

# Ernulf Academy

## Drugs policy

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## Rationale

Ernulf Academy has a whole Academy approach to drugs as part of its commitment to promoting health and wellbeing. The policy aims to enable students to make informed choices by increasing their knowledge and providing opportunities for them to explore their own and others' attitudes.

To protect the safety and wellbeing of all students and staff, drugs must not be possessed or bought, sold, or otherwise obtained on the Academy premises or during the working day, including when students are on educational visits. This policy applies to all adults working at and for the Academy.

Individual exceptions will be made for students and staff who need to take prescribed medicines.

This policy seeks to ensure that:

- Young people in Ernulf Academy receive common messages about drug misuse.
- Through the Academy's Personal Development curriculum, young people understand the law around drug misuse.
- Drug related incidents are addressed throughout the Academy in a consistent manner.
- The pastoral system seeks to support students who come forward.
- Academy staff are equipped to recognise warning signs of substance misuse.

## Definitions

The Academy defines a drug as a substance that someone takes which changes the way they think, feel or behave. Drug misuse is defined in this Academy as the taking of a substance which harms or threatens to harm the physical or mental health or social well-being of an individual or of other individuals or which is illegal. By Drugs Paraphernalia we mean items such as cannabis grinders, rolling papers, filters, matches, lighters and pipes etc.

This includes:

- Illegal drugs (controlled under the 1971 Misuse of Drugs Act) e.g. cannabis, heroin, LSD, ecstasy, mephedrone (added as a result of a change to Government legislation)
- Cannabis infused products (including those containing only CBD)
- Psychoactive substances
- Alcohol
- Tobacco
- Solvents/volatile drugs – e.g. industrial glues, petrol, butane gas, some aerosols
- Prescription medicines – e.g. tranquillisers, Ritalin, anabolic steroids
- Over-the-counter medicines – e.g. paracetamol, cough medicines
- Other legal drugs e.g. caffeine, Khat and alkyl nitrates

## Purpose – Drugs policy

The policy establishes how this often sensitive and personal subject will be set firmly within the framework of Ernulf Academy's *Statement of Ethos and Aims*. Ernulf Academy accepts all the definitions cited in this document and will continue to support further regular review.

Ernulf Academy will respond to the issues raised by the use of legal and illegal drugs by:

## Education

Ernulf Academy seeks to be at the forefront of good practice with regard to drugs education, primarily, but not exclusively, through its Personal Development programme and the latest recommended guidance from the Cambridgeshire PSHE service.

All adults responsible for the delivery of drug related education will help young people to:

- develop their understanding of issues relating to drug use with clear, factual and pertinent information relating to the world in which they live;
- develop positive values and a moral framework that will guide their decisions and behaviour;
- recognise the purpose and value of legislation relating to the use of drugs;
- respect themselves and others, their views, backgrounds, cultures and experiences;
- develop the skills to enable effective communication and negotiation that will allow them to protect and uphold their personal position in relation to the use of drugs;
- have a safe and secure environment in which they can share their concerns about drug use;
- identify sources of help and support in relation to issues concerning drug use;
- understand information about boundaries including the Academy's response to drugs incidents as identified in the Ernulf Academy behaviour policy;
- understand the Academy policy on confidentiality;
- involve the student community in the development of drugs education within the Academy.

## Responding to Drugs Related Incidents within individual academies or Prospect House

When managing a drugs related incident, adults will ensure that:

- the immediate safety of individuals concerned is given first priority;
- a member of the senior leadership team responsible for pastoral issues relevant to the key stage involved is consulted as soon as possible; together with the Designated Safeguarding Lead
- having been satisfied that the safety of individuals has been attended to, the SLT member will ensure a full investigation into the incident occurs.

In dealing with students involved in drug related incidents, the Principal or a representative will:

- normally ensure that the parents of those involved are informed, unless it is determined that there are compelling reasons why this should not occur;
- consider whether liaison with the police is appropriate;
- consider what sanctions may need to be applied to support;
- balance the needs and safety of individuals involved in any drug-related incidents with those of the wider school community;
- consider whether a fixed or permanent exclusion and or other sanctions/conditions should be applied to individuals involved in drug-related incidents;
- ensure that those involved in drugs related incidents are made aware of sources of support;
- ensure that the Chair to the LECC is informed;
- manage contact with the press;
- ensure that an accurate record of the incident is produced.

The Trust Board has issued specific guidance to the Principals in each Academy on this issue. In particular:

- the Trust Board will look at the particular circumstances of any incident;
- students who possess or use drugs on site (or at other times such as school trips and visits) will usually be excluded; this also applies to students who are under the influence of drugs;
- students who give or share drugs to others will usually be excluded (and may be permanently excluded for a repeat offence);
- students who sell drugs will usually be permanently excluded.

In dealing with **staff involvement** in drug related incidents the Principal will:

- consider whether liaison with the police is appropriate;
- consider the use of staff disciplinary procedures;
- balance the needs and well-being of staff members involved in such an incident with the requirement to support and uphold the standards of professional conduct;
- ensure that staff have access to sources of support.
- ensure the Chair of the LGC is informed;
- manage contact with the press.

## Responding to Over the Counter and/or Prescribed Medicinal Drug Use

This policy clarifies how Ernulf Academy supports members of its community who may from time to time or, on a longer term basis, need to take drugs for medicinal purposes.

Under no circumstances will the Academy supply any form of medication to students in the course of its day to day activities.

Nevertheless, the Academy seeks to support students' attendance. It also recognises that, as students progress through the schools and become young adults, they will also demonstrate increasing independence and responsibility in matters concerning their health, including the taking of over-the-counter and/or prescribed drugs (medicines). Some students may also experience periods of ill-health, which may require the prescription of medicinal drugs.

In special circumstances, the Academy will assist in ensuring that drugs prescribed by a doctor for a student's use will be looked after and administered on the student's behalf. Such circumstances will only occur after detailed consultation with parents and the completion of the appropriate documentation. Likely examples include:

- where parents are concerned that the student may not be able to look after the drug themselves;
- where parents are concerned that the student may not be able to assume responsibility for taking the drug as prescribed.

Some serious medical conditions require immediate treatment. An example is that of students who carry an Epi-pen to counteract the effects of anaphylactic shock. In such circumstances, it is appropriate for the student to carry medication at all times. The situation should be supported through detailed consultation with parents and the completion of appropriate documentation.

The Academy will not seek to intervene in circumstances where students are found in possession of small quantities of over the counter and/or prescribed drugs (medicines); **however**, it is recommended that intervention should occur if:

- the quantity of the medicines found seem excessive;
- the strength of the medicines seems inappropriate to the age of the student;
- there is evidence that the medicine is for someone other than the student;
- there is evidence that the student has given some or all of the medicine to others.

In such circumstances, the Academy should ensure that the intervention is led by a member of the Pastoral team and will usually involve contact with the student's home.

## For students participating in trips and visits

### Responding to Drugs Related Incidents

For trips abroad the course leaders should familiarise themselves with the protocols and laws that pertain to the country or countries included in the trip.

In accordance with Trust procedure, the first priority is to secure the safety of those involved. As well as dealing with any medical need, this will include the confiscation of any substance and/or drug related equipment. Such confiscated material should be placed in a sealed bag and held securely.

The Trip Leader should contact the nominated SLT link as soon as possible to agree a plan of action that is in keeping with this Policy. If this is not immediately possible, the Trip Leader should not delay in undertaking a thorough investigation of the incident.

As it is likely that the Trip Leader may hold confiscated drugs and/or drug related equipment, the involvement of the local police is inevitable. In most destinations, if those involved are under 16 years of age, staff will not be obliged to disclose the name(s) of the students involved. Where students are over the age of 16 it is more likely that staff will be obliged to disclose names, and the individuals concerned may face consequences in line with the laws of the relevant country.

### Responding to Over The Counter and/or Prescribed Medicinal Drug Use

Parents/carers are expected to inform the Academy if their child will be carrying any form of medication whilst on a school trip. A section on the trip application form is provided for any such information.

Students are expected to take responsibility of any prescribed and/or over-the-counter medicines as they would do in school. Parents/carers should discuss any concerns about the administration of their child's medication well in advance of the trip or as soon as they are aware of the need.

Occasionally students may become unwell whilst on a school trip. In such circumstances the Trip Leader will consult with a Health professional (doctors, nurses, pharmacists) and endeavour to contact the parents/carers before treatment is given.

Should a student become more seriously ill supervising staff will ensure that appropriate medical advice is sought, the Trip Leader is informed, parents/carers are contacted and the SLT link is made aware of the issues.

It is anticipated that such actions are undertaken in collaboration with other members of the supervising team and that the priority attached to each is determined by the needs of the student.

The over-riding priority for supervising staff is the duty of care to the student; in the event of parents not being able to be contacted within a relevant time-frame staff are in a position to follow the advice of suitably qualified medical professionals.

## Implementation

The implementation of this policy will be achieved through a variety of formal and informal learning opportunities:

### Formal provision

- through the national curriculum;
- the Personal Development Curriculum and 6 core themes of PSHE.

### Informal provision

- through the consideration of related issues that arise within the wider curriculum.

### The policy will be further supported by:

- assemblies;
- the student support teams;
- the school nurse and other drop-in provision;
- liaison with outside agencies.

## Responsibilities

The **Principal** will ensure that this policy is implemented through the monitoring of the following delegated responsibility holders:

The Deputy/Assistant Headteacher (or other designated member of SLT) will oversee the drug policy and the coordination of its delivery.

The **PSHE coordinator** (or other designated person) contributes to the development of the drug policy and oversees the contribution and its implementation.

All staff members of **Ernulf Academy** have the responsibility to familiarise themselves with the contents of the drug policy in order to ensure any drug incident is managed in accordance with it.

**All teachers** have a responsibility to recognise when their teaching relates to aspects of the drug policy and ensure that the ethos and aims of the policy are upheld.

From time to time, the relevance of the drugs policy will be discussed with members of the Student Voice and brought up to date where appropriate.

This policy will be reviewed every two years or sooner where relevant, by the Academy and ratified by the Trust Management Board/Local Governance Committee.

