



THE CONSORTIUM  
ACADEMY TRUST

# Drugs and Alcohol Policy (Learners)

The Consortium Academy Trust (TCAT)  
An Exempt Charity Limited by Guarantee  
Company Number 07665828

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Policy Owner (position)	Director of Education
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Linked Documents and Policies	Academy Behaviour Policy Child Protection and Safeguarding Policy Health and Safety Policy Smoke Free Policy Positive Handling Policy PSHE Policy Supporting Learners with Medical Conditions Policy

*\*NB – This document can only be considered valid when viewed on The Consortium Academy Trust website. If the copy is printed or downloaded and saved elsewhere the Policy date should be cross referenced to ensure the current document is referenced. These policies can be found at [www.consortiumtrust.co.uk](http://www.consortiumtrust.co.uk)*

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## Statement of Intent

The Consortium Academy Trust takes a zero-tolerance approach to the misuse of drugs and alcohol on all 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 Trust Health and Safety Policy and Procedures already in place at the academy.
- Providing a safe and healthy environment which is conducive to the education of the learners in the academy.
- Providing a robust policy which outlines our zero-tolerance approach to drugs and alcohol misuse.
- Developing and improving the Policy by reviewing it regularly.
- Educating learners on the dangers of drug and alcohol misuse.

### 1. Legal framework

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

- DfE (2020) 'Keeping Children Safe in Education'
- The Children and Families Act 2014
- The Education Act 2011
- The Health Act 2006
- Psychoactive Substances Act 2016

1.2. This policy will be implemented in conjunction with the academy's:

- Child Protection and Safeguarding Policy
- Health and Safety Policy
- PSHE Policy
- Supporting Learners with Medical Conditions Policy
- Behaviour Policy
- Smoke Free Policy

### 2. Key roles and responsibilities

2.1. The Headteacher, or their designated member of SLT, is responsible for dealing with any alcohol and drug related issues within the academy.

### 3. Definitions

**Psychoactive substances** ('drugs') are **substances** that, when taken in or Administered into one's system, affect mental processes, e.g. cognition or affect. This term and its equivalent, **psychotropic** drug, are the most neutral and descriptive term for the whole class of **substances**, licit and illicit, of interest to a drug policy.

Psychoactive substances are classified into one of **seven** categories:

- central nervous system (CNS) depressants,
- CNS stimulants,
- hallucinogens,

- dissociative anaesthetics,
- narcotic analgesics,
- inhalants,
- cannabis.

#### **4. Staff training**

- 4.1. Early intervention can prevent drug misuse. As such, all staff will receive basic training in identifying learners who may be at risk as part of routine safeguarding awareness. For those staff directly involved in learner management or explicit drugs education higher level training will be made available. The availability may be on line or in association with one of our partner agencies.

#### **5. Drug education**

- 5.1. All learners will receive regular guidance on drugs and alcohol as part of the Personal, Social and Health Education delivered by each academy as part of their curriculum intent at an age appropriate level and detail.
- 5.2. Drugs and alcohol will feature regularly as part of pastoral education in the form of events and assembly style activities at an age appropriate level.
- 5.3. Lessons will be delivered as appropriate to the age and phase of the learners and will be differentiated
- 5.4. Where appropriate, or when the Headteacher considers that staff are not appropriately knowledgeable or trained, visitors and external speakers will lead learning on drug and alcohol misuse.
- 5.5. Within the secondary phase Science curricula will ensure that biological aspects of drugs and alcohol misuse are taught to learners
- 5.6. Small group workshops may be delivered, these are often relevant where risky behaviour is identified in learners. These may be delivered by external agencies following referral. If this provision is made during the school day, it will be considered part of learner education and may not require parent/carer support, though a discussion with home to support the young person is always attempted.
- 5.7. Learners will be supported through the curriculum to develop decision making skills to help them to make appropriate choices to keep themselves and others safe both within and beyond their time in the academy.

#### **6. Smoking**

- 6.1. In accordance with Part 1 of the Health Act 2006, all academies are smoke free environments at all times. This includes all buildings, out-buildings, playgrounds, playing fields, sheltered areas and Trust vehicles
- 6.2. Parents, visitors and staff must not smoke on academy grounds and will not smoke in front of learners and will not encourage learners to smoke.
- 6.3. Learners, including sixth formers over the age of 18, are not permitted to bring smoking or nicotine products onto the premises. This includes, but is not limited to cigarettes, e-cigarettes, lighters, matches and pipes.

- 6.4. In the interest of health and hygiene, smoking will not be permitted at, or around, the academy gates or the immediate vicinity.

## **7. Legal drugs and prescribed medicines**

- 7.1. We understand that some learners may require medications that have been prescribed by a doctor, or other health professionals.
- 7.2. Parents/Carers have the primary responsibility for their child's health and should provide the academy with all relevant information about their child's medical condition. This will enable the academy staff to support the learner in their time at school.
- 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 academy.
- 7.4. The academy 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 and the child's name.
- 7.6. Further guidance can be found in the academy's Supporting Learners with Medical Conditions Policy.

## **8. Solvents**

- 8.1. Learners are discouraged from bringing solvent based products onto the premises including, but not limited to, aerosol deodorants, compressed air, and aerosol hairspray.
- 8.2. The academy will ensure that potentially hazardous solvents are stored safely and learners will be supervised if they are required to come into contact with them.
- 8.3. More information can be found in the Health and Safety Policy and supporting COSHH Assessments conducted as appropriate.

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

- 9.1. Unless it is a medical emergency, or where there is aggressive or threatening behaviour, learners found to be under the influence of drugs or alcohol whilst on academy premises will be removed from class and escorted to the Headteacher's Office, where they will be assessed.
- 9.2. The staff escorting should follow the guidance provided in the Positive Handling Policy, this will usually be Pastoral, Senior staff or those staff who are Team Teach trained.
- 9.3. A First Aider should be asked to attend the learner to give an assessment of whether further medical attention should be sought.

- 9.4. Learners found in possession of alcohol or illegal drugs (including drugs paraphernalia) will be dealt with in the same zero tolerance manner under the Behaviour Policy.
- 9.5. The learner will remain in the Headteacher's Office until their parent/carer arrives
- 9.6. If necessary, a search will be conducted if the learner is believed to be under the influence of alcohol to avoid further issue. The evidence of being under the influence is based on 'balance of probabilities' that it is more than likely that the learner is in drink not a criminal body of evidence beyond reasonable doubt. The search should be conducted following the guidance in the Positive Handling Policy.
- 9.7. The learner's parent/carer will be asked to remove them from the premises.
- 9.8. Any follow up as a result of these behaviours will be addressed with the Academy Behaviour Policy

## **10. Medical emergencies**

- 10.1. In drug related medical emergencies, trained first aiders will be summoned.
- 10.2. A member of staff will remain with the casualty until the trained first aider arrives.
- 10.3. Other learners 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 learner's parents will be telephoned and told about the incident.
- 10.6. If the learner is felt to be at risk, the Child Protection and 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 Trust's Health and Safety Policy.

## **11. Threatening behaviour**

- 11.1. Aggressive and threatening behaviour by learners under the influence of drugs or alcohol will be taken very seriously.
- 11.2. Where aggressive and/or threatening behaviour is displayed, academy staff will not hesitate in contacting the police.
- 11.3. Where aggressive behaviour is shown by a learner the Positive Handling Policy should be followed to remove them to a safe space initially, this should always be behind the secure line to ensure they are not a risk to themselves.
- 11.4. Any learner displaying aggressive and/or threatening behaviour will be removed from the premises by their parent/carer.

- 11.5. Staff should not put themselves at risk to do move a learner who is aggressive or violent and if in doubt should contact the Police.

## **12. Searching**

- 12.1. Staff members may use common law to search learners with their consent for any item. They must do so in line with the Positive Handling Policy and be mindful of the age and cognitive ability of the learner.
- 12.2. Staff members may ask any learner to turn out their pockets.
- 12.3. Staff members may search any learner's backpack/bag 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 learner to remove outer clothing including hats, scarves, boots, coats and scarves.
- 12.7. Learners' possessions will only be searched in the presence of the learner 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 only use such force as is reasonable given the circumstances (see Positive Handling Policy) 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. Where a member of staff has previously agreed to search a learner and then determines the situation to be unsafe, they should cease. A member of SLT must be called and the learner will be searched by their parent/carer on arrival at site. In these circumstances the learner must be supervised at all times.
- 12.10. 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.
- 12.11. Staff members should avoid placing their hands into pockets where drugs related items are suspected of being kept, as this places them in potential danger. Learners should be asked to empty their own pockets and other checks conducted to ensure that this has occurred, for example visual checks, weight of the clothing
- 12.12. Staff members **MUST** always wear gloves when conducting a search. These can be obtained from the medical room or reception.

### **13. Controlled substances**

- 13.1. There is 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. Under no circumstances will any confiscated items be returned to the learner or their parent/carer.
- 13.5. The academy will not hesitate in giving the police the name of the learner, from whom the drugs were taken.
- 13.6. A full incident report will be completed and submitted to the Headteacher. Where the Headteacher has been involved in the search/investigation the incident report will be received by the Director of Education Services for the Trust.
- 13.7. Any further measures will be undertaken in line with the Trust's Child Protection and Safeguarding Policy and/or Behaviour Policy.
- 13.8. Where controlled substances are found on academy trips away from the academy premises, parents of the learner, as well as local police, will be notified. Where this is a residential visit, the parent/carer may be asked to collect the learner where this is practicable.

### **14. Discipline**

- 14.1. Learners involved in drug and/or alcohol situations on academy premises will be disciplined as per the academy's behaviour policy and, where appropriate, the police will be informed.