



inspiring the journey for
independence together

Drug and Alcohol Policy including Smoking

Reviewed 3 yearly

Signed  (Chair of the Trust)

Date 29/02/24

Review Due: February 2027

Introduction

Research has shown that by the age of 11 many young learners have extensive knowledge of the world of drugs. For some, this knowledge may be inaccurate and incomplete, for others it will develop through personal experience.

Together research shows that up to 50% of children have tried an illegal drug by the age of 16. The figures also suggest that the first age of experimentation is decreasing and that children of primary age are exposed to opportunities to try both legal and illegal drugs. The 1995 white paper 'Tackling Drugs Together' stated that schools had an important role both in reducing the misuse of drugs and minimising their health risks.

Drugs education should contribute to:

- Increasing the safety of communities from drug related crime
- Reducing the acceptability and availability of drugs to young people
- Reducing the health risks and other damage related to drug misuse.

Rivermead Inclusive Trust (RIT) believes that drugs education should provide: -

- Accurate information presented simply and clearly.
- Informative and accessible reading materials
- Access to other adults besides teachers, providing they are expert and credible.
- Engaging classroom tasks
- Opportunities to develop their knowledge and understanding in a challenging and safe atmosphere where they feel secure enough to play a full and active part.

We aim to provide a consistency of approach throughout our schools, encouraging children to develop knowledge and skills to make informed and responsible choices now and in later life and stressing the benefits of a healthy lifestyle. RIT encourages children to develop positive attitudes and values and ensures that Health and Safety procedures are followed when dealing with incidents/equipment related to drugs and drug use.

RIT also recognizes its duty to provide its employees with a safe and healthy work environment given the significant evidence of the effects of smoking and passive smoking on health. In addition the Health Bill which was passed through Parliament in February 2006 legislates a total ban on smoking in public places. In effect this means all property owned or operated by RIT.

Welfare of pupils is paramount and procedures and policies are designed to reflect this commitment.

Objectives

- To develop children's personal and social skills including refusal and decision-making skills.
- To help children take increased responsibility for themselves and their actions.
- To encourage children to value themselves and others; increasing their self-esteem;
- To encourage children to help and support others.
- To clarify what children already know, give information to clarify facts and correct false knowledge and beliefs.
- To help children deal with the effect of media coverage of issues relating to drugs.
- To support staff in dealing with issues and incidents relating to drugs and drugs use including the use of smoking, nicotine pouches and vaping;
- To ensure all staff are aware of procedures relating to drugs and drug use at schools across the Trust.
- To provide opportunities for pupils to acquire knowledge and identify the distinction between legal and illegal drugs.
- To develop and equip pupils with the knowledge, attitudes and skills necessary to build their resilience and avoid peer group pressure or unwanted drug offers from others.

Definition

At RIT 'drugs' include any substance that affects your body. This includes socially acceptable and unacceptable drugs. These will include:-

- Tobacco
- Vapes
- Nicotine pouches
- Alcohol
- Medicines
- Illegal substances

The role of the Headteacher / Head of Provision

It is the responsibility of the Headteacher / Head of Provision to ensure that staff and parents are informed about this drugs education policy, and that the policy is

implemented effectively. It is also the Headteacher's role to ensure that staff are given sufficient training, so that they can teach effectively and handle any difficult issues with sensitivity.

The Headteacher / Head of Provision will liaise with external agencies regarding the school drugs education programme and ensure that all adults who work with children on these issues are aware of the school policy and work within this framework.

The Headteacher / Head of Provision will monitor the policy on a day to day basis and report to governors, when requested, on the effectiveness of the policy.

The role of governors

The Board of Trustees has the responsibility of setting down these general guidelines on drugs education. The Trustees will support the Headteacher / Head of Provision in following these guidelines. Trustees will inform and consult with parents about the drugs education policy. Governors will also liaise with the LA and health organisations so that the school's policy is in line with the best advice available.

The role of parents

RIT is well aware that the primary role in children's drugs education lies with parents. We wish to build a positive and supporting relationship with the parents of children at our schools through mutual understanding, trust and cooperation.

In promoting this objective we will:

- inform parents about the school drugs education policy and practice.
- invite parents to view any materials used to teach drugs education in our school.
- answer any questions parents may have about the drugs education their child receives in school.
- take seriously any issue which parents raise with teachers or governors about this policy or the arrangements for drugs education in the school.
- encourage parents to be involved in reviewing the school policy and making modifications to it as necessary.
- inform parents about the best practice known with regard to drugs education so that the parents can support the key messages being given to children at school.

Resources

Drugs education is part of the planned Personal, Social, Health and Citizenship Education PSHCE curriculum and is also delivered through the teaching of science and through circle time. The PSHE framework outlines the areas to be covered each year. The NC guidelines for science require that children are taught:-

- At KS1 about the role of drugs and medicines
- At KS2 that tobacco, vapes, Nicotine pouches, alcohol and other drugs can have harmful effects

Cross-curricular links

Drug education has many cross-curricular links, with science making a particular contribution. However, the development of life skills is a theme throughout the curriculum, within the programme for PSHCE, and enshrined in the values, which are embodied in the schools' ethos. There are links to other subjects, such as physical education, and aspects of school life, notably the spiritual, moral, social and cultural aspects of the curriculum.

Resources for drug education are stored with the PSHCE resources. (Processional reading material and publications are located in the staff room).

Teaching

Our approach to drugs education is one which children are given information in the belief that increased knowledge about drugs and the risks will empower children to make informed and safe decisions. We approach this in a sensitive manner appropriate to the age and experiences of the children concerned.

Teaching is:

- Well resourced
- Reflects the needs and experiences of pupils.
- Uses a range of teaching methods including group work, discussions, videos and outside speakers.
- Reinforces messages about healthy lifestyles.
- Flexible and relevant
- In the context of a wider PSHCE programme

- Interesting and stimulating
- Informed.

Outside visitors

If outside speakers are used in any aspect of the drugs education programme, their contribution will be properly planned. They will support the work of the teacher who will meet with the speaker beforehand to plan the work and explain the school's policy on drug education. Teachers will be present and involved in all sessions and will evaluate the work afterwards. The teacher has overall responsibility for the session and the work planned.

Training, monitoring, and evaluation

Teaching and learning is monitored in relation to this agree policy and the school's Teaching and Learning policy. The PSHE coordinator has responsibility for monitoring drug education teaching and learning in conjunction with the Headteacher.

Managing drug related incidents

Incidents are managed in the context of the school's commitment to:

- The safety and welfare of all pupils and staff
- The welfare of individuals deemed to be at risk.
- The law concerning drugs.

The Headteacher / Head of Provision retains the responsibility for deciding how to respond to particular incidents (in conjunction with the Drug coordinator where one is appointed). This will take account of the individual concerned and whether they are a pupil, parent or member of staff.

The school's policy is that no individuals should be under the influence of drugs (as detailed in this policy) while on the school premises, unless a doctor's note indicates that this does not affect the individuals capacity to perform their duties, take care of children in their charge, or in the case of pupils, take part in lessons.

Appendices 1, 2 and 3 outline the procedures to be followed in individual circumstances.

All incidents are recorded in the incident monitoring log.

All members of the school community are aware of these procedures and the implications for individuals.

Each incident will be dealt with on an individual basis.

Young children who are deemed to be at risk will be treated in relation to the school's policy on Child Protection.

Monitoring, Evaluating and Reviewing:

- Senior managers are involved in monitoring and evaluation.
- Pupils, staff, parents/carers and Trustees are consulted and the programme and policy are modified where appropriate.
- There is ongoing monitoring and evaluation of the programme, teaching methodologies and learning outcomes to ensure that needs are met.
- Drug education is reviewed in line with current Government guidelines.

Smoking

Scope

The smoking element of this policy covers all RIT buildings. The policy covers employees, elected members, service users and visitors.

The basics

For these reasons, RIT has a no smoking (including e-cigarettes) and vaping policy in all areas in which employees work.

For clarification, the ban includes the following:

- All offices and office buildings
- Reception areas
- Meeting rooms
- Committee rooms
- Lifts
- Corridors
- Cafeterias and restaurants
- Stairways
- Toilets

- Staff room / rest rooms
- Kitchens
- Vehicles belonging to the Trust
- Theatres

Whilst the smoking element of this policy refers mainly to the smoking including e-cigarettes and vaping, it also refers to other tobacco related products that are not inhaled such as snuff, nicotine pouches, snuss and chewing tobacco.

Implementation of the policy

Appropriate signage will be posted in all RIT premises. The attention of job applicants will be drawn to this policy.

Places where smoking will still be permitted.

Individuals who wish to smoke must do so outside of the building, away from access points (i.e. entrance doors and windows) in an appropriate area to be determined locally. Any time spent in this area must be kept to outside working hours (i.e. before/after work, during recognised breaks as agreed at local level).

Enforcement and monitoring

Managers will have responsibility to ensure that their staff comply with the policy. Persistent and or intentional breaches of the policy by employees of the Trust will lead to disciplinary action under the Trust's disciplinary procedure.

In addition persons found smoking in a public place (as identified by the Health Bill February 2006) will be liable to prosecution

Advice and support

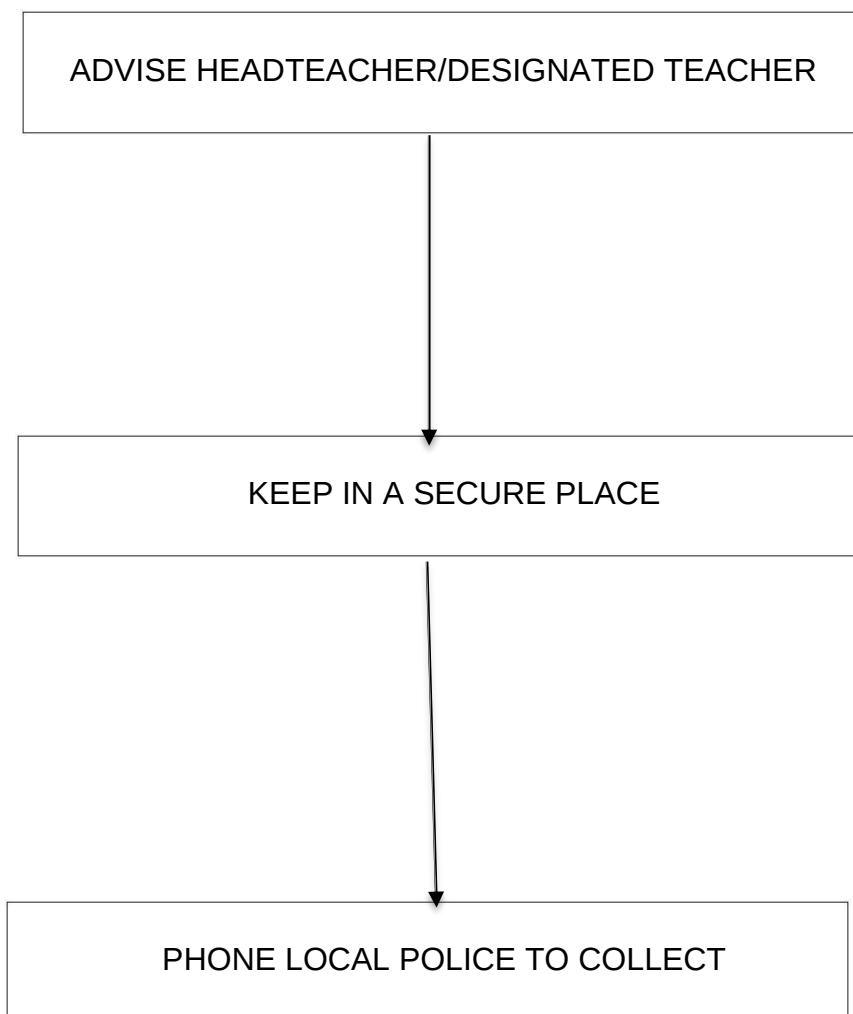
The RIT will make available to all employees relevant publicity material about the hazards of smoking and will offer advice and support to help those who wish to give up smoking. Further information will be available from the Human Resource Services representative for the Trust. This is currently Karen Watkin who can be contacted on watkk001@rivermeadinclusivetrust.org

Alcohol

No alcohol will be permitted to be drunk by a member of staff or governor on school premises without the prior written permission of the Headteacher / Head of Provision

APPENDIX 1

ILLEGAL DRUGS FOUND ON PREMISES

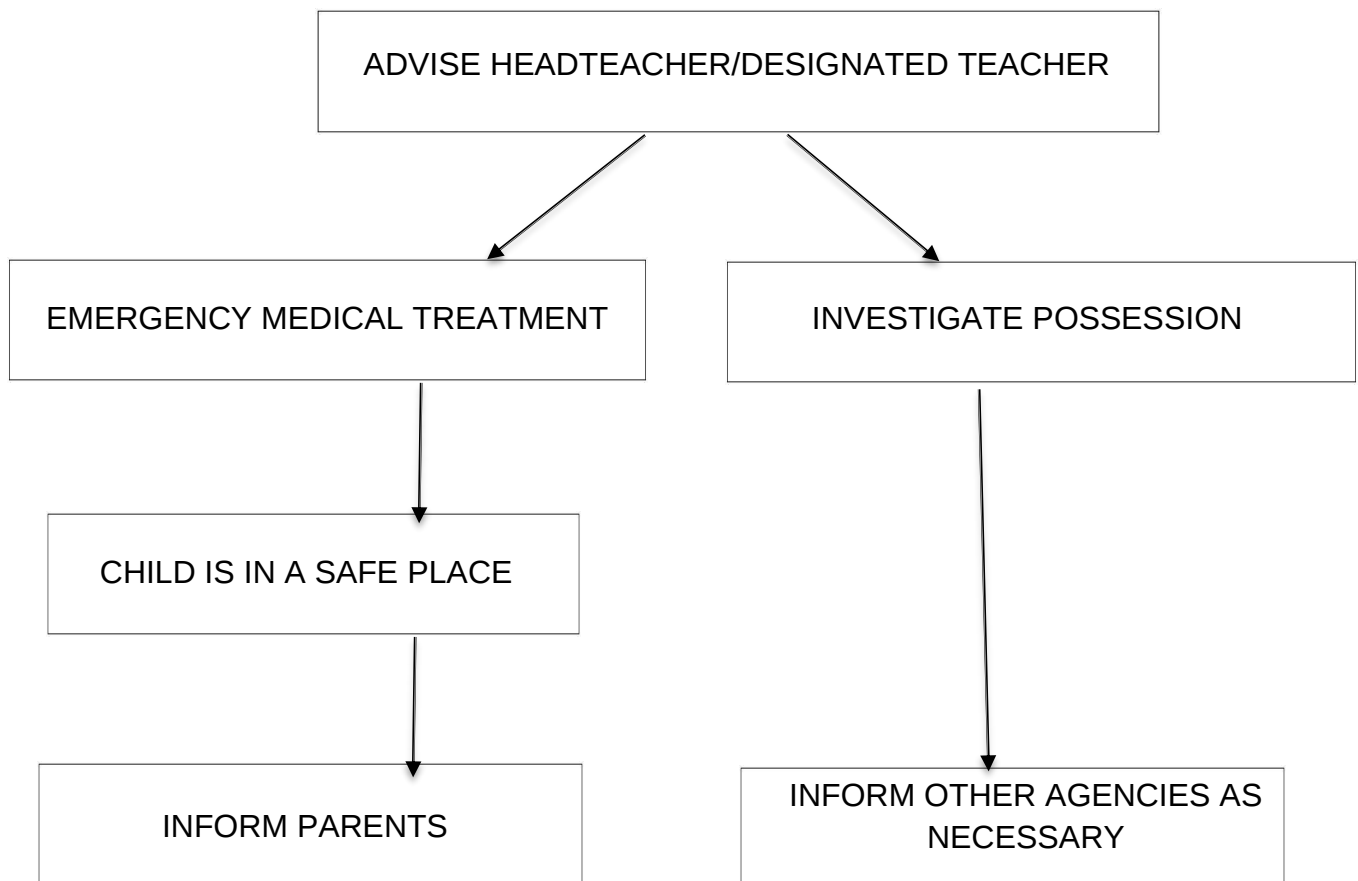


Drugs Awareness

Do not touch, sniff, handle

APPENDIX 2

PUPILS UNDER THE INFLUENCE OF DRUGS/ALCOHOL



APPENDIX 3

PARENTS/CARERS UNDER THE INFLUENCE OF DRUGS/ALCOHOL ON SCHOOL PREMISES

