

## ALCOHOL AND DRUG POLICY

Title	SR 10 Alcohol and Drug Policy
Version	1.7 / December 2022
Created	H&S Officer
Validity	School Community (students, parents, staff, teachers and third parties)
Next review date	December 2023 or sooner if required

## **1. General Statement of Policy**

The German School London fully recognises its moral and statutory responsibility to safeguard and promote the welfare of all pupils and staff. This Alcohol and Drug Policy is one of a range of documents which set out the responsibilities of the school complimenting the Safeguarding and Child Protection Policy.

The German School London has a zero tolerance approach to the use, possession or sale of illegal substances either on the school site or at any function or event associated with the school.

## **2. Statutory duty of the school**

The Head Teacher has overall responsibility for the Alcohol and Drug Policy and its implementation, for liaison with the Management Committee, parents and appropriate outside agencies (Police, Social Services etc). The Head Teacher must ensure that all staff dealing with substance issues are adequately supported and trained.

The Management Committee has overall responsibility for ensuring that the School actively pursues a drug/alcohol education programme, and that this policy is implemented in accordance with national guidelines. In addition, the Management Committee will have a role in any sanctions or disciplinary action that may be taken as a result of the implementation of this policy.

The German School cannot knowingly allow its premises to be used for the production or supply of any controlled substance. Where it is suspected that substances are being sold or used on the premises, details regarding those involved, as well as much information as possible, may be passed to the Police.

## **3. Policy Scope**

This Policy relates to the possession, consumption and supply of alcohol and other controlled substances, and applies to all staff, pupils and parents within the German School London community. The procedures and sanctions may be adapted as appropriate to meet the policy aims and the circumstances of each case. Certain procedures may only apply or be carried out during term time.

This policy applies to all pupils of the German School London when they are:

- a. In or at school
- b. Representing the school
- c. Travelling to or from school
- d. On organised school trips
- e. Associated with the school at any time

This policy applies to German School London staff members when they are:

- a. On school premises
- b. Representing the school
- c. On organised school trips
- d. Associated with the school at any time

This policy applies to German School London parents when they are:

- a. On school premises
- b. Representing the school at external events
- c. Acting as a volunteer for the school within the school and on organised school trips

This policy shall also apply to the above at all times and places in circumstances where failing to apply this policy may:

- a. Affect the health, safety or wellbeing of a member of the School community or a member of the public
- b. Have repercussions for the orderly running of the School; or
- c. Bring the School into disrepute.

#### **4. Definitions**

- a. Alcohol means intoxicating liquor of all descriptions.
- b. Controlled Substance is a drug or chemical whose manufacture, possession and use is regulated by government (for example tobacco or illegal drugs). This includes vapes and vaping related items.
- c. Possession means any items over which the pupil has or appears to have control – this includes clothing, desks, lockers and bags.
- d. Supply means providing or sharing (whether or not for money or other consideration) or facilitation of supply, e.g. sale, exchange or sharing. It also includes the promotion / advertising of supply.
- e. Use means the taking / consumption.
- f. Misuse means the unauthorised taking / consumption of alcohol, through which harm could occur and / or is in breach of the School rules and / or the law.
- g. Sample means a sample of breath, saliva or urine (as appropriate) provided by a pupil in accordance with the procedures set out in this policy or with the laws of England and the United Kingdom.

#### **5. Policy Aims**

The aims of this policy are to promote safety, consistency, the health and wellbeing of the school community and to reduce the risk of alcohol- or substance-induced misconduct.

This policy will be implemented by means of education, publication, pastoral care, school rules, detection and management of unauthorised alcohol or controlled substance incidents, and by the use of sanctions.

#### **Education**

The School Safeguarding Policy lays out in detail how the school will educate pupils to understand the effect and risks associated with alcohol and other controlled substances, in relation to their health, wellbeing and the law.

The school commits to providing drug and alcohol awareness training in the induction of all staff working at the school and for anyone in a governance role.

## Pastoral Care

Students who use drugs and alcohol may also experience social, emotional and academic difficulties. The school's Safeguarding Team, the Social Educational Worker and Educational Psychologist will exercise their pastoral responsibilities and ensure that pupils and their carers have access to appropriate support and guidance at school and outside school (see table 1).

Table 1: Supporting organisations in the UK

Organisation	Description and website
YoungMinds	Starting a conversation with your child <a href="http://www.youngminds.org.uk/starting-a-conversation-with-your-child">www.youngminds.org.uk/starting-a-conversation-with-your-child</a> <b>Parents Lounge</b> <a href="http://www.youngminds.org.uk/find-help/for-parents/parents-lounge">www.youngminds.org.uk/find-help/for-parents/parents-lounge</a> Our Parents Helpline experts answer questions on having difficult conversations with your child.
Anna Freud National Center for Children and Families	List of charities who can help young people and adults reducing consumption <a href="https://www.annafreud.org/on-my-mind/self-care/reducing-consumption-of-stimulants-and-other-drugs/">https://www.annafreud.org/on-my-mind/self-care/reducing-consumption-of-stimulants-and-other-drugs/</a>
Talk to FRANK	A website providing information and advice about drugs for both young people and parents. <a href="http://www.talktofrank.com/">http://www.talktofrank.com/</a>
ADFAM	Information and advice for families affected by drugs and alcohol. <a href="http://www.adfam.org.uk/">http://www.adfam.org.uk/</a>
Childline	Confidentially support (i.e., call, chat or email) for children and young people with any problem. <a href="http://www.childline.org.uk/">http://www.childline.org.uk/</a>
The Mix	Young people under the age of 25 can talk to The Mix about anything that is troubling over the phone, email or chat. <a href="http://www.themix.org.uk/">http://www.themix.org.uk/</a>
Youth Access	Offers information about advice and counselling services in the UK for young people aged 12-25 years. <a href="http://www.youthaccess.org.uk/">http://www.youthaccess.org.uk/</a>
YoungMinds Crisis Messenger	Provides free, 24/7 text support for young people experiencing a mental health crises. Text YM to 85258

## School Rules

- a. Staff and pupils must at all times exhibit behaviour that is consistent with the terms of the relevant School Code of Conduct.
- b. It is not acceptable for staff or volunteers to be under the influence of alcohol or other controlled substances when professionally active and responsible for either pupils, parents, other colleagues and/or school property.
- c. It is not acceptable for staff, parents or pupils to bring alcohol or other controlled substances onto the school premises for consumption when the school is operational. Alcohol may be

brought on to site by pupils or parents for specific prearranged events, such as a Friends of Douglas House fundraising event.

- d. Social activities, taking place out of hours but on school premises, are planned to ensure they promote sensible drinking, and professional behavioural standards as outlined in the Code of Conduct are to be maintained at all times by staff, parents and pupils.
- e. Social events must only serve alcohol with prior permission of the Head Teacher, and with a suitable risk assessment.
- f. Consumption of alcohol or other controlled substances by pupils on all external events and educational visits, including residential trips, is forbidden.

## **Detection and Management**

### Investigation

Any complaint, observation of behaviour or rumour of misconduct regarding alcohol or controlled substances will be investigated. Where alcohol is suspected, a breath sample may be asked for. Where an investigation involves a pupil, the pupil may be questioned and they and/or their possessions may be searched in accordance with the conditions laid out below. All reasonable care will be taken to protect the Pupil's rights and freedoms. Further detail may be found in Section 8 of the Parent Contract.

### Powers of Search/Power to Seize

The School Safeguarding Policy lays out in detail the powers of search available to school staff if that member of staff has reasonable grounds for suspecting that a pupil at the school may have a prohibited item with them or in their possessions. Alcohol, controlled drugs, stolen items, offensive and illegal weapons are all listed in the Act as 'prohibited items'.

## **Sanctions**

Where a School Rule related to alcohol or controlled substances has been broken, sanctions may be imposed. The type of sanction will depend on the seriousness and nature of the offence. An investigation must be carried out and the sanction will be determined by the appropriate member of staff, consistent with the relevant school or HR policy, depending on whether the incident involved pupils, parents and/or members of staff.

## Appendix A:

Sample list of controlled substances. This list is non exhaustive and there may be some overlap of categories:

Substance	Effects	Risks	Legal Position
Tobacco	Relaxation, headache, bad breath, reduced appetite	Bad cough, cancer, heart attack, breathless	Illegal to sell to anyone under 18
Alcohol	Relaxation, lose inhibitions, loss of control, vomiting, violence, drowsiness	Liver damage, impairs decision making and judgement	Illegal to sell to anyone under 18 (as a general rule).
Cannabis / marijuana	Lack of co-ordination, related heart rate increase, happy loss of inhibitions, can cause panic	Long term may cause lung disease and psychotic illness. Loss of memory, impaired judgement	Class C. Illegal to grow or supply
Solvents / gas	Facial rash, stomach cramps, lack of co-ordination, aggressive behaviour, weird visions, headaches, light headed, relaxing	Death from asphyxiation or heart seizure. Psychological dependence. Choking on vomit. Possible damage to lungs, kidneys, liver, heart and central nervous system	Illegal to sell to under 18s knowing it will be abused
Amphetamines	Initially energetic and confident, but anxiety and restlessness can follow	High doses can produce delirium, panic, paranoia or depression, heart failure, damaged blood vessels	Class B. Illegal to possess or supply (unless prescribed)
MDMA / Ecstasy	Increased energy and colour perception, feelings of well-being, increased thirst, head and muscle ache	Can lead to anxiety, panic, insomnia, hypothermia and dehydration. Some evidence of liver damage	Class A. Illegal to possess or supply

Substance	Effects	Risks	Legal Position
LSD	Hallucinogenic effects, including intensified colours and sounds, or even out of body experiences. Effects are dependent on the strength of the dose.	Difficult to identify strength of dose. Experiences can be emotionally disturbing (bad trip) leading to anxiety. Flashbacks can occur.	Class A. Illegal to possess or supply.
Hallucinogenic mushrooms / magic mushrooms	Similar to LSD experience	Main risk is picking and eating a poisonous mushroom by mistake	Class A if processed - cooked, dried or made into tea
Amyl Nitrate	Blood vessels dilate causing a rushing sensation to head, lose balance, increased energy. May enhance sexual pleasure. Effects are short lived.	Vomiting, shock, unconsciousness, heart attack, dizziness, headache, palpitations	Currently no legal restrictions on use or supply
Anabolic Steroids	Increase strength, speed, aggression and competitiveness. Enables more intensive training for longer.	Restriction on growth, spinal problems, menstrual abnormalities, voice changes, increase in hair growth	Possession for personal use not illegal. Supply is illegal, with Class C penalties.
Heroin	Euphoria, reduced anxiety and pain levels. Slow heart rate and breathing. Can cause constipation. Appetite loss.	Highly addictive. Difficult to identify strength of dose and what it is mixed with. Danger of overdose. Injecting causes abscess and other infections including septicaemia and HIV	Class A. Illegal to possess or supply.
Cocaine/ Crack	Feelings of exhilaration, strength and well being.  Decreased hunger, indifference to pain and fatigue. Effects relatively short term.	Comedown can bring on depression, anxiety and fatigue. Excessive doses may cause death from respiratory or heart failure.  Long term use may lead to paranoid psychosis.	Class A. Illegal to possess or supply.