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Purpose, Values and Aims of Highfields School

Our Core Purpose

To be an inclusive, happy community that values every individual and inspires them to achieve their full potential.

Our Values

Inclusion, fairness and equality
Respect and tolerance
Celebration of achievement
Personal reflection, honesty and mutual trust
Care for our environment

Aims – to achieve our core purpose and values we aim to:

- Respect all students and staff as individuals
- Celebrate diversity and promote equality
- Provide appropriate levels of challenge
- Develop understanding and enjoyment of learning
- Support and encourage individuals to make a valuable contribution to society
- Be a reflective school seeking continuous improvement
- Play an active part in our community
- Nurture physical and emotional well being
- Promote a happy, safe and stable environment





1. Summary

This policy sets out the school stance towards drugs, health and the needs of pupils. The first concern in managing drugs in the school is the health and safety of the school community and meeting the pastoral needs of pupils.

Highfields School is committed to the health and well-being of all students and will provide the necessary education and guidance in order to support this. All members of the school community are clear that drugs have no place in Highfields School.

The school recognises some students are more vulnerable to drug use and other social problems. The school ensures that vulnerable young people are identified and will receive support through the curriculum, the pastoral system or through referral to other services.

In every case of an incident involving drugs, the school places the utmost priority on safety, meeting any medical emergencies with first aid and will summon the appropriate help before addressing further issues.

The ethos of the school's approach to drugs is based on:

- **Education and Prevention**
- **Implications and Consequences** of involvement in drug use
- **Referrals and Support**

2. Purpose

The overall purpose of the policy is to:

- Clarify the legal requirements and responsibilities of Highfields school;
- Reinforce and safeguard the health and safety of pupils and others who use the school;
- Clarify Highfields School's approach to drugs and drug use for staff, pupils and governors, parents/carers, external agencies and the wider community.

3. Scope

This document applies to all staff and visitors to the school.

4. Implementation

There is a copy on the school website of the full policy for students, staff and parents to view. A copy of the policy can also be found in "Teachers Shared" for all staff to access.

5. Process

5.1 Definitions and terminology

Where the document refers to drugs, this includes alcohol, tobacco, illegal drugs (including those which can be laced into vaping fluids), medicines, new psychoactive substances ("legal highs") and volatile substances, unless otherwise specified.





5.2 Dealing with suspected illegal and unauthorised drugs

School staff will take temporary possession of any substance believed to be illegal and dispose of it within the local agreed protocols with Derbyshire Constabulary.

Staff will confiscate unauthorised substances including the following:

- Alcohol, tobacco and vapes.
- Volatile substances.
- Medicines.
Parents/carers will be asked to collect and dispose of unused or date-expired medicines.

5.3 Dealing with drug paraphernalia

Needles or syringes found on the school premises will be collected with a brush and dustpan by school staff wearing gloves, then clearly labelled and stored in a secure cupboard. The school will inform the Environmental Health Department for disposal. Any drugs confiscated will be passed on to the local Police.

5.4 Searches

Staff will search students in line with most recent DfE guidance. When this policy was written the most recent guidance could be found here:

<https://www.gov.uk/government/publications/searching-screening-and-confiscation>

Where a student is suspected of illicit behaviour but does not consent to a search either parents/carers, or the police, or both will be contacted.

5.5 Responding to drug-related incidents

When the school believes a drug-related incident has occurred, the school will conduct a careful investigation to establish the nature and seriousness of the incident. The headteacher will be informed. Careful attention will be given to respecting the confidentiality of those involved. The school may contact police at any point in the investigation. It is important to remember that senior leaders are required to establish that 'on the balance of probabilities' a drug offence has taken place. This is not the same as criminal burden of proof.

5.6 Implications and Consequences of involvement in drug use on the school site

Highfields School does not tolerate any drug taking on site or dealing of drugs within the school grounds and surrounding areas.

Any students found to be in possession of, taking or under the influence of drugs in school time, on a school trip or in school uniform will result in exclusion.

Repeated incidences involving drugs may result in in permanent exclusion.

Where senior staff believe that, on the balance of probabilities, supplying/ sharing/ dealing drugs has taken place, a permanent exclusion will be recommended to



governors. It is usual that students involved in such incidents will quickly dispose of drugs which could prove their guilt and so physical evidence will often be limited.

On the advice of local police the school will adopt the police definition of 'dealing'. In this definition, sharing, selling, supplying and dealing are seen as equivalent. This is in order to stop the spread of drugs. <https://www.gov.uk/penalties-drug-possession-dealing>

Smoking on the school site is not allowed. Smoking or vaping in school uniform is not allowed and may lead to an exclusion for 'bringing the school into disrepute'.

The school is acutely aware that vapes can be used to take various substances which may appear similar to normal vaping fluid. The school has been advised that it must treat all vaping as a high risk activity given police intelligence around the prevalence of vaping fluid which has been laced with more harmful drugs. The school will respond on a case by case basis to incidents involving vapes.

5.7 Managing incidents of parents/carers under the influence of drugs on the school premises

Where the behaviour of a parent/carer under the influence of drugs places a child at risk or the parent/carer becomes abusive or violent, staff will consider whether to invoke safeguarding procedures and/or the involvement of the police.

Where students are affected by their parents'/carers' or siblings' drug or alcohol misuse, the school will ensure the child/young person receives support to meet their identified needs and, where appropriate, a single assessment application will be completed.

5.8 Involvement of parents and carers

In any incident involving illegal or unauthorised drugs, the school will communicate as appropriate with parents/ carers.

6. Consultation Process

This policy is based on one created following consultation with students, teaching and support staff, parents and governors.

We have broadly followed the guidance given in the Mentor Toolkit (Reviewing your drug and alcohol policy: A Toolkit for Schools, Mentor 2012) and in the Derbyshire County Council Drug Education and Drug Related Incidents Guidance for Schools (May 2013)

The school policy has been reviewed in line with advice from the Department for Education and Association of Chief Police Officers guidance (2012). This has been done in partnership with the whole-school community. It has been updated in line with police input in February 2020.





7. Responsibilities

7.1 The Governors have responsibility for:

As part of their general responsibilities for the strategic direction of the school, the school governors play a key role in the development of the policy on drugs, the school's drug education programme and keeping children safe from drug related harm.

7.2 The Headteacher is responsible for:

Implementing this policy; ensuring all staff are aware of their responsibilities within this policy, eliciting their support for it and allowing them an opportunity to comment on its effectiveness; providing training for anyone with responsibilities under this policy; monitoring the implementation of the policy and reporting to governors, periodically, on these matters.

7.3 All staff with key responsibilities for drugs

All Highfields staff have a responsibility to listen for references to drugs and to look for signs of drug taking amongst students. Any concerns should be immediately passed on to relevant pastoral staff or member of the senior leadership team.

PSHE teachers in years 7-9 have a responsibility to deliver drugs education as guided by the PSHE curriculum leader.

Senior leaders, pastoral staff and the family support worker have a responsibility to make referrals for support where necessary.

7.4 Liaison with other schools

The school recognises the transition from primary to secondary school as particularly important given the pattern of young people's drug use. Highfields School also works within the Peak 11 Cluster to share best practice of both drugs education and support available.

7.5 Support and training

All staff, including site managers, lunchtime supervisors, teaching assistants, new members of staff and relevant governors have the opportunity to attend training on drugs and drug use.

7.6 Signposting and supporting for parents

As part of the policy parents requested links on the school website for students and parents to access support. Another action from the consultation was that parents were kept informed about the delivery of drugs education in school. Therefore the PSHE team will send information to parents prior to delivery to support parents and carers in keeping an open dialogue about drugs with their children.



7.7 Drug Education

The content of the drug education programme provided is appropriate to the age and maturity of pupils and is set within the PSHE and Citizenship framework and the National Science Order.

The drug education programme links with other areas of PSHE including sex and relationships education (SRE) and emotional well-being.

The drug education programme is taught in PSHE lessons in years 7-9 and is timetabled for approximately six lessons per academic year.

Pupils in all year groups will receive additional drug education through assemblies and year 10 cover drugs in the Year 10 Health Day.

During the development of this drugs policy the drugs education programme was reviewed by the working party.

7.8 Methodology and resources

The school adopts teaching methodologies that involve all students in active learning. The school is committed to delivering drug education across the curriculum, as appropriate.

7.9 Role of external contributors

The school maintains responsibility for the overall drug education programme. External contributors are not used as substitute teachers. Their role is to support and enhance the school drug education

8 Monitoring, evaluation and Policy review

We will collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate. The policy will be reviewed at least every three years by the link governor and presented to Full Governors for approval.

9 Associated Documents

9.1 Associated Policies

Safeguarding Policy, Health and Safety Policy, Discipline Policy, Smoke-free School Policy, Medicine Policy