St Paul's
C of E Primary School

A place to belong

Drug and Alcohol Policy

Acting Headteacher:	**Charlotte Hughes**
Member of Staff Responsible:	**Sandra Evans**
Reviewing Committee:	**FGB**
Effective date of Use	**1st January 2026**
Term of Review	**Autumn 2028**
Statutory	

St Paul's C of E Primary School

A Place to Belong

Our Christian Vision

Our school is a family where everyone feels safe, happy and valued, and is supported to achieve their full potential.

We will develop compassionate and caring individuals who depend on one another, are highly motivated, and have a life-long love of learning in preparation for the future.

Our Core Values

All that we do is underpinned by the core Christian values of *Family (Koinonia), Compassion, Perseverance and Forgiveness*

"Though we are many, we form one body, all joined together as members of the whole. We each have different gifts, according to the grace given to each of us. We must use them wisely."

Romans 12:5-8

Drug and Alcohol Policy

Contents:

Statement of intent

1. Legal framework
2. Key roles and responsibilities
3. Safeguarding and Criminal Exploitation
4. Definitions
5. Staff training
6. Drug education
7. Smoking
8. Legal drugs and prescribed medicines
9. Solvents
10. Persons found to be under the influence of drugs or alcohol
11. Medical emergencies
12. Threatening behaviour
13. Searching
14. Controlled substances
15. Discipline and support

Statement of intent

St Paul's C of E Primary School takes a zero tolerance approach to the misuse of drugs and alcohol on our premises. This policy has been developed in conjunction with DfE guidance to ensure that everyone is aware of the risks posed by the misuse of drugs and alcohol.

We are committed to:

- Upholding the Health and Safety Policy already in place at the school.
- Providing a safe and healthy environment which is conducive to the education of the children in the school.
- Providing a robust policy which outlines our zero tolerance approach to drugs and alcohol misuse.
- Developing and improving the policy by reviewing it after any incident.
- Educating pupils on the dangers of drug and alcohol misuse.

Rooted in our Christian ethos, this policy is guided by our commitment to the care, support, and flourishing of the whole child; we strive to provide a safe, nurturing environment where every pupil is protected from harm and supported to make healthy, life-affirming choices.

1. **Legal framework**

This policy has due regard to relevant legislation and guidance, including, but not limited to the following:

- DfE (2025/26) ‘Keeping children safe in education’
- 'Working Together to Safeguard Children (2023)
- The Children and Families Act 2014
- The Education Act 2011
- The Health Act 2006
- DfE 'Searching, Screening and Confiscation' (2022)

This policy will be implemented in conjunction with the school’s:

- Child Protection and Safeguarding Policy
- Health and Safety Policy
- PSHE Policy
- Administering Medication Policy
- COSHH Risk Assessment

2. Key roles and responsibilities

The **headteacher** is responsible for dealing with any alcohol and drug related issues within the school.

3. Safeguarding and Criminal Exploitation

St Paul’s C of E Primary School recognises that the possession or use of drugs by a primary-aged pupil is a significant safeguarding red flag.

We remain alert to the risk of Child Criminal Exploitation (CCE), including 'County Lines' models, where children may be coerced, groomed, or pressured into transporting or storing illegal substances.

In any instance where a pupil is found in possession of, or under the influence of, an illegal substance, the school will prioritize the pupil’s safety. An immediate referral will be made to the Designated Safeguarding Lead (DSL) to assess whether the child is at risk of harm or exploitation.

Action taken will be in accordance with the school’s Child Protection and Safeguarding Policy and 'Working Together to Safeguard Children', focusing on a supportive, multi-agency approach to identify the root cause of the incident.

While the school maintains a zero-tolerance approach to drugs on site, disciplinary measures will always consider the age, maturity, and vulnerability of the pupil, ensuring that "at-risk" children are treated as victims of exploitation rather than solely as offenders.

4. Definitions

St Paul’s C of E Primary School defines a “drug” as any substance which, when ingested alters perception and the way the body works. This definition includes, but is not limited to:

- All Illegal substances
- Alcohol

- Tobacco
- Solvents
- Medicines
- "New Psychoactive Substances" (NPS)

5. Staff training

At St Paul's C of E Primary School, we recognise that early intervention can prevent drug misuse. As such, teachers will receive training in identifying pupils who may be at risk.

Teachers and support staff will receive regular and ongoing training as part of their professional development.

6. Drug education

All pupils will receive regular guidance on drugs and alcohol as part of the PSHE curriculum.

Lessons will be delivered as appropriate to the age and phase of the pupils and will be differentiated according to individual learning styles.

Where appropriate, visitors and external speakers will join us to lead classes on drug and alcohol misuse.

7. Smoking

In accordance with part 1 of the Health Act 2006, St Paul's C of E Primary School is a smoke free environment. This includes all buildings, out-buildings, playgrounds, playing fields and sheltered areas.

Parents, visitors and staff must not smoke on school grounds and will avoid smoking in front of pupils and/or encouraging pupils to smoke.

Pupils are not permitted to bring smoking or nicotine products onto the premises. This includes, but is not limited to cigarettes, e-cigarettes, vapes, nicotine products, lighters, matches and pipes.

In the interest of health and hygiene, smoking will not be permitted at, or around, the school gates.

8. Legal drugs and prescribed medicines

We understand that some pupils may require medications that have been prescribed by a doctor, or other health professional.

Parents have the primary responsibility for their child's health and should provide the school with all relevant information about their child's medical condition.

Medicines should only be brought onto the premises if it would be detrimental to the child's health if medicines were not administered during their time at the school.

The school will only accept medicines which have been prescribed by a doctor, dentist, nurse or pharmacist.

Medicines must be provided in the original container as dispensed and must include the prescriber's instructions for administration and dosage.

Further guidance can be found in the school's Administering Medication Policy.

9. Solvents

Pupils are not permitted to bring solvent based products onto the premises including, but not limited to, aerosol deodorants, compressed air, and aerosol hairspray.

The school will ensure that potentially hazardous solvents are stored safely.

More information can be found in our COSHH Policies.

10. Persons found to be under the influence of drugs or alcohol

Staff members found to be under the influence of drugs or alcohol whilst on school premises will be disciplined in line with their contract of employment.

Visitors to the school found to be under the influence of drugs or alcohol on school grounds will be escorted from the premises. The headteacher has the authority to ban persistent offenders from the school.

Unless it is a medical emergency, or where there is aggressive or threatening behaviour, pupils found to be under the influence of drugs or alcohol whilst on school premises will be removed from class and escorted to the headteacher's office, where they will be assessed.

The pupil's parent will be asked to remove the pupil from the premises.

The pupil will remain in the headteacher's office until their parent arrives.

If necessary, a search will be conducted.

11. Medical emergencies

In drug related medical emergencies, trained first aiders will be summoned.

A teacher will remain with the casualty until the trained first aider arrives.

Other pupils will be removed from the immediate area, as soon as is reasonably practicable.

Following assessment by the first aider, a decision will be made to ascertain whether an ambulance will be called.

The pupil's parents will be telephoned and told about the incident.

If the pupil is felt to be at risk, the Child Protection and Safeguarding Policy will come into effect and MASH will be contacted.

All accidents and incidents, including near misses or dangerous occurrences, will be reported as soon as possible following the school's Health and Safety Policy.

12. Threatening behaviour

Aggressive and threatening behaviour by pupils, staff or visitors under the influence of drugs or alcohol will be taken very seriously.

Where aggressive and/or threatening behaviour is displayed, St Paul's C of E Primary School will not hesitate in contacting the police.

Any pupil, staff member or visitor displaying aggressive and/or threatening behaviour will be removed from the premises.

In the case of pupils, parents will be contacted.

13. Searching

Staff members may use common law to search pupils with their consent for any item.

Staff members may ask any student to turn out their pockets.

Staff members may search any student's backpack or locker.

Under part 2, section 2 of the Education Act 2011, teachers are authorised by the headteacher to search for any prohibited item including, but not limited to tobacco and cigarette papers, as well as illegal drugs and alcohol, without the consent of the pupil if they have reasonable grounds for suspecting that the pupil is in possession of a prohibited item.

Searches will be conducted by a same sex member of staff with another same sex staff member as a witness, unless there is a risk that serious harm will be caused to a person if the search is not done immediately, and where it is not practicable to summon another member of staff. Searches without a witness are *only* permitted in extreme cases where there is a risk of "serious harm."

Staff members may require a pupil to remove outer clothing including hats, scarves, boots, coats and scarves. Staff are never permitted to conduct a strip search.

Pupils' possessions will only be searched in the presence of the pupil and another member of staff unless there is a risk that serious harm will be caused to a person if the search is not done immediately, and where it is not practicable to summon another member of staff.

Staff members may use such force as is reasonable given the circumstances when conducting a search for alcohol, illegal drugs or tobacco products.

A staff member carrying out the search can confiscate anything they have reasonable grounds for suspecting is a prohibited item. This includes "New Psychoactive Substances (NPS)" and other potentially harmful materials which cannot immediately be identified.

14. Controlled substances

St Paul's C of E Primary School has a zero tolerance policy on illegal drugs.

Following the identification and confiscation of a controlled substance, a staff member will seal the sample in a plastic bag and include details of the date and time of the confiscation and the name of any witness/witnesses present.

The staff member will store the sample in a secure location.

The incident will be reported immediately to the police who will collect the sample and then deal with it in line with agreed protocols.

St Paul's C of E Primary School will not hesitate in giving the police the name of the pupil, from whom the drugs were taken.

A full incident report will be completed and submitted to the headteacher.

Any further measures will be undertaken in line with the school's Child Protection and Safeguarding Policy.

Where controlled substances are found on school trips away from the school premises, parents of the pupil, as well as local police, will be notified.

15. Discipline and Support

For Pupils:

St Paul's C of E Primary School adopts a restorative and safeguarding-first approach to discipline involving drugs and alcohol.

While the school maintains a zero-tolerance stance on the presence of prohibited substances, any disciplinary action taken against a pupil will be proportionate to their age, maturity, and individual circumstances.

In all cases involving pupils, the Designated Safeguarding Lead (DSL) will be involved to determine if the child is a victim of exploitation or neglect.

Sanctions will be applied in line with the School Behaviour Policy; however, these will be balanced with a support plan aimed at educating the pupil and ensuring their future safety.

Permanent exclusion will only be considered as a last resort, in accordance with DfE statutory guidance, and after all safeguarding avenues have been explored.

For Staff:

Staff members found to be in breach of this policy—specifically being under the influence of or in possession of alcohol or illegal drugs whilst on duty—will be subject to disciplinary action in line with their contract of employment and the Staff Code of Conduct.

Such breaches are considered Gross Misconduct and may lead to summary dismissal.

Where appropriate, the school will report the matter to the Teaching Regulation Agency (TRA) and the police.

For Parents and Visitors:

Any parent or visitor found to be under the influence of, or in possession of, drugs or alcohol on school premises will be required to leave immediately.

To maintain our commitment to a safe, Christian environment, the Headteacher reserves the right to ban or restrict access to the school grounds for any individual who poses a risk to the safety or well-being of the school community.

If a parent appears incapacitated by drugs or alcohol when collecting a child, the school will not release the child into their care and will follow Emergency Safeguarding Procedures, which may include contacting an alternative emergency contact, Social overflow, or the police.

16. Monitoring and evaluating the policy

The governing body is responsible for approving this policy.

This policy will be reviewed on a bi annual basis by the PSHE subject leader, Governors and headteacher.

Date of Review - Autumn 2028

Review Date	Reason for Change
Jan 2026	KCSI update to 2025/26 'Legal highs' replaced with 'New Psychoactive Substances (NPS)' Inclusion of 'disposable vapes and nicotine products' to **Smoking** section. Changes to **Searching** section in line with DfE 'Searching, Screening and Confiscation' (2022) Social Services replaced with MASH. Inclusion of 3. **Safeguarding and Criminal Exploitation** - reinforcing a pupil found with drugs as a **safeguarding concern first** and a disciplinary issue second. 15. Discipline section changed to **Discipline and Support**. It discriminates between adults (who should know better) and children (who may be vulnerable).