



ST. ANDREW'S
COLLEGE
Cambridge

COLLEGE POLICY DOCUMENT

SUBSTANCE MISUSE POLICY
(incorporating the misuse of drugs policy)

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Authorised by: Wayne Marshall Date: 22 nd July 2016	Signature: <i>Wayne Marshall</i>

This policy has been developed and implemented in consultation with the whole college community including students, parents/agents, agents, staff, and partner agencies.

Appendix 1: External Agencies (National)

St Andrew's College Cambridge will use the organisation shown below for all substance testing:

Anglia DNA Services Limited (Claritest)
Norwich Research Park
Colney Lane, Norwich
NR4 7UH

They will attend the college on an as required basis.

1. Policy Statement

- 1.1. St. Andrew's College Cambridge is committed to providing a safe, healthy and productive environment for all our students, staff and visitors. This includes ensuring that all staff and students are fit to carry out their work and studies safely and effectively in an environment which is free from alcohol and drug misuse. The college plays an important role in supporting and promoting attitudes, practices and understanding, which encourage students to make informed decisions enabling them to choose a healthy lifestyle.
- 1.2. Misuse of alcohol and drugs can lead to reduced levels of attendance, reduced efficiency and performance, impaired judgement and decision making and increased health and safety risks, not only for the individual but also for others. Irresponsible behaviour or the commission of offences resulting from the misuse of alcohol or

drugs may damage our reputation.

1.3. All staff and students are expected to arrive at college fit to carry out their work and studies safely without any limitations due to the use or after effects of misusing alcohol or drugs.

1.4 ST. ANDREW'S COLLEGE CAMBRIDGE reserves the right to a zero tolerance policy in respect of the misuse, possession or supply of illegal or unauthorised drugs on any college premises at any time. This prohibition extends to staff and students whether on college premises, within college perimeters, or at 'under 18' student accommodation. Students may be disciplined if they test positive for illegal or unauthorised drugs at any time during the academic year whether they have consumed them within college premises or not. The misuse, possession or supply of illegal or unauthorised drugs by staff or students will be considered gross misconduct. Students may be permanently excluded. Staff will be dealt with under the ST. ANDREW'S COLLEGE CAMBRIDGE's disciplinary policy.

1.5 Neither staff nor students should drink alcohol during the normal working day.

This includes lunchtime or during any other breaks. This prohibition extends to staff and students whether on college premises, or on any college-related activity. In addition, no alcohol should be consumed at any time in the college's 'under 18' student accommodation. Being under the influence of alcohol during the normal working day will be considered gross misconduct for both staff and students. Students may be permanently excluded.

Staff will be dealt with under the ST. ANDREW'S COLLEGE CAMBRIDGE's disciplinary policy. Employees who are tested have the right to be informed of their test result before the result is passed to management.

If a with-cause or random alcohol/drugs test proves positive, the employee will be invited to attend an interview with a senior manager. The employee will have the right to be accompanied by a colleague at this interview.

The outcome of the interview will depend on the circumstances but could include:

- An offer for the employee to undergo a programme of medical treatment, rehabilitation or counselling, where the employee accepts that he/she has a problem with alcohol or drugs misuse and is willing to cooperate with the employer in the provision of such support.
- A written disciplinary warning, where there are no safety issues involved and the circumstances are not too serious, in which case the employee will be tested again after three and six months respectively.
- Dismissal, where the effects of the employee's alcohol or drug taking are or could be serious, for example if the employee works in a safety-critical job and his/her use of alcohol or drugs could affect performance, or where a previous alcohol/drugs test

within the past two years has produced a positive result.

1.6 ST. ANDREW'S COLLEGE CAMBRIDGE Colleges has a 'no smoking' or 'vaping' policy. If smoking takes place on college premises, staff will be dealt with under ST. ANDREW'S COLLEGE CAMBRIDGE's disciplinary procedure.

1.7. We recognise that some of our staff and/or students may become dependent on alcohol or drugs. We also recognise that such dependencies can be successfully treated.

We strive to create an atmosphere in which students and staff feel able to discuss their problems and concerns, and to seek help where this is needed.

2. Where and to whom does this Policy apply?

2.1. This policy covers all staff, students, volunteers, parents/agents and partner agencies working and studying at the ST. ANDREW'S COLLEGE CAMBRIDGE colleges, both on college premises, within college perimeters and also to students and staff while they are:

- Undertaking journeys in college time.
- On Work Experience.
- On residential trips.
- In all college 'under 18' residential accommodation.

2.2 This policy does not form any part of any staff member's contract of employment and it may be amended at any time.

3. Scope and Purpose of the Policy

3.1. This policy is principally intended to deal with alcohol and drug problems which, in the context of this policy, are any drinking of alcohol or misuse of drugs, whether intermittent or continual, which interferes with work or study performance in relation to attendance, efficiency, productivity or safety.

3.2. This policy is not intended to apply to 'one off' incidents or offences caused by alcohol or drug misuse outside college premises/accommodation where there is no evidence of an ongoing problem. Such incidents /offences by staff are likely to be dealt with under ST. ANDREW'S COLLEGE CAMBRIDGE's disciplinary policy.

3.3. The purpose of this policy is to increase awareness of the effects of alcohol and drug misuse and its likely symptoms and to ensure that:

3.3.1. All staff and students are aware of their responsibilities regarding alcohol and drug misuse and related problems.

3.3.2. Staff and students who have an alcohol or drug misuse related problem are encouraged to seek help, in confidence, at an early stage.

3.3.3. Staff and students who have an alcohol or drug related problem affecting their work or study are dealt with fairly and consistently.

3.4. This policy works in conjunction with the college's policies on Behaviour, Child Safeguarding, Medicines, Health and Safety and College Visits.

4. Personnel responsible for implementation of the Policy

4.1. The designated member of staff with overall responsibility for all drug issues within College is the Principal. His/her responsibility includes overseeing the planning and co-ordination of drugs education and the management of drug incidents in accordance with the procedure laid out in this policy.

4.2. As part of their general responsibilities for the strategic direction of the College, the Senior Management Team (SMT) has a key role to play in the development of the College's policy on drugs.

4.3. All staff have an important role to play in identifying problems within the College that are being caused by, or contributed to, by alcohol or drug misuse.

4.3.1. When a staff member considers that deterioration in work/study performance and/or changes in patterns of behaviour may be due to alcohol or drug misuse he or she should seek advice or assistance from the Head of Department and or the Principal for all staff/students concerns.

4.3.2. If a member of staff reasonably believes that a staff member or student is under the influence of alcohol or drugs, they shall immediately contact the Principal, in order that the individual concerned can be provided with assistance, and an investigation can be undertaken.

4.3.3. Staff should not 'cover up' for a colleague or student whose work, study or general behaviour is suffering as a result of an alcohol or drug related problem.

4.3.4. All substance misuse related incidents must be reported to the Principal.

4.3.5. If any staff member believes they have an alcohol or drug-related problem, they should seek specialist advice and support as soon as possible. ST. ANDREW'S COLLEGE CAMBRIDGE will assist you, and will do this in confidence wherever possible.

5. Communicating the Substance Misuse policy

The Substance Misuse Policy is available on the College website, with copies held with tutors. It is disseminated through staff meetings, induction, regular reminders to and by Tutors, and is available for students, staff, parents and agents on request.

6. Medication

If a staff member or student is prescribed medication, they must seek advice from their GP or other medical adviser about the possible effect on their ability to carry out their job or studies. If there are any adverse reactions in regard to prescribed medication i.e. drowsiness, the staff member must inform their line manager and the line manager will risk-assess in accordance with the staff member's job description.

7. Searches

- 7.1. ST. ANDREW'S COLLEGE CAMBRIDGE reserve the right to conduct searches for illegal or prohibited items such as alcohol or drugs in any college property, including lockers, filing cabinets and desks, in addition to a search of any packages sent to college premises, where it is suspected that drugs or alcohol are stored within them (College search policy).
- 7.2. College staff are to follow the Searching and Confiscation policy, which details the law and processes of searches plus all documentation required.

8. Drug Screening

- 8.1. ST. ANDREW'S COLLEGE CAMBRIDGE reserves the right to carry out random drug testing on students and this will usually be carried out by the organisation shown at the top of this policy.
- 8.3. In addition, in cases where there is reasonable cause to suspect that a staff member or student's work performance or studies are impaired as a result of alcohol or drug misuse that individual will be asked to participate in a screening programme.

9. The law on substance misuse and the role of the Police

9.1 Alcohol and Tobacco

The college's policy is to inform the Police about the inappropriate sale or supply of tobacco, alcohol or volatile substances to students, who are under the legal age, in the local area.

9.2 It is ST. ANDREW'S COLLEGE CAMBRIDGE's policy to comply with the requirements set down in the Misuse of Drugs Act 1971 and other relevant legislation. All staff should be aware that, under Section 8 of the Misuse of Drugs Act 1971, ST. ANDREW'S COLLEGE CAMBRIDGE staff have potential criminal liability, if they permit or suffer (i.e. turn a blind eye to) the following activities taking place in any ST. ANDREW'S COLLEGE CAMBRIDGE premises:

- Production or attempted production of any controlled drug.
- Supply or attempted supply of any controlled drug.
- Preparing opium for smoking.
- Smoking cannabis or prepared opium.

9.3 The disposal of suspected illegal substances.

The Police should always be involved in the disposal of suspected illegal substances.

9.4 Police Interviews

In the event of a student under 16 being arrested for suspected substance misuse, a responsible adult must be present with the student during any Police interview. Wherever possible, a member of the SMT or Principal should attend as responsible adult.

10. Taking temporary possession and disposal of suspected illegal substances

The law permits college staff to take temporary possession of a substance suspected of being an illegal drug, for the purposes of preventing an offence from being committed or continued in relation to that drug, provided that all reasonable steps are taken to destroy the drug or deliver it to a person lawfully entitled to take custody of it.

In taking temporary possession and disposing of suspected legal drugs colleges are advised to:

- Ensure that a second adult witness is present throughout.
- Seal the sample in a plastic bag and include details of the date and time of the seizure/find and witness present.
- Store in secure location, such as the college safe or other lockable container with access limited to two senior members of staff.
- Without delay notify the Police, who will collect it.
- The law does not require ST. ANDREW'S COLLEGE CAMBRIDGE to divulge to the Police the name of the student from whom the drugs were taken.
- Record full details of the incident.
- Inform parents/agents, unless this would jeopardise the safety of the student.

Disposal of drug paraphernalia

Needles or syringes found on college premises should be placed in a sharps box.

11. Recording incidents involving unauthorised substance misuse

Staff must complete an Incident log and send to the Principle without delay.

12. Our response to drug /alcohol misuse incidents involving students:

Drug incidents may include:

- Drugs or associated paraphernalia found on college premises.
- A student demonstrates, perhaps through actions or play, an inappropriate level of knowledge for their age.
- A student is found in possession of drugs or associated paraphernalia.
- A student is found to be supplying drugs on college premises (friends sharing drugs, student being coerced to supply drugs, a group of friends taking it in turn to bring drugs in for their own use).
- A student is thought to be under the influence of drugs.
- A staff member has information that the illegitimate sale or supply of drugs is taking place in the local area.
- A student discloses that they or a fellow student are misusing drugs.

A careful investigation will take place to judge the nature and seriousness of each incident, the needs of those involved and the most appropriate response. For example:

- What does the student have to say?
- Is this a one-off incident or longer-term situation?
- Is the drug legal or illegal?
- What quantity of the drug was involved?
- What was the student's motivation?

- Is the student knowledgeable and careful or reckless as to their own and others' safety and how was the drug being used?
- What are the student's home circumstances?
- Does the student know and understand the college policy and college rules?
- Where does the incident appear on a scale from 'possession of a small quantity' to 'persistent supply for profit'?
- If supply of illegal drugs is suspected, how much was supplied, and was the student coerced into the supply role, were they 'the one whose turn it was' to buy for others, or is there evidence of organised or habitual supply?

If during the course of the investigation ST. ANDREW'S COLLEGE CAMBRIDGE decides that the Police should be involved, they should cease their investigation immediately in order to enable the Police to conduct a full detailed enquiry.

Any response will balance the needs of the individual with those of the wider college community, and aim to provide students with the opportunity to learn from their mistakes and develop as individuals. ST. ANDREW'S COLLEGE CAMBRIDGE reserve the right to operate a zero tolerance policy on the misuse.

Possible responses include:

- Early intervention and targeted prevention.
- Referral.
- Counselling.
- Behaviour support plans.
- Inter-agency programmes.
- Fixed-period exclusion.
- Pastoral support programmes.
- Permanent exclusion.

Some responses may serve to enforce and reinforce college rules. Staff should carefully consider imposing sanctions taking into account:

- The seriousness of the incident.
- The identified need of the student and the wider college community.
- Consistency with published college rules, codes and expectations.
- Consistency with disciplinary action for previous breaches either by students or by staff.

13. Education on drug and alcohol misuse

13.1 Education on drug and alcohol misuse is a major tool in preventing and minimising the number of young people engaging in these harmful activities. It can also

- Delay the age of onset of first misuse of alcohol and/or drugs.
- Reduce the harm caused by drugs.
- Enable those who have concerns about drugs to seek help.

13.2 Education on drug and alcohol misuse aims to provide opportunities for students to develop their knowledge, skills, attitudes and understanding about drugs and appreciate the benefits of a healthy lifestyle, relating this to their own and others'

actions.

Students are taught on a number of specific topics surrounding alcohol and drug misuse, these include:

- The short- and long-term effects and risks of drugs use.
- The rules and laws relating to drugs.
- The impact of drugs on individuals, families and communities.
- The prevalence and acceptability of drug use among peers.
- The complex moral, social and political issues surrounding drugs.

13.3 Education on drug and alcohol misuse allows students to develop personal and social skills, including:

- Assessing, avoiding and managing risk.
- Communicating effectively.
- Resisting pressures.
- Finding information, help and advice.
- Devising problem solving and coping strategies.
- Developing self-awareness and self-esteem.

13.4 In providing education on drug and alcohol misuse, ST. ANDREW'S COLLEGE CAMBRIDGE comply with one of our statutory obligations: Section 351, of the Education Act 1966 which requires every college to provide a balanced curriculum which:

- Promotes the spiritual, moral, cultural, mental and physical development of students at the college and of society.
- Prepares students at the college for the opportunities, responsibilities and experiences of adult life.

13.5 ST. ANDREW'S COLLEGE CAMBRIDGE's approach to educating students about drug and alcohol misuse

Drug and alcohol misuse education will be taught in a safe, secure and supportive learning environment:

- Ground rules will be agreed, established and reviewed periodically through discussion with students.
- Teachers may use a selection of active learning approaches – action research/mind-mapping/case studies/circle time/creative writing literature/discussion/external contributors/drama visits/formal debate/group work/interactive ICT/local surveys/media analysis/peer education/questionnaires/role-play/simulations/structured games/theatre-in- education/video supported by follow-up discussion etc.

- If and when external contributors are used they will always be interviewed by the Principal before their first input. The class teacher will always share teaching the lesson and always be in the classroom. A copy of the Substance Misuse Policy will be made available to all outside speakers.

13.6 Providing access to external information and resources

ST. ANDREW'S COLLEGE CAMBRIDGE will ensure that students have access to up-to-date information on sources of help. Local and national help lines (including FRANK, NHS Smoking Helpline and Drinkline), youth and community services and drug/health services will be prominently displayed so that those in need of help and who are reluctant to approach college staff, can easily access it. Drug education programmes will also include details of services and help lines, explain how they work and develop student confidence in using them.

13.7 Referral and external support

In every case of an incident involving drugs, the college will place the utmost priority on safety, meeting any medical emergencies with first aid and summoning appropriate help before addressing further issues.

13.8 Confidentiality

Staff should not promise total confidentiality to students. The boundaries of confidentiality should be made clear to the student. If the student discloses information that is sensitive, not generally known and which the student asks not to be passed on, the request should be honored unless this is unavoidable in order for teachers to fulfil their professional responsibilities in relation to:

- Child protection and Inclusion.
- Co-operating with a Police investigation.
- Referral to external agencies.

Every effort should be made to secure the student's agreement to the way in which the college intends to use any sensitive information.

13.9 Involvement of parents/agents

St. Andrew's College Cambridge will ensure that Parents/agents are:

- Made aware of the college's approach and rationale for drug education, for example, through the college prospectus or handbook and/or letter home.
- Involved in the planning and review of the drug education programme and policy, for example, through questionnaires, mail shots or newsletters.
- Given information about their child's drug education and college rules in relation to drugs, for example, through newsletters and handbooks.
- In any incident involving illegal and other unauthorised drugs the college will involve the parents/agents, unless this would jeopardise the student's safety.
- Able to access information about drugs and local and national sources of help.

13.10 Staff Support and Training

ST. ANDREW'S COLLEGE CAMBRIDGE staff should have general substance misuse awareness and an understanding of college policies. This should include first steps

in managing drug related incidents and identifying and responding to students' needs.

Staff will be given opportunity to access further training as appropriate funding and training is available.

Changes to the substance misuse education provision may take place in response to changing local needs. Changes may be implemented as and when appropriate.

14. Parents/agents under the influence of drugs on college premises

When dealing with parents/agents under the influence of drugs on college premises, staff should attempt to maintain a calm atmosphere. On occasion, a teacher may have concerns about discharging a student into the care of a parent/carer. In such instances, discuss with the parent/carer if alternative arrangements could be made, for example, asking another parent/carer to accompany the child home. The priority for staff will always be to ensure the student's welfare.

Where the behaviour of a parent/agent under the influence of drugs repeatedly places a child at risk or the parents/agent becomes abusive or violent, staff should consider whether to invoke child protection procedure and/or the involvement of the Police.

15. Management of suspected substance misuse in Staff

15.1 Investigatory Interview

If a SMT member has reason to believe that another staff member is suffering the effects of alcohol or drugs misuse, for example, due to deterioration in work standard or behaviour, they will invite the staff member to an investigatory interview. The purpose of the interview is to discuss the reason for the investigation and seek the employee's views on, for example, the deterioration of work performance and/or behaviour.

If, following the interview, the manager continues to believe that the staff member is suffering the effects of alcohol or drugs misuse, but the staff member causing concern refuses an offer of referral, the matter may be dealt with under ST. ANDREW'S COLLEGE CAMBRIDGE's disciplinary procedure.

Staff will be dealt with under the ST. ANDREW'S COLLEGE CAMBRIDGE's disciplinary procedure. Employees who are tested have the right to be informed of their test result before the result is passed to management.

If a with-cause or random alcohol/drugs test proves positive, the employee will be invited to attend an interview with a senior manager. The employee will have the right to be accompanied by a colleague at this interview.

The outcome of the interview will depend on the circumstances but could include:

- An offer for the employee to undergo a programme of medical treatment, rehabilitation or counselling, where the employee accepts that he/she has a problem with alcohol or drugs misuse and is willing to cooperate with the employer in the provision of such support;

- A written disciplinary warning, where there are no safety issues involved and the circumstances are not too serious, in which case the employee will be tested again after three and six months respectively;
- Dismissal, where the effects of the employee's alcohol or drug taking are or could be serious, for example if the employee works in a safety-critical job and his/her use of alcohol or drugs could affect performance, or where a previous alcohol/drugs test within the past two years has produced a positive result.

15.2 Providing support to Staff

Alcohol and drug related problems may develop for a variety of reasons and over a considerable period of time. ST. ANDREW'S COLLEGE CAMBRIDGE are committed to supporting staff where possible with a view to supporting a full recovery, allowing a return to work.

If a staff member with a suspected or admitted substance abuse problem does not finish a programme of treatment for whatever reason, or the staff member's recovery and return to work do not happen as anticipated at the outset of a course of treatment, the staff member's Head of Department will meet with that member of staff to decide what further action should be taken.

15.3 Confidentiality

We aim to ensure that the confidentiality of any member of staff experiencing alcohol or drug-related problems is maintained appropriately by the SMT and, where it is necessary to inform them, colleagues. However, it needs to be recognised that, in supporting staff, some degree of information sharing is likely to be necessary.

If a staff member seeks help with an alcohol or drug-related problem directly from ST. ANDREW'S COLLEGE CAMBRIDGE without the knowledge of their Head of Department, the matter will be treated confidentially unless, in the opinion of ST. ANDREW'S COLLEGE CAMBRIDGE, maintaining confidentiality could put that staff member or their colleagues or anyone else at risk. In those circumstances ST. ANDREW'S COLLEGE CAMBRIDGE will encourage the staff member to inform their Head of Department and give them reasonable time to do so before sending the Head of Department a written report advising of any potential risks. The staff member will be given a copy of this report when it is sent to their Head of Department.

15.4 Performance and disciplinary issues

ST. ANDREW'S COLLEGE CAMBRIDGE's intention is to support all staff with alcohol or drug related problems to regain good health. If, having acknowledged an alcohol or drug related problem, a staff member undertakes treatment and/or rehabilitation, any related performance or disciplinary action may be suspended pending the outcome of the treatment.

16. Exceptions

There are instances where alcohol and other drugs may legitimately be on college property, these may include:

- Volatile substances

These must be securely stored to prevent inappropriate access or use, arrangements are set out in the Health and Safety Policy.

- Alcohol
Alcohol is only permitted in the college's 'over 18' residences. ST. ANDREW'S COLLEGE CAMBRIDGE's arrangements for storage and use must be adhered to.

Reviewed:

September 2008, 2009, 2010, 2011, 2012, July 2013, July 2014, July 2015 and July 2016.

Review Date: 1st August 2017.

Appendix 1

External Agencies (National)

DRUGS	SMOKING	ALCOHOL
National drugs helpline 0800 776600 (24 hour)	Quit line 0800 00 22 00	Alcohol Concern 020 7928 7377 www.alcoholconcern.org.uk
Drugscope Information 020 7928 1211 www.drugscope.org.uk	NHS helpline 0800 1690196	Drinkline 0800 917 8282 (24 hour free helpline)
Resolve 01785 817885 Information service on all aspects of solvent abuse		AI –Anon 0171 403 0800 Gives free confidential advice and support to people who have to live with someone else’s drinking
Adfam 020 7928 8898 Gives free confidential advice and support to friends and family of drug users		

Useful Web sites

www.wrecked.co.uk	Alcohol information
Talktofrank.com Also 0800 776600	Government website about drugs
www.cannabishelp.org.uk	For reducing or stopping cannabis use
www.wiredforhealth	National Healthy College Standard