



THE BRUNTS ACADEMY

Drugs, Alcohol, Smoking and Substance Abuse Policy

Reviewed October 2023



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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 Greenwood Academies 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 Greenwood Academies 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 students 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 students 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.

Brunts' stance towards drugs, health and the needs of students

Brunts has a zero tolerance policy towards the possession, use or supply of illegal and other unauthorised drugs within the Academy's boundaries.

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

5. Policy background

This policy has been written with reference to national and LA guidelines and been informed by relevant research data.



6. Drugs on academy premises

The legal definition of premises of an Academy includes everything within the property boundaries including buildings, outbuildings, playgrounds, car parks, fields and also extends to include other settings such as vehicles, boats, marquees or any venue managed by the Academy at the time e.g. premises of an Academy trip or visit.

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. Students 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. Students are not permitted to bring to school smoking materials, including matches and lighters. In the interests of health and safety, should a student 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 students will be supervised if it is necessary that they come into contact with them in the course of their work. Students are not permitted to be in possession of sniffable products.

7. 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 students using drugs
- Reports of parents, staff or students 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 Headteacher. 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 and will be in accordance with DFE guidance on exclusions. A case conference will be called if necessary. Each case will be assessed and levels of sanctions may vary according to the seriousness of the incident and the student's involvement.

Incidents outside the Academy context will not necessarily be regarded as a disciplinary matter, and wherever possible the Academy will hope to counsel and advise substance users.

8. Management of drugs at school:

Searches: (see the Search and Confiscation Policy)

The school will seek consent **from the student** and ensure that a second adult witness is present. If this is refused they will consider whether to exercise the school's legal right to search without consent or call the police. Searches will be conducted in such a way as to minimise potential embarrassment or distress.

Personal searches

When a person is suspected of concealing illegal or other unauthorised drugs staff may carry out a personal search; this includes the searching of outer clothing and inside pockets. Every effort will be made to persuade the person to hand over voluntarily any drugs **and/or paraphernalia**, in the presence of a second adult witness. Where the individual refuses and the drug is believed to be illegal, and the school wishes to proceed along formal lines, then the police will be called.

NB: In exceptional circumstances the Academy has a legal right to search without consent where there is a reasonable suspicion that a student is in possession of alcohol or illegal drugs.

Searches of school property

Staff may search Academy property, for example, student's lockers if they believe drugs to be stored there. Prior consent will be sought, however, individuals will be made aware that if consent is refused the Academy may proceed with a search. Where consent is refused, the Academy will balance the likelihood that an offence has been committed against the risk of infringing the individual's privacy without just cause.

Searches of personal property

The Academy may search personal property without consent. If the Academy wishes to search personal property, including students' property stored within Academy property, for example a bag or pencil case within a locker, they will initially ask for consent. Where consent is refused they will consider, in the case of students, notifying parents/carers, who may persuade their child to give consent or if they wish to proceed along formal lines by searching without consent in the presence of the student and another member of staff or by calling the Police.

After any search involving students, parents/carers will normally be contacted by the Academy, regardless of whether the result of the search is positive or negative.



A full record is made of every incident.

9. Responses for managing drug related incidents

Please Note: The responses below are a broad guide and any decisions will be made on an individual basis through consultation with other agencies such as the police.

Incident	1 st Occasion	2 nd Occasion	3 rd Occasion	4 th Occasion
Possession of Cannabis (Class B) and Class C Drugs	<p>Minimum of 15 days respite at another school within the Greenwood Academies Trust or the local area – P/X dependent upon circumstances. Referral to Family Services or WAM; Behaviour assessment; Further risk assessment for the Academy (e.g. to ensure curriculum/pastoral programmes address issues raised).</p> <p>Incident logged. Parents and student understand legal position from Headteacher.</p> <p>Consequences of 2nd offence made clear.</p> <p>Substance confiscated and handed to the Police in all cases.</p>	<p>Alternative Provision</p> <p>Referral to MATES</p> <p>Permanent Exclusion.</p>	<p>Permanent Exclusion.</p>	
Possession of Alcohol	<p>5-10 days respite at another school within the Greenwood Academies Trust or the local area.</p> <p>Substance confiscated.</p> <p>Parents phoned and letter home.</p> <p>Readmission process.</p> <p>Incident logged.</p>	<p>10-15 days respite at another school within the Greenwood Academies Trust or the local area.</p> <p>Substance confiscated.</p> <p>Risk assessment for student and the Academy.</p> <p>Possible behaviour/health intervention.</p> <p>Referral to MATES.</p> <p>Governors Disciplinary.</p>	<p>Permanent exclusion.</p>	



Possession of cigarettes and e-cigarettes	Isolation– 1 day. Items confiscated. Parents notified.	Isolation– 3 days minimum Items confiscated. Parents notified.	2 days minimum respite at another school within the Greenwood Academies Trust or the local area.	4 days minimum respite at another school within the Greenwood Academies Trust or the local area.
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Smoking cigarettes on the school site	<p>Isolation – 1 day</p> <p>Items confiscated. Parents notified.</p>	<p>Isolation – 3 days minimum.</p> <p>Items confiscated. Parents' notified.</p> <p>Unstructured time removed from the student's day for a set period of time.</p>	<p>2 days minimum respite at another school within the Greenwood Academies Trust or the local area.</p> <p>Items confiscated.</p> <p>Unstructured time removed from the student's day for a set period of time.</p> <p>PC. J Graham used to support the Academy.</p>	<p>4 days minimum respite at another school within the Greenwood Academies Trust or the local area.</p> <p>Referral to MATES.</p> <p>Items confiscated.</p> <p>Parents notified.</p> <p>Unstructured time removed from the student's day for a set period of time.</p>
Possession of suspected Class A or B Drug (excluding Cannabis) and legal highs e.g. 'bubble'	<p>A period of respite at another school within the Greenwood Academies Trust or the local area whilst the substance is verified/pastoral intervention negotiated.</p> <p>Substance confiscated. Parents and Police contacted.</p> <p>Risk assessment for student and the Academy. FS/WAM assessments.</p> <p>Substance verified: fixed term;</p>	<p>Permanent exclusion.</p>		



	<p>(Referral to MATES)</p> <p>Alternative Provision.</p> <p>Permanent exclusion.</p>			
<p>Social Supply Illegal/legal High Drug</p>	<p>10-15 days respite at another school within the Greenwood Academies Trust or local area whilst pastoral /FS/WAM intervention negotiated.</p> <p>Possible permanent exclusion after assessment and investigation.</p> <p>MATES referral.</p> <p>Substance confiscated. Parents contacted and Police, if appropriate.</p> <p>Risk assessment for student(s) and others in the Academy.</p> <p>Investigation into any network of illegal drug use.</p>	<p>Permanent exclusion.</p>		
<p>Dealing for profit</p>	<p>10-15 days respite at another school within the Greenwood Academies Trust or local area – P/X: whilst pastoral /WAM intervention negotiated.</p> <p>Possible permanent exclusion after assessment and investigation.</p> <p>Substance confiscated. Parents and Police contacted.</p> <p>Referral to MATES</p>	<p>Permanent exclusion.</p>		

10. Academy trips and visits

Academy expectations apply on trips and visits. The above policy and procedures apply whether the student 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.

11. Drugs Education

Students

At our Academy the welfare of the student is paramount. We maintain that constructive strategies that enable students to continue to benefit from continued education are preferable to exclusion.



Following actions to preserve safety, the health & emotional needs of students will be considered. Support is available through the pastoral system, to ensure a caring response to students in distress. Interventions will be considered if the Academy feels a student is showing signs which indicate particular risks of, or from, involvement with drugs, whether their own or their parents'/carers'. Such interventions may include consultation with parents/carers and other agencies, possible case conferences and subsequent referral. Permanent exclusion from the Academy will rarely be considered as permanently excluded students become significantly more vulnerable to drugs than those within formal schooling.

Staff

Senior leadership ensure all staff members are made aware of this policy.

Parent/Carers

In addition parents or carers and outside agencies are also kept informed. The policy is also posted on the Academy's website and hard copies can be obtained by parents or carers if requested.

12. 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 students they must be asked to leave. If a parent or carer is around students from the Academy away from site the member of staff must act in the best interests of the students and remove the students 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.

13. Confidentiality

Complete secrecy can never be promised to a student, though information given in confidence will not generally be disclosed to anyone else. In particular if a student chooses to disclose that they are using a drug without medical authorisation, this information will not be used against them. However, action will be taken to ensure the student comes to no serious harm if this is considered a risk. Regarding disclosures staff need to carefully define and communicate the boundaries of confidentiality offered.

14. Drugs Helplines

Drinkaware: An independent charity that promotes responsible drinking through innovative ways to challenge the national drinking culture, helping reduce alcohol misuse and minimize alcohol related harm.

Tel: 020 7307 7450 - <http://www.drinkaware.co.uk/>

ASH (Action on Smoking and Health): A campaigning public health charity aiming to reduce the health problems caused by tobacco. Tel: 020 7739 5902 Email: enquiries@ash.org.uk Website: www.ash.org.uk

Smokefree, NHS Smoking Helpline: 0800 169 0 169 Website: <http://smokefree.nhs.uk>

24 hour confidential telephone advice about drugs is offered by the National Drugs Helpline, also called *Talk to Frank* 0300 1236600 <http://www.talktofrank.com/>

Confidential counselling and support for young people on all matters is available at Base 51, 29-31 Castle Gate, Nottingham, NG1 7AP E-mail: counselling@base51.org.uk, 0115 952 5040, also on [Twitter.com/base51](https://twitter.com/base51) and [Facebook.com/base51](https://facebook.com/base51)