



Anti-Drugs Policy – DCP 012

Policy Owner: Doug Bannister

Policy Date: 27 May 2015

Introduction

The Drapers' Multi-Academy Trust (MAT) believes that drugs and drug addiction ruin lives. The MAT has a zero tolerance approach to drugs including alcohol. This is expressed through providing accurate information and education, exercising statutory powers of search and confiscation, applying disciplinary sanctions, and liaising with the relevant authorities.

Scope

This policy applies to all directors, governors, staff and pupils of the Drapers' Multi-Academy Trust. It also applies to parents and carers of pupils at schools within the MAT, who formally confirm that they will abide by our policies when their children join our schools.

It applies to all school activities, both on the premises and outside the school boundaries. Any activity organised or facilitated for pupils is covered by this policy, regardless of whether it is directly supervised by the school.

Each school within the MAT must ensure that the contents of this policy are communicated to all staff. This communication must be evidenced in writing and refreshed on an annual basis. All parents must formally accept this policy when their children join a MAT school and this acceptance must be evidenced in writing through the Home-School Agreement.

Each school within the MAT must publish this policy on its website.

Definitions

Child	Anyone under the age of 18.
COO	Chief Operating Officer
Drugs	All substances capable of misuse or causing personal harm or in some way affecting the central nervous system, including legal and illegal chemicals, compounds, medicines and alcohol.
LGB	Local Governing Body, with delegated powers of governance from the board of the MAT.
MAT	Drapers' Multi-Academy Trust.
Parent	Those having parental responsibility for the care of a Child (including Carers).



Pupil	Anyone enrolled at a MAT school (including students in Years 12 and 13).
SMSCD	Spiritual, Moral, Cultural and Social Development

Policy

1. All schools within the MAT must deliver drugs education as part of the SMSCD curriculum. This must be appropriate to the age of the pupils. The overall purpose of the education is to develop pupils' personal and social skills to make informed decisions so as to keep themselves safe and healthy. Specific aspects to be covered should include:
 - i. The short and long term effects and risks of drugs
 - ii. The rules and laws relating to drugs
 - iii. The impact of drugs on individual families and communities
 - iv. The moral, social, emotional and political issues surrounding drugs.
2. The Principal must determine how the requirements of section 1 will be achieved in his/her school, taking into account the latest government guidance on drugs (currently dated September 2012) and searching, screening and confiscation (currently dated February 2014). The approach must be presented to, and approved by, the LGB.
3. The Principal must appoint a senior member of staff to have responsibility for all drug-related issues and education within the school.
4. The Principal must establish procedures in accordance with government guidance for dealing with suspected or actual possession of drugs or individuals under the influence of drugs.
5. Evidence of drugs must be reported to the police. The Principal has discretion to report suspected drug use or possession, but, if in doubt, the Principal should make a report to the police.
6. The Principal, the Vice-Principal, or any member of staff designated by the Principal, has a right to conduct a search of a pupil and his or her possessions with the pupil's consent. The Principal, Vice-Principal or any member of staff designated by the Principal, has a statutory right to search pupils or their possessions without their consent if he or she has reasonable grounds to suspect that the pupil has a prohibited item – a category that includes drugs.
7. Staff are permitted by law to take temporary possession of a substance suspected of being an illegal drug for the purposes of preventing an offence from being committed or continued in relation to that drug. In taking possession, staff must:
 - i. Ensure that a second adult witness is present throughout.



- ii. Seal the sample in a plastic bag and include details of the date and time of the seizure and the witnesses present.
 - iii. Store it in the school safe.
 - iv. Notify the Principal and the senior member of staff with responsibilities for drugs.
 - v. The senior member of staff must notify the police and request that they come to collect the substance.
 - vi. The senior member of staff must record all details of the incident including the police incident reference numbers. These records may be used in connection with any prosecution.
 - vii. The senior member of staff must inform the parents of the pupil concerned, unless there is clear evidence that this would place the pupil at risk.
8. It is likely that any pupil found in possession of drugs will be excluded. Lesser disciplinary sanction will only be considered if there are significant mitigating circumstances.

Alcohol

9. No pupil is permitted to bring alcohol into any MAT school.
10. No pupil is permitted to consume alcohol on the premises of a MAT school or when engaged in a school facilitated activity or when wearing school uniform.

Smoking

11. No pupil is permitted to smoke on the premises of a MAT school or when engaged in a school facilitated activity or when wearing school uniform. The same prohibition applies to e-cigarettes.

Policy Relating to Staff

12. Any member of staff taking drugs on school premises or during school hours, or selling or buying such substances, or under their influence during school hours will be considered to have engaged in an act of gross misconduct and may be liable to instant dismissal.
13. Staff may not smoke in, or in the environs, of the school premises. This prohibition applies equally to the use of e-cigarettes.
14. Staff may only consume alcohol on school premises when attending formal events where alcohol is being served. Staff should ensure that their consumption of alcohol is appropriate to the circumstances and the discharge of their professional responsibilities.



Review

15. The policy owner must keep up to date with relevant legislation and government guidance and update this policy whenever necessary. The board of the MAT must approve the revised version.
16. The policy owner must review the policy at the end of July each year and either submit a revised policy for board approval or confirm in writing to the COO that the current version of this policy is still fit for purpose.
17. The COO must submit a list of all confirmed policies to the board at the first meeting of each new academic year.
18. The MAT board must formally review and re-approve this policy every five years.