

Aims of Anti-Drugs Policy

As a Company and school, we endeavour to encourage positive attitudes to life and to safeguard the well-being, health and safety of all members of our Company / learning community. Within this, we acknowledge our responsibility to educate pupils about the dangers and consequences of drug and substance abuse.

Progression 2Work recognises that drug and substance misuse is a safeguarding issue. In line with Keeping Children Safe in Education 2026, staff must treat any concerns about drug or substance misuse as potential safeguarding matters and follow Progression 2Works Safeguarding and Child Protection policy along side this policy.

To help our pupils to make healthy and informed choices we aim to:

- Provide accurate information about drugs and substances.
- Increase pupil understanding about the dangers and consequences of drug, solvent and alcohol abuse.
- Help pupils to develop self-esteem and practice interpersonal skills (e.g. how to be assertive and resist peer pressure).
- Widen pupil understanding about related health and social issues e.g. sex and sexuality, crime, HIV and AIDS.
- Seek to minimise the risks that users and potential users face.
- Support our pupils to identify sources of appropriate support both within and outside the Hub.

These aims are principally fulfilled through the curriculum in PHSE.

Topic	Objective
Recreational drugs Impact of legal drugs on health is greater than illegal drugs as more people use them.	Evaluate the impact of smoking and alcohol on health. Evaluate why some people use illegal drugs for recreation. Evaluate claims made about the effect of prescribed and nonprescribed drugs on health
Recreational drugs Cannabis Drug addiction and withdrawal symptoms – heroin and cocaine.	Describe the effects of cannabis on the body. Consider the possible progression from recreational to hard drugs. Describe the effects of heroin/cocaine addiction and withdrawal symptoms
Steroids and performance enhancing drugs.	Evaluate the use of drugs to enhance performance in sport.

	Consider the ethical issues of performance enhancing drugs. Describe some effects and risks of these drugs Use of Anabolic steroids
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The Role of Outside Agencies

- Progression 2Work actively co-operates with outside agencies such as the Police, Health Authority, Social Services, commissioning schools and LA, in order to implement our Anti-Drugs Policy

Action to be taken as a result of Drug / Substance Abuse

- Where staff have a reason to suspect that a pupil may be using drugs or substances or a pupil disclosure that they require help or advice relating to substance misuse the concern must be reported to the DSL or a deputy DSL without delay. The DSL will determine the appropriate safeguarding response and whether the information should be shared with parents/carers, commissioners or other relevant agencies
- After concerns have been raised, the pupil concerned will be interviewed by an appropriate member of staff; as a result of this interview, a support package will be negotiated.
- Parents and carers will normally be informed of concerns or incidents involving drug or substance misuse as soon as possible. However information must not be shared with the parent or carer where the DSL determines that doing so may place the pupil at increased risk of harm, prejudice a safeguarding or police investigation. The commissioners/local authority will be informed where this is necessary and all records and actions will be recorded on CPOMS.

Emergency response to suspected intoxication or overdose

Where a pupil is suspected of being under the influence of drugs or alcohol, has consumed a unknown substance, or becomes unwell following a possible substance use, Their immediate health and safety must take priority.

A qualified first aider and a member of SLT must be informed immediately. The DSL or deputy DSL must also be notified where this is a safeguarding concern.

Emergency medical assistance must be requested by calling 999 where a overdose is suspected or the pupil displays serious symptoms including loss of consciousness, Breathing difficulties, a seizure, severe confusion or any other significant deterioration in their condition. The pupil must be appropriately supervised and not left alone.

Staff must not attempt to make the pupil vomit or give them food, drink or medication unless advised to do so by a health care professional. Any substance, container or packaging

connected with the incident must be retained safely and provided to the emergency services where appropriate.

Parents and carers should be informed as soon as reasonable practicable unless the DSL determines that doing so may place the pupil at increased risk or prejudice a safeguarding response. The incident and all action taken must be recorded on CPOMS and Progression 2Works safeguarding and child protection policy must be followed.

Support, intervention and repercussions:

Progression 2Work is committed to supporting students who may misuse substances. Alongside sanctions, the focus will be on early intervention and restorative approaches where appropriate. This may include:

- Sessions with Progression 2Work ELSA counselling and SMHL.
- Joint working with parents/carers, social care and health professionals
- Targeted education on the risk of substance misuse

This balanced approach ensures students are both held accountable and given the opportunity to make informed, positive choices.

Possessing, using, supplying, attempting to supply or selling prohibited drugs or substances is regarded as a serious breach of Progression 2Work's Behaviour Policy and may result in disciplinary action up to and including permanent exclusion.

Permanent exclusion will not be an automatic response. Each incident will be considered individually and proportionately in accordance with Progression 2Work's Behaviour Policy, published independent-school arrangements and the relevant placement agreement. The decision will take account of the nature and quantity of the substance, the pupil's apparent intention, the level of risk or harm, any previous incidents, the pupil's age and understanding, SEND or disability, communication needs, reasonable adjustments, mitigating circumstances and any indication that the pupil may have been coerced or criminally exploited.

Safeguarding and support needs will be considered alongside any disciplinary response. Permanent exclusion will be reserved for sufficiently serious incidents or persistent breaches where other appropriate responses have been considered.

Where permanent exclusion is being considered, Progression 2Work will liaise with the pupil's parents or carers, commissioning school and relevant local authority in accordance with its Behaviour Policy and the placement agreement. The school will cooperate with relevant agencies to support continuity of education, but it cannot guarantee that an alternative placement will be available within Progression 2Work.

Suspected controlled drugs will be reported to the police without delay in accordance with the school's agreed local procedures. Incidents involving other prohibited substances will not automatically be referred to the police; this decision will depend upon the substance involved, the seriousness of the incident, any suspected criminal offence and any safeguarding risk.

Searching and confiscation:

Progression 2Work follows the DfEs statutory guidance searching, screening and confiscation (2023). Full details are in Progression 2Work screening and search policy. In the context of drugs and substance staff must never taste, smell closely or otherwise attempt to identify a unknown substance.

Where it is safe to do so staff may take temporary possession of a controlled drug or a substance suspected of being a controlled drug. Wherever practical a second adult must be present as a witness. The substance must be placed in a sealed bag labelled with the date, time and location of the seizure or discovery and the names of staff members present.

The substance must immediately be passed to a member of SLT, stored in a secured locked location with access restricted to authorised senior staff and reported to the DSL. The police must be notified without delay through the schools agreed procedure and the substance must be handed to the police as soon as possible.

Staff must not retain the substance personally, return it to the pupil or attempt to dispose of it unless the police have expressly advised that it may be disposed of safely and lawfully. Full details of the incident and the police incident or crime reference number must be recorded on CPOMS.

If the substance cannot be handled safely staff must secure the area, prevent access and obtain advice from SLT, the police or emergency services. Needles and other sharp objects must not be handled directly.

Outreach Procedure:

Where a pupil is on outreach and found in possession of a controlled drug or a substance suspected of being a controlled drug the outreach mentor must first assess the immediate risks to the pupil, themselves and the public.

The substance should only be taken into temporary possession where it is safe to do so. Where practicable a second adult should witness the discovery or seizure. The substance must be placed in a sealed bag labelled with the date, time, location and the names of staff or witnesses present. The outreach mentor should inform the Outreach manager and DSL or Deputy DSL immediately and follow their instructions. SLT will arrange for the substance to be collected and transferred safely to a secured locked location at the school. The police must be notified without delay. This may include the Police Early Intervention officer, The police on 101 or where there is an immediate danger or medical emergency dial 999.

The substance must be handed to the police as soon as possible. Full details of the incident and all action taken must be recorded on CPOMS along with the police crime or incident reference number.

Prescribed and non-prescribed medication:

Prescribed medication for students is managed in line with Progression 2Works first aid and medication policy. Such medication must never be treated as an illicit substance.

Students must not carry non-prescribed medication (E.G. paracetamol) unless agreed in writing by the parents / Carers and authorised by the headteacher.

Any concerns about misuse of prescribed medication will be treated as a safeguarding matter and managed in line with this Anti-drugs policy and Progression 2Work safeguarding and child Protection policy.

Recording and Data Protection:

All drug related incidents including searches, confiscations and referrals must be logged on CPOMS. Records will include:

- Details of the incident and action taken
- Names of staff involved
- Any communication with parents/carers, commissioners and external agencies
- Police reference/crime number

These records will be stored securely in line with Progression 2Work data protection policy on CPOMS. Records may be shared with external agencies where appropriate in line with safeguarding and statutory duties.