



Drugs and Alcohol Education and Prevention Policy



1 Aims

The policy aims to:

- ensure that the Academy is a healthy Academy, free from the misuse of drugs, alcohol, and other substances;
- make clear to staff, parents and students the Academy's approach to the problem of drugs and alcohol;
- explain the law and the procedures to be followed in responding to drug-related incidents; and
- set out the various responsibilities;

2 Definitions

2.1 The law concerns itself with drugs that have no accepted medicinal purpose, or medicinal drugs which are misused.

2.2 Controlled Drugs are in three classes:

Class A: Cocaine, Crack, Heroin, LSD, Ecstasy or E, Magic Mushrooms.

Class B: Amphetamines, Barbiturates, Cannabis

Class C: Tranquillisers and some anabolic steroids.

It is illegal for students to be found in possession of drugs in any Class and they could be arrested. It is also illegal to possess or supply drugs.

Glue sniffing is not an offence, but someone who supplies a solvent to a young person under 18 could be committing an offence.

3 Responsibilities

3.1 Oasis Community Learning

Oasis Community Learning has a duty to ensure that all employees know the law concerning illegal drugs, and the actions that should be taken when possession or supply or production of either legal or illegal drugs is suspected.

Oasis Community Learning is responsible for:


- making and reviewing the overall policy;
- delegating any responsibilities to a Principal;
- ensuring that each Academy makes the policy known to employees, students and parents;
- ensuring that each Academy reports any drug related issues to the Regional Director;
- taking and passing to the Academies such advice as is appropriate.

3.2 The Principal

The Principal has a duty as the occupier of the premises and body concerned with the management of the premises not to knowingly permit the smoking of cannabis on the premises, or the production, attempted production, supply or attempted supply or offering to supply any controlled drug.

The Principal has the responsibility for:

- the implementation of the policy;
- liaison with the Council and parents;
- ensuring that all staff, parents and students are aware of the policy and its implications;
- liaison with external agencies as appropriate;
- the training and support of staff.



The Principal will ensure that there is a planned drugs and alcohol education programme as part of the PSHE programme (and other appropriate areas of the curriculum e.g. Science).

The Principal is responsible for liaison with the media when necessary.

3.3 PSHE Coordinator in drugs and alcohol education

The role of the PSHE Coordinator in drugs and alcohol education:

- to co-ordinate the detail of the Academy's drugs and alcohol education programme;
- to ensure that staff have the relevant skills and are given regular training as appropriate;
- to support staff under the Principal's direction; and at the discretion of the Principal to give advice to students.
- to ensure the Drugs and Alcohol Education programme is included in the Academy's curriculum;
- relevant staff are trained to teach it; and
- it is monitored and reviewed.

3.4 All Staff

All members of staff must know the Academy's policy and seek to obtain the relevant skills and knowledge to support the policy.

All staff must know that they are permitted to take temporary possession of a substance suspected of being an illegal substance for the purpose of protecting a student from harm and from committing the offence of possession.

All staff must also know that any suspect substance must be handed to the Academy office as soon as is reasonably practicable so that the academy can hand it immediately to the police. No member of staff is permitted to attempt to analyse or to taste an unidentified substance.

4 Legal and Illegal Drugs

Illegal drugs should never be in the Academy. Legal drugs are only allowed when they are medicines agreed by the Principal for use in the Academy under the Medical Treatment of Students policy.

Legal drugs that should not normally be in the Academy include common ones such as:

- alcohol;
- tobacco;
- solvents;
- over-the-counter drugs; and
- prescribed drugs (except those agreed by the Principal under the Medical Treatment of Students policy).

Illegal drugs which must never be in the Academy include the following common ones:

- cannabis;
- ecstasy;

- heroin;
- crack/cocaine; and
- LSD.

5 Drugs Education

The Principal will ensure that there is a planned Drugs and Alcohol Education programme as part of the PSHE programme (and other appropriate areas of the curriculum e.g. Science)

The programme must:

- inform students about drugs and their effects;
- promote a positive attitude towards a healthy lifestyle;
- increase students' understanding of the health and social implications of the use and misuse of drugs;
- inform students about course of action open to them if they or people they know become, or might become, involved in drugs activity; and
- inform students about support and resources available in the Academy and outside.

6 Action to be taken in incidents involving misuse of drugs or alcohol

It is vitally important that staff, students and parents should be clear about the action that will be taken in any drug or alcohol related incident.

- Staff should ensure that all cases of misuse of drugs or alcohol, or suspected misuse, are reported to the Principal.
- In all instances involving substance misuse or supply on the Academy premises parents will be informed, and their co-operation sought.
- The Academy will consider each drug incident separately and consider the appropriate response, bearing in mind the circumstances of the case, and the need to balance the interests of the student, other members of the Academy and the wider community. Each Academy has a legal duty to cooperate with the police.
- However, Oasis Community Learning believes that it is essential that parents and students are clear about the normal sanction that will be applied in particular instances, as follows.

- a) a student who supplies any drugs or other solvents (whether legal or illegal, and regardless of the seriousness of the use) on Academy premises may be permanently excluded for a first offence.

'Supply' includes retailing drugs on the premises, communicating with a drug dealer on behalf of another student, introducing fellow students to a drug dealer, and any other instance of procuring legal or illegal drugs for him/herself or other students.

'Supply' includes supplying for money or free-of-charge.

In the case of the supply of a drug which is legal (including over-the-counter drugs) the Principal will assess the seriousness of the incident before deciding whether to exclude permanently or for a fixed period.

Before making a decision on exclusion the Principal will ensure that a thorough investigation has been carried out.

- b) a student who has any legal or illegal drug in his/her possession will normally be excluded for a fixed period for a first offence, to be determined by the Principal after considering all the circumstances of the case.
- c) The Principal will also determine what counselling needs to be provided and/or other action needs to be taken during or after the exclusion.

For a SECOND OFFENCE the Principal will determine whether a further fixed-term exclusion is appropriate, or whether it is appropriate to exclude permanently. In coming to a decision the Principal will take into account any medical/police/social service/ drug adviser reports that may be available, and consider whether further counselling is appropriate.

7 Offences outside the Academy


If a student is involved in a drug or alcohol related incident outside the Academy the Principal will assess the implications for the student and the Academy and determine the best course of action bearing in mind the interests of the student and the interests of the Academy and wider community.

8 Involvement of the Police

Although there is no legal duty to inform the police of any drug incident in the Academy, the Oasis Community Learning policy is that the Principal will determine whether to inform the Police Liaison Officer and will seek any relevant support and advice.

The police have their own codes of practice. A police officer should only interview a student away from the Academy. If the student is under 17 the interview should be in the presence of at least one of the student's parents, adult friend and/or social worker. However, students may be interviewed on the Academy premises with the Principal's agreement provided that efforts have been made to inform the student's parents.

Police have no right of access to a classroom, but any representation by a local Chief Police Officer about curriculum matters must be considered by the Principal.



Where the Academy suspects that drugs are being sold on the premises all relevant suspicions and information will be passed to the police.

9 Searching

9.1 Desks and Lockers

Principals and those authorised by the Principal now have a statutory power to search their students' desks and lockers in the Academy, or elsewhere when on authorised Academy activities, if they have a reasonable suspicion that they might contain illegal drugs.

If such a search reveals any 'evidence in relation to an offence' the Academy MUST inform the police. There is no discretion in this.

9.2 Personal Searches

Where a student is suspected of concealing an illegal substance about his/her person every effort must be made to persuade them to produce the substance voluntarily (e.g. they can be asked to empty their pockets). If the student refuses the police MUST be called. Staff should not physically search the student, other than asking them to remove an outer garment. Such a search must be carried out by two members of staff of the same gender as the student.

10 Staff Training

The Principal will ensure that staff (teaching and support staff) will receive appropriate training in drug and alcohol education and the handling of incidents that they might come across.

All staff should know this policy and be informed of any changes to it.

11 Staff in Possession of Drugs

It is Oasis Community Learning policy that a member of staff involved in the possession of illegal drugs, or in the sale of illegal drugs will be reported immediately to the police, and may be suspended by the Principal.

A member of staff involved in the possession or sale of drugs whether inside or outside the Academy may face summary dismissal for gross misconduct.

12 Equal Opportunities

In making, reviewing and implementing this policy the Principal and staff must bear in mind the Academy's equal opportunity policies.



13 Monitoring and Review

The Regional Director will receive termly reports on the implementation of the policy, and any drug-related incidents.

The Academies Executive will review the policy every two years and will assess its effectiveness and whether any changes are necessary.

Any changes will be notified to the staff and parents and made known to the students.