



R.E.A.L. Education Limited

Drugs Policy

**(R.E.A.L. Education Ltd.)
(R.E.A.L. Independent Schools, Hinckley)
(R.E.A.L. Independent Schools, Mansfield)**

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1. Introduction

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 learners need to understand the nature of drugs, their social and legal status, their uses and effects.

This policy must be read in conjunction with the Safeguarding Policy, the Behaviour Policy and the Health, Safety and Welfare Policy.

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 illegal drugs controlled by the Misuse of Drugs Act 1971 and the Act’s amendments, ie. Drugs Act 2005.)

2. Purpose of policy

- Clarify our approach to drugs for all staff, students, parents/carers, external agencies and the wider community.
- Contribute to making a safe and supportive learning environment.
- Ensure we are fulfilling our safeguarding responsibilities by ensuring students are protected from harm and that those for who drugs are a concern receive the appropriate care and support.
- Enable staff to manage drugs on premises, and any incidents that occur, with confidence and consistency, and in the best interests of those involved.
- To develop a whole school approach to drug education in the context of the curriculum of the schools and alternative provision

3. Managing Drug Related Incidents

This section of the policy has due regard to the government’s guidance on managing drug-related incidents, namely the DfE’s (2012) *Drugs Advice for Schools*, (2014) *Searching, Screening and Confiscation* and this policy also has due regard to HM Government’s (2015) ‘*Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children*’ statutory guidance.

R.E.A.L. Education operates a zero-tolerance policy towards drug use or supply on the



premises or on visits/trips. This will include students arriving under the influence of substances.

A member of the R.E.A.L. Leadership Team will normally be responsible for coordinating 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 Directors. All incidents and responses will be recorded on CPOMS 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 withdrawal of a place at R.E.A.L. Education. This will only be considered in serious cases. Each situation will be assessed and levels of sanctions may vary according to the seriousness of the incident and the student's involvement.

Responses for managing drug related incidents

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

- **Directors 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 student(s) will always come first, whilst also taking into account the needs of the organisation as a whole
- Searches may be conducted. This will be carried out in line with the Search, Screening and Confiscation Policy
- A full record will be made of every incident on CPOMS
- 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
- Where drugs are confiscated they will be disposed with, in line with guidance provided by the police.

Parents and carers under the influence of drugs

If a parent or carer is found to be under the influence of drugs on a R.E.A.L. site such that a member of staff feels they are a risk to the students they will be asked to leave. If a parent or carer is around students away from site the member of staff must act in the best interests of the students and remove them from the situation and if possible ask the parent or carer to leave. Our safeguarding procedures may come into use in these circumstances.

Suspected Intoxication

If a student is found to be or suspected of being **under the influence of drugs or alcohol** a senior manager will be notified, the student's family and home institution if applicable. The student will be referred to the Lead DSL and/or deputy for support, assessment and secure the consent of the student to make a referral to the local substance misuse service. If the student is



known to local authority's Children's Services, the details of this incident should also be shared with the named social worker as soon as it is reasonably possible.

Suspected Possession of Alcohol or Drugs

If staff suspects that **a student is in possession of alcohol or drugs** he/she will inform a senior manager. The manager will ask the student to empty their pockets or bags. If the student refuses, parents, carer or social worker and the police will be contacted to conduct a search. If this is not possible the manager may decide as a last resort to search in the presence of another member of staff. The staff members need to be the same sex as the student. If the student is known to local authority's Children's Services, the details of this incident should also be shared with the named social worker as soon as it is reasonably possible.

Any illegal substances found must be appropriately stored in a safe location and **not taken home**. The confiscated item/s should be put in a suitable bag or envelope, labelled with the date, time and place of seizure, full details from whom the item was seized and under what circumstances, details of the member of staff seizing the items and signed by the staff present. The organisation has a responsibility to hand any illegal drugs to the police.

Suspected Supplying of Drugs

If it is suspected that **a student is involved in the supply of drugs outside the premises**, the police will be contacted and the student's parents/carers and home institution if applicable. If the student is known to local authority's Children's Services, the details of this incident should also be shared with the named social worker as soon as it is reasonably possible.

4. Drugs Education

There is a planned drugs education programme which is delivered through the PSHE curriculum and aims to give learners accurate information about drugs and develop the skills and attitudes to make their own healthy, safe and responsible decisions about use.

To achieve the above learners are given the opportunity to gain knowledge and understanding about the effects and risks and dangers of drugs and correct myths and misconceptions. Learners are able to develop skills to make informed choices around communication, self awareness, negotiation and where to find information and go to for help and advice.

Learners are able to explore their own and other people's attitudes to drugs, drug use and drug users, including challenging stereotypes, dispelling myths, exploring media and social influences and the rules and sanctions related to drugs.

The PSHE Lead is responsible for the development, monitoring and review of the drug education curriculum, supporting and training staff and liaising with external agencies to strengthen the curriculum delivery.