In all drug-related incidents the following principles will apply;

- The Executive Principal and members of the Leadership Team will be informed immediately
- All situations will be carefully considered before deciding on the response
- The needs of the pupil(s) will always come first, whilst also taking into account the needs of the academy as a whole
- The academy may conduct searches. This will be carried out in line with Search and Confiscation Policy.
- A full record will be made of every incident.
- Support agencies, including the police, will be involved as appropriate and in keeping with legal requirements
- Parents/Carers will be involved at an early stage and throughout any investigation where appropriate

Possible responses might be:

- Support and counselling
- Sanctions- where a school rule related to drug use is broken, sanctions will be given. The type of sanction will depend on the nature and degree of the offence. Decisions about sanctions will be made by the Executive Principal and consistent with the Behaviour Policy.

8. Academy trips and visits

Academy expectations apply on trips and visits. The above policy and procedures apply whether the pupil is on site or on a trip or visit. Clearly the nature of the offsite trip will determine the extent to which the procedure can be carried out on the trip itself.

9. Parents and carers under the influence of drugs

If a parent or carer is found to be under the influence of drugs on the academy site such that a member of staff feels they are a risk to the pupils they must be asked to leave. If a parent or carer is around pupils from the academy away from site the member of staff must act in the best interests of the pupils and remove them from the situation and if possible ask the parent or carer to leave. The academy's Safeguarding and Child Protection procedures may come into use in these circumstances.