



# THE ROYAL BALLET SCHOOL

## **Policy on the misuse of drugs and drugs education**

### **General**

The governors are committed to ensuring that The Royal Ballet School is a healthy school, free from the misuse of drugs and other substances. Students at the Royal Ballet School are training to be elite athletes and the use of illegal substances has a negative impact on their physical and psychological condition. The school operates a zero tolerance toward any student taking illegal drugs either in school or in their free time. Legal drugs are only allowed when they are medicines agreed for use in school under the Administration of Medicines policy.

This policy should be read in conjunction with the schools:

- Behaviour code for pupils
- Rewards, sanctions and exclusions Policy,
- Administration of Medicines Policy,
- Health and Safety Policy,
- Personal, Social, and Health Education (PSHE) Policy.

### **Aim**

The policy aims to make clear the school's approach to the problem of drugs and makes clear the procedures that should be followed in responding to drug-related incidents. It details the random testing procedures which operate at the Upper School.

### **Responsibilities**

#### **The Director**

- has overall responsibility for the implementation of the policy
- liaises with the governing body and parents, and external agencies as appropriate, and is responsible for the training and support of staff.
- ensures that all students, parents and staff are aware of the policy and its implications.
- is responsible for liaison with the media (in conjunction with the communications and marketing department) when necessary.
- ensures that a satisfactory investigation has been carried out before making a decision on exclusion
- will appoint a suitable person(s) as Co-ordinator for Drugs and Other Substances.(CDOS)

#### **The Co ordinator for Drugs and Other Substances**

- reports to the Director and will liaise with a nominated member of the governing body.
- attends relevant meetings of the (appropriate) committee of the governing body.
- liaises with the Police and Local Authority's Drug Adviser.
- co-ordinates the detail of the school's drugs education programme
- ensures that staff have the relevant skills and support to give advice to pupils.



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## **The academic and pastoral committee**

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

## **All Staff**

- must know the school's policy and to seek to obtain the relevant skills and knowledge to support the policy.

## **Definition**

Legal drugs that should not normally be in school include common ones such as:

- alcohol
- tobacco
- solvents
- over the counter drugs
- prescribed drugs (except those agreed under the Administration of Medicines policy)

Illegal drugs which must never be in school include the following common ones:

- cannabis
- ecstasy
- heroin
- crack/cocaine
- LSD

## **Drugs Education**

The CDOS(s) will ensure that drugs education is included as part of the PSHE programme (and other appropriate areas of the curriculum e.g. Science).

The programme must:

- inform pupils about drugs and their effects
- promote a positive attitude towards a healthy lifestyle
- increase pupils' understanding of the health and social implications of the use and misuse of drugs
- inform pupils about course of action open to them if they or people they know become, or might become, involved in drugs activity
- inform pupils about support and resources available in school and outside school
- the school counsellor will meet with student groups on an annual basis to highlight the physical and psychological dangers of taking illegal substances.

## **Random testing**



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

1. Staff should ensure that all cases of misuse of drugs, or suspected misuse, are reported to the Director or another member of the leadership group.
2. 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.
3. The school will consider each drug incident separately however, the Governors believe that it essential that parents and pupils are clear about the normal sanctions that will be applied in particular instances, as follows:
  - a) a pupil 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 pupil of the school, introducing fellow pupils to a drug dealer, and any other instance of procuring legal or illegal drugs for him/herself or other pupils. 'Supply' includes supplying for money or free-of-charge.
  - b) a pupil who has been found to have taken an illegal substance will normally be excluded for a fixed period FOR A FIRST OFFENCE. 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, under the supervision of medically qualified staff.



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For a SECOND OFFENCE the Head of Lower School or Academic and Pastoral Principal will determine whether a further fixed term exclusion is appropriate, or whether it is appropriate to exclude permanently. In coming to a decision they will take into account any expert advice that may be available, and consider whether further counselling or testing is appropriate.

## **Offences during the holidays**

If a pupil is involved in a drug-related incident during the school holidays the Director will assess the implications for the pupil and the school and determine the best course of action bearing in mind the interests of the pupil 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.

## **Staff Training**

The CDOS will endeavour to provide all relevant staff with appropriate training in drug education and the handling of incidents.

All staff should know this school policy and be informed of any changes to it.

## **Monitoring and Review**

The school will review the policy regularly and will assess its effectiveness and whether any changes are necessary. Any changes will be notified to the staff and parents.

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