



Drug Policy

Important Note

Unless otherwise stated, all Policies of St Hilda's School apply to the school in its entirety. This comprises all staff and pupils in the Early Years Foundation Stage (EYFS), the Junior School (Key Stage 1) and the Senior School (Key Stage 2).

REVIEW DATE: March 2020

REVIEWED BY: Dan Sayers (Headmaster)

SIGNED: *Dan Sayers,*

DATED: 16.03.20

INTRODUCTION

St Hilda's School condones neither the misuse of drugs by members of the school, nor the illegal supply of these substances. For the purposes of the policy, a drug is any substance that alters the way in which a body functions physically, emotionally and mentally. This policy is concerned with legal drugs such as alcohol, tobacco, solvents and medicines as well as substances that it is illegal to possess or use.

The emphasis of the policy is on drug education and the prevention of substance misuse.

The policy applies to all members of the school community, part of an integrated approach across the entire school.

DRUG EDUCATION

The aims of the Drug Education programme are compatible with the aims, objectives and ethos of the school. In compliance with the Education Act 2011, the programme should:

- Promote the spiritual, moral, cultural, mental and physical development of pupils at the school and of society
- Prepare pupils at the school for the opportunities, responsibilities and experiences of adult life

AIMS

To prepare pupils for the challenges of the 21st Century by helping them develop into mature thinking adults who are able to make sound judgements and informed choices.



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- To provide opportunities for pupils to develop their knowledge, skills, attitudes and understanding about drugs and appreciate the benefits of a healthy lifestyle, relating this to their own and others' actions by:
 - Increasing their **knowledge and understanding** about the effects and risks of drugs; the laws relating to drugs; the impact on individuals, families and communities and the moral, social, emotional and political issues surrounding drugs, as part of the PSHCE programme and fulfilling the statutory requirements of the National Curriculum for Science.
 - Developing their **personal and social skills** to build self-esteem and confidence as well as to develop skills to cope in situations where drugs are available. To make informed decisions and keep themselves safe and healthy, including assessing, avoiding and managing risk; communicating effectively; resisting pressures; developing self awareness and esteem. To find sources of appropriate personal support, including seeking help from their Form Teacher or any other member of staff they trust, and including involvement of outside agencies as necessary.
 - Enabling pupils to explore their own and other peoples' attitudes towards drugs, drug use and drug users, as well as exploring media and social influences.
- To meet the pastoral needs of pupils and the health and safety of the whole school community.

ORGANISATION

- The aims are fulfilled through the pupils' experiences in the taught curriculum, the informal curriculum and extra-curricular activities. The taught curriculum aims to cover the related topics included in the National Curriculum. Most of these are taught in Personal, Social, Health and Citizenship Education (PSHCE) and Science lessons, but discussion will also arise in other academic subjects when relevant.
- A variety of approaches, both formal and informal, are used to cater for the diverse needs of different pupils, e.g. discussion, drama, role play, talks, videos, CD ROMs, worksheets and circle time. Any member of staff may be asked to deliver the programme and support may be offered by team members and INSET where possible.
- When outside speakers are used, their contribution is properly planned as an integrated part of the overall health education programme. The school will aim to ensure that outside speakers have the required expertise and are aware of the educational aims of this policy
- Parents are notified in advance of the PSHCE programme. This will give them an opportunity to discuss issues with their children first, if they so wish



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MANAGEMENT OF DRUGS AT SCHOOL

Illegal drugs have no place in school but there are instances where other drugs may legitimately be in school.

- Medicines brought to school must be given to the School Office for safekeeping. Prescribed medicines must not be shared at any time (see Administration of Medicines Policy).
- Volatile substances and chemicals are stored securely and managed to prevent inappropriate access. See Health and Safety Policy.
- Alcohol is not permitted on school premises except for approved social functions.
- The school has a no-smoking policy and adopts a policy of signage as specified by the Public Health (England) Smoke-free (Signs) Regulations 2007.

RESPONSE TO SUBSTANCE RELATED INCIDENTS

The school will consider each substance-related incident individually. It recognises that a variety of responses may be needed. It will consider carefully the implications of any action it may take and seek to balance the interests of the person involved with those of other members of the school.

All substance-related incidents should be reported to the Headmaster and the Senior Management Team, who will ensure it is fully documented.

When a pupil is involved in a drugs related incident, the Headmaster will inform the parents. The school and the parents will then work together to support the pupil.

In all situations involving a pupil's misuse of substances, the following principles apply:

- All situations will be carefully considered before deciding on the response which will include both a disciplinary and a counselling approach
- The needs of the pupil will always come first
- For older pupils the mentor system will be used if at all possible
- Parents will be involved at an early stage and throughout any investigation by
- Support agencies, including Social Services and the Police, who will be involved if appropriate
- Support for pupils will be maintained and advice on counselling given



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DISCIPLINARY RESPONSE

The school has a variety of sanctions it can employ. The type of punishment will depend on the exact nature and degree of the offence. Permanent exclusion is seen as a last resort, only to be used in exceptional cases e.g. dealing in drugs, or after all other reasonable steps have been taken.

COUNSELLING RESPONSE

The individual's well-being is paramount. In all incidents involving drugs, referral for counselling will be actively considered. The school believes that individuals who misuse substances should be encouraged to seek help as quickly as possible.

CONFIDENTIALITY

In managing drugs, pupils are made aware that some information cannot be kept confidential. They should understand that if specific disclosures are made, certain actions will follow. At the same time, they will be offered sensitive and appropriate support.

See also the school's Safeguarding Policy and section 16 of the Policy area of the St Hilda's Staff Handbook.

STAFF TRAINING

All staff have access to details of this policy in the Employee Handbook. Staff with key responsibilities for implementing this policy will receive on-going training as appropriate. This will allow staff to remain up-to-date with respect to information about substance misuse as well as provide new materials for teaching, as appropriate. The school acknowledges the value of training with other professionals e.g. health and social services personnel, staff from specialist drug prevention agencies.

SCHOOL/PARENT PARTNERSHIP

The school needs the support and encouragement of parents for the successful implementation of this policy. In its turn, the school is ready to listen to parents' anxieties and suggestions. It will keep parents informed of the approaches adopted in educating pupils about substance use and misuse. It will also arrange Parents' Information Evenings at times when this is considered appropriate.

This policy will be reviewed annually, by the Senior Management Team, in line with the school's review schedule for policies.