

DRUGS AND ALCOHOL POLICY

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Introduction

The City of Portsmouth College (CoPC), has a duty of care with regard to the safety and wellbeing of students, staff and visitors to the college and is committed to providing a safe and supportive environment for all. The College is mindful of its duty of care and legal obligations, such as those it owes under the Misuse of Drugs Act 1971, the Health & Safety at Work Act 1974, the Licensing Act 2003 and the Psychoactive Substances Act 2016.

Terminology

The term 'drugs' unless otherwise stated means:

- All illegal drugs (those controlled by the Misuse of Drugs Act 1971) and the amendment order (April 2019)
- All other psychoactive substances not currently covered by the Misuse of Drugs Act but which fall under the Psychoactive Substances Act 2016 (Legal Highs- see appendix 1)
- All legal drugs, including alcohol, tobacco, and volatile substances
- All over-the-counter and prescription medicines.

The term College means the City of Portsmouth College and the various sites it occupies across the city.

Scope

This policy applies to all students. The policy position in relation to drugs and alcohol for staff can be found in the Staff Code of Conduct 3.1.9 and also the Staff Disciplinary Policy: 6.6.3.

Although this policy relates to students, it places responsibilities and requirements on staff. The College expects its managers to ensure that their staff are aware of this policy as necessary. Advice and guidance on how to implement this policy and to manage any issues it identifies can be obtained from the Student Experience team.

Aims of the policy

- To reduce the harm that illegal drugs and excessive alcohol consumption causes to students, the Group and to society
- To prevent students becoming problematic drug or alcohol users
- To ensure that students who might develop drug or alcoholic drink problems are identified early and receive support before the problems escalate
- To encourage students to seek advice and help if they have any drug-related issues
- To ensure that no student is under the influence of alcohol or illegal drugs
- To prevent illegal drugs from entering any college premises.

The Policy should be read in conjunction with the Student Behaviour policy, Code of Conduct, Safeguarding and Fitness to Study policies.

Approach

The Group will attempt to meet these aims through:

- Education
- Support
- Enforcement

Education

It is clear that many students want drug education and value the opportunity to explore attitudes and

relate what they know and learn about drugs to their own life experiences.

The aim of drug and alcohol education offered by the College will be to provide opportunities for students to develop their knowledge, understanding, skills and attitudes about drugs and alcohol to help them make healthy and informed choices. The College accepts that a large percentage of students are likely to have already experimented with or used illegal drugs. For these students a harm-minimisation approach which aims to ensure students know where the dangers lie, and how they can be avoided, is more effective than a “Just say no” approach.

College staff should never suggest that the abuse of alcohol or the use of illegal recreational drugs is condoned but should enable students to make informed choices about drugs and alcohol, highlight the associated risks involved and inform them of appropriate support services.

The College will use a variety of methods to educate students about the issues concerning drugs and alcohol including the following:

- Providing on-going access to information and advice, for example through displays throughout the College sites, booklets and posters, access to computer-based information and internet advice
- The tutorial system, where there will be the minimum of one session a year on drug-related issues.
- Through subject studies where relevant. Staff are expected at all times to present the problematic aspects of taking legal and illegal drugs whilst acknowledging that drugs such as alcohol and illegal recreational drugs can be superficially pleasurable or bring rewards (e.g., the inappropriate use of steroids), recognising that “Just say no” strategies are often ineffective.
- Enrichment activity around healthy lifestyles
- The use of external speakers to contribute to drug education.

Support

Personal tutors are available to discuss issues, including drug use, with students. The Student Support and Well-being teams also provides non-judgemental support and ensures that students feel confident in seeking their help without fear of reprimand or being judged. Staff will be clear with students the level of confidentiality that can be offered. They cannot promise total confidentiality, but if a student discloses information about drug use or possession in college, which they wish not to be shared, this should be honoured unless it puts the student or another member of the College community at risk. Confidentiality is normally assured for discussion of events that may have taken place outside the College community unless staff feel that the student is seriously at risk.

If a student discloses information about the use or possession of Class A or B drugs at the College Group, then it is the duty of the staff to bring this information to the attention of the Senior Manager for the area or Duty Manager and staff will have to inform the student that this is the case. If the student is at risk of further harm, normal safeguarding procedures will be followed, to decide what actions should be taken in the interest of both the student and the College community.

Enforcement

Although education and support are very important aspects of this Policy, being in possession or under the influence of illegal drugs, selling illegal drugs or being under the influence of alcohol on site or during college activities (e.g. trips and visits) cannot be tolerated by the College and it will use its Student Disciplinary Procedures to deal with these situations.

When any student enrolls, they are accepting that they will abide by college rules and not fall below the required levels of conduct.

In the case of drugs and alcohol, the following sets out some examples where students would breach the College's rules and standards and identifies the approach the College would take to enforce as well as the potential impact on the students concerned. These examples are not exhaustive but intend to give both staff and students a good understanding of the implications of being in possession or under the influence of drugs and alcohol on college sites.

- If a student is deemed to be intoxicated or under the influence of drugs or alcohol whilst on college premises, this will usually result in suspension while a disciplinary investigation takes place. Depending on the circumstances and should the investigation and subsequent disciplinary hearing confirm that a student was found to be intoxicated, permanent exclusion of the student could be an outcome.
- Where it is alleged that a student is involved with the selling of drugs, this will result in suspension while a disciplinary investigation takes place, and the matter will be discussed with the Police. Should the investigation and subsequent disciplinary prove that the student had been selling drugs, permanent exclusion could be an outcome.
- The College has the right to search the contents of students' bags etc. Refusal to allow a search of the student and the contents of bags etc. will result in the student being suspended from the college immediately. Should the investigation and subsequent disciplinary prove the possession of drugs and/or alcohol, permanent exclusion could be an outcome.
- If a student is found to be in possession of an illegal drug or alcohol, they will be suspended from the college immediately and the matter will then be dealt with under Student Disciplinary Procedures. Depending on the circumstances and should the investigation and subsequent disciplinary hearing confirm that a student was in possession of drugs and alcohol, permanent exclusion of the student could be an outcome.

In all cases of the breach of the code of conduct relating to drugs and alcohol, the issue will be discussed with or communicated to parents/carers for those students under 18 years old.

Students at risk

All staff should be aware that some students may be particularly vulnerable to drug misuse (and other social problems). This would include:

- Students who are looked after or who have recently left care.
- Students with poor attendance
- Students with severe special educational needs
- Students with mental health problems
- Students in contact with the criminal justice system
- Students who live with drug-misusing parents/carers
- Students who are homeless
- Students who are involved in prostitution.

Tutors and teachers and support staff should take special care of these students to identify early signs of drug-misuse. These signs might be:

- sudden changes in mood or outlook
- a sudden and rapid decline in attendance, performance or punctuality at college
- deteriorating relationships with other students and staff
- borrowing or stealing money from the College staff and students
- being unnecessarily secretive about actions and activities
- a sudden change of friends
- deterioration in personal hygiene and appearance.

If staff notice any of these signs, it is wise in the first instance not to jump to conclusions. They may have nothing to do with drugs and many of them can simply be symptomatic of adolescence. However, they might also be signs of unhappiness for other reasons. If staff have any concerns, then they should always discuss them in the first instance with other staff who teach the student, or with a member of the safeguarding team: it is better to be over-concerned than ignoring what may be a serious problem for the student's well-being.

It is the duty of all members of staff to inform the Senior Safeguarding Officer or the Deputy Safeguarding Lead (DSL), if they believe that a student is actively at risk from drug use/misuse. They will decide what actions should be taken in the interest of both the student and the College community.

Medical emergencies

If there is a medical emergency involving a student believed to be under the influence of drugs or alcohol, the medical needs will take precedence over any disciplinary intervention. A First Aider should be called to provide immediate care and, if there is any doubt, an ambulance summoned.

Review

The policy will be reviewed on an annual basis and when there are substantial changes to personnel or related policies.

Roles and responsibilities

The Colleges Senior Management Team will monitor the implementation of the policy and:

- ensure staff are aware and comply with the procedures
- actively promote this policy
- take corrective actions when issues for improvement are identified.

All staff will act on any concerns regarding drug use in accordance with this policy.

Policy Distribution and Communication

A copy of this Policy is posted on the College website.

Appendix 1

Psychoactive Substances- previously known as 'Legal Highs'

The Psychoactive Substances Act 2016 introduced a blanket Ban from 26th May 2016. Although some of these so called 'legal highs' were legal in the past, since the Act was passed, none of the drugs are legal to produce, supply or import (even for personal use e.g., on-line) for human consumption. This includes selling them and giving them away for free (even to friends), when they are going to be taken to get high.

The 'legal highs' that were made illegal as class A, B or C drugs under the Misuse of Drugs Act, are still covered by that legislation. However, all other psychoactive substances not currently covered by the Misuse of Drugs Act now fall under the Psychoactive Substances Act. Psychoactive substances are defined in the Act as: *'A substance intended for human consumption that is capable of producing a psychoactive effect'*.

The main effects of almost all psychoactive drugs can be described using four main categories: stimulants, 'downers or sedatives, psychedelics or hallucinogens or synthetic cannabinoids.

Examples

- The chemicals, sold under names such as spice and black mamba, are designed to give users the same effects as drugs like cannabis and cocaine.
- Laughing gas, otherwise known as nitrous oxide, laughing gas comes in canisters and is used recreationally after being inhaled, often out of balloons. It gives users a light-headed euphoric feeling that lasts for several seconds, but due to it depriving the body of oxygen, can be fatal when taken in excess.
- Salvia, unlike other legal highs, Salvia comes from a plant. When smoked or chewed, it can create a hallucinogenic experience.
- Mephedrone – The drug which also goes by the name 'mcat' and 'meow meow' mimics the effects of many amphetamines such as speed and MDMA, providing the similar feelings of elation, but with a potentially deadly impact on the heart and nervous system. It is currently a class B drug

Consequences for individuals

The Police have powers to seize and destroy psychoactive substances, as well as carry out searches of people, premises and vehicles. Offenders who break this law will face up to seven years in prison for the supply, production and possession with intent to supply, importation or exportation of a psychoactive substance for human consumption.