



THE ORATORY

THE ORATORY SCHOOL

Drugs Policy

Purpose

The purpose of this policy is to give a clear statement to pupils, staff and parents about The Oratory School's attitudes regarding drug use. It is also to prevent pupils from using controlled drugs at any time. It aims to strike a balance between concern for the individual, and concern for the welfare of the community as a whole.

For the purpose of this policy, 'drugs' include: illegal drugs, solvents, so called 'legal highs', Nitrous Oxide, and other drugs not yet covered by the Law.

Background

***"The use of drugs inflicts very grave damage on human health and life. Their use, except on strictly therapeutic grounds, is a grave offence. Clandestine production of and trafficking in drugs are scandalous practices. They constitute direct co-operation in evil, since they encourage people to practices gravely contrary to the moral law."* (CCC par. 2291)**

The Oratory School recognises that the use of drugs of all kinds in society at large, and in particular among young people is widespread. There is a wide range of views on the subject expressed in the media and by public figures: attitudes vary between age, social and cultural groups; the legal framework is complicated; medical advice is sometimes contradictory. The principles underlying The Oratory School's policy are as follows:

- respect for the Law is fundamental
- the school has a duty to safeguard the physical and mental well-being of all its pupils, and enable them to grow and learn in a healthy environment
- the school has a duty to inform pupils about the ways in which different substances can affect their physical and mental state
- the School has a duty to encourage individuals to think carefully about their attitudes and aspirations, and to develop the self-esteem necessary to enable them to make sensible and independent decisions.

Authority

The person responsible for ensuring the implementation of this policy is the Head Master as part of his overall responsibility for education and discipline in the school. The policy has been made after consulting Governors, teachers and medical advisers.

Statement of Policy

It is the policy of The Oratory School that through a programme of education and example, it will actively seek to prevent the abuse of controlled drugs and will treat cases of abuse by pupils as serious misconduct and by staff as gross misconduct. All cases of drug abuse may be reported to the police.

The policy will be implemented as follows:

Prevention through education

Priority will be given at all levels of the school to a continuing programme of education about drugs. The Oratory School's PSHE programme course provides accurate information about the effects and dangers of different substances, and a clear understanding of the legal implications about drug misuse. Pupils are also encouraged to think carefully about their attitudes and aspirations, and to explore ways of making decisions and of developing strategies for resisting 'peer pressure'. Throughout the school there are a range of lessons given by staff in tutor periods, and talks from outside agencies and specialists; local police; videos/DVDs and written information about drugs. The subject is also covered in Biology, PE and RS. The pupils are made aware of the implications for them in their future career terms of any police record of involvement in drugs. Training is also offered to staff and information is available through the school. Pupils, parents and staff will be regularly kept up to date on developments in drug abuse to ensure that sensible and informed discussions can be held and decisions made about the misuse of drugs. Help will be provided for anyone genuinely seeking help in this area. We encourage students to discuss their anxieties about drugs or substances in confidence with a member of staff. Matters brought up in this way, in circumstances which are genuine, can be ring fenced from disciplinary sanctions, unless to do so would fail to adequately safeguard other students/ Anyone with a drugs problem will receive help but will go onto a programme of regular testing (see below).

Parental permission for testing to be carried out under the circumstances outlined below will be assumed on the pupil's entry to the school. All efforts will be made to contact parents at the earliest opportunity should the school wish to take this course of action.

Discipline

The aim of the school's disciplinary approach to drugs is to deter individuals who may be tempted to experiment or to persuade others to do so.

Illegal Drugs

These drugs include, for example, cannabis, cocaine, ecstasy, heroin, amphetamines, barbiturates, magic mushrooms etc.

Solvents and other drugs not yet covered by law

- There is a wide range of substances such as solvents, glues, aerosols, Nitrous Oxide, etc. which can be abused. There are also an ever increasing number of other synthetic or natural substances, which affect the user's physical and mental state, but are not yet covered by any legislation.
- The use and possession of these substances for abusive purposes by pupils would normally result in a suspension, and might result in exclusion depending on the circumstances.

Suspicion of Misuse

If a member of staff has reason to suspect that a pupil is misusing drugs, he/she must report the situation to the relevant Housemaster or Deputy Head Pastoral who will decide if further investigation or a drug test is warranted.

Suspicion of misuse may be aroused by certain behavioural and other signs, which may in turn be associated with deterioration in a pupil's welfare and/or performance. Accordingly, all staff must be alert to signs of drug misuse, taking into account the warning signs. Such signs include a decline in performance in school work; marked swings in mood; excessive tiredness; sores and rashes, especially on the mouth or nose; a lack of concern for one's physical appearance and an unwillingness to take part in school activities.

Other signs or evidence may include the finding of certain items of equipment/drug paraphernalia; the smell of cannabis; behaviour on a particular occasion; a member of staff witnessing an exchange of money or packages under suspicious circumstances; written notes or conversations overheard by a member of staff that drug use has taken place or other information that has been gathered – for example, in the opinion of the medical centre that staff in a specific situation that a pupil might be under the influence of drugs rather than alcohol.

Any suspicion of drug sale/supply, use or possession will be investigated thoroughly. Investigation may include questioning of the individual(s) under suspicion and others; searches of pupils' room or belongings; examination of other evidence. If there is a strong but inconclusive evidence of drug use, a pupil may be required to take a drug test. A pupil may also take a test if he feels that he is under suspicion and wishes to exonerate himself.

Investigation into Possible Misuse

Once there has been confirmation that there are reasonable grounds for suspecting that a pupil has been using controlled drugs, the Head Master or Deputy Head Pastoral shall be accountable for any further investigation; he may decide that a pupil shall take a urine test. Responsibility for all investigations rests with the Head Master or the Deputy Head Pastoral, who will make every effort to ensure that they are conducted fairly and with as much openness towards the affected pupil as the circumstances may reasonably allow.

Wherever possible, the School, via the Housemaster (or, if they are unavailable, the Deputy Head Pastoral), will contact the pupil's parents at the time to let them know of the decision to test. However, when certain of the criteria above are involved, it is likely that the Head Master, Deputy Head Pastoral or Housemaster will have been discussing the situation with parents before that decision is reached.

Urine sampling and testing will be carried out in accordance with a strict procedure, details of which are available from the School. The procedure may change from time to time as dictated by experience and/or scientific advance and therefore the written procedure may be updated from time to time. It is a requirement that dual samples be collected in the School Health Centre under conditions of the strictest hygiene and care, whilst maintaining the privacy and dignity of the pupil. Testing of one sample will be by an independent laboratory and the same laboratory will properly maintain the second sample for a period of six months (for twelve months if the first sample is positive), so that it is available for retesting by another laboratory if this is required by the parents. Complete chain of custody records for the sample will be kept. It is intended that the procedures be fully in accordance with the standards required to satisfy any legal challenge.

The School reserves the right to use sniffer dogs to assist with any search for drugs. This may be done randomly and without notice.

Action Following Misuse

If there is firm evidence that a pupil has been taking controlled drugs, he will automatically be sent home to discuss the gravity and consequences of his misconduct with his parents or guardians. The Head Master will subsequently see parents and pupil together, to determine whether the pupil will be allowed to remain at The Oratory School. If a pupil is allowed to remain at The Oratory School, he will be given further guidance and support and offered specialist counselling. He will also be under an obligation to submit to a regime of random testing for the rest of his time at the Oratory School. A subsequent positive test will lead to the pupil's exclusion. Any pupil caught supplying or inciting the use of controlled drugs or so called "legal high" substances, or being in possession of them with intent to supply, will be excluded.

Confidentiality

The records of testing will not be used for any other purpose and they will be destroyed when the pupil concerned leaves the School.



DRUG ABUSE AMONGST PUPILS

Drug taking by children and young people is a well-documented national problem. We recognise that our children are as liable as any to come into contact with drugs. If we deny this, we deceive ourselves. More importantly, we fail the children in our care. Accordingly, our drugs policy seeks to establish a sound balance between education, detection and deterrence. Nevertheless, its overriding and single most important aim is to prevent the abuse of controlled drugs by pupils: to that end, cases of drug abuse by pupils will always be treated as serious misconduct. In this light, we work to protect our pupils in the following ways:-

Vigilance

Staff are trained to watch for and detect tell-tale signs of possible drug abuse. These signs are listed above. Staff receive INSET on drugs education and they discuss and readily share information with each other. Where appropriate, guidance is also sought from other organisations.

Working Together Through Education and Example

Teaching clearly about the dangers and consequences of drug abuse is an increasingly important part of our Life Skills/PSHE Programme. This programme is taught in each year and involves many members of staff. Our approach to drugs education will involve: deterrence, raising self-esteem, decision-making skills and whole school approaches via health promotion, and will incorporate skills, values, attitudes and feelings. Visiting 'experts'/lecturers are incorporated into the programme. We believe we can only be truly effective in our aims and objectives here if parents join us in a partnership with their children and the School. Accordingly, provision will be made for parental involvement in our PSHE programme and openness between parents and the School is both encouraged and crucial. The School also works closely with the police in order to assist them in their vital work of detection and surveillance in the battle against drug pushing and enticement.

Testing

We carry out urine tests where we have reason to believe drugs are being taken. Detection is an important part of our drugs policy: testing acts as a powerful deterrent against drug abuse, and we value it as such. Tests are not carried out randomly. They are however always carried out where there is reasonable cause for concern. Wherever possible parents are informed of our intention to test and in the majority of circumstances the Housemaster or Deputy Head Pastoral will have been discussing the situation with parents before the decision to test is taken. When a test is taken parents will be sent information describing the testing procedures. Parents or pupils can refuse a test. In such circumstances, the School must assume that drug abuse is taking place and that our policy for preventing it has been rejected. Accordingly exclusion must automatically follow.

The School reserves the right to use sniffer dogs to assist with any search for drugs. This may be done randomly and without notice.

Working with the Problem

We believe that drug abuse cannot be combated by punishment alone. Punishment must, of course have its place in an integrated policy of drugs education and prevention but we do not believe it is morally or educationally acceptable to "write off" a young person for experimenting with drugs. Nevertheless, we are firm in our conviction that drug abuse is damaging and we will not hesitate to apply the sanctions described above.

Application

This policy has been authorised by the Headmaster of The Oratory School and is available to parents and pupils on request. The policy relates to the misuse of controlled drugs and other substances and applies to all pupils at The Oratory School. It applies at all times whether or not the pupil is in the care of the school. The same will apply to pupils who come into school suffering from the after-effects of drug use, or who are shown by a test to have drugs still in their system. The procedure and sanctions may be adapted as appropriate to meet the policy aims and circumstances of each case. Certain of the procedures can only be carried out during term time.

Pastoral/Medical Care

If there is a possibility that a pupil has been using any of the above substances, normal first aid procedures should be followed; he should not be left alone, and the Medical Centre Staff should be informed immediately.

If it becomes clear that a pupil is in need of support in relation to drug misuse, whether or not disciplinary action has to be taken, The Oratory School will make every effort to recommend appropriate sources of help and guidance.

Monitoring and Evaluation

- The policy is a living document, which will be evaluated, refined and updated on a regular basis.
- All drug incidents will be recorded on My Concern.
- There will be a continuing programme of INSET as deemed necessary.
- There will be regular pupil input, via questionnaires and discussion in Life Skills – PSHE, in House, in Tutor period etc. Resource materials will continue to be updated and made available to both staff and pupils.

Other Policies/Staff Guidelines, which have relevance to the *Drugs Policy*, are:

- Alcohol Policy
- Smoking Policy
- Safeguarding Policy
- Pupil Restraint
- Self-Harm Policy
- Pupil Confidentiality
- RSE Policy

Member of Staff responsible: Matthew Fogg (Deputy Head Pastoral)
Reviewed Annually in October

The Policy is effective and last reviewed in October 2018 with no changes.

In February 2018 the changes were as follows:

Page 2	<ul style="list-style-type: none"> • Addition of section on students making disclosures to staff and requesting a supportive regime • Amendment to state that “All efforts will be made to contact parents” prior to a test
Page 3	<ul style="list-style-type: none"> • Reference to “Sale of substances” removed so that the section just deals with “Use and abuse”
Page 4	<ul style="list-style-type: none"> • Addition of reference to legal highs and other substances in addition to illegal drugs • Advise for staff on recognising signs of drug use moved to a separate appendix
Page 6	<ul style="list-style-type: none"> • Amendment to state that the policy refers to all Oratory students and at all times (both in term time and holidays).
Whole document	<ul style="list-style-type: none"> • All references to Second Master changed to Deputy Head Pastoral

OS008 – Drugs Policy
Reviewed by DHP October 2018
To be reviewed: October 2019

Appendix One

Signs and Symptoms of Drug Abuse

Drug or solvent misuse: recognising the signs (Reproduced from "Drug Misuse and the Young - A Guide for the Education Service").

Warning Signs

Early detection of drugs misuse is extremely important. If a young person's drug misuse is identified at an early stage, it is easier for action to be taken to prevent his or her further misuse of drugs. Therefore teachers need to be vigilant, particularly when they are in charge of activities, which take groups of young people away from the school premises. Research has shown that first experiments with drugs by young people almost always involve a substance provided by a friend. The warning signs listed below may indicate that individuals or groups of young people are misusing drugs. Their presence alone is not conclusive proof of drug or solvent misuse: many of them are a normal part of adolescence, but the presence of several signs together may point to a need for greater vigilance.

The Objects List gives an indication of equipment which, if found in certain circumstances, might also give grounds for concern.

Warning Signs in Individuals

- Changes in attendance, and being unwilling to take part in school activities
- Decline in performance in school work
- Unusual outbreaks of temper, marked swings of mood, restlessness or irritability
- Reports from parents that more time is being spent away from home, possibly with new friends or with friends in older age groups
- Excessive spending or borrowing of money
- Stealing money or goods
- Excessive tiredness without obvious cause
- No interest in physical appearance
- Sores or rashes especially on the mouth or nose
- Lack of appetite
- Heavy use of scents, colognes etc. to disguise the smell of drugs
- Wearing sunglasses at inappropriate times (to hide dilated or constricted pupils)

- **Warning Signs in Groups**

- Regular absence on certain days
- Keeping at a distance from other pupils, away from supervision points (e.g. groups who frequently gather near the gate of a school playground or sports field)
- Being the subject of rumours about drug taking
- Talking to strangers on or near the premises
- Stealing which appears to be the work of several individuals rather than one person (e.g. perhaps to shoplift solvents)
- Use of drug takers' slang
- Exchanging money or other objects in unusual circumstances
- Associating briefly with one person who is much older and not normally part of the peer group

- **Objects that may indicate Drug Misuse**

- Foil containers or cup shapes made from silver foil, perhaps discoloured by heat
- Metal tins
- Spoons discoloured by heat
- Pill boxes
- Plastic, cellophane or metal foil wrappers
- Small plastic or glass phials or bottles
- Twists of paper
- Straws
- Sugar lumps
- Syringes and needles
- Cigarette papers and lighters
- Spent matches
- Plastic bags and butane gas containers (solvent abuse)
- Cardboard or other tubes (heroin)
- Stamps, stickers, transfers or similar items
- Shredded cigarettes, home-rolled cigarettes and pipes (cannabis)
- Paper (about 2 inches square) folded to form an envelope (heroin)