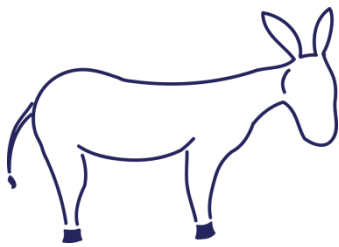


Drugs Policy

Policy Reviewed **January 2026**
Next Review Due **January 2027**

Contents

Drugs Policy.....	1
Policy Statement	2
Aim	2
Legal framework	3
Roles and responsibilities	3
Staff training	4
The curriculum	5
Specific types of drugs	5
Managing Drug-Related Incidents	6
Searching.....	6
Controlled substances.....	7
Safeguarding	7
Child criminal exploitation (CCE).....	7
Provision of Information and Accessibility of the Policy.....	8



Policy Statement

This policy is written in conjunction with other relevant Gloverspiece policies, such as the safeguarding policy. It applies to the school, care farm, college, and all staff, learners, service users, volunteers and visitors.

For the purposes of this policy, a “drug” is defined as any substance which, when ingested, alters perception and the way the body works. This definition includes but is not limited to:

- All illegal substances
- Alcohol
- Tobacco
- Solvents
- Medicines
- Legal highs
- Vaping

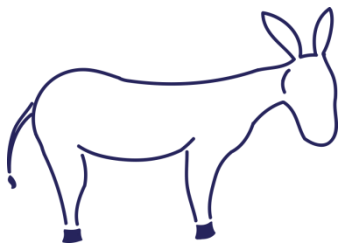
We are committed to:

- Providing a safe and healthy environment for the school community.
- Providing a robust policy which outlines our approach to supporting pupils struggling drugs and alcohol misuse.
- Developing and improving the policy by reviewing it after any incident.
- Educating pupils on the dangers of drug and alcohol misuse.

Aim

The purpose of this policy is to:

- Clarify the organisation’s responsibilities and legal requirements
- Reinforce and safeguard the health and safety of learners and all care farm users
- Clarify our approach to drugs for all members of the organisation and wider community
- Give guidance on developing, implementing and monitoring the school’s drug education programme
- Enable staff to manage drugs and drug-related incidents on the premises with consistency, and in the best interests of all involved
- Ensure that the response to drug-related incidents is in line with the school’s approach to the drug education programme and with Gloverspiece values and ethos



Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Children and Families Act 2014
- Education Act 2011
- Health Act 2006
- DfE (2025) 'Keeping children safe in education 2025'
- DfE (2018) 'Mental health and behaviour in schools'

This policy operates in conjunction with the following school policies:

- Safeguarding Policy
- Health and Safety Policy
- COSHH Risk Assessment
- Behaviour Policy
- Exclusion Policy

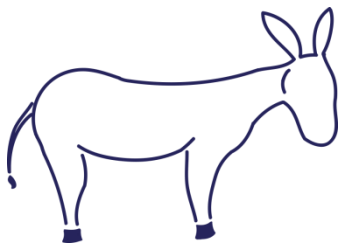
Roles and responsibilities

The Senior Leadership Team is responsible for:

- Ensuring that effective policies and procedures are in place to make sure that pupils are kept safe from alcohol and drugs at school.
- Ensuring that this policy is maintained and disseminated to all relevant stakeholders.
- Ensuring that pupils experiencing difficulties with alcohol and/or drugs can access the support they need.
- Working with the headteacher, and in liaison with staff, parents, pupils, health and other professionals, to ensure that the relevant curricula, e.g. PSHE, addresses the needs of pupils and the local community, and reflects current trends.
- Ensuring that the designated safeguarding lead submits an annual written report to the Management Committee concerning drug- and alcohol-related incidents and concerns.

The headteacher is responsible for:

- The day-to-day management of this policy.
- Providing a safe environment for all members of the school community.
- Working with governors to ensure compliance with relevant legislation.
- Informing the Management Committee, via the designated safeguarding governor, of any issues and developments concerning drugs and alcohol.
- Acting on any concerns arising from pupils' use of drugs and alcohol.
- Informing parents of any drug- and alcohol-related incidents concerning their child, where appropriate and where doing so will not place the child at risk.
- Inviting the local police and drugs team into school to raise awareness of the risks and issues associated with drugs.



- Informing the police of any drug- or alcohol-related decision, where they deem it appropriate to do so.
- Ensuring a consistent approach to managing drug and alcohol incidents.

The DSL and PSHE Subject Leader are responsible for:

- Ensuring that staff have the skills to teach and discuss issues relating to drugs and alcohol.
- Ensuring that pupils experiencing difficulties with drugs or alcohol are provided with appropriate internal support and referred to external support agencies as appropriate.
- Consulting with pupils to inform provision around drugs and alcohol education.
- Accessing appropriate training to enable them to successfully advise the school on drug and alcohol matters.
- Liaising with local services as necessary to provide support for pupils.
- Assisting with the monitoring and review of this policy.

Staff are responsible for:

- Attending scheduled training concerning drugs and alcohol, including how to spot the signs and symptoms of use and dependency, identifying paraphernalia, and how to respond to a drug related incident.
- Reporting concerns regarding pupils' use of drugs and alcohol to the DSL.

The Health and Safety Manager and site staff are responsible for:

- Regularly checking the school premises for signs of drug and alcohol use and reporting any concerns to the DSL.
- Handling and disposing of sharps in the appropriate manner at all times when handling needles found on school premises.

Pupils are responsible for:

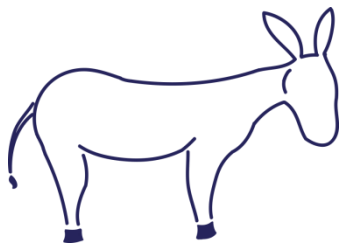
- Ensuring they do not bring illegal or prohibited drugs or alcohol onto school premises or whilst engaged in any off-site activity representing the school.
- Ensuring they do not take drugs or consume alcohol whilst travelling to or from school.

External agencies are responsible for supporting the school with drug and alcohol issues as required.

Staff training

The school recognises that early intervention can prevent drug misuse. As such, all staff will receive training on an ongoing basis in identifying the signs that a pupil may be at risk.

Staff will receive formal training during their induction and will receive regular and ongoing training as part of their professional development.



The curriculum

The aim of the school's drug education programme is to provide opportunities for learners to develop their knowledge, skills and attitudes and understanding about drugs, and appreciate the benefits of a healthy lifestyle, relating this to their own and others' actions.

All pupils will receive regular guidance on drugs and alcohol as part of the relationships and health education curriculum, in line with the PSHE Policy. Lessons will be delivered as appropriate to the age and phase of the pupils and will be differentiated according to individual learning styles.

Drug education objectives:

- To increase knowledge and understanding of drugs and their effects by providing accurate information
- To improve self-knowledge, particularly in terms of risk taking
- To promote positive attitudes towards healthy lifestyles; to challenge and try to modify these when they may lead to behaviour harmful to health
- To promote a sense of responsibility towards the use of drugs
- To develop social skills such as making informed choices and resisting unhelpful pressures from peers and from advertising
- To enable young people to identify sources of appropriate support
- To widen understanding about related health and social issues such as sexual health and crime

Information about drugs and alcohol will feature as part of pastoral education in the form of classes and assemblies. Where appropriate, visitors and external speakers will lead classes on drug and alcohol misuse.

Specific types of drugs

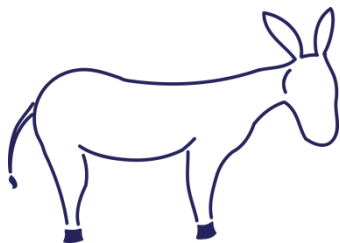
Smoking

In accordance with part 1 of the Health Act 2006 and the school's No Smoking Policy, the school is a smoke-free environment. Parents, visitors and staff will not smoke on school grounds and must avoid smoking in front of pupils and/or encouraging pupils to smoke. This includes all buildings, out-buildings, playgrounds, playing fields and sheltered areas. All of the above also applies to vaping as this is considered in the same way as smoking within this policy.

Legal drugs and prescribed medicines

The school recognises that some pupils may require medications that have been prescribed by a doctor or other health professional. Parents have the primary responsibility for their child's health and the school will request all relevant information about pupils' medical conditions from parents.

Medicines will only be permitted to be brought onto the premises if it would be detrimental to the child's health if medicines were not administered during their time at the school.



The school will only accept medicines which have been prescribed by a doctor, dentist, nurse or pharmacist, with the exception of over-the-counter painkillers, e.g. paracetamol, which may be taken in accordance with package instructions.

The school will only accept medicines which are provided in the original container as dispensed and include the prescriber's instructions for administration and dosage.

Managing Drug-Related Incidents

The first priority will always be for the safety of all, dealing with medical emergencies and securing appropriate help. The school, college and care farm will employ a range of responses, so that the needs of the individual are balanced against those of the wider community. The precise response will be determined after a full and careful investigation into the exact nature of the incident.

Learners and service users will be aware of the range of possible responses and the effect those responses may have on them. Support for learners, as appropriate, will be a priority, including referrals to agencies such as SPACE, Worcestershire's multi-agency substance misuse service for young people.

The telephone number for SPACE is 0800 169 60 64.

In such cases careful attention will be given to issues of confidentiality, in line with our safeguarding policy. We will normally involve the learner/ service user's parents/carers, unless this would jeopardise their safety.

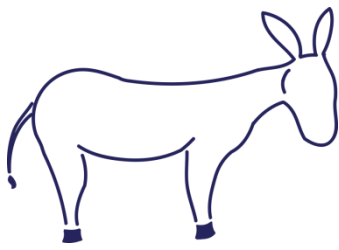
For alternative provision clients, work experience students, college students and volunteers, their school will be informed and the incident handed over to them, with our full cooperation in investigating the matter.

A full record will be made of every incident.

Searching

Under part 2, section 2 of the Education Act 2011, teachers are authorised by the headteacher to search for any prohibited item including, but not limited to, tobacco, cigarette papers, illegal drugs and alcohol, without the consent of the pupil, if they have reasonable grounds for suspecting that the pupil is in possession of a prohibited item. Staff members may use common law to search pupils for any item with their consent.

A staff member carrying out the search can confiscate anything they have reasonable grounds for suspecting is a prohibited item. This includes "legal highs" and other potentially harmful materials which cannot immediately be identified. Any staff member may refuse to conduct a search.



Controlled substances

Following the identification and confiscation of a controlled substance, a staff member will seal the sample in a plastic bag and include details of the date and time of the confiscation alongside the name of any witness(es) present. The staff member will store the sample in a secure location.

The incident will be reported immediately to the police, who will collect the sample and then deal with it in line with agreed protocols.

The school will consider, on a case-by-case basis, whether it is appropriate under the pupil's specific circumstances to divulge the name of the pupil from whom the drugs were taken, and names will not be given to the police where the school cannot be certain beyond reasonable doubt that the pupil in question was the one in possession of the drugs.

A full incident report will be completed and submitted to the headteacher.

Any further measures will be undertaken in line with the school's Child Protection and Safeguarding Policy.

Where controlled substances are found on school trips away from the school premises, the parents of the pupil, as well as local police, will be notified.

Safeguarding

The school understands that the misuse of drugs and alcohol can often be a sign of underlying issues.

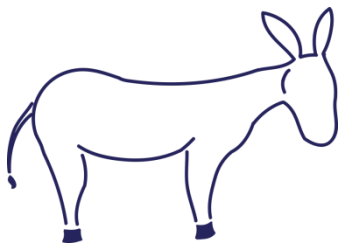
All staff are aware that behaviours linked to issues such as drug and alcohol misuse put pupils in danger. Staff will be particularly alert to the potential need for early help for a pupil who is misusing drugs or alcohol.

Pupils experiencing difficulties with drugs or alcohol will be provided with appropriate internal support and referred to external support agencies as appropriate. Support will be arranged and offered to pupils in line with the school's Child Protection and Safeguarding Policy and Mental Health and Wellbeing Policy.

Staff members will be aware of the fact that alcohol and drug misuse can be an indicator of a safeguarding concern and is often an indicator of both child criminal and sexual exploitation.

Child criminal exploitation (CCE)

CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity in exchange for something the victim needs or wants and/or for the financial or other advantage of the perpetrator or facilitator and/or through violence or threats of violence. CCE can include children being forced to work in cannabis factories and being coerced into moving drugs across the country.



Staff will be aware of the indicators that may suggest a pupil is being criminally exploited through involvement in county lines, including where pupils:

- Have gone missing and are subsequently found in areas away from their harm.
- Have been a victim or perpetrator of serious violence, e.g. knife crime.
- Have been involved in receiving requests for drugs via a phone line, moving drugs, handing over and collecting money for drugs.
- Are exposed to techniques such as 'plugging', where drugs are concealed internally to avoid detection.
- Are found in accommodation that they have no connection with.
- Owe a 'debt bond' to their exploiters.
- Have their bank accounts used to facilitate drug dealing.

Staff will be made aware of the following potential indicators of CCE for pupils:

- Appearing with unexplained gifts or new possessions
- Associating with other young people involved in exploitation
- Suffering from changes in emotional wellbeing
- Misusing drugs and alcohol
- Going missing for periods of time or regularly coming home late
- Regularly missing school or education or not taking part in education

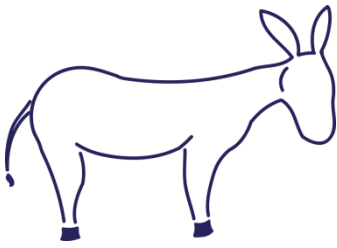
Staff members will be aware that illegal drug use or possession by pupils may indicate that they are victims of exploitation, even if it appears that illegal activity regarding drugs is something to which they have consented. The DSL will use their professional judgement to ensure they can reasonably rule out CCE as an explanation for a pupil's drug-related behaviour before pursuing other support and disciplinary procedures, rather than making assumptions about the pupil's intentions.

Staff will be alert to the indicators above and all concerns relating to CCE will be managed in line with the Safeguarding Policy.

Provision of Information and Accessibility of the Policy

This Drugs Policy is made available to parents, pupils, staff and other relevant stakeholders through the school website and on request from the school office. The school ensures that the policy is accessible and communicated in a clear and appropriate manner, including making reasonable adjustments where required.

Information about the school's approach to drugs and alcohol, including expectations, prohibited substances and the procedures for managing drug-related incidents, is shared with pupils through induction processes, assemblies, pastoral provision and the curriculum, and with parents through school communications where appropriate.



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Where necessary, staff can receive guidance to ensure they understand their responsibilities under this policy and how to apply it consistently in practice.

Concerns or complaints relating to the application of this policy may be raised in accordance with the school's Complaints Policy or Safeguarding Policy, as appropriate. The school ensures that records relating to drug- and alcohol-related incidents are maintained securely in line with data protection legislation and are reviewed as part of the school's monitoring and safeguarding arrangements.