



Education & Youth

Substance Misuse Policy

Model Policy for all secondary school provision including specialist school and pupil referral unit (PRU). This policy sets out the approach to managing substance misuse in Flintshire schools.

To be completed by Education & Youth:

Original policy developed by	Learning Advisor – Health, Wellbeing & Safeguarding
Date Original policy issued to Flintshire schools	November 2015
Date of last amendment	
Version	2
Date adopted by Education & Youth SMT	September 2023
Date of next review	September 2025

To be completed by the school:

School	St. David's High School
Date policy approved by Governing Body	October 2023
Review frequency	2 years
Review date	<i>September 2025</i>
Chair of Governor Declaration	
Headteacher Declaration	

Accessible Formats This document is available in English and Welsh in Microsoft Word and pdf formats in Arial font size 12 as standard. Other accessible formats including large print, Braille, BSL DVD, easy-read, audio and electronic formats, and other languages can be made available upon request. To request a copy of this document in an accessible format contact the school office.

Contact Details

Role	Name	Contact Number
Headteacher	Mr Steve Richardson	
Designated Safeguarding Person (DSP) or Persons (DSPs)	Mr James Walker	
Designated Governor for Safeguarding		
Health & Wellbeing / PSE Lead		
School Police Officer (SPO)		
Designated Flintshire Sorted Worker		

Flintshire Key Contact Details

North Wales Police	Emergency: 999 Non-Emergency: 101
Team Leader Flintshire Sorted - Young People's Drug & Alcohol Team	01352 703492 / 07825845023
Senior Manager for Flintshire Youth Justice Service and Flintshire Sorted	01352 702695 / 07909 002014
Senior Education Social Worker	01352 704137 / 07876 790250
Senior Learning Advisor - Engagement	01352 704066 / 07785695823
Learning Advisor - Health, Well-being, and Safeguarding	07867 684 653
Designated Safeguarding Lead for Education (Senior Manager, School Improvement)	01352 704019 / 07775 706342
Chief Officer, Education & Youth	01352 704601
To make a Child Protection Referral	Office hours: 01352 701000 Out of Hours phone number: 0845 0533116
Generic Contact Centre number for Children's Safeguarding General Enquiries	01352 702601
Adult Social Services - Single Point of Access	03000 858858

1. Overview & Introduction

1.1 Substance misuse including possession or use of illegal drugs or alcohol is strictly prohibited in any part of St David's school's premises or grounds. Any substance misuse incidents will be dealt with quickly and fairly, acknowledging the pastoral needs of individual learners and prioritising the health, well-being, and safety of the whole school community. The processes and procedures outlined in this policy aim to prevent young people from entering the Criminal Justice System and have been developed in accordance with the Wales Police Schools Programme: School Crime Beat Protocol (Feb 2023).

We recognise our responsibility for the safety of our school community and the importance of having a consistent approach to dealing with incidents of substance misuse. We are a Healthy School and recognise the value of taking a whole school approach to this issue which includes leadership, curriculum, school environment, ethos, and community links. All secondary schools in Flintshire have a named Education Substance Misuse worker.

The policy has been formulated with reference to the Welsh Government's Substance Misuse Delivery Plan 2019- 2022 and Guidance for Substance Misuse Education 107/2013.

1.2 Definition

For the purpose of this policy, the following definition of substances will apply:

The United Nations Office on Drugs and Crime defines a drug as: *"A substance people take to change the way they feel, think or behave"* which covers:

- All illegal drugs (those controlled by the Misuse of Drugs Act 1971) including Psychoactive Substances previously known as legal highs
- All legal drugs including alcohol, volatile substances, alkyl nitrites (poppers) tobacco* and E-Cigarettes*
- All legal medicinal drugs (including 'over-the-counter' and prescription medicines)

Substance use - the use of any drug, legal or otherwise

Substance misuse - drug use which leads or has led to a learner experiencing social, psychological, physical or legal problems related to intoxication or regular excessive consumption and/or dependence upon their drug(s) of choice

Problematic substance misuse - the learner has little control over their behaviour, they are frequently and regularly under the influence of a substance, and they present as a risk for themselves and/or community.

**For Tobacco and E cigarettes, please refer to the Smokefree policy.*

1.3 Legislative Context

Section 175 of the Education Act 2002 requires school governing bodies, local education authorities and further education institutions to make arrangements to safeguard and promote the well-being of all children who are students at a school, or who are students under 18 years of age.

The Children Act 1989 and 2004 places a statutory duty on a range of organisations to make arrangements to ensure that their functions, and services provided on their behalf, are discharged having regard to the need to safeguard and promote the wellbeing of children.

The Governing body at St David's school are fully aware of the relevant legislation and guidance in relation to safeguarding children in their care and will have due regard for the following:

- Social Services and Well-being (Wales) Act 2014
- Well-being of Future Generations (Wales) Act 2015
- Rights of Children and Young Persons (Wales) Measure 2011 which encompasses the United Nations Convention on the Rights of the Child.
- Human Rights Act 1998
- Equality Act 2010
- Modern Slavery Act 2015
- The Misuse of Drugs Act (1971) *
- The Medicines Act (1968)
- The Psychoactive Substances Act (2016)

*Offences under the Misuse of Drugs Act (1971) can include:

- Possession of a controlled drug
- Possession with intent to supply another person
- Production, cultivation or manufacture of controlled drugs
- Supplying another person with a controlled drug
- Offering to supply another person with a controlled drug
- Import or export of controlled drugs
- Allowing premises, you occupy or manage to be used for the consumption of certain controlled drugs (smoking of cannabis or opium but not use of other controlled drugs) or supply or production of any controlled drug
- Certain controlled drugs such as amphetamines, barbiturates, methadone, minor tranquillisers and occasionally heroin can be obtained through a legitimate doctor's prescription. In such cases their possession is not illegal.

1.3 Scope

This policy applies to all persons using the school site, learners, staff and visitors. It applies whilst learners are travelling to and from school, during the school day (including break and lunch time), and during any additional times the school is legally responsible for the learner

including residential and non-residential visits. The policy applies to all vehicles used on school business e.g., school transport.

1.4 Policy Exceptions

There are instances where some substances may legitimately be on the St. Davids school premises:

Medicines: Prescribed and over the counter medicines are only permitted for use when authorised by letter from parent/carer to our school and for the sole use of their child. We have an administration of medicines policy. If pupils supply prescription drugs to others in school, they are acting unlawfully and therefore this policy will apply.

Volatile substances: Those used by specific departments in our school for teaching purposes.

1.5 Development of the Policy

Following the release of the Welsh Government Guidance for Substance Misuse Education in 2013, this prompted a review of the existing schools model policy which was developed in 2012 and scheduled for review in 2015. Work began on an initial draft policy in 2014 adapted from the model template developed by Denbighshire in 2013. As part of the review process the following were consulted:

- Secondary headteachers
- Secondary Reps Group
- Targeted young people in two secondary schools
- Representatives from SMT in two secondary schools
- EWO service
- Healthy Schools Scheme
- Flintshire Sorted - Young Persons Substance Misuse Service
- North Wales Police
- Public Health Wales

The model policy was first shared with schools in the Autumn term 2015. Consultation with secondary headteachers and the LA has been ongoing since 2018/19 and was further delayed due to the pandemic. As part of the revised policy input in 2023 feedback has been sought from the following services / organisations:

- Flintshire Sorted
- Secondary headteachers
- Inclusion Service
- Youth Justice Service
- Healthy Schools Scheme

At St. Davids, learners, staff and governors were given opportunities to contribute to the review of this substance misuse policy.

1.6 Related Policies

St David's school will monitor to ensure there is consistency and coherence in the way we effectively safeguard learners. Linked school policies include:

- Safeguarding Policy
- Smokefree Policy
- Behaviour Policy
- Managing Healthcare Needs
- Challenging Bullying Policy
- Planning and approval procedures for Educational Visits
- Disciplinary policy
- Staff Code of Conduct
- Complaints Policy
- Positive handling (restraint)

2.1 The Aims of the substance misuse policy are:

- To clarify St. David's school's approach to substance misuse.
- Provide all learners with appropriate information about the legal, health, and social implications of misusing substances, as part of a coordinated programme of delivery across the Curriculum (Health & Wellbeing AoLE / PSE).
- Provide a standardised approach to managing substance related incidents with due regard for our legal obligations and safeguarding learners.

2.2. The Objectives of the substance misuse policy are:

- To ensure that all learners, parents / carers and staff are aware of the risks associated with substance misuse and the consequences of their actions.
- To ensure the response to substance related incidents complements the overall approach to education, values, and the ethos of the school
- To ensure learners are safeguarded appropriately and offered help and support.
- To empower all learners to make responsible, well-informed decisions.

3. Rationale

Data from the School Health Research Network (SHRN) 2022 County Report provides a valuable insight into young people's substance use (survey undertaken autumn term 2021 by 6959 students, which is 82% of those on roll).

20% of all Flintshire students surveyed have reported that they have been offered cannabis in the last 12 months, which is 4% higher than the national average of 16%. All ages are higher than the national average, with the greatest differences in Years 10 and 11, both 6% higher than the national average.

5% of all students surveyed have reported to have taken cannabis in the last 30 days which is 1% higher than the national average. Students in Year 10 and Year 11 report the highest use within the last 30 days.

10% of all students surveyed have reported to have tried inhaling laughing gas or taking mephedrone or 'legal highs' which is 2% higher than the national average of 8%. Learners in Years 7, 10, 11 are all above the national average, with Year 11 being the highest which is 4% above at 14%.

There is an increasing body of international evidence about the negative long-term impact on health and well-being outcomes which can result from exposure to childhood trauma before the age of 18. The evidence also links exposure to Adverse Childhood Experiences (ACEs) to an increased risk of adopting health harming behaviours in adolescence, including substance misuse.

The Welsh Government's Substance Misuse Delivery Plan 2019- 2022 aims to ensure that people in Wales are aware of the dangers and the impact of substance misuse and to know where they can seek information, help and support if they need it. Welsh Government recognise that high quality age-appropriate substance misuse education can help learners make responsible, well-informed decisions about substances in society.

4. Contextual Safeguarding

Contextual Safeguarding is an approach to understanding, and responding to, young people's experiences of significant harm beyond their families. It recognises that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse.

Contextual safeguarding includes addressing the following safeguarding concerns: Child Sexual Exploitation (CSE), Child Criminal Exploitation (CCE), County Lines, Child Trafficking, Children affected by Gang Activity, Harmful Sexual Behaviour (where this is outside of the family home) and Missing Persons.

Child Criminal Exploitation (CCE) is a form of child abuse which involves criminal exploitation and requires a safeguarding response. CCE involves children in criminal activities including the movement of drugs or money, which results in personal gain for an individual, group or organised criminal gang.

County Lines are illegal business models managed and operated by gangs which use their position and power to groom, recruit and exploit children for the purpose of criminal gain. A typical County Lines scenario is defined by the following components:

- A group (not necessarily affiliated as a gang) establishes a network between an urban hub and county location, into which drugs are supplied.
- A mobile phone line is established in the market, to which orders are placed by introduced customers.
- The group exploits young or vulnerable persons, to achieve the storage and/or supply of drugs, movement of cash proceeds and to secure the use of dwellings (commonly referred to as cuckooing).
- The group or individuals exploited by them regularly travel between the urban hub and the county market, to replenish stock and deliver cash.
- The group is inclined to use intimidation, violence and weapons, including knives, corrosives and firearms.

Please refer to the All Wales Practice Guide for CCE for further information:

<https://safeguarding.wales/en/chi-i/chi-i-c6/>

Different types of abuse and exploitation are interrelated with CCE, including children going missing and child trafficking. All services working with children and young people, including social workers, schools and youth services are well placed to identify children who are at risk or displaying indicators of being exploited.

Specified organisations including local authorities (classed as first responders under the Modern Slavery Act 2015) are required to notify the Home Office about any potential victims of modern slavery they encounter in England and Wales.

Modern slavery is a complex crime and may involve multiple forms of exploitation. It encompasses:

- human trafficking
- slavery, servitude, and forced or compulsory labour

The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate support. For information regarding the National Referral Mechanism (NRM) Guidance:

<https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms/guidance-on-the-national-referral-mechanism-for-potential-adult-victims-of-modern-slavery-england-and-wales#Section-1>

5. Roles and Responsibilities

5.1 Responsibilities of the headteacher and governing body:

- Oversee formulation and review of this policy and ensure that it is understood by governors, staff, parents/carers and learners
- Establish systems to oversee and co-ordinate substance misuse incidents
- Ensure a record of all substance misuse incidents is maintained
- Follow any advice from the SPO Is and liaise closely with Police in dealing with illegal substance misuse incidents
- Maintain vigilance over the school premises and grounds through the duty teams operating to the best of their abilities
- Provide consistent messages to young people by ensuring alcohol is not permitted on the school site, including for school events such as PTA organised evenings.
- Ensure that findings from staff, parent/carer and learner evaluations contribute to the school's self-evaluation and policy review process
- Monitor incidents (e.g., the number, nature, outcomes of incidents and how many referrals were made to outside agencies) and reviewing incident management procedures.
- Liaise with the Corporate Communications Team at Flintshire County Council for press advice / support following an incident.

5.2 Responsibilities of the Designated Safeguarding Person (DSP):

St. David's has a DSP / DSPs who is a / are member(s) of SMT with lead responsibility for managing all safeguarding concerns. The DSP must:

- Know how to recognise and identify the signs of abuse, neglect and other types of harm and know when it is appropriate to make a report to the local authority (or police where the child/children are in immediate danger)
- Ensure that local procedures for safeguarding (including responsibilities under the Modern Slavery Act) are implemented and adhered to.
- Oversee all referrals to Flintshire Sorted and ensure the SLA is understood by key staff and reviewed every 2 years.
- Provide advice and support to other staff, record-keeping, working with family members or carers, making referrals to children's services and attending statutory meetings, as well as liaising with other agencies as necessary.
- Consider how safeguarding more widely can be addressed and ensure preventative measures are adopted in the school. This includes building relationships with other agencies, as well as ensuring staff and learners are informed about risks and how to access support.

5.3 Responsibilities of Health and Wellbeing / PSE Subject Lead:

St. David's has a Healthy and Wellbeing / PSE subject lead who is responsible for substance misuse education within this role. The Healthy and Wellbeing / PSE subject lead must:

- Ensure the curriculum meets the statutory requirements of the Health and Wellbeing AoLE / Science and Technology AoLE and PSE Framework / Science Curriculum
- Map substance misuse education across all subject areas and year groups
- Ensure the implementation and quality of a scheme of work for Health and Wellbeing / PSE that incorporates effective education on substances
- Ensure that all staff are confident in the skills to teach and discuss issues related to substances and coordinate access to training as required
- Liaise with any service provision to effectively support aspects of the programme delivery e.g., SLO and Flintshire Sorted
- Consult with learners to inform provision around education on substances, including using the SHRN county data and individual school data.
- Ensure access to appropriate information and signposting is included on the school website for parents and carers.

5.4 Responsibilities of ALL Staff:

- All members of staff at St. David's should complete appropriate safeguarding training which is regularly updated to provide them with relevant skills and knowledge to safeguard learners effectively.
- All members of staff should feel confident in identifying learners who may be experiencing difficulties and accessing support for them including identifying emerging problems, liaising with the designated safeguarding lead, sharing information with other professionals to support early identification and assessment.
- Staff will not report incidents and/or issues concerning Substance Misuse to the local press and media. This is a breach of confidentiality and could lead to disciplinary action.

5.5 Responsibilities of ALL Learners:

- Learners are not permitted to use substances at St. David's school or whilst engaged in any off-site activity representing the school, for example any educational visits, trips abroad and work experience.
- Learners must not use substances whilst travelling to or from school.
- Learners should be encouraged to contribute to the review of the substance misuse policy through feedback about the education provided and if it is meeting their needs.
- Learners should be able to remain in education and access support for substance misuse issues that they self- identify or through targeted support.
- It is the responsibility of all learners to bring concerns regarding substances to the attention of a member of staff. The police will only be informed if it is considered necessary.

5.6 Responsibilities of Outside Agencies:

Outside agencies supporting St. David's school will:

- Have access to and be familiar with St. David's school substance misuse policy when planning and delivering sessions at the school
- Adhere to the substance misuse policy.

5.7 Responsibilities of Parents / Carers:

- Parents are encouraged to support their child to adhere to the substance misuse policy and to contact the school with any concerns they may have on the use of illegal substances.
- Parents are encouraged to support the school's education on substances and have access to this policy and the school's PSE curriculum on the school website.

6. Substance Misuse Education

6.1 Overview

St. David's School recognises that substance misuse education is a major component of drug prevention. Research has shown that effective education on substances can have an impact on the most common substances used by young people: alcohol, tobacco, and cannabis. This can delay the onset of substance use therefore the later a young person may try a substance, the less likely they will become a problematic substance misuser.

At St. David's school, substance misuse education is delivered primarily through the Health and Wellbeing AOLE and Science and Technology AOLE which begins in Year 7. Substance misuse education is also delivered through the PSE Framework and Science Curriculum for learners in Year 9 and above. Aspects of the programme are delivered as part of the Tutor/ Pastoral system/Health days (add amend here).

The delivery of substance misuse education at St David's school supports the United Nations Convention on the Rights of the Child (UNCRC), protecting all children and young people aged 0-17 years with their human rights:

Article 6: You have the right to life and grow up to be healthy

Article 19: You should not be harmed and should be looked after and kept safe

Article 33: You should be protected from dangerous drugs.

6.2 Core components of Substance Misuse Education:

All Learners will be taught:

- Facts about legal and illegal drugs and their associated risks, including the link to serious mental health conditions.
- Laws relating to the supply and possession of illegal substances.
- Physical and psychological risks associated with alcohol consumption and what constitutes low risk alcohol consumption in adulthood.
- Physical and psychological consequences of addiction including alcohol dependency.
- Awareness of the dangers of drugs which are prescribed but still present serious health risks.
- Development of learners' personal and social skills to make informed decisions and keep themselves safe and healthy.

- Promotion of positive attitudes to healthy lifestyles, assessing, avoiding and managing risk, communicating effectively, resisting pressures and how to access help.

Learners may be encouraged to research and debate issues, examining both sides of controversial questions and staff will remain non-judgemental and their personal beliefs should not influence the programme of delivery.

6.3 Safeguarding in substance misuse education:

- If a member of staff hears or sees something during lessons which suggests a learner is at risk of serious harm or causing serious harm to others, they will alert the DSP.
- The use of agreed ground rules in classrooms is encouraged to create clear boundaries, discourage learners from sharing personal information in a class setting and ensure everyone feels respected and safe.
- If questions of a personal nature or specific questions about e.g., illegal drugs are raised, learners will be encouraged to talk to their parents/carers and/or appropriate support agencies.
- If a member of staff hears or sees something during lessons which suggests a learner has information about law breaking activities, they will contact a member of SLT / DSP in the first instance.

6.4 Confidentiality

Teachers and professionals cannot offer unconditional confidentiality to learners in substance misuse education or substance related incidents, and this should always be made clear from the outset.

If a learner discloses information which is sensitive, not generally known and which the learner asks not to be passed on, the DSP should be made aware. The request will be honoured; however, confidentiality will be broken against the wishes of a learner when:

- There is a safeguarding issue
- 'The life of a person is at risk, or a learner is at risk of causing serious harm to others.'
- Criminal offences are disclosed

In this case the member of staff will make every effort to inform the learner first, explain why this needs to happen and secure the learner's agreement to the way in which the school intends to progress the matter.

6.5 External Agencies delivering substance misuse education:

Flintshire Sorted and the Schools Police Officers (SPOs) (amend as appropriate) will provide support, advice and signposting to the school community on substance related issues and can add value and bring additional experience to the programme of curriculum delivery.

A teacher or member of school staff must be present when an external visitor is working with learners.

7. Management of Substance Misuse Related Incidents

7.1 Types of incidents

For ALL substance misuse incidents, the safety of learners and the whole school community is the immediate priority. Substance misuse incidents may relate to learners, staff members, parents/carers or other adults.

The type of incidents can include:

- Discovery of drugs or drug paraphernalia on the premises / grounds
- Suspicion, rumour or allegation about an individual's activities
- Disclosure about substance misuse on the premises / school activity
- Use or signs and symptoms of substance misuse
- Selling or dealing substances or possession of substances.

Staff that become aware of incidents involving learners and substances will inform a member of SMT / DSP. The response will depend on the type and degree of risk, with some situations requiring immediate action and others requiring time for assessment of information, seeking advice and the involvement of other agencies.

7.2 Police Involvement

School Police Officers (SPOs) are dedicated to deliver the Wales Police Schools Programme (WPSP lessons) and provide supportive policing services in schools. The designated Schools Police Officer is required to be fully involved with the day-to-day life of the school and assist with problems that require Police attention or advice.

Schools are encouraged to openly discuss and seek advice from their dedicated SPO. SPOs will have a good knowledge of and be able to provide a direct link to other specialist Police departments where necessary. In addition to the SPO, the main types of officers that schools are likely to have contact with are:

- Neighbourhood Policing Teams comprising of PCSOs (Police Community Support Officers) and Neighbourhood Policing PCs and a Neighbourhood Policing Sergeant
- Response Officers
- Specialist Child Abuse Investigation Officers or Detective Constables

There are three main levels of response that the Police can provide when responding to incidents of substance misuse:

1. Collection and administration of any suspected substances
2. A partnership investigation
3. A formal Police investigation

The misuse of controlled drugs within a school is a 'serious' issue and it is essential that the response is prompt and effective.

When deciding whether to contact the Police regarding an incident on school premises, the severity of the incident needs to be considered. Therefore, the seriousness of an incident can be determined by considering the answers to the following questions.

If the head teacher/DSP/other member of SMT considers the answer is YES to any of the questions below and considers the incident to be an emergency, then call 999 to obtain an immediate Police presence:

- Is there any serious immediate danger present?
- Has serious injury occurred or is there a clear potential for serious injury?
- Is a crime in progress or imminent?
- Is a suspect present?
- Will a witness be lost if Police do not arrive quickly?
- Is there clear potential for a further crime to be committed?
- Is a victim of crime suffering from extreme distress

When the Police are contacted, a decision needs to be made on how to deal with the incident. The SPO is there to assist and give advice.

Where the school and the Police decide that an incident may be dealt with internally by the school, then both parties need to consider alternative action and support for an individual e.g., pastoral support programmes, restorative approaches etc. The wishes of the school and its internal policies will always be taken into consideration and respected when a decision is being made regarding any future course of action.

Although there is no statutory requirement to inform the Police, the Home Office would expect the Police to be informed when illegal drugs are found on a learner or on school premises.

Possession of certain controlled substances such as – Cannabis, Ecstasy, Heroin, LSD, Cocaine, Crack Cocaine, etc. will always be regarded as 'serious' and recorded as a crime.

An incident will always be deemed 'serious' and recorded as a crime if the controlled substance has been or was intended to be **supplied** to any other person whether for gain or not.

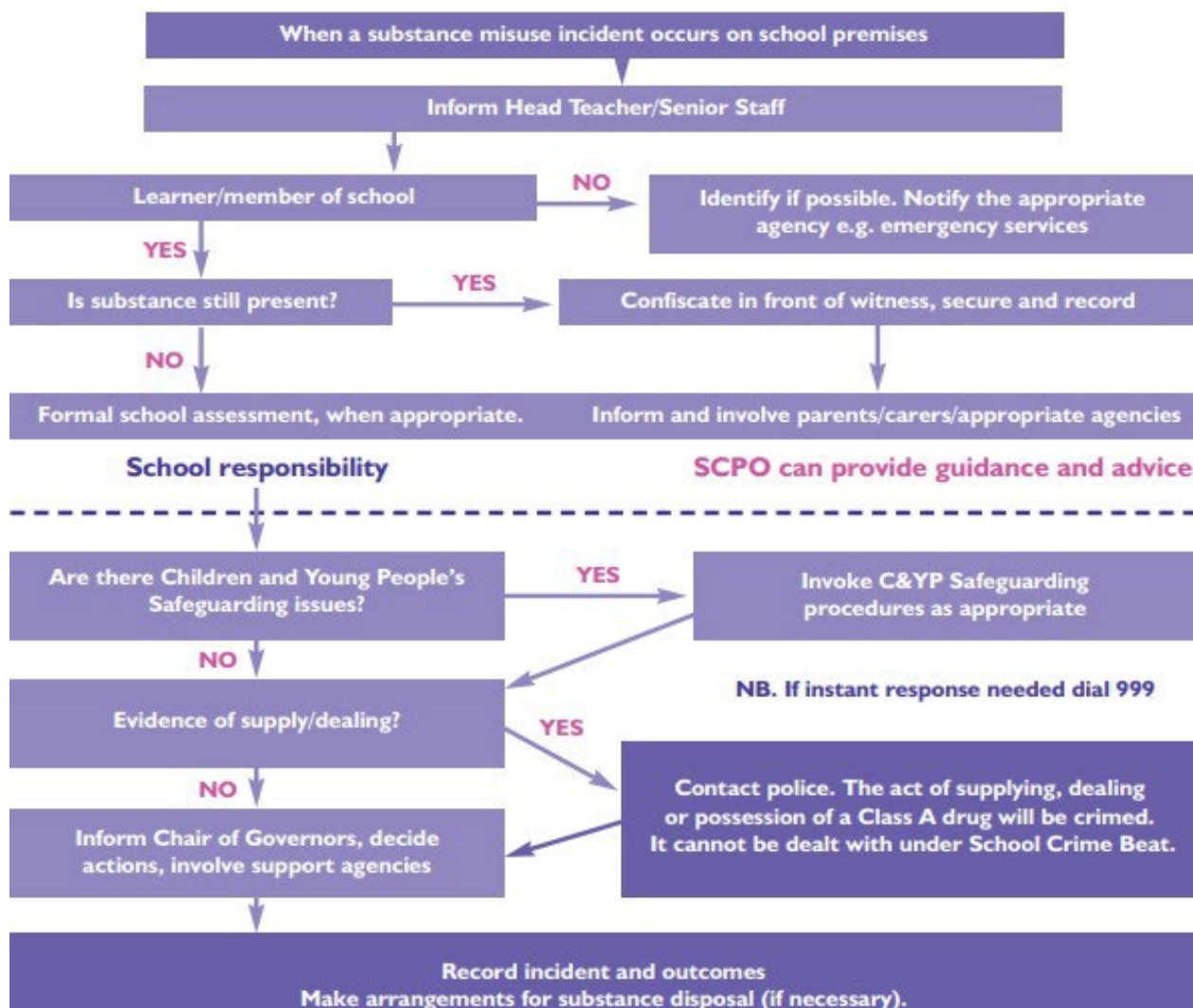
7.3 Recommended Response Procedure:

Outlined below is the recommended procedure for a substance use related incident as detailed in the Guidelines for Schools and School Community Police Officers (SCPOs) Working Together: School Behaviour Incident Management

[https://schoolbeat.cymru/uploads/media/Guidelines -
School Behaviour Incident Management.pdf](https://schoolbeat.cymru/uploads/media/Guidelines_School_Behaviour_Incident_Management.pdf)

Substance Misuse

A suggested response procedure: actual incident.
This procedure covers both legal and illegal substances



SCPO = School Community Police Officer

7.4 Drugs / Alcohol / Solvents found on school premises or confiscating substances

Where a suspected substance is found or recovered within the confines of a school, the Police recommend the following procedure as outlined in the School Crime Beat Protocol 2023:

- If someone is in possible danger or is likely to be at risk of harm -call 999.
- Ensure that the seizure is witnessed in corroboration with another member of staff.
- Store it in a suitable location pending Police arrival.
- Record all details of the incident, misuse or seizure.
- Contact the SPO for advice.
- Contact 101 to arrange Police attendance and to make arrangements for disposal.
- Staff should not attempt to analyse or taste any unidentified substance.

In addition:

- Any paraphernalia must be placed in a sharps box, using gloves and tweezers
- Alcohol – can be poured away and container discarded (inform parent/carer who may want to collect item).
- Consideration for testing via WEDINOS via Flintshire Sorted / Police
- Incident report form will be completed, explaining how the substance was disposed of, and will include witness signatures, including police signature if an illegal substance was involved.

7.5 Member of staff suspects a learner of being under the influence of Drugs / Alcohol / Solvents as outlined in the School Crime Beat Protocol 2023:

- Seek medical advice if necessary. It is important to know what the substance is if medical treatment is necessary.
- Is the learner legally entitled to be in possession of the drug / substance?
- Is the drug / substance suspected to be illegal and / or in breach of school Behaviour Policy? If so, Police advice should be sought, if necessary.
- Take possession and store securely.
- A search may be required. Staff members are permitted to search learners' desks or lockers, belonging to the school, on suspicion of possession of illegal drugs (although prior permission should be sought from the Head teacher).
- Staff should not physically search a learner or their personal belongings. Any forced search by staff could be interpreted as an assault.
- Staff may however ask the learner to turn out their pockets or bags. If efforts to persuade a learner to hand over a suspected illegal substance have failed, and the school wishes to proceed on formal lines, then the Police should be called to undertake the search.

- Staff will need to balance the likelihood that an offence has been committed against the risk of infringing the individual's privacy without just cause.
- There will be a reasonable attempt to contact parents / carers to inform them that a search will take place. Parents/carers do not have the right to prevent such a search nor to delay it unduly.

DSP to liaise with Flintshire Sorted and notify Social Services for Children and follow any local procedures including (but not limited to);

- Submit a Safeguarding Report (referral) to Social Services for Children,
- Complete a locally agreed tool to assess child exploitation
- Complete a National Referral Mechanism Referral
<https://www.modernslavery.homeoffice.gov.uk/start?hof-cookie-check>
- Liaise with the local Independent Child Trafficking Guardian (ICTG)

7.6 Member of staff has information that an offence or supply or sale of Alcohol / Cigarettes / Solvents / Illegal substances is taking place in the local area as outlined in the School Crime Beat Protocol 2023:

- Staff member to notify DSP / headteacher.
- DSP / headteacher to assess information and notify SPO so that action can be taken to protect the children and young people in the vicinity of the school and to identify trends.
- In the case of suspected substance misuse, this should be done at the earliest available opportunity.

7.5 A learner discloses that: As outlined in the School Crime Beat Protocol 2023:

- **they are using Drugs / Alcohol / Solvents**
- **parents / carers / relatives are misusing / selling Drugs / Alcohol / Solvents**
- **friends are misusing / selling Drugs / Alcohol / Solvents**
- The learner should be given an appropriate time and place to have an informal conversation sensitively conducted about the concern / incident
- The learner should be provided with appropriate information and have access to further support either within the school or by outside agencies such as Flintshire Sorted.
- It should be remembered that total confidentiality might not be possible.
- Member of staff to liaise with DSP
- SPO / Flintshire Sorted to be contacted for guidance, advice, or support.

DSP to liaise with Flintshire Sorted and notify Children's Services and follow any local procedures including (but not limited to);

- Submit a Safeguarding Report (referral) to Children's First Contact Team,
- Complete a locally agreed tool to assess child exploitation,
- Complete a National Referral Mechanism Referral;
<https://www.modernslavery.homeoffice.gov.uk/start?hof-cookie-check>
- Liaise with the local Independent Child Trafficking Guardian (ICTG)

8. Contact with Parents/Carers

Parents/carers will normally be contacted directly by telephone and/or letter in the event of proven substance usage. If it is suspected but not proven, the agreed police protocol will be implemented. Parents/carers will be informed of any substances related incident unless:

- There are safeguarding concerns
- It would interfere with a school investigation
- It would interfere with a police investigation
- It could result in greater harm to the learner for another reason.

If a learner is at risk because they are under the influence of a substance, parents/carers will be contacted and required to take responsibility of their child and collect them from school immediately. If contact with parents /carers cannot be made, an appropriate emergency contact will be asked to assist.

Please refer to **Appendix 1: Template Letter for Parent / Carers.**

9. Investigation and Recording

Further investigations will be held post incident; and if appropriate, interviews will be held to establish the facts, level of involvement and whether others were involved. We may also need to arrange interviews with staff and/or other learners to further establish the facts and obtain corroboration. Parents/carers will be granted access to their child with a member of staff present at all times.

The SPO can be involved in partnership or police investigations when suspected illegal substances are involved. If police involvement is necessary, every attempt will be made to have a parent/carer present.

Records will be maintained for ALL substance misuse and related incidents and follow up meetings. These will be uploaded to **CPOMS***

Please refer to **Appendix 2: Incident Reporting Template.**

11. Substance misuse related incidents involving school employees / other adults

11.1 Substance Misuse related incidents involving employees

Substance Misuse related incidents involving employees at [redacted] school are subject to Flintshire County Council's Employment and Disciplinary Policy and Procedures and the Wales Safeguarding Procedures and could be subject to disciplinary action.

11.2 Substance misuse related incidents involving adults (not employees)

Where it is suspected that a parent/carer or a visitor to the school is under the influence of a substance they will be asked to leave immediately. Their safety will be ensured, with supervision if necessary. In cases where we suspect substance misuse (possession, use, supplying) we will inform Social Services and where illegal substances are suspected, the SPO or police will be informed.

Where it is suspected that parents/carers arriving at school to collect pupils are intoxicated or appear to be under the influence of a substance, the learner will not be released to their care (especially if they are driving). We will try to arrange for another named contact to collect the learner. In the event the parent/carer becomes aggressive we will contact 999.

Actions requiring referral to other organisations include:

- Investigation of criminal activity, including searching persons or personal property (Police)
- Apart from immediate first aid, any health or medical emergency which should be attended by appropriate medical personnel
- Assessment and providing support and services to vulnerable or troubled children and families are matters for Children's Social Services or Flintshire Sorted
- Counselling and drug treatment programmes require trained staff, normally
- accessible through YPSMS, social services, health or other specialist substance misuse services.

12. Substance misuse incidents that occur out of school hours / in the local community

St David's has no role in dealing with substance related incidents outside school hours and premises other than:

- On school trips and visits, when the same expectations and procedures will be applied as far as is reasonable and practicable
- By passing information onto relevant agencies when the safety or wellbeing of a learner is threatened
- To assist police in preventing the use of land surrounding the school for drug dealing

- When adult substance misuse (including alcohol) impairs upon the safety of a learner
- If incidents occur in the local community, we will undertake additional work with appropriate outside agencies to reinforce key messages through Health and Wellbeing AoLE / PSE / tutor time / assemblies.

13. Responding to a substance related incident

Research shows that learners who are excluded from schools and those who absent themselves from school are often the most vulnerable to becoming or remaining at serious and higher risk of exploitation and problematic drug use compared to their peers remaining in school.

Every effort should therefore be made to retain learners in school and exclusion should not be the automatic response to a substance related incident and permanent exclusion should only be used in the most serious cases. First offenders should only be excluded in the most extreme cases. Therefore, referral to the appropriate agency should be the first response.

There should always be sufficient flexibility to allow learners to remain in school, monitored with risk assessments in place where necessary to provide appropriate opportunities for individuals to re-engage with the learning process.

When considering the response to a substance misuse related incident involving a learner /s St. David's will consider the nature of the incident, the age of the learner and involvement with partner agencies.

Please refer to **Appendix 4** for county guidelines for sanctions.

The school must ensure that any exclusions related to a substance related incident are not in breach of Equalities or Looked After Children legislation.

14. Support for the Learner/s

At St. David's school our main aim is to protect the safety and wellbeing of the learner and prevent further incidents. Drug taking can pose a significant safeguarding risk to the learner and so we may report to Children's Services and refer to a partner agency such as Flintshire Sorted to aid in the rehabilitation and drugs education of the learner and can provide a range of support and advice.

14.1 Flintshire Sorted

Flintshire Sorted is committed to the health and well-being of young people aged 11-25 in Flintshire. Flintshire Sorted aims to minimise the impact of drug, alcohol and substance related harm on young people, their families and the community, to enable them to lead healthy and crime-free lives.

Rationale and Principles of Intervention

Drug and alcohol policies, including the Welsh Substance Misuse Strategy 2019-2022 highlights that early and brief interventions enhance protective factors and reduce risk factors for young people in relation to substance misuse. This approach supports keeping young people in the school environment, promotes peer relationships, offers academic opportunities and helps build good relationships with teachers. It is during this time that we are able to build up a knowledge base, promote a healthier lifestyle, build resilience and reinforce a normative message approach within education that the majority of young people do not take drugs.

Flintshire Sorted' s interventions fall into 3 categories or tiers and are briefly described below: -

Tier 1	Universal - basic drugs education and awareness.
Tier 2	Targeted interventions in groups or on a 1-2-1 basis for those with increased risk factors and decreased protective factors for using substances.
Tier 3	Referral based therapeutic/ psychosocial interventions on a 1-1 basis.

Flintshire Sorted assign 'link' workers to each secondary school who will work in partnership to develop programmes specific to the school's needs and offer weekly support to learners if required.

Flintshire Sorted offer a comprehensive targeted programme for those young people who are identified as being at increased risk of substance misuse. Flintshire Sorted work with these young people by delivering information relating to substances, health and risk-taking behaviours. By ensuring that the intervention content is tailored to the needs of that particular group, targeted interventions can enable young people to make more informed and healthier choices with the aim that substance use is diverted or minimised. Often these young people have a range of risk factors such as:

- Parental or sibling drug use or pro-drug attitudes
- Parental or sibling involvement with criminal justice
- Experimenting with tobacco before the age of 12 years
- Poor attendance at school/low commitment to school
- Exclusion or risk of exclusion from school
- Offending or antisocial behaviour, behaviour difficulties in school
- Emotional or mental health difficulties
- Associating with other young people who use substances
- Poor impulse control
- Speech language or communication needs.

Please refer to **Appendix 3** for Flintshire Sorted Screening Tool for Professionals and referral to Health Panel Form.

14.2 Safeguarding

St David's school will follow the Wales Safeguarding Procedures when supporting learners involved in substance misuse related incidents.

The school will liaise with Flintshire Social Services for Children and follow any local procedures including (but not limited to);

- Submit a Safeguarding Report (referral) to Social Services for Children
- Completing a locally agreed tool to assess child exploitation
- Completing and submitting a National Referral Mechanism Referral;
<https://www.modernslavery.homeoffice.gov.uk/start?hof-cookie-check>
- Liaising with the local Independent Child Trafficking Guardian (ICTG).

15. Sharing Intelligence

Information sharing is central to good safeguarding practice. Practitioners must share information in accordance with data protection legislation. Data protection legislation allows for the sharing of information and should not be automatically used as a reason for not doing so. One of the specific circumstances which provides for information sharing is in order to prevent abuse or serious harm to others. When information is not shared in a timely and effective way, decisions about how to respond may be ill informed and this can lead to poor safeguarding practice and leave children at risk of harm.

If we have any information in relation to illicit or counterfeit substances or information pertaining to any substance use, or dealing in the community, St Davids school will report to the Police, Trading Standards and Flintshire Sorted accordingly.

16. Equality and Diversity

As an employer and provider of services St David's school will not unlawfully discriminate on grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or on the grounds of Welsh Language.

All learners, their parents and carers, volunteers, staff and school governors are valued and will be treated with dignity and respect. St David's School will not tolerate any form of discrimination, harassment or victimisation.

To make sensitive and well-informed professional judgments about a learner's needs and a parent's capacity to respond to their child's needs, it is important that school staff are sensitive to differing family patterns, and lifestyles and to child rearing patterns that vary across different racial, ethnic and cultural groups.

We will work across our school community to ensure our commitment to equality and fairness is shared and take steps to ensure that our school is accessible, welcoming and inclusive.

16. Monitoring and Evaluation

This policy will be reviewed every two-years. The headteacher will ensure that the findings from staff, parent/carer and learner evaluations contribute to our school's self-evaluation process and to the policy review process.

The **Health and Wellbeing / PSE Subject lead** is responsible for reviewing substance misuse education regularly to ensure that programmes are responsive to the needs of learners and that a supportive learning environment is maintained for all.

The headteacher and the governing body are responsible for monitoring incidents (e.g., the number, nature, outcomes of incidents and how many referrals were made to outside agencies) and reviewing incident management procedures.

17. References

Wales Safeguarding Procedures

<https://safeguarding.wales/en/>

Welsh Government Guidance: 283/2022 Keeping Learners Safe

<https://gov.wales/keeping-learners-safe>

Welsh Government: Substance Misuse Delivery Plan 2019-2022

<https://www.gov.wales/substance-misuse-delivery-plan-2019-2022-0>

Welsh Government: Guidance for Substance Misuse Education (2013)

<https://www.gov.wales/sites/default/files/publications/2018-03/guidance-for-substance-misuse-education.pdf>

Criminal Exploitation of children and vulnerable adults: County Lines guidance Sept 2018

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/863323/HOCountyLinesGuidance_-_Sept2018.pdf

Wales Police Schools Programme (2023) School Crime Beat Protocol.

https://schoolbeat.cymru/croeso/teachers/guidance?spotlight=%2Ffileadmin%2Fpublic%2Fschool-crime-beat%2Feng%2FWPSP_School_Crime_Beat_Protocol_ENG_wpsp_scbp_20230222.pdf

Guidelines for schools and school community police officers working together school behaviour incident management

[https://schoolbeat.cymru/uploads/media/Guidelines -
School Behaviour Incident Management.pdf](https://schoolbeat.cymru/uploads/media/Guidelines-_School_Behaviour_Incident_Management.pdf)

North Yorkshire Council: North Yorkshire guidance on developing a substance misuse policy for schools, PRU's and settings (2019)

<https://cyps.northyorks.gov.uk/sites/default/files/Health%20of%20Children%20and%20Young%20People/Health%20&%20Wellbeing/November%202019%20North%20Yorkshire%20guidance%20on%20developing%20a%20substance%20misuse%20policy%20for%20schools.pdf>

Denbighshire County Council Model Substance Misuse and Prevention Policy (Secondary and special schools) 2022

18. Appendices

Appendix 1 – Template Letter to Parent / Carers

Appendix 2 – Record of Substance Related Incident template and Follow up action

Appendix 3 – Sorted Screening Tool for Professionals and referral to Health Panel

Appendix 4 – Sanctions for Pupils Substance Misuse

Template letter to be personalised according to the nature of the substance misuse related incident:

Dear Parent / Carer of **XXXXXX**

Substance Misuse Related Incident

Your child has been involved in an incident of substance misuse on XXXXXXXX. This was a serious incident of substance misuse involving XXXXXXXX

Details of incident:

XXXXXX

XXXX school and Flintshire County Council view substance misuse extremely seriously and upon review of this incident in line with the school's Disciplinary Procedures / Behaviour Policy your child has been **XXX school to determine.**

We would request that you attend a formal meeting to discuss the incident and support available on:

Date: XXXX **Time:** XXXX **Location:** XXXX

At the meeting we intend to discuss how to help support your child to manage any problems related to substance misuse and what the school and/or other services could offer to prevent any further incidents in the future.

Please confirm your attendance by contacting the school office by phone or email XXX

Please note that a referral has been made to Flintshire Sorted - the Young People's Drug and Alcohol team. Your child has been issued with information about the negative effects of substances on their health and the support services that are available. You can also access further information from www.drugwise.org.uk and/or www.dan247.org.uk Should you wish to discuss this any further at this stage, you can contact Flintshire Sorted on **01352 703490.**

If you have any queries, please do not hesitate to contact XXXXXXXX

Yours sincerely

XXXXXX School Record of Substance Misuse Related Incident

ATTACH to SIMS / CPOMS where possible and on the Learner record

People Involved:

Learner Name(s)	Form class(es)	Repeat offence Y / N
-----------------	----------------	-------------------------

Witness Names	Other staff /agencies involved
---------------	--------------------------------

Type of Incident:	✓
Drug, drug paraphernalia or drug litter found on or near school premises	
Learners or parents/carers in possession of substances on school premises, trip or transport	
Learners or parents/carers misusing substances on school premises, trip or transport	
Learners or parents/carers selling or supplying substances on school premises, trip or transport	
Learner discloses that they are misusing substances in and out of school activities	
Suspicion of substance misuse on school premises	
Suspicion of substance use before arriving on school premises	
Symptoms of substance misuse	
Allegation of substance misuse in and out of school activities	
Parent/carer intoxicated when collecting learner	
Parent/carer expressing concerns about learner	
Learner discloses that their parent/carer are misusing substances	

Description of Incident:

Date:	Time:	Location:	Substance(s) involved:
Description of incident including description of any symptoms, what was seen or said, and actions taken.... (What young person has admitted to using and previous history of usage)			
First aid treatment given <input type="checkbox"/> Yes <input type="checkbox"/> No	By whom	What treatment was given	
Ambulance called <input type="checkbox"/> Yes <input type="checkbox"/> No	By whom	Time	
Were any substances handed over? <input type="checkbox"/> Yes <input type="checkbox"/> No	By whom	Description	Witness names
Substance disposal <input type="checkbox"/> Bin or sink (cigarettes / alcohol) <input type="checkbox"/> Collected by police (illegal substances)	By whom	Date / time	Witness names/Signatures Police Signature
Have parent/carers been informed <input type="checkbox"/> Yes <input type="checkbox"/> No	By whom	Name of parent/carer	Date / time
Who else has been informed about the incident	<input type="checkbox"/> Police <input type="checkbox"/> Head Teacher <input type="checkbox"/> Form Tutor	<input type="checkbox"/> School Substances Lead <input type="checkbox"/> Flintshire Sorted <input type="checkbox"/> Other _____	
Learner removed from school <input type="checkbox"/> Yes <input type="checkbox"/> No	Collected by	Time	

Form completed by: Name _____ **Signature:** _____ **Date:** _____

Record of Follow-up Action to Substance Misuse Related Incidents

Sanction given to learner	Start date / time	End date / time

Letter sent to parents/carers <input type="checkbox"/> Yes <input type="checkbox"/> No	Date	By whom
Further sanctions following investigations / re-integration meetings		

Re-integration Meeting (if relevant)

Re-integration meeting letter sent? <input type="checkbox"/> Yes <input type="checkbox"/> No	By whom	Date Sent	
Who was present (please provide name and who they are)			
Date of Meeting	Time of Meeting	Location	
Key discussion points from the meeting and agreed actions / support			
Actions (✓)		Who	Details
<input type="checkbox"/>	Leaflets and verbal information on substances given		
<input type="checkbox"/>	Information about support service given		
<input type="checkbox"/>	Pastoral Support Plan		
Onward referral to other service (✓)			
<input type="checkbox"/>	Flintshire Sorted		
<input type="checkbox"/>	Social Services		
<input type="checkbox"/>	Other:		
Was a support session with a member of staff organised on return day to school? <input type="checkbox"/> Yes <input type="checkbox"/> No	Date and time planned	With whom?	Did this take place? <input type="checkbox"/> Yes <input type="checkbox"/> No If pupil refused, they must sign here
Was a follow up meeting planned? <input type="checkbox"/> Yes <input type="checkbox"/> No	Date and time planned	With whom?	Did this take place?

Pupil and Parent/Carer Declaration

We agree that this is an accurate record of the discussion held and confirm that we have received a copy of this form

Learner Name	Signature	Date
Parent/Carer Name	Signature	Date
School Staff Name	Signature	Date
Other....	Signature	Date



SCREENING TOOL FOR PROFESSIONALS

The purpose of this screening tool is to identify those young people who may benefit from a referral to Flintshire Sorted for some work around their drug and/or alcohol use. There is no need for the young person to elaborate on the answers to these questions as they may be embarrassed or feel as though they cannot be honest at this stage.

If the answers to the questions below indicate that the young person would benefit from some input from the service, please ask their permission before completing the referral form on the next page.

Please send to your Flintshire Sorted link worker or email to nicky.evans@flintshire.gov.uk and sorted@flintshire.gov.uk post to Flintshire Sorted Office, Room 2283, Phase 2, County Hall, Mold, CH7 6ND

- | | | |
|--|-----|----|
| 1. Have you ever got drunk or taken drugs? | YES | NO |
| 2. Are you still doing it? | YES | NO |
| 3. Has it caused problems or got you into trouble? | YES | NO |
| 4. If help was on offer would you take it? | YES | NO |

5. If NO, would you agree to a member of the drug and alcohol team contacting you with a bit of information? YES NO

If the young person agrees, please fill in the referral on the next page

Please return to: Flintshire Sorted, County Hall, Mold, CH7 6ND Tel: 01352 703490
Email: nicky.evans@flintshire.gov.uk and sorted@flintshire.gov.uk



FLINTSHIRE SORTED

Young People's Drug & Alcohol Team

REFERRAL TO HEALTH PANEL

Referred by:	Date referred: -	Date of Health Panel:
Agency: Contact No:		-
Email address of referrer:		
Name of young person: -	D.O.B.:-	
	Age: -	
Preferred name: -		
Ethnicity: British	Ed <input type="checkbox"/> Training <input type="checkbox"/> Employment <input type="checkbox"/>	
Home Address & postcode	Current Address: -	
Tel. No.:	Tel. No:	
Parental responsibility:-		
Reason for referral - (please give as much detail as possible)		
School if attending: -		
Is the young person aware of the referral?		
Are the parents aware of the referral?		
Is the home safe for home visits?		
Other agencies / professionals currently involved: -		
Child Protection Issues: -		
G.P if known: -		
PLEASE NOTE THAT CONSENT MUST BE OBTAINED BY YOUNG PERSON PRIOR TO SUBMITTING THIS REFERRAL		
Signed: -		
Date		

Please return to: Flintshire Sorted, County Hall, Mold, CH7 6ND Tel: 01352 703490
Email: nicky.evans@flintshire.gov.uk and sorted@flintshire.gov.uk

Guidelines for Sanctions of Substance Misuse related incidents in Flintshire Secondary Schools 2023

The sanctions outlined below are guidelines for schools to use flexibly depending on the individual circumstances of the incident. For Smoking and E-cigarettes please refer to Smokefree Policy.

Substance	Offence	Sanction	Actions
Use, possession, supply of: Energy drinks	Any	Energy drinks not permitted in school	<ul style="list-style-type: none"> Confiscate the energy drink and dispose. Call to inform parents/ carers to notify that the energy drink has been confiscated and outline the concerns regarding the use of energy drinks.
Possession or consumption of: Alcohol_	1st	1-day internal exclusion	<ul style="list-style-type: none"> Confiscate the alcohol and dispose. Arrange for parent / carer to collect learner from school if required Personalise template letter accordingly and send to parents / carers Provide alcohol information and Flintshire Sorted leaflet to learner Arrange formal meeting with learner, parent / carer, school rep, Flintshire Sorted. Complete Referral to Flintshire Sorted.
	2 nd	2 days internal exclusion from mainstream lessons	<ul style="list-style-type: none"> Confiscate the alcohol and dispose. Arrange for parent / carer to collect learner from school if required Personalise template letter accordingly and send to parents / carers Provide alcohol information and Flintshire Sorted leaflet to learner Arrange a follow up meeting with learner, parent / carer, school rep, Flintshire Sorted, other partners e.g., Schools Police Officer (SPO) Ongoing work with Flintshire Sorted.
	Repeat	1-day fixed term exclusion <i>Thereafter sanction to depend on individual circumstances</i>	<ul style="list-style-type: none"> Confiscate the alcohol and dispose. Arrange for parent / carer to collect learner from school if required Personalise template letter accordingly and send to parents / carers Ensure the fixed term exclusion is coded under the 'S' Substances category on SIMS. Provide alcohol information and Flintshire Sorted leaflet to learner

			<ul style="list-style-type: none"> • Arrange a follow up meeting with learner, parent / carer, school rep, Flintshire Sorted, other partners e.g., Schools Police Officer (SPO) • Ongoing work with Flintshire Sorted. • Reintegration meeting with learners and parent carer
Supplying: Alcohol during school day (on premises)	1st	1-day fixed term exclusion	<ul style="list-style-type: none"> • Confiscate the alcohol and dispose. • Arrange for parent / carer to collect learner from school immediately. • Personalise template letter accordingly and send to parents / carers • Ensure the fixed term exclusion is coded under the 'S' Substances category on SIMS. • Provide alcohol information and Flintshire Sorted leaflet to learner • Complete Referral to Flintshire Sorted. • Arrange a formal meeting with learner, parent / carer, school rep, Flintshire Sorted, other partners e.g., Schools Police Officer (SPO) • Reintegration meeting with learners and parent carer
	Repeat	2-day fixed term exclusion <i>and thereafter sanction to depend on individual circumstances</i>	<ul style="list-style-type: none"> • Confiscate the alcohol and dispose. • Arrange for parent / carer to collect learner from school immediately. • Personalise template letter accordingly and send to parents / carers • Ensure the fixed term exclusion is coded under the 'S' Substances category on SIMS. • Provide alcohol information and Flintshire Sorted leaflet to learner • Arrange a follow up meeting with learner, parent / carer, school rep, Flintshire Sorted, other partners e.g., Schools Police Officer (SPO) • Ongoing work with Flintshire Sorted. • Reintegration meeting with learners and parent carer
Disclosure: Alcohol		NA	<ul style="list-style-type: none"> • If a young person makes a disclosure about misuse of alcohol, a referral to Flintshire Sorted should be completed.

Substance	Offence	Sanction	Actions
Possession or consumption of: Illegal drugs, volatile substances and steroids (non-prescribed)	1st	1-day fixed term exclusion Unless behaviour warrants a lengthier period (behaviour policy)	<ul style="list-style-type: none"> • Confiscate substance in line with procedure • Arrange for parent / carer to collect learner from school immediately. • Personalise template letter accordingly and send to parents / carers • Notify Flintshire Sorted / SLO • Ensure the fixed term exclusion is coded under the 'S' Substances category on SIMS. • Complete referral to Flintshire Sorted • Deliver education package with learner • Arrange compulsory meeting with learner, parent / carer, school rep, Flintshire Sorted, Governor, LA rep and Schools Police Officer (SPO) • Re-integration meeting with learner and parent/carer
	2nd	3-day fixed term exclusion Unless behaviour warrants a lengthier period (behaviour policy)	<ul style="list-style-type: none"> • Confiscate substance in line with procedure • Arrange for parent / carer to collect learner from school immediately. • Personalise template letter accordingly and send to parents / carers • Ensure the fixed term exclusion is coded under the 'S' Substances category on SIMS. • Notify Flintshire Sorted / SLO • Complete referral to Flintshire Sorted • Deliver education package with learner • Arrange compulsory meeting with learner, parent / carer, school rep, Flintshire Sorted, Governor, LA rep and Schools Police Officer (SPO) • Re-integration meeting with learner and parent/carer
	3rd	<i>5 days fixed term exclusion</i> <i>Unless behaviour warrants a lengthier period (behaviour policy)</i>	<ul style="list-style-type: none"> • Confiscate substance in line with procedure • Arrange for parent / carer to collect learner from school immediately. • Personalise template letter accordingly and send to parents / carers • Contact SLO and inform LA • Ensure the fixed term exclusion is coded under the 'S' Substances category on SIMS.

			<ul style="list-style-type: none"> • Ongoing referral work with Flintshire Sorted / • Deliver education package with learner • Arrange compulsory meeting with learner, parent / carer, school rep, Flintshire Sorted, Governor, LA rep and Schools Police Officer (SPO) • Re-integration meeting with learner and parent/carer
	4th	<i>Permanent exclusion</i>	<ul style="list-style-type: none"> • Confiscate substance in line with procedure • Refer to procedures relating to permanent exclusion and contact Senior Inclusion Adviser to discuss • Ongoing work/referral with Flintshire Sorted
Supplying: Illegal drugs, volatile substances and steroids	1 st	Initially 5 days fixed term exclusion, pending further investigation.	<ul style="list-style-type: none"> • Confiscate substance in line with procedure • Arrange for parent / carer to collect learner from school immediately. • Contact PLO and inform LA • Personalise template letter accordingly and send to parents / carers • Ensure the fixed term exclusion is coded under the 'S' Substances category on SIMS. • Complete referral to Flintshire Sorted • Provide information for Flintshire Sorted and the substance involved • Arrange a compulsory meeting with learner, parent / carer, school rep, Flintshire Sorted, other partners e.g., Schools Police Officer (SPO) • Ongoing work/referral with Flintshire Sorted.
	Repeat	<i>Sanction to depend on individual circumstances. Could lead to permanent exclusion.</i>	<ul style="list-style-type: none"> • Confiscate substance in line with procedure • Contact Senior Inclusion Adviser to discuss
Disclosure: Illegal drugs, volatile substances and steroids	NA	NA	<ul style="list-style-type: none"> • If a young person makes a disclosure about misusing substances, a referral to Flintshire Sorted should be completed.

Substance	Offence	Sanction	Actions
Possession or consumption of: Prescription and over the counter drugs	1st	NA	<ul style="list-style-type: none"> • Refer to Healthcare Needs Policy • Suspected dependency or misuse, referral to Flintshire Sorted.
Supplying: Prescription and over the counter drugs	1st	<p><i>Sanction to depend on individual circumstances</i></p> <p><i>Follow 'supplying' illegal drugs, new psychoactive substances, volatile substances, and steroid and image enhancing drugs (SIEDS) if supply of prescription drugs is taking place</i></p>	<ul style="list-style-type: none"> • Confiscate substance in line with procedure • Personalise template letter accordingly and send to parents / carers • Provide information for Flintshire Sorted and the substance involved • Contact SLO and inform LA • Sanction to be coded under the 'S' Substances category on SIMS. • Complete referral to Flintshire Sorted • Arrange meeting with learner, parent / carer, school rep, Flintshire Sorted, other partners e.g., Schools Police Officer (SPO) • Ongoing work/referral with Flintshire Sorted
Disclosure: Prescription and over the counter drugs	NA	NA	If a young person makes a disclosure about misuse/dependency of prescription or over the counter drugs, a referral to Flintshire Sorted should be completed.