



Policy/Procedure/Guideline Review

Policy/Procedure/Guideline:	Student Drug and Alcohol Policy
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Approved By:	Senior Leadership Team
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Student Drug and Alcohol Policy

1. Introduction

1.1 East Lancashire Learning Group, is committed to providing a safe, support, healthy and secure environment for students and staff. The College believes that the misuse of alcohol and drugs is detrimental to the health and wellbeing of individuals and can affect the efficient working of the College, its students and staff.

1.2 The possession, consumption or misuse of drugs, drug paraphernalia or the illegal supply of these substances in college is not condoned and there is a zero-tolerance approach. The only exceptions to this rule are:

- the supply of alcohol through organised functions in college with prior approval from a member of the Senior Leadership Team

2. Purpose

2.1 The purpose of this policy is to:

- Promote a safe and healthy environment in which teaching and learning can take place
- Ensure a consistent approach to the management of drug and alcohol related incidents
- Clarify the legal requirements and responsibilities of the College concerning the misuse of drugs
- Enable students to make informed decisions about alcohol and drug use
- Prevent the adverse effects of drugs/alcohol and assist with supporting and signposting students with misuse related problems.

3. Legislative/Quality Framework

- Health and Safety at Work Act (1974)
- Misuse of Drugs Act (1971)
- Psychoactive Substances Act (2016)
- Keeping Children Safe in Education (2022)



4. Scope

- 4.1 This policy and procedures apply to all students of the College, including those on subcontracted programmes when they are at, or in the vicinity of the College Main Site, within the learning environment of an external/community venue, when they are travelling to and from the College on College transport, or on a College organised trip, placement or event/function.

The following policies cover procedures for College staff:

- Alcohol Consumption at Business Functions
- Health and Wellbeing Procedure
- Staff Code of Conduct

5. Definitions

For the purposes of this policy, the following definitions will be used:

- 5.1 **Drugs:** Illegal Class A, B and C drugs, alcohol, Psychoactive substances, solvents (including aerosols, glue, cleaning and lighter fluid).
- 5.2 **Drug paraphernalia:** Button bags, grinders, bongs, stash jars/ containers, needles or similar items that could be linked to the use of drugs (possession/ supply).
- 5.3 **Main site:** Nelson and Colne College, Accrington and Rossendale College, Lancashire Adult Learning
- 5.4 **External/Community Venues:** Any venue not owned by the College, where learning is delivered by College staff

6. Roles and Responsibilities

- 6.1 It is the responsibility of the **College Leadership Team** to:
- Take responsibility for handling drugs related incidents reported in their area, in liaison with the Safeguarding and Prevent Team.
 - Follow clear procedures for taking disciplinary action with students fairly and consistently.
 - Liaise with police if illegal drugs (not alcohol or drug paraphernalia) are found to be possessed by a student.
 - Notify the Safeguarding and Prevent Team of any drug related incident or intelligence.



6.2 It is the responsibility of the **Safeguarding and Prevent Team (Main Site)** to:

- Support College staff if there are concerns regarding student possession or dealing of drugs including gathering evidence and talking to witnessing staff and/or students.
- Ensure Student Personal Development Officers are visible and patrol all areas of College.
- Accurately record all instances of drug related incidents and concerns.
- Provide reports for the College Leadership Team or Senior Leadership Team on drug related incidents.

6.3 It is the responsibility of **The Safeguarding and Prevent /Health and Wellbeing and College Nurse Teams** to:

- Liaise with Tutorial/Curriculum Leaders to ensure that issues related to drug use are covered through the tutorial programme (full-time students) or embedded within taught delivery, and that Personal Tutors/Teaching staff are adequately resourced.
- Provide support for students who disclose they (or a friend/family member) are misusing drugs and refer to internal/external agencies where appropriate.
- Follow appropriate safeguarding procedures if there is an immediate and significant risk of harm to a student (or a friend/family member) relating to drug misuse.

6.4 It is the responsibility of **All College Staff (including subcontractors)** to:

- Read and understand the Student Drugs and Alcohol Policy and related procedures.
- Take action and report concerns if they observe or are informed about drug misuse/possession/dealing to the Safeguarding and Prevent Team (Student Personal Development Officer).
- Refer students who disclose they (or a friend/family member) are misusing drugs, to the Safeguarding and Prevent Team or College Nurse for support.



7. Prescription Medication

- 7.1 Procedures relating to legally prescribed drugs and medication are covered in the Student Medication Policy.

8. Appeals Procedure

- 8.1 Appeals against any disciplinary action for drug related incidents or activity fall in line with the Appeals procedure in the Student Disciplinary Policy.

9. Dissemination

East Lancashire Learning Group Staff Hub

10. Monitoring and Review

- 10.1 The policy will be reviewed by East Lancashire Learning Group's Deputy Principal Curriculum and Quality

11. Related Policies/Procedures

- Student Behaviour Policies and Procedures
- Health and Safety Policy
- Safeguarding Children and Vulnerable Adults Policy
- Stop and Search Policy
- Student Code of Conduct/Entitlement
- Staff Code of Conduct
- Student Disciplinary Policy
- Student Medication Policy
- Trips and Visits Policy

12. Management Responsibility

The Deputy Principal Curriculum and Quality has overall management responsibility for this policy within East Lancashire Learning Group. Day to day management responsibility for this policy at main site has been devolved to the Executive Director of Learner Services and the Safeguarding and Prevent Manager.

13. Appendices

Appendix 1: Procedures for Main Site

Appendix 2: Procedures for Off-Site



APPENDIX 1: PROCEDURES FOR MAIN SITE

1. PROCEDURES

Incidents may fall into one of the following categories (although the list is not exhaustive):

- Suspicion of being under the influence of drugs
- Suspicion of the possession of drugs
- Suspicion of dealing drugs
- Student disclosure that they or a family member/friend are misusing drugs
- Discovery and confiscation of drugs/drug paraphernalia

1.1 Suspicion of being under the influence of drugs

- This may involve witnessing or observing drug use by students, or evidence/information from other students or staff. Useful information should be noted.
- There may be the smell of cannabis or alcohol on breath or clothing
- Determine if there are physical signs and behaviours e.g. dilated pupils, inflamed or reddened eyes, slurred speech, confusion, giggling, vomiting, unable to stand upright or hyperactivity (if the student is not well known to the staff member, it is useful to notify and take advice from a member of staff who teaches or supports them as the signs/behaviours could be an indicator of existing conditions). Signs also include the student not being aware of their surroundings, able to answer simple questions or take care of themselves.

Actions

- Establish their identification (Student ID card) if not already known
- Notify the Safeguarding and Prevent Team immediately using the safeguarding mobile numbers or by contacting a Student Personal Development Officer
- The Safeguarding and Prevent Team alongside a HOD will ask them to leave College premises after ensuring they are safe to do so. A student aged 16-17 (or Vulnerable learner) must be collected by their parents, next of kin or a responsible adult.
- If their state is serious enough to warrant concern (e.g. very inebriated, 'high' or unconscious), a First Aider should be called immediately for advice. Actions may include a call to the emergency services.
- No student regardless of age should be sent away from college if there is a risk to their safety.
- The Disciplinary Policy must be followed this involves the student being suspended pending an investigation.



- A record of the incident should be made on Promonitor (Level 2 Confidential Comments). The Head of Division and relevant Assistant Principal should be informed and given the statements, these should include physical signs, behaviours and responses.

Outcome

- The suspended student will be invited to a Disciplinary Hearing in line with the Student Disciplinary Policy.
- The outcome of the Hearing will determine the disciplinary procedure, but may lead to exclusion.
- Support may be offered by the Safeguarding and Prevent Team where appropriate following liaison with the Assistant Principal.

1.2 Suspicion of the possession of drugs

- This may involve witnessing or observing drug use by students, or evidence/information from other students or staff
- Useful information should be noted e.g. description of people involved (students and non-students), dates, times, car registrations, observations, by all witnessing staff and/or students.
- CCTV should be checked where possible to verify the information provided.

Actions

- Do not search through the student's personal possessions
- Ask the individual to hand over the drug
- Notify the Safeguarding and Prevent Team (Student Personal Development Officer). Inform them of the suspicions.
- If the student does not hand over anything, where the evidence is considered to be sufficient, a member of the authorised Stop and Search Team may follow the Stop and Search procedure.
- If drugs or drug paraphernalia are found or handed over, the confiscation procedure (Appendix 1 Section 1.5) and student suspension procedure must be followed.
- The police will be informed by the Safeguarding and Prevent Team if illegal drugs are found (not alcohol or drug paraphernalia). The police will decide on any legal action.
- A record of the incident should be made on Promonitor (Level 2 Confidential Comments). The Head of Division and relevant Assistant Principal. If drugs/drug paraphernalia are not found, a record should still be made.



Outcome

- The suspended student will be invited to a Disciplinary Hearing in line with the Student Disciplinary Policy.
- The outcome of the Hearing will determine the disciplinary procedure, but may lead to expulsion.
- Support may be offered by the Safeguarding and Prevent Team where appropriate following liaison with the Assistant Principal.

1.3 Suspicion of dealing drugs

- This will involve witnessing behaviour which is clearly suspicious and conclusive
- This may involve evidence/information from other students or staff including the observation of exchanging small parcels
- Useful information should be noted e.g. description of people involved (students and non-students), dates, times, car registrations, observations, by all witnessing staff and/or students.
- CCTV should be checked where possible to verify the information provided.
- A record of the incident should be made on Promonitor (Level 2 Confidential Comments). The Head of Division and relevant Assistant Principal should be notified.

Actions

- Staff should report concerns to the Safeguarding and Prevent Team (Safety Engagement Officers) immediately.
- Attempts should be made to identify all individuals involved, including non-students (if applicable).
- Procedures regarding the possession of drugs (Appendix1 Section 1.2) will be followed.
- Where evidence is considered to be sufficient, the student suspension procedure will be followed.
- The police will be informed by the Safeguarding and Prevent Team if illegal drugs are found (not alcohol or drug paraphernalia). The police will decide on any legal action.
- A record of the incident should be made on Promonitor (Level 2 Confidential Comments). The Head of Division and relevant Assistant Principal should be notified. If drugs/drug paraphernalia are not found, a record should still be made.



Outcome

- The suspended student will be invited to a Disciplinary Hearing in line with the Student Disciplinary Policy.
- The outcome of the Hearing will determine the disciplinary procedure, but may lead to expulsion.
- Support may be offered by the Safeguarding and Prevent Team where appropriate following liaison with the Assistant Principal.

1.4 Student disclosure that they or a family member/friend are misusing drugs

If a student discloses to a member of staff that they or a family member/friend are misusing drugs and require help and support, the staff member should report this to the Safeguarding and Prevent Team or College Nurse. Help and advice can be put in place, including referral to external services, personal support and counselling.

Such disclosures may remain confidential unless it becomes apparent that there may be an immediate and significant risk of harm to the student or family member/friends, particularly if they are under 18 years old. Appropriate safeguarding procedures will be followed by the Safeguarding and Prevent Team.

1.5 Discovery and Confiscation of Drugs/Drug Paraphernalia

- Staff should report the incident promptly to the Safeguarding and Prevent Team (Safety Engagement Officer) who will remove the drugs
- If drugs have not been discovered through student possession (Appendix 1 Sections 1.1-1.3), the Student Personal Development Officer Team will investigate, using CCTV where necessary, speaking to any staff/students in the vicinity.
- Solvents, drugs paraphernalia and alcohol (along with containers) will be logged and disposed of.
- Sharp or potentially contaminated items should not be handled without the appropriate equipment or personal protective clothing.
- Illegal drugs will be logged (Witnessed) and stored in the Safeguarding and Prevent Managers office in a lockable cabinet and the police will be contacted as soon as possible.



APPENDIX 2: PROCEDURES OFF-SITE

1. EXTERNAL/COMMUNITY VENUES

Teachers and staff who teach at external or community venues should consider the safety of themselves and other learners when addressing issues of concern regarding drugs.

The teacher/staff member responsible for the supervision of students should raise any issues of concern regarding drugs with the student, as they arise. If there is cause to believe a student has drugs in their possession and/or is showing signs of being under the influence of drugs, the member of staff can ask the student to leave the learning environment. A follow up discussion will be carried out by the teacher/staff member responsible so that the student is aware of the consequences of their actions.

If the student refuses to leave, the teacher/staff member responsible may take the decision to contact the police. If the safety of the teacher/staff, other students or anyone in the immediate vicinity is at risk, the teacher/staff member should contact their Head of Curriculum, a Senior Manager or the Duty Manager for advice. It may be that the safest course of action is to end the session until appropriate action has been actioned.

Appropriate recording of the incident should be made e.g. Promonitor L2 Confidential comment. The Student Disciplinary Policy will apply.

If a student discloses that they or a family member/friend are misusing drugs and require support, see Appendix 1 Section 1.4.

2. COLLEGE ORGANISED TRIPS/EXTERNAL EVENTS

- Students must not consume or have in their possession any drugs or alcohol on a college organised trip or during an external event.
- **Possession**
 - If there are reasonable grounds to suspect that a student may have drugs or alcohol in their possession, the Trip or Event Leader can ask a student to turn out his/her pockets or ask if the staff member can look in the student's bag or possessions (The staff member should always put their safety first, if there is cause to believe there could be something concealed in the bag that could cause harm seek direction from the Safeguarding and Prevent Manager)
 - A minimum of two staff members must be present the gender of which should be agreed with the learner their dignity must be maintained. (Official College Stop and Searches are only to be carried out by authorised staff).



- If the student does not consent to a search, the Trip or Event Leader may take the decision to contact the police, taking into account the suspected drug and legality of possession.
 - If drugs items are found, these should be confiscated and the confiscation procedure followed (Appendix 1 Section 1.5) as soon as is practicable.
- **Under the Influence**
 - If there are reasonable grounds to suspect that a student is under the influence of drugs or alcohol, the student must be supervised by a member of staff.
 - If there are reasonable grounds to suspect that a student is under the influence of drugs or alcohol their trip is to be terminated at the earliest possible opportunity. This may require the individual to be picked up by parents from the location of the trip its self or by terminating the whole trip and returning to college and then arranging for the parents to pick the individual up from college. This applied to both day and residential UK trips.
 - If the trip is a residential overseas, the student must be evaluated by a first aider (Hospital treatment sought if required) and supervised by a member of staff until they have the capacity to care for themselves (e.g. not vomiting, able to stand upright without support, not at risk of injury, fully conscious, able to answer simple questions and aware of surroundings). Every effort should be made, and as soon as is reasonably practicable, to contact the parents/carers of students aged 16-17 years to inform them of the situation and that they are being cared for by college staff/hospital.
 - As soon as possible, the suspension procedure will be followed and a record made on Promonitor. The student will be invited to a Disciplinary hearing following the return to college (Appendix 1 Section 1.1-1.2 Actions).

3. WORK BASED LEARNING/WORK PLACEMENT STUDENTS

- Students must not have drugs or alcohol in their possession, or consume whilst on any work placement, regardless of whether it is a paid or unpaid placement and regardless of the age of the student.
- Depending on the organisation/employer, alcohol may be served e.g. service enterprises such as restaurants, hotels, hair/beauty salons. The responsibilities of the employer and expectations of the student will be covered during induction. Students under the age of 18 will not be permitted to serve alcohol on work placement.
- If the employer has reasonable grounds to suspect that a student has drugs in their possession, they may ask the student to leave the premises or contact the police, taking into account the suspected drugs and legality of possession.



- If the employer has a drug and alcohol policy, stop and search policy or similar, this must be covered in the placement induction and/or included in the contract of employment.
- Any concerns during placement by the employer should be referred back to the relevant Programme Leader (apprentice students) or Curriculum Leader (work placement). Depending on the concerns, the Student Disciplinary Policy may apply. The Programme Leader or Curriculum should seek advice from their manager and/or Safeguarding and Prevent Manager.
- If a student discloses that they or a family member/friend are misusing drugs and require support, see Appendix 1 Section 1.4.

4. Remote Learning

- Where learners are working remotely (Online Remote Lessons) the policy and actions included in it continue to be followed and implemented. This includes witnessing online the suspicion of being under the influence of drugs/alcohol, suspicion of the possession of drugs, suspicion of dealing drugs and/or a family member or friend misusing drugs or alcohol.
- Learners are expected to follow the college code of conduct whilst learning online and in online lessons including not being under the influence of drugs or alcohol, where this is suspected the learners lesson will be terminated and particular attention to the policy above must be followed. Where learners are under 18 the safeguarding team should be contacted immediately and parents/guardians will be informed.
- Where there is a concern for the safety of any learner regardless of age the college safeguarding process must be followed.