

GLC DRUGS POLICY

This Policy was ratified by the Board of Directors on :	Spring 2026
This Policy will be reviewed on :	Spring 2028

GLC Mission Statement

The GLC’s mission is to develop active and thriving citizens within a diverse, truly fair and equal community.

This will be achieved through:

- High quality teaching that deliberately develops competencies of curiosity, creativity, communication and critical-thinking.
- An inspiring and meaningful curriculum.
- The development of productive relationships by instilling the values of compassion, resilience, responsibility and aspiration to prepare our young people for learning and life.
- A commitment to the wellbeing of our staff.
- A culture of professional generosity, collaboration, challenge and support throughout the GLC.
- The development of effective external partnerships for the benefit and wellbeing of our community.

Equalities Statement

The GLC’s commitment to equality is enshrined in our mission statement to develop ‘active and thriving citizens within a diverse, truly fair and equal community’.

We are a vibrant, innovative and successful organisation: we work hard to be the place of choice to work and to learn. Across the 5 academies of the GLC, we pledge that everyone enjoys an equality of opportunity. We work tirelessly to ensure that individual characteristics including age, ethnicity, socio-economic background, academic ability, disability, gender, religious beliefs, sexual orientation are not discriminated against in any way. We create inclusive environments characterised by mutual respect where difference is celebrated.

GLC Policy on Drugs

The GLC drugs policy sets out strategies that support the GLC's Mission Statement and ensures staff and students feel safe and secure in a calm, supportive environment conducive to learning. The GLC acknowledges that drug use and misuse can have a serious effect on health, wellbeing and student achievement.

All students have a right to expect a reasonable level of personal privacy as set out under the European Convention on Human Rights, Article 8. The right under Article 8 is not absolute; it can be interfered with however it must be justified and proportionate. The power to search in the Education Act 1996 are compatible with Article 8 and the DfE's searching guidance.

This policy has been written in line with the legal duties under the Equality Act 2010, in respect of safeguarding and of students with special education needs and disability.

Supporting policies:

- GLC Teaching for Learning Policy
- GLC Positive Handling Policy
- GLC Suspensions and Permanent Exclusions Policy
- GLC Attendance Policy
- GLC Anti-Bullying Policy
- GLC Complaints Policy
- GLC Curriculum Policy
- GLC Safeguarding Policy
- GLC SEN and Disability Policy
- GLC Searching, Screening and Confiscation Policy

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to

- Health and Safety at Work, etc Act 1974
- Education Act 1996
- Education and Inspection Act 2006
- The Schools [Specification and Disposal of Articles] Regulations 2012
- The Schools Behaviour [Determination and Publicising of Measures in Academies] Regulations 2012
- European Convention on Human Rights
- DfE(2022, last updated July 2023) Searching, Screening and Confiscation
- DfE(2013) Use of reasonable Force
- DfE(2024) Behaviour in Schools
- DfE(2025) Keeping Children Safe in Education 2025
- DfE and ACPO(2012) drug advice for schools

Policy Aims

- Outline the GLC approach to drug education and what that looks like;
- To reinforce and safeguard the health and safety of students and the GLC community;
- Ensure all stakeholders are aware of the appropriate action that should be taken if it is known that a student is using, holding or passing on drugs.

Definitions

The definition of drugs used in this policy is the definition given by the United Nations Office on Drugs and Crime: 'A substance people take to change the way they feel, think or behave'. This is also used by the DfE in its drugs guidance. This definition refers to the following types of drugs:

- Legal Drugs, including alcohol, tobacco, poppers and volatile substances
- Vapes and substances used in vapes, including nicotine products, legal CBD products, and illegal THC-containing substances.
- Prescription and over-the-counter medicines, including controlled drugs.
- Illegal drugs controlled by the Misuse of drugs Act 1971 including ecstasy, cannabis, crack/cocaine, heroin, ketamine, amphetamine, khat and LSD.
- Drugs covered by the Psychoactive Substances Act 2016 including spice. These substances mimic the effects of traditional drugs but are synthetic and are normally referred to as 'legal highs'
- Other drugs such as anabolic steroids and volatile substances [solvents].

'Drug use' describes any drug taking. Any drug can potentially lead to harm, including through intoxication, breach of the law or academy rules, or future health problems.

'Drug misuse' is drug taking which leads to social, psychological, physical or legal problems through intoxication, regular excessive consumption and/or dependence.

There is a no smoking policy across all GLC sites for everyone. Students who want to give up smoking will be referred to the relevant agencies by the Child Protection Team.

Drug Education

The GLC educates students about drugs and the implication of drug use and misuse on themselves, their health and their futures. Drug education takes place across the Science Curriculum and pastoral curriculum [including assemblies and outside agency support] and includes the following:

- In Key Stage 1, pupils are taught that some drugs are helpful and some are harmful. Pupils are encouraged to develop an awareness of why we take helpful drugs
- In Key Stage 2, pupils learn the difference between legal and illegal drugs and their effects and risks
- In Key Stage 3, students will be taught that abuse of alcohol, solvents, tobacco and other drugs affects health; that the body's natural defences may be enhanced by immunisation and medicines; and how smoking affects lung structure and gas exchange
- In Key Stage 4, students will be taught the effects of solvents, tobacco, alcohol and other drugs on body functions

Our curriculum will also ensure to

- Promote positive attitudes to healthy lifestyles
- Support students gaining knowledge and understanding about the effects, risks and dangers of drugs, laws and effects of drugs on individuals, family relationships and communities and correct myths and understanding
- Support students developing skills to make informed decisions, including communication, self-awareness, finding information, help and advice helping others and managing situations involving drugs
- Widen understanding about drug related health and social issues, this will include exploring their own and other peoples' attitudes to drugs, drug use and drug users, including challenging stereotypes and dispelling myths
- Enable young people to identify sources of appropriate advice and personal support.

GLC rules concerning drugs

Students are not allowed to possess or use drugs on any GLC site at any point. This includes drugs paraphernalia including pipes, cigarette papers, filters, grinders, etc.

If a student or students bring drugs to the site of a GLC Academy or are under the influence of drugs

- If there is evidence, or there is reasonable suspicion, that a student may be in possession of drugs, a search may be conducted in accordance with the GLC Searching, Screening and Confiscation Policy. The Head of School will decide whether police involvement is required.
- A student or students are may be considered for permanent exclusion, taking into consideration statutory guidance and individual circumstances if there is evidence that they are in a possession of or dealing drugs at a GLC site;
- If a student is found in possession of drugs on a GLC site, the drugs and/or paraphernalia will be confiscated. Drugs will be locked in the Academy safe until the police inform Academy of next steps, parents and the relevant authorities will be informed; Drugs paraphernalia will be destroyed.
- Any student caught with or is strongly suspected to be in possession/ using drugs will be referred to the relevant external agencies.
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See GLC Behaviour Policies and GLC Screening, Searching and Confiscation Policy for further details.

Drug Misuse Outside of the School Premises

In line with Keeping Children Safe in Education and Behaviour in schools Advice for Headteachers and school staff [2024] the school may impose sanctions on a student for misusing drugs outside schools when students are:

- Taking part in any academy-organised or academy-related activity or
- Travelling to or from academy or
- In some way identifiable as a student at the academy

Each GLC academy may also impose sanctions and/or support on a student for drug related incidents at any time, whether or not the conditions above apply, for the following reasons

- Could have repercussions for the orderly running of the academy or
- Safeguarding risk, including Posing as a threat to themselves or another student or member of the public or
- Could adversely affect the reputation of the Academy.

This also includes any student who is involved in 'county line' or gang-related drug issues. Also, any student who encourages others to take drugs.

Medication

Students may have medication which has been prescribed by a doctor or which has been bought over the counter for the treatment of a specific condition. Unless agreed as part of a medical care plan, students may not carry medication. All other student medication must be kept in student services and taken under the supervision of a responsible adult.

Confidentiality

Information relating to any students or students involved in drug use or misuse will follow the same procedure as for other sensitive information and in-line with the GLC's GDPR policies. The Head of School will be informed of all incidents, confidentiality will be maintained where possible at all times.

Students in the GLC should feel able to talk in confidence to a member of staff about any drug related problem without the fear of being judged and every effort should be made to establish a meaningful dialogue and offer support. Prior to any further investigation any approach should always be considered as a request for help. However, no member of staff can agree to offer complete confidentiality. The Academy will always inform parents unless there is a serious safeguarding concern in which case they will seek advice from the local safeguarding team.

The Law

Staff members need to be aware of the law concerning drugs. Any staff member discovering a suspected substance must not remain in possession of it for any significant length of time but should pass it to a senior member of staff. This member of staff must alert a senior member of staff immediately so that the appropriate action can take place. Any further action taken will depend on whether the substance was or was not a drug. No teacher, parent or student should be in possession of an illegal drug.

Procedures

Any students thought to have misused any substance by intent or accident will always be treated as a serious medical emergency and medical advice and treatment will be swiftly sought. Parents will be informed at the earliest opportunity.

Intoxication

It can be difficult to talk to a person who is intoxicated or under the influence of drugs and in such a situation it is important to keep the student under observation so he/she does not wander off and get into danger.

If the student is conscious:

1. Sit them down in a safe, quiet area where they can be supervised and get immediate support from a member of SLT and First Aid
2. Ensure ventilation is good, opening a window if necessary
3. Remain calm and do not shout or issue threats
4. Help to calm them down if they are distressed
5. A trained member of staff should issue first aid if appropriate
6. SLT member or designated person to telephone parents/carers

Emergency Situation

If a situation arises where a student has lost consciousness as a result of drug use. The following should take place

1. Immediately contact appropriate Reception / Medical Personnel to summon assistance from staff with first aid qualifications and get a member of SLT
2. Do not panic or leave the student alone
3. Place the student in the recovery position
4. Telephone 999 for an ambulance
5. SLT or designated person to telephone parents/carers
6. SLT or designated person to question the student's friends to determine which substance has been used. Evidence [e.g. tablets, bottles, syringes] should be collected. This may help hospital staff identify what substance has been consumed. Samples of vomited material may also be needed.

Care should be taken when collecting such materials.

6. Afterwards, allow yourself some time to unwind. You may be in a state of shock and may benefit from the support of other people.

Making referrals and providing support for students who are using drugs

All staff must refer concerns about a student and drug use to the Safeguarding Team. The Safeguarding Team will manage the referral in accordance with the Safeguarding Policy. The Safeguarding Team will also consider a referral to the relevant external agencies and put in place a pastoral support plan for the student.

Allegations or suspicions of drugs

Each GLC Academy will normally inform parents if there are allegations or suspicions of drug abuse emanating from staff or students, unless the grounds seem very slim. It may be appropriate to point out that these allegations are being relayed 'as a matter of report than of accusation'.

Media

Any media involvement will be dealt with by the Head of School or a delegated member of staff.