



POLICY ON THE MISUSE OF ALCOHOL AND DRUGS AND ON SMOKING

Introduction

The Governors of The Royal Ballet School are committed to ensuring that the School is a healthy school, free from the misuse of alcohol, drugs, tobacco and other substances. Students at the Royal Ballet School are training to be elite aesthetic athletes and smoking and the use of alcohol and drugs have a negative impact on their physical and psychological condition.

ALCOHOL

Aim

The Royal Ballet School is committed to encouraging students to adopt a responsible attitude towards alcohol and to making them fully aware of the dangers of alcohol both to themselves and to others.

Statement of Policy

The School requires students always to observe the law, especially as regards the age at which alcohol may be purchased or consumed. Alcohol consumption has a detrimental effect both on overall health and on the fitness required by professional dancers, and increases the chances of accident and injury; it is therefore strongly discouraged, even for students old enough to be legally allowed to consume it.

The School prohibits the possession, consumption and purchase of alcohol by any Lower School student. Parents should not convey gifts of alcohol to members of staff *via* students.

At Upper School the possession or consumption of alcohol is prohibited on School premises (including Wolf House and Jebson House) and at any time when the student is representing or associated with the School. Upper School students must never bring themselves or the School into disrepute through the consumption of alcohol.

Prevention of alcohol abuse through education

A responsible attitude to drinking is promoted through the PSHE programme at Lower School: this includes the health and legal aspects of alcohol consumption with a strong emphasis on the development of responsible attitudes and informed decision taking. At Upper School, alcohol is a topic in the 'Healthy Performer' unit in Dance BTec and covered in a three-year cycle of presentations.

Disciplinary procedure following any misuse of alcohol

Lower School

- a) Level 1: See Head of Lower School and Deputy Head. Sanction plus letter home
- b) Level 2: See Head of Lower School and Director. Temporary exclusion
- c) Level 3: See Director. Permanent exclusion

Upper School

- a) Level 1: See Academic and Pastoral Head and Assistant Director. Gating plus letter
- b) Level 2: See Director. Temporary exclusion
- c) Level 3: See Director. Permanent exclusion.

Whether an offence falls within Level 1 or 2 is decided by the Academic and Pastoral Head or the Head of Lower School based on the seriousness of the incident and the age of the student concerned. The nature and seriousness of incidents involving alcohol can vary enormously; in certain circumstances a first offence could fall within Level 3. A situation where a student is very ill owing to alcohol abuse will be taken particularly seriously, as will supplying alcohol for other students, or drinking spirits. If students in the care of the School are involved in an incident related to the abuse of alcohol involving or resulting in criminal activity, the Police will normally be informed.

Support

Students who infringe the alcohol policy may need help and guidance: support through referral to a qualified counsellor may be suggested and discussed with the student and his or her parents.

Record Keeping

The Academic and Pastoral Head and the Head of Lower School keep a record of all incidents and subsequent punishments, together with copies of letters to parents.

DRUGS

Introduction

The School defines drugs as any substance that produces an intoxicating or hallucinatory experience. The School operates a zero tolerance toward any student taking drugs either in School or in their free time. Over-the-counter medicines or medicines prescribed by a doctor may be used in School provided they comply with the Administration of Medicines policy.

Responsibilities

The Director has overall responsibility for the implementation of the policy. The Director

- a) liaises with the governing body and parents, and external agencies as appropriate, and is responsible for the training and support of staff
- b) is responsible for liaison with the media (in conjunction with the communications and marketing department) when necessary
- c) ensures that a satisfactory investigation has been carried out before making a decision on exclusion
- d) will appoint a suitable person or persons as Co-ordinator(s) for Drugs and Other Substances (CDOS)

The Academic and Pastoral Head and the Head of Lower School act as CDOSs and liaise with a nominated member of the governing body. The nominated member is currently the Chair of the Academic and Pastoral Committee. The CDOSs

- a) attend relevant meetings of the (appropriate) committee of the governing body
- b) ensure that all students, parents and staff are aware of the policy and its implications.
- c) liaise with the Police and Local Authority's Drug Adviser
- d) co-ordinate the detail of the School's drugs education programme
- e) ensure that staff have the relevant skills and support to give advice to students.

The Academic and Pastoral Committee will receive regular reports from the CDOSs who will report on the progress of the education programme, and any sanctions that have had to be applied since the last meeting. The committee has the delegated duty to take what action it deems necessary and make a report to the next meeting of the governing body.

All members of staff must know the School's policy and to seek to obtain the relevant skills and knowledge to support the policy. The CDOSs will endeavour to provide all relevant staff with appropriate training in drug education and the handling of incidents.

Definition

Legal drugs which must never be in School include common ones such as:

- a) alcohol
- b) tobacco
- c) solvents
- d) 'legal highs'

Controlled drugs which must never be in School include the following common ones:

- a) cannabis
- b) ecstasy
- c) heroin
- d) crack/cocaine
- e) LSD

The School will treat as a controlled drug any substance of whose legal status a member of staff is unsure or which they have reason to believe may be a controlled drug.

Drugs Education

Students

The CDOS(s) will ensure that drugs education is included in the PSHE programme (and other appropriate areas of the curriculum) in Lower School and through BTec and meetings in Upper School.

The programme will:

- a) inform students about drugs and their effects
- b) promote a positive attitude towards a healthy lifestyle
- c) increase students' understanding of the health and social implications of the use and misuse of drugs
- d) inform students about courses of action open to them if they or people they know become, or might become, involved in drugs activity
- e) inform students about support and resources available in School and outside School

Parents

The CDOS(s) will send the Drugs policy to parents in the Autumn Term each year; and will develop a DVD for parental information.

Staff

The CDOS(s) will ensure that academic and pastoral staff are aware of the School's policy. The Chief Operating Officer and the Estates Manager will ensure that administrative and estates staff, and all external contractors working at the School, are aware of the School's policy.

Random testing

To emphasise the zero tolerance of illegal drug use and to encourage all students to desist from taking illegal drugs at any stage of their training at The Royal Ballet School, the School reserves the right to operate a system of random testing.

Under normal circumstances a student may be randomly selected from the School roll and invited to take a simple drug test using a sample of saliva. The test will be administered by a senior member of

staff in the presence of another member of staff. The test result will be communicated to the student immediately after the test.

Should the test prove positive the student will be interviewed and, if they accept the result, be sent home for a period of up to one week. On their returning to School, the student will meet with the School counsellor and be retested once sufficient time has elapsed to allow the drugs to clear their system. Should a student refuse to take the test their parents will be asked to attend a meeting at the School during which a way forward will be discussed. Parents will be at liberty to make their own arrangements for their child to be tested, with the expense being borne by the parents.

Should a student and/or their parents dispute the results of the test, the School will arrange for a urine or blood test to be taken under the supervision of the School doctor.

Action to be taken in incidents involving misuse of drugs

All staff, students and parents should be clear about the action that will be taken in any drug related incident.

- a) Staff should ensure that all cases of misuse of drugs, or suspected misuse, are reported to the Director or the Academic and Pastoral Head or the Head of Lower School
- b) In all instances involving substance misuse or supply on the School's premises the School will seek to inform parents (if student is under 18) and ask for their co-operation
- c) The School will consider each drug incident separately; however, the Governors believe that it essential that parents and students are clear about the normal sanctions that will be applied in particular instances, as follows:
 - i) A student who supplies any illegal drugs on the School premises will normally be permanently excluded for a first offence. In the case of the supply of a drug which is legal (including over-the-counter drugs) the Director will assess the seriousness of the incident before deciding whether to exclude permanently or for a fixed period. 'Supply' includes retailing drugs on the premises, communicating with a drug dealer on behalf of another student of the School, introducing fellow students to a drug dealer, and any other instance of procuring legal or illegal drugs for him/herself or other students. 'Supply' includes supplying for money or free-of-charge.
 - ii) A student who has been found to have taken an illegal substance will normally be excluded for a fixed period for a first offence. The Director will assess the seriousness of the incident before deciding whether to exclude permanently or for a fixed period. The School will also determine what counselling needs to be provided and/or other action needs to be taken during or after the exclusion. As a condition of the student returning to School the student will be required to undergo regular or random tests for drug misuse.

For a second offence, the Director will assess the seriousness of the incident before deciding whether a further fixed-term exclusion is appropriate, or whether it is appropriate to exclude permanently. In coming to a decision the Director will take into account any expert advice that may be available, and consider whether further counselling or testing is appropriate.

Any decision to exclude a student must follow the procedure for exclusion outlined in the policy on Promoting Good Behaviour.

Offences during the holidays

If a student is involved in a drug-related incident during the School holidays the Director will assess the implications for the student and the School and determine the best course of action, bearing in mind the interests of the student and the interests of the School and wider community. The School will consult the appropriate Police Liaison Officer or other agencies before making a decision.

Involvement of the Police

The Director will determine whether to inform the Police Liaison Officer of any drug incidents involving the possession of drugs within the School and will seek relevant support and advice. Where the School suspects that drugs are being sold on the premises all relevant suspicions and information will be passed to the police.

SMOKING

Aim

The Royal Ballet School is committed to encouraging students to avoid smoking and to making them fully aware of the dangers of smoking to their health, fitness and well-being.

Statement of Policy

The School requires students always to observe the law, especially as regards the age at which smoking materials may be purchased. Smoking has a strong detrimental effect both on overall health and on the fitness required by professional dancers. Smoking is prohibited by law in public buildings, is prohibited by the School in all School buildings and presents a major fire hazard. For these reasons:

- a) The School prohibits the consumption, possession or purchase of any smoking materials (cigarettes, cigars, tobacco, herbal tobaccos) and the possession or purchase of any matches or lighters by any Lower School student
- b) At Upper School smoking is prohibited on School premises and in the area surrounding Floral Street or Wolf House or Jebesen House, and strongly discouraged at all times. Students must never bring themselves or the School into disrepute through smoking

Prevention of smoking through education

Smoking and its detrimental effects are discussed through the PSHE programme at Lower School: this includes the health and legal aspects of tobacco consumption with a strong emphasis on the development of responsible attitudes and informed decision taking. At Upper School, smoking is a topic in the 'Healthy Performer' unit in Dance BTec and covered in a three-year cycle of presentations.

Disciplinary procedure following any smoking

Lower School

Any student caught smoking or with matches or a lighter will see the Head of Lower School and the Deputy Head, and will face sanctions. In single very serious instances or in the case of repeated offences the sanctions may include suspension.

Upper School

- a) Level 1: See Academic and Pastoral Head and Assistant Director. Warning
- b) Level 2: See Academic and Pastoral Head and Assistant Director. Gating plus letter home
- c) Level 3: See Director. Temporary or permanent exclusion

Whether an offence falls within Level 1, 2 or 3 is decided by the Academic and Pastoral Head based on the seriousness of the incident, the number of incidents, location and the age of the student concerned. The nature and seriousness of incidents involving smoking can vary enormously; in certain circumstances a first offence could fall within Level 3.

Support

Students who infringe the smoking policy may need help and guidance: support through referral to a qualified counsellor may be suggested and discussed with the student and his or her parents.

Record Keeping

The Academic and Pastoral Head and the Head of Lower School keep a record of all incidents and subsequent punishments, together with copies of letters to parents.