



The Cornerstone Academy

The best in everyone™

Part of United Learning

POLICY NAME:	Drug Policy
POLICY TYPE:	Cornerstone

DATE RATIFIED:	Autumn Term 1 2025
DATE FOR NEXT REVIEW:	Autumn Term 1 2026
REVIEWED EVERY 1/2/3 YEARS:	Yearly

NOTES:
Inclusion of reference to United Learning Policy Clarification of search information to align to Behaviour for Learning Policy

Drugs Policy

Introduction

All drugs have the potential to harm; but some drugs are more harmful than others. For a small number of people, drugs lead to serious and far-reaching consequences not only for themselves, but their families, their communities and society in general. For young people in particular, drugs can impact on their education, their relationships with family and friends and prevent them from reaching their full potential.

All young people need to be able to make safe, healthy and responsible decisions about drugs, both legal and illegal. Schools play a central role in helping them make such decisions by providing education about the risk and effects of drugs; by developing their confidence and skills to manage situations involving drugs; by creating a safe and supportive learning environment; and ensuring that those for whom drugs are a concern receive appropriate support.

However, schools cannot act alone. They are part of a broader prevention picture which includes parents/carers and a range of partner agencies. By working together, we can help young people navigate their way through what is a complex social issue.

All schools are expected to have a policy which sets out the school's role in relation to all drug matters. The policy should be developed, implemented and reviewed in consultation with the whole school community including young people, parents/carers, staff, governors and partner agencies

Parents should be aware that some young people are more vulnerable to drug misuse and other social problems.

School Drugs Policy

Location and dissemination

A copy of the policy can be found in staff handbook and on the staff intranet.

The context of the policy and its relationship to other policies

This policy should be considered in conjunction with other written policies on behaviour, health and safety, medicines, healthy schools, school visits and child protection.

Local and national guidance

This policy has been written, taking into account national and local guidance, in particular, guidance from the DFES ref: 0092/2004.

The purpose of the Academy drug policy is to:

- Clarify the legal requirements and responsibilities of the Academy.
- Reinforce and safeguard the health and safety of students and others who use the Academy.
- Clarify the Academy's approach to drugs for all staff, students, governors, parents/carers, external agencies and the wider community.
- Give guidance on developing, implementing and monitoring the drug education programme through the personal development curriculum.
- Enable staff to manage drugs on Academy premises, and any incidents that occur, with confidence and consistency, and in the best interests of those involved.
- Ensure that the response to incidents involving drugs complements the overall approach to drug education and the values and ethos of the Academy.
- Provide a basis for evaluating the effectiveness of the Academy drug education programme and the management of incidents involving illegal and other unauthorised drugs.
- Reinforce the role of the Academy in contributing to local and national strategies.

Where and to whom the policy applies

This policy applies to all staff, students, parents/carers, governors and partner agencies working in the Academy. It includes journeys to and from school in school uniform, work experience, residential trips and college courses. Students must not bring controlled drugs, cigarettes or alcohol onto the school site at any time. Alcohol may only be brought onto the Academy site with the Principal's permission.

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 drugs:

- All illegal drugs (those controlled by the Misuse of Drugs Act 1971).
- All legal drugs, including alcohol, tobacco, nicotine patches, vapes, volatile substances (those giving off a gas or vapour which can be inhaled), ketamine, khat and alkyl nitrites (known as poppers).
- All over the counter and prescription medicines.

The Academy's stance towards drugs, health and the needs of students

The Academy has a zero-tolerance policy towards the possession, use or supply of illegal and other unauthorised drugs within the Academy boundaries which are outlined in (6).

The Academy recognises that there are instances where other non-controlled drugs may legitimately be in the Academy.

Medicines

Some students may require medicines that have been prescribed for their medical condition during the Academy Day. Staffing, administration, storage and record keeping procedures are all clearly set out in the medication and first aid policy.

The medicines policy also sets out the circumstances in which a student may take non-prescribed/over-the-counter medicines, such as those providing relief from period pains or hay fever. Academy staff do not give non-prescribed medication to students unless supplied with verbal consent in that situation from the parent/carer.

Volatile substances

Some solvents or hazardous chemicals are legitimately used by Academy staff or students. These substances are stored securely (in line with COSHH regulations) and managed to prevent inappropriate access or use. Arrangements are set out in the Academy's health and safety policy.

Alcohol

Use and consumption of alcohol at the Academy can only be authorised by the Principal.

In keeping with our duty of care, employees are not permitted to consume alcohol during the school day, or at any time when they will be subsequently supervising children.

The Academy recognises that there may be occasions when a member of staff may experience difficulties in relation to alcohol misuse outside of the Academy. Staff are encouraged to discuss this with line managers so that support can be put in place. The Academy buys into the PPP healthcare helpline service from which confidential counselling can be booked. In addition, an Occupation Health Referral can be actioned in appropriate. Further detail regarding this can be found in the United Learning: Drug and Alcohol Guidance Document.

Tobacco and vaping

In keeping with our National Healthy School Standard, and Borough of Poole policy, the Academy is a non-smoking/ vaping site.

Emergency first aid

The first concern in dealing with a medical emergency involving drugs is the health and safety of the Academy community and meeting the needs of the students. Appropriate help/first aid should be summoned before further issues are addressed.

9. Staff with key responsibility for drugs:

Personal Development Co-ordinator including Drugs Education Co-ordinator: Miss N Pitman

Designated Safeguarding Lead: Mrs K Stray

Management of drug related issues in school: Principal & Vice Principals

If any member of staff has concerns about any drug related incident, then they should immediately inform a member of the Senior Leadership Team.

10. The Academy delivers a balanced curriculum which:

- Promotes the spiritual, moral, cultural, mental and physical development of students at the Academy and of society.
- Prepares students at the Academy for the opportunities, responsibilities and experiences of adult life.

Drug education is a major component of drug prevention and is an important aspect of the school curriculum. Its aim is to provide opportunities for students to develop their **knowledge, skills, attitudes** and understanding about drugs and appreciate the benefits of a healthy lifestyle, relating this to their own and others' actions.

It aims to:

- i. Increase students' **knowledge** and understanding and clarify misconceptions about:
 - The short- and long-term effects and risks of drugs.
 - The rules and laws relating to drugs.
 - The impact of drugs on individuals, families and communities.
 - The prevalence and acceptability of drug use among peers.
 - The complex moral, social, emotional and political issues surrounding drugs.
- ii. Develop students' personal and social **skills** to make informed decisions and keep themselves safe and healthy, including:
 - Assessing, avoiding and managing risk.
 - Communicating effectively.
 - Resisting pressures.
 - Finding information, help and advice.
 - Devising problem-solving and coping strategies.
 - Developing self-awareness and self-esteem.
- iii. Enable students to explore their own and other peoples' attitudes towards drugs, drug use and drug users, including challenging stereotypes, and exploring media and social influences.

Drug education is delivered through a well-planned cross-curricular program, including assemblies and PSHCE (personal development) and science lessons.

At Key Stage 3 students learn more about the effects and risks of drugs and the laws relating to drugs. They learn the skills to recognise and manage risk and to resist pressures. They continue to develop the skills to make choices for a healthy lifestyle and learn about where to go for help and advice.

At Key Stage 4 students build on their knowledge and learn more about the effects of drug misuse on family, friends, community and society. They gain greater understanding through clarifying their opinions and attitudes in discussions and debate and considering the consequences of their decisions.

Teachers may need to focus more on developing students' confidence and skills to manage situations, which require making decisions about drugs. This may include developing competence to manage medicines responsibly, staying safe and understanding and managing feelings. Teachers should pay particular attention to enabling students to seek help and support when they need it.

11. Methodology and resources

Drug education is delivered within a safe, secure and supportive learning environment.

Ground rules are set out, and teachers and students right to privacy is respected. Boundaries of discussions are made clear.

Group agreements are made to help to foster mutual respect and an environment in which students feel comfortable and ready to listen to and discuss each other's opinions.

Distancing techniques can be adopted through role play/anonymous question boxes.

Staff are advised to sometimes answer difficult questions on an individual basis.

A variety of teaching resources are outlined in the PSHE (personal development) scheme of work and are available to staff.

External contributors include the Police, Talk to Frank and the Samaritans.

12. Staff support and training

The launch of this policy involved whole staff continued professional development training and subsequent new staff will be provided with training as part of the New Staff Induction Programme. Advice is also provided within the staff handbook and PSHE (personal development) training takes place as and when needed.

13. Monitoring and reviewing

The teaching and delivery of drug education will be monitored and reviewed via the subjects within which it is taught. This will be completed through the school monitoring policy.

14. Management of drugs at The Academy Searches

Details of this are found within the schools behaviour and safeguarding policy.

Personal Searches

Details of this are found within the schools behaviour and safeguarding policy

Searches of Academy property

Staff may search Academy property, for example, students' lockers or desks if they believe drugs to be stored there. Prior consent will be sought, however individuals will be made aware that if consent is refused the Academy may proceed with a search. Where consent is refused, the Academy will balance the likelihood that an offence has been committed against the risk of infringing the individual's privacy without just cause.

Searches of personal property

The Academy will not search personal property without consent. If the Academy wishes to search personal property, including students' property stored within Academy property, for example a bag or pencil case within a locker, they will ask for consent. Where consent is refused, they will consider, in the case of students, notifying parents/carers, who may persuade their child to give consent or if they wish to proceed along formal lines calling the police.

After any search involving students, parents/carers will normally be contacted by the Academy, regardless of whether the result of the search is positive or negative.

The law permits Academy staff 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 providing that all reasonable steps are taken to destroy the drug or deliver it to a person lawfully entitled to take custody of it.

In taking temporary possession and disposing of suspected illegal drugs staff will:

- Ensure that a second adult witness is present throughout.
- Seal the sample in a plastic bag and include details of the date and time of the seizure/find and witness present.
- Store it in Academy safe.
- **Without delay** notify the police, who will be asked to collect it and then store or dispose of it. **The law does not require a school to divulge to the police the name of the student from whom the drugs were taken but in the case of an illegal drug the Academy will normally do so. Liaison will take place to ensure the safe disposal of any substances.** Where a student is identified the police will be required to follow set internal procedures.
- Record full details of the incident, including notes of any discussions with the students on the schools safeguarding system. These should include date; time place and people present. The police incident reference number should also be included.

Staff should not attempt to analyse or taste unknown substances. Police may advise on analysis and formal identification.

If formal action is to be taken against a student, the police will make arrangements for them to attend a local police station accompanied by an appropriate adult for interview. Only in exceptional circumstances should arrest or interviews take place at The Academy. An appropriate adult should always be present during interviews, preferably a parent/carer or duty social worker.

Legal Drugs

The police will not always necessarily be involved in incidents involving legal drugs, but the Academy will inform trading standards or police about the inappropriate sale or supply of tobacco, alcohol, vapes or volatile substances to students in the local area.

Alcohol and tobacco

Parents/carers will be informed and informed that the alcohol/tobacco/vapes have been disposed of. In cases where a disciplinary proceeding is necessary, items will be disposed of, once this has taken place.

Volatile substances

Given the level of danger posed by volatile substances, the Academy will arrange for their safe disposal.

Medicines

Parents/carers will be informed and will be asked to collect and dispose of unused or date-expired medicines. Further details are outlined in the medicines policy.

Disposal of drug paraphernalia

Needles or syringes found on Academy premises will be placed in a sturdy, secure container, using gloves. A sharps box is kept in the office for this purpose, out of reach of students. Used needles and syringes will be disposed of appropriately and not put in domestic waste.

15. Police contact:

First point of contact: The community safer schools team. Contact details are available from the Academy office. If they are unavailable, a message should be left to contact the Academy and in the case of controlled drugs, 101 should then be telephoned.

16. Referral and external support

Head of Years, Assistant head of year, SENCO, deputy SENDCO, the Deputy Safeguarding Lead and Senior Leadership Team are responsible for referral to external agencies. A list of local support services and national helplines/websites is available for students and parents on the Academy website.

Students are made aware of the various internal and external support structures via PSHCE (Personal development curriculum). Information is available from Head of Years for individual students or parents as and when required.

17. Confidentiality

Teachers cannot and should not promise total confidentiality. The boundaries of confidentiality should be made clear to students. If a student discloses information which is sensitive, not generally known, and which the student asks not to be passed on, it should be discussed with a member of Senior Leadership Team. The request will be honoured unless this is unavoidable in order for teachers to fulfil their professional responsibilities in relation to:

- Child protection.

- Co-operating with a police investigation.
- Referral to external services.
- Every effort will be made to secure the student's agreement to the way in which the Academy intends to use any sensitive information.

It may be necessary to invoke local child protection procedures if a student's safety is under threat. It will be only in exceptional circumstances that sensitive information is passed on against a student's wishes, and even then the Academy will inform the student first and endeavour to explain why this needs to happen. These exceptions are defined by a moral or professional duty to act:

- Where there is a child protection issue.
- Where a life is in danger.

18. Involvement of parents/carers/visitors

In any incident involving illegal and other unauthorised drugs the Academy will normally involve the child's parents/carers and explain how they intend to respond to the incident and to the student's needs. Where the Academy suspects that to do this might put the child's safety at risk or if there is any other cause for concern for the child's safety at home, then the Academy will exercise caution when considering involving parents/carers. In any situation where a student may need protection from the possibility of abuse, the Academy's child protection co-ordinator should be consulted and local child protection procedures followed.

Parents/carers are encouraged to approach the Academy if they are concerned about any issue related to drugs and their child and the Academy will refer parents/carers to other sources of help, for example, specialist drug agencies or family support groups, as required.

If parents/carers are suspected of being under the influence of drugs or alcohol on Academy premises, staff should attempt to maintain a calm atmosphere and call for a second adult, if necessary. On occasion, a teacher may have concerns about discharging a student into the care of a parent/carer. In such instances, the Academy will discuss with the parent/carer if alternative arrangements could be made, for example asking another parent/carer to accompany the child home.

19. The role of governors

The Academy governors will review this policy in line with the review policy timetable. They will also be involved in disciplinary proceedings as and when needed.

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Approval By Principal: Mr C Phillips			

