

DRUG AND ALCOHOL POLICY

Date last reviewed	June 2025
Committee Responsible	SBS
Designated member of staff	Sharon Mercer
Date of next review:	June 2026

STATEMENT OF INTENT

Grey Court School is committed to keeping students safe from drugs and alcohol, both on our premises and in the wider community. We believe it is important to educate students, staff and parents, so that everyone is aware of the risks posed by the misuse of drugs and alcohol and how to access support where there are people struggling with drugs and alcohol misuse.

The school maintains the view that alcohol and drug use on the school premises is not acceptable; however we recognise that a zero-tolerance policy may have a disproportionately negative impact on some students, e.g. victims of criminal exploitation (CCE). For this reason, we aim to deal with incidents on a case by case basis and foster an approach of supportive discipline, whereby students who are facing issues with drugs and alcohol are aided through both internal and external support, as well as disciplinary measures where appropriate. We aim to support students to make healthy and positive choices by working in partnership with parents/carers and the range of agencies working with students and their families.

AIMS

For the purpose of this policy, a drug is defined as any substance which, when ingested, alters perception and the way the body works. This includes all illegal substances, alcohol, tobacco, vaping, solvents, medicines and legal highs.

It is our intention to promote wellbeing and a healthy lifestyle at every opportunity. Our policy on drugs and alcohol is part of this. This policy is intended to provide guidance on the expected behaviour around prescribed medicines and drug and alcohol use on the premises and the penalties applied to those choosing to ignore them. The policy also provides information about drug education and where to access support.

ROLES AND RESPONSIBILITY

The governing body is responsible for:

- Ensuring that effective policies and procedures are in place to make sure that students are kept safe from drugs and alcohol at school
- Ensuring that this policy is maintained and disseminated to all relevant stakeholders
- Ensuring that students experiencing difficulties with alcohol and/or drugs can access the support they need
- Working with the headteacher, and in liaison with staff, parents, students and other health professionals to ensure the relevant curricular is in place and reflects current trends
- Ensuring that the designated safeguarding governor submits an annual written report to the governing body concerning drug and alcohol related incidents and concerns.

The headteacher is responsible for:

- Ensuring the policy is effectively implemented day to day
- Working with governors to ensure compliance with relevant legislation
- Informing the governing board of any issues and developments concerning drugs and alcohol
- Acting on any concerns arising from pupils' use of drugs and alcohol
- Informing parents of any drug- and alcohol-related incidents concerning their child, where appropriate and where doing so will not place the child at risk
- Inviting the local police and drugs team into school to raise awareness of the risks and issues associated with drugs
- Informing the police of any drug- or alcohol-related decision, where they deem it appropriate to do so.
- Ensuring a consistent approach to managing drug and alcohol incidents.

The DSL will be responsible for:

- Ensuring that staff have the skills to teach and discuss issues relating to drugs and alcohol.
- Ensuring that pupils experiencing difficulties with drugs or alcohol are provided with appropriate internal support and referred to external support agencies as appropriate.
- Consulting with pupils to inform provision around drugs and alcohol education.
- Accessing appropriate training to enable them to successfully advise the school on drug and alcohol matters.
- Liaising with local services as necessary to provide support for pupils.
- Assisting with the monitoring and review of this policy.

Staff will be responsible for:

- Attending scheduled training concerning drugs and alcohol, including how to spot the signs and symptoms of use and dependency, identifying paraphernalia, and how to respond to a drug related incident.
- Reporting concerns regarding pupils' use of drugs and alcohol to the DSL.

The site manager will be responsible for:

- Regularly checking the school premises for signs of drug and alcohol use and reporting any concerns to the DSL.
- Adhering to the Health and Safety Policy when handling needles found on school premises.

Pupils will be responsible for:

- Ensuring they do not bring illegal or prohibited drugs or alcohol onto school premises or whilst engaged in any off-site activity representing the school.
- Ensuring they do not take drugs or consume alcohol whilst travelling to or from school.

STAFF TRAINING AND SAFEGUARDING

The designated safeguarding lead (DSL) ensures that all staff receive annual child protection and safeguarding training in identifying the signs that a student may be at risk, experiencing harm or is struggling in some way. All staff are aware that behaviours linked to issues such as drug and alcohol misuse can often be a sign of underlying issues that can put a student in danger such as child criminal and sexual exploitation. Staff understand that early intervention can prevent drug misuse, and in addition to the annual safeguarding training, all staff have been trained to recognise the potential need for early help for a student who is misusing alcohol and other drugs themselves, or is in a family circumstance presenting challenges that include drug and alcohol misuse.

The safeguarding and pastoral teams and the PDW coordinator also receive training on the latest drugs information and support services. They are available to support staff training and in the delivery of PDW lessons. The drug education programme is managed through the Personal Development and Wellbeing (PDW) coordinator role, which includes the monitoring and assessment of the school provision and forms part of cross curricular education. Resources used in PDW lessons are provided by the PDW coordinator.

PARENTS AND CARERS

The school seeks to support all parents and carers by providing up to date information about drugs and alcohol in the weekly newsletter and by providing parental workshops on drug and alcohol awareness. An organisation we prefer to use is The Daniel Spargo-Mabbs Foundation <https://www.dsmfoundation.org.uk/>

Parents are also informed of the PDW curriculum in the weekly newsletter, so that they are aware of what drugs education is being delivered and they are encouraged to discuss this with their children.

DRUG EDUCATION

All students need to have an environment in which they feel safe and where they can receive regular updated guidance on drugs and alcohol. Lessons are delivered as appropriate to the age and phase of the student. The depth of knowledge and learning objectives for our students will deepen as they go through the school, so that by year 11 they will receive and understand:

- Drugs education as part of an integrated PDW curriculum
- Drugs education as part of pastoral education in form time and assemblies
- Knowledge about drugs, their use and misuse, their effects both long and short term, individual, societal and global. These need to be presented in ways that make them easily understood
- Support to develop an understanding of good citizenship, moral values and the rules and law relating to drugs
- Support to develop life skills, including those we use for negotiation, relationships, problem solving, making life choices, assertion, facing criticism, coping with difficult times, managing money etc
- The effects of drugs on students health and wellbeing

As well as these areas of knowledge, our programme helps students to develop their personal and social skills to make informed decisions in order to keep themselves safe and healthy, including:

- assessing, avoiding and managing risk
- communicating effectively
- resisting peer pressures
- finding information, help and advice
- devising problem-solving and coping strategies
- developing self-awareness and self-esteem
- exploring their own and other peoples' attitudes towards drugs, drug use and drug users, challenge stereotypes
- exploring social media influences on themselves and those around them

PROGRAMME DELIVERY

The Drug Education programme is delivered to all students as part of their PDW programme and as part of the science curriculum. It is coordinated and planned by the PDW coordinator to ensure all students receive key elements. The quality of delivery is monitored through lesson observations as part of routine staff appraisal procedures.

Outside agencies are also used on occasion to bring new dimensions to the programme. Contributors include youth workers, substance misuse team, school nurses and other health care professionals such as specialist drug agencies, the police and theatre-in-education groups.

Working with outside agencies

All external contributors are fully aware of the school's values and approach to drug education, the drug and other relevant policies, including those covering confidentiality, disclosure and child protection, to ensure that their approach is consistent with that of the school. When negotiating the services of an outside agency the schools will ensure the agency knows:

- the desired learning outcomes
- that the external contribution is integrated into the school's programme, rather than being an isolated event
- that as competent educators and facilitators they do not provide input outside their area of expertise
- where possible, students are involved in follow-up work
- the content of lessons is designed to ensure that it meets the needs of students and is consistent with the overall aims of the drug education programme

Monitoring and evaluation of the drugs education programme

The programme is monitored by:

- The DSL and DDSL
- Heads of Year and the PDW coordinator.
- Lesson observations are regularly completed and work scrutiny observation.
- Student feedback and evaluation
- Informal staff evaluation and feedback to the coordinator

PROCEDURES AT GREY COURT SCHOOL

Prescribed Medicines

The school recognises that some pupils may require medications that have been prescribed by a doctor or other health professional. Parents have the primary responsibility for their child's health and the school will request all relevant information about pupils' medical conditions from parents.

Medicines will only be permitted to 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 school.

The school will only accept medicines which have been prescribed by a doctor, dentist, nurse or pharmacist, with the exception of non-prescription medicines, e.g. paracetamol, which may be taken in accordance with the manufacturer's instructions.

The school will only accept medicines which are provided in the original container as dispensed and include the prescriber's instructions for administration and dosage.

Further guidance can be found in the school's First Aid/Medical Room Policy.

Health and safety

- It is the policy of Grey Court School that no illegal drugs should be brought onto the premises at any time or in any circumstance by any member of the school community
- Students will not be permitted to bring solvent-based products onto the premises including, but not limited to, aerosol deodorants, compressed air and aerosol hairspray
- Alcohol consumption during the working school day by any member of the school community whilst on school premises, or during a lunch or other break on or off premises if the individual is attending or working that day, is not acceptable.
- Smoking is not permitted anywhere on school premises

Identifying students at risk

- Some students are more at risk of drug misuse than others, due to a range of factors including home circumstances and relationships within peer networks. Every attempt is made to support vulnerable students including measures to help identify those at risk early and to put into place pastoral and educational support.
- At risk students can be identified by staff, the police or by social services. All staff pass on any information to the DSL or DDSL in line with the Safeguarding and Child Protection Policy. They will ensure a referral to SPA (single point of access) by the Student Support Officers.
- The school seeks to support students who are at risk of CCE - Child Criminal Exploitation, CSE- Child Sexual Exploitation and County Lines, by working closely with parents and carers, social services and the police to ensure their safety. For further details on county lines, see Appendix A

DRUG RELATED INCIDENTS

Students in possession or believed to be in possession of unauthorised drugs

In line with our Behaviour Policy, any student found to be in possession or believed to be in possession of any unauthorised drug (including medicines, cigarettes, vapes, solvents or alcohol) will be asked to surrender the substance in the presence of a member of the Senior Leadership Team. The item will then be confiscated pending further inquiry. If the substance is suspected to be an illegal drug it will be held safely within the school. Parents or carers of the student would generally be informed and asked

to remove the student from the premises. Where it is deemed a safeguarding risk to inform parents, the student will be supervised in the medical room and provided with the appropriate support.

If necessary, a search will be conducted in line with the Search policy.

In the event of the school rules in relation to drugs being broken, disciplinary procedures will follow. Each incident will be dealt with on a case by case basis and the headteacher will decide whether an exclusion or permanent exclusion is appropriate.

If there are any circumstances that indicate a young person may be under the influence of a substance, or is having any kind of difficulty or reaction to a drug, first-aid or medical assistance will be sought immediately and if appropriate an ambulance will be called. In such an event the welfare of the young person is paramount and will take precedence over other enquiry. Other students will be removed from the immediate area as soon as is reasonably practicable.

The DSL will be informed and the incident will be logged on cpoms and on the medical room log. Instances of pupils being involved in drug and/or alcohol incidents will be managed in line with the relevant school policies, including the Behaviour Policy, Child Protection and Safeguarding Policy, and the Wellbeing Policy.

Following an incident, the headteacher will work with key members of staff, including the DSL, to assess the pupil's welfare and support needs and decide on the most appropriate course of action to take. Referrals will be considered to local youth, family or health services, and voluntary organisations, to provide support.

A student refusing to comply when asked to surrender a substance

When a student is asked to surrender an item and refuses to comply, staff can insist that they do so. The Headteacher is authorised to carry out a search of property without the person's consent. Where a student refuses to allow this to take place, the police will be contacted. Please see the school Search Policy.

Aggressive and threatening behaviour by students under the influence of drugs or alcohol will be taken very seriously. Where aggressive and/or threatening behaviour is displayed, the school will contact the police where necessary. Parents will also be contacted and the student will be removed from the premises.

Drug related equipment on school premises

The range of items that may be found are very wide and could include:

- Alcohol cans/bottles
- Hand rolling papers – especially those with torn pack covers
- Empty 'baggies'
- Empty 'screws' or paper packets
- Cigarette stubs
- Snus (smokeless tobacco) and nicotine pouches
- Vape pens and E-cigarettes
- Joint roaches
- Edibles
- Solvents
- Syringes/Needles
- Bundles of spent matches
- Burnt tin foil strips or squares, etc.

- NOS canisters (nitrous oxide)

Where drug related materials are found in an area where there is possible access to members of the public, such as the car park, the Police may be notified or the item disposed of. Where an item is found in an area of the school where it would seem likely that it was left by a member of the school, the Headteacher will be informed and will act according to the seriousness of the threat to student welfare posed by the item or items. The site manager or SLT will place it in a plastic bag and label with a date, time and location, so that this can be used in evidence or disposed of safely. The site manager will be aware of the need to dispose of any items posing a serious health risk e.g. discarded sharps etc. in secure purpose made containers. This may also involve the Headteacher inviting the Police into the school to carry out an investigation.

Drug related incidents involving adults

Where an adult is or seems to be under the influence of a drug, most commonly alcohol, they will be asked to leave school premises immediately. Anyone who believes an adult is under the influence of a drug should not deal with this alone but should make contact with a member of the Senior Leadership Team. When an adult has been asked to leave and refuses the Police will be called.

If the adult is in charge of a child or young person they may be invited to sit and discuss how they intend to get home. A student or dependent child will not be left in the care of someone under the influence of alcohol or other drugs. Staff should treat this as a safeguarding incident and notify the Designated Safeguarding Lead or the Deputy Safeguarding Lead. It may be necessary to discuss alternatives with the student – a friend they could stay with, a relative who could be called to help etc. Any such incident will remain within the boundaries of the confidentiality code of the school.

If a member of staff is considered to be acting in a manner which suggests that they are under the influence of drugs or medicines they will be taken away from contact with students immediately and asked to leave the school premises safely as soon as they can.

On returning to their role they will need to be interviewed by the Headteacher to determine the best course of action for the individual and the school. This may result in disciplinary action and/or referral for support and treatment.

Police involvement

The school is not legally required to give the name of a student from whom drugs have been taken to the police. Incidents will be dealt with on a case-by-case basis, in accordance to the student's specific circumstances. Generally names will not be given to the police where the school cannot be certain beyond reasonable doubt that the student in question was the one in possession of the drugs. The School Liaison Officer is generally involved and/or consulted in all matters.

MONITORING AND REVIEW

This policy will be reviewed annually

LINKED POLICIES

- Safeguarding and Child protection Policy
- Mental Health and Wellbeing Policy
- Behaviour Policy and Search Policy
- RSE and Health Education Policy
- First Aid/Medical Room Policy
- Health and Safety Policy

APPENDIX A

Child Criminal Exploitation (CCE) and County Lines

CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity in exchange for something the victim needs or wants and/or for the financial or other advantage of the perpetrator or facilitator and/or through violence or threats of violence. CCE can include children being coerced into moving, storing and selling drugs across the country (known as county lines).

Criminal exploitation of children is a geographically widespread form of harm that is a typical feature of county lines criminal activity.

County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs (primarily crack cocaine and heroin) into one or more importing areas [within the UK], using dedicated mobile phone lines or other forms of “deal line”.

Exploitation is an integral part of the county lines offending model with children and vulnerable adults exploited to move [and store] drugs and money. Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims.

Children can easily become trapped by this type of exploitation as county lines gangs create drug debts and can threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network.

Like other forms of abuse and exploitation, county lines exploitation:

- can affect any child or young person (male or female) under the age of 18 years
- can affect any vulnerable adult over the age of 18 years
- can still be exploitation even if the activity appears consensual
- can involve force and/or enticement-based methods of compliance and is often accompanied by violence or threats of violence
- can be perpetrated by individuals or groups, males or females, and young people or adults
- is typified by some form of power imbalance in favour of those perpetrating the exploitation. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, cognitive ability, physical strength, status, and access to economic or other resources

Staff will be made aware of the following potential indicators of CCE and county lines :

- Appearing with unexplained gifts or new possessions
- Associating with other young people involved in exploitation
- Suffering from changes in emotional wellbeing
- Misusing drugs and alcohol
- Owing a ‘debt bond’ to the exploiters
- Have their bank accounts used to facilitate drug dealing
- Receiving requests for drugs via a phone, moving drugs, handing over and collecting money for drugs, have their own bank accounts used to facilitate drug dealing
- Are exposed to techniques such as ‘plugging’, where drugs are concealed internally to avoid detection.
- Being a victim or perpetrator of serious violence, i.e knife crime
- Are found in accommodation that they have no connection with

- Going missing from school and subsequently being found in areas away from their home

Staff members will be aware that illegal drug use or possession by pupils may indicate that they are victims of exploitation, even if it appears that illegal activity regarding drugs is something to which they have consented. The DSL will use their professional judgement to consider CCE as an explanation for a pupil's drug-related behaviour before pursuing other support and disciplinary procedures, rather than making assumptions about the pupil's intentions.

Staff will be alert to the indicators above and all concerns relating to CCE will be managed in line with the Child Protection and Safeguarding Policy.

Support Agencies

Talk to Frank

<https://www.talktofrank.com/>

Getting It On

<https://www.gettingiton.org.uk/#>

The Daniel Spargo-Mabbs Foundation

<https://www.dsmfoundation.org.uk/>

Young Minds

<https://www.youngminds.org.uk/young-person/coping-with-life/drugs-and-alcohol/>

NHS

<https://www.nhs.uk/mental-health/children-and-young-adults/advice-for-parents/worried-about-your-teenager/>