

Bedales Schools’ Drugs and Drug Screening Policy

INCLUDING EYFS

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Date/term of last review: December 2019

Author	Headmaster of Bedales Schools
Review body (individual or group)	Deputy Head (Pastoral)
Approval Body	3SST, Governors
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Tick relevant box(es) how this Policy should appear:

Inspector Folder		
Website	Upload	✓
	Signpost	
Internal only		
Parent Portal		
For Pupils/Students		✓

INTRODUCTION AND BACKGROUND TO THE POLICY

As a school, we want to support our pupils to live drug free lives. The policy has been developed following consultation with pupils, parents and governors, and builds on the work that went into the establishment of the school's original 2011 Policy. The ubiquity of drugs, their ready and easy availability, and the intrusion of social media into young people's lives means that the school and social context for this iteration of the school's Drugs' Policy is wholly different to that which informed the first iteration of this Policy.

Exercise of an authentic 'zero tolerance' Policy that doesn't take into account personal circumstances, family background, and ongoing pastoral challenges that pupils might face has proved problematic in recent years. The school's duty of care to all of its pupils in effect means performing a balancing act; there is a need to inform and educate pupils about the risks to physical and mental health that drugs present, but also a need to support pupils who make poor choices and decisions, the consequences of which will influence the rest of their lives. However, the overarching principle for happy and productive co-existence at Bedales is that use of drugs by pupils, however casual, infrequent, recreational, deliberate or practised, has no place at the school.

An illustrative, but non-exhaustive, list of the types of drugs or substances that are prohibited by this Policy include:

- All illegal drugs (those compiled by the Misuse of Drugs Act 1971)
- Any product containing any form of cannabis, including cannabis-infused products and cannabis oil
- Volatile substances emitting a gas or vapour which can be inhaled
- Misuse of over-the-counter and prescription medicines e.g. Alprazolam (trade name, Xanax)
- Psychoactive substances (known as New Psychoactive Substances (NPSs), known commonly as 'legal highs' (which are now illegal) and NOX (Nitrous Oxide)
- 'Smart drugs' which are not prescribed by a doctor and are used to enhance brain function

The approach and scope of the Policy

The school's approach is based on education and a strong disciplinary framework. Drugs' education is delivered through the school's Personal Social Health Education/Wellbeing programme and also through the school's wider pastoral team. Drugs' education aims to explain the risks to pupils' health and wellbeing of involvement with drugs and the mental and physical benefits of a drug-free life.

We aim to create a culture that empowers and enables pupils to say no to experimentation and misuse of drugs, and to use healthy approaches to enjoying life and coping at difficult times in their life.

Drug use and membership of Bedales Schools are incompatible.

Any pupil involved with the misuse of drugs whilst he or she is in the care of the school, whether on the school's premises or otherwise, should normally expect to lose their place at the school. This outcome will also follow from being in possession of drugs with intent to supply or use drugs at the school.

Moreover the reported use of drugs which comes to the school's attention and which takes place when a pupil is away from the school, including at the weekend or during the holidays, is also likely to have serious disciplinary ramifications for a pupil. This is the case as any use of drugs by a member of the school, whenever or wherever it

occurs, will have a detrimental effect on a pupil's mental health and wellbeing, can lead to dependency and may have adverse consequences for the school; hence it too can have implications for that pupil's continued membership of the school.

We recognise that young children may unintentionally bring drugs into school. Such instances are very rare and would be dealt with according to the schools' welfare procedures, involving other agencies as necessary.

IMPLEMENTATION OF THE POLICY

The policy will be implemented as follows:

1) Prevention through education

Pupils' education about drugs and substances is primarily delivered through the schools' Personal Social Health Education/Wellbeing programme; this is done through curriculum lessons and through using a range of visiting speakers. Pastoral staff are kept up to date on new trends of drug use and also have a role to play in educating pupils about making safe choices.

Confidentiality and Support

Pupils are encouraged to disclose their concerns and anxieties about drugs in confidence to members of staff or other responsible adults. Any disclosure of drug use by a pupil made to a member of staff during such a conversation will not be subject to immediate disciplinary sanction. Likewise any concerns about a pupil's involvement with drug use brought forward by a third party, including a fellow pupil, or a parent on behalf of their child, will also be dealt with in this manner.

The approach then to be taken by the school in such circumstances is described below under Disciplinary Procedures.

Any pupil who comes forward of their own accord to discuss a drug problem or involvement with drug use to a member of staff will be offered support in working to reform his or her lifestyle; this will involve agreeing to take part in an individualised drugs screening programme. This will also apply if the request for help follows disclosure by the pupil's parent(s).

2) Disciplinary Procedures

- a) If a pupil is suspected of taking drugs or being under the influence of drugs the school may exercise the right to require that pupil to undergo a drugs' screen at the Health Centre. This may take the form of a saliva swab test, a urine test, or a hair follicle test. The decision to authorise a screen can only be taken by the Head of the relevant school or the Deputy Head (Pastoral) of the Senior School.
- b) Suspicions of misuse may arise from a number of indications, including indirect involvement in a drugs incident, other physical signs or evidence, such as finding certain items of equipment associated with drug use or other drug paraphernalia, and information received from a third party outside the circumstances outlined in paragraph 1. Other specific circumstances may also give rise to suspicion, such as behaviour consistent with possible drug use. Substances found which arouse suspicion may be sent to a lab for testing at this stage of an investigation e.g. vape fluid may be tested to detect whether there is a high level of THC.

c) Investigation

The Head of the relevant school or the Deputy Head (Pastoral) of the Senior School will be responsible for conducting an investigation. This investigation and any accompanying searches of rooms and personal belongings will be conducted in keeping with the School Policy on investigation and searches. Parents will be kept informed as far as practical. This is outlined in the Three Schools' Expulsion and Removal from School Policy.

d) Screening

If the grounds for suspicion are deemed to be sufficient, a pupil may be required to take an immediate drugs' screen. Consent to screening is explicit in the school's standard Terms and Conditions. It is a condition of acceptance of any new pupil at the schools that these conditions are observed. Refusal to take a screen or refusal by a parent/guardian to allow their child to have a screen amounts to a refusal to adhere to the disciplinary requirements of the school and the school will draw an adverse inference. An individualised screening regime may involve the use of a range of suitable screens, outlined in the school's screening protocol.

e) Discipline following misuse

- i) If a pupil has come forward voluntarily to a member of staff to disclose recent or ongoing instances of personal drug use, or help has been sought on a pupil's behalf by a third party, the school's response to such disclosure will give regard both to the sincerity and authenticity of the circumstances leading to the disclosure and also to the gravity of the particular facts and matters disclosed. In the event that it is determined that, despite what has been disclosed, the circumstances are nonetheless compatible with the pupil's continued presences at Bedales, the pupil will be provided with support in working to reform his or her lifestyle. This will also necessitate the pupil agreeing to an individualised drug screening programme of such length, frequency and random testing as the school determines, all of which shall be to the cost of the fee-payer.
- ii) If a pupil is found to be in possession of drugs or is found, following a screen for drugs, to be non-negative, then this will result in that pupil losing their place at the school, subject to any exceptional mitigation circumstance as may be determined. A condition of remaining at the school will necessitate the pupil agreeing to an individualised drug screening programme of such length, frequency and random testing as the school determines, all of which shall be to the cost of the fee-payer and such other requirements as may be specified. Any subsequent screening that returns a non-negative result will result in the pupil losing their place at the school.
- iii) Any pupil supplying, or being in possession of drugs at the school with intent to supply, should expect to lose their place in the school. Supply does not depend on money or other collateral changing hands, but includes the situation where one pupil acquires drugs for distribution and provides drugs to another pupil.
- iv) In the event of the school initiating an investigation into drug use at the school, any pupil who comes forward and voluntarily divulges information that helps the investigation arrive at a full and accurate account of the events may have this fact taken into account in mitigation of any disciplinary outcome as applies to him or her.
- v) The school will inform the Police of all incidents involving drugs.

Investigation and screening protocols relating to this Policy are available on request from the Headmaster's office.

Protocols to accompany Bedales Schools' Drugs Policy from the commencement of the academic year September 2019.

The protocols detailed in the following document are intended to act as the practical guidance for the enacting of the Schools' Drugs Policy.

The principles underlying these protocols are as follows:

- 1) Relationships of mutual trust and respect are at the heart of Bedales life. While investigations and screening are likely to put such relationships under strain these procedures will be undertaken with the aim that pupils are treated with dignity and respect at all times.
- 2) The processes of support, investigation and screening will be transparent.

SECTION A

Protocols in relation to Implementation of Counselling Confidentiality and Support Programmes

In circumstances where the pupil is not subject to disciplinary investigation (see Policy Sections 2 and 3) the parents of the pupil will be informed of the school's concern and desire to support the pupil at the earliest practical opportunity. A programme of counselling and support will be constructed in partnership between the pupil, parents and school.

In addition, reference is made in the Policy to monitoring and 'agreeing to take part in an individualised drugs screening programme'. At the commencement of the programme the pupil concerned and his/her parents will sign a consent form agreeing to drugs screening. These screens will be undertaken at times of the school's choosing throughout the rest of the pupil's Bedales career.

Under this programme it is to be understood that if a pupil undergoes a screen which is positive (unless that is due to a drug that has been prescribed by a medical practitioner), or is otherwise found to have been taking drugs, disciplinary action will be taken.

Refusal to take screens, or by a parent/guardian to allow screening, will constitute a refusal to obey the discipline of the school and the school will be entitled to draw an adverse inference that the pupil has taken drugs.

SECTION B

Protocols in relation to Implementation of Disciplinary Procedures

Given the possible disciplinary consequences of a pupil's involvement with drugs (i.e. leaving the school) investigations will be conducted in accordance with the policy on Expulsion and Removal from School.

Drugs screening may take place as part of an investigation. An instruction to screen may only be issued by the Head of the School or Deputy Head (Pastoral) of the Senior School.

Refusal to take screens, or by a parent/guardian to permit screening, will constitute a refusal to obey the discipline of the school and the school will be entitled to draw an adverse inference that the pupil has taken drugs.

Parents will be informed that in the event of a positive screen result under the procedures described in Section C of this set of protocols they will have the right to challenge the result and to make use of the control sample.

Note:

Routine medicals may involve urine screens to eliminate diabetes and any underlying routine infections. In addition, a urine screen is sometimes required if a pupil is ill as part of the medical investigations of that illness. These urine screens, which are organised by the School Doctor and Health Centre staff, are not to be confused with urine screening for drugs, which is organised under the authority of the Headmaster. There will be no reference to urine screens for drugs on the pupil's permanent medical record.

SECTION C

Drugs Screening Protocols

- Drugs screening will be carried out in the Health Centre
- Only designated trained staff may undertake the screening process
- The pupil shall be entitled to have an adult witness present throughout the screening procedure
- The drugs screening process will be carried out in accordance with procedures laid down by Surescreen UK
- A copy of the drug screening procedure will be given to the pupil before the screening process commences
- The results of the screening process will be communicated directly to the school in the first instance. Subsequently and at the earliest practical opportunity the pupil concerned and his/her parents will be informed of the results.

BEDALES SCHOOL AUTHORISATION
TO CONDUCT A DRUGS SCREEN

A drugs screen, according to the Drugs Policy and protocols set out by the school was

authorised at _____(time)

On _____(date)

The subject of the screen is

_____ (pupil name)

Authorised by

(signature, name and title)

Witnessed by

(signature, name and title)

BEDALES SCHOOLS
CONSENT TO INDIVIDUALISED DRUGS SCREENING PROGRAMME FORM

I hereby consent to participation in an individualised drugs screening programme. Screens will be undertaken at times of the school's choosing throughout the rest of my Bedales career. Screens will be undertaken according to Section C of the Schools' Protocols to accompany its Drugs Policy.

Pupil Signature

Pupil Name

Date:

As the parent/guardian of

_____ (pupil name)

I hereby consent to his/her participation in an individualised drugs screening programme. Screens will be undertaken at times of the school's choosing throughout the rest of my Bedales career. Screens will be undertaken according to Section C of the Schools' Protocols to accompany its Drugs Policy.

Parent/Guardian Signature

Parent/Guardian Name

Date: