Drugs and Alcohol Policy

Policy Information

Responsible Person	**Wayne Stewart**
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Introduction

New Roots Workshop CIC feels it is part of our duty to promote young people's wellbeing; we have a role to play in preventing drug misuse as part of our safeguarding and pastoral responsibilities.

New Roots Workshop seek to promote attitudes of behaviour which contribute to pastoral, family and community health.

Definitions

The definition of a drug is following the guidance of the DfES document DRUGS: Guidance for Schools and is as follows:

- All illegal drugs (those controlled by the Misuse of Drugs Act 1971, Amendment Order 2024)
- Medicines, alcohol, tobacco, volatile substances, New Psychoactive Substances (legal highs)

Aim of Policy

This Policy provides guidance to Director's, Staff, Parents, Carers and Students regarding:

- Acknowledging and clarifying New Roots Workshop CIC role in drug prevention, education and to ensure it is appropriate to the young person's needs
- Information on drug education within the provision
- How New Roots Workshop CIC will respond to instances of drug or alcohol abuse of current law.
- How staff will manage an issue with confidence and consistency and in the best interests of those involved

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- How the response to an incident reinforces the Value and Ethos of New Roots Workshop
- How the effectiveness of the drugs and alcohol education programme and the management of incidents involving illegal and other unauthorised drugs will be evaluated

New Roots Workshop CIC Position in relation to Drugs

Drugs as defined within this policy are not authorised on the premises or on outdoor trips and excursions apart from legal medicinal drugs provided for or prescribed for a young person's own use for genuine health reasons and are accompanied by written authorisation from parents or carers with detail of dosage.

Responding to Drug related Incidents

Staff are best placed to decide on the most appropriate response to tackling drugs within their provision. This is most effective when:

- It is supported by the whole community.
- Drug education is part of a well-planned programme of PSHE education delivered in a supportive environment, where students are aware of New Roots Workshop's ethos, engage in open discussion and feel confident about asking for help if necessary.
- Staff have access to training and support.

Drugs and Alcohol Policy

New Roots Workshop CIC will use their best endeavours to ensure that young people have access to and knowledge of up-to-date information on sources of help. This includes local and national helplines (including FRANK for drugs, NHS Smoking Services for tobacco and Drink line for alcohol), youth and community services and drug services.

If a Young Person is suspected of being under the influence of drugs or alcohol on the premises or in the community, New Roots Workshop must prioritise the safety of the Young Person and those around them. If considered necessary it should be dealt with as a medical emergency, administering First Aid and/or summoning appropriate support.

Depending on the circumstances and the nature of the Young Person's condition the parents or the police may need to be contacted.

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If the Young Person is felt to be at risk the Safeguarding Policy will come into effect and social services may need to be contacted.

Consequences

Any response to drug-related incidents needs to take into consideration the needs of the individual Young Person.

Drug use can be a symptom of other problems and New Roots Workshop CIC should be ready to involve or refer students to other services when needed. It is important that New Roots Workshop CIC is aware of the relevant youth and family support services available in their local area.

Any incidents or situations involving possession, use or supply of drugs (whether illegal or not) on the premises or in the community, is regarded with the utmost seriousness as is the possession, use or supply of alcohol.

Any student found in possession of drugs at the New Roots Workshop CIC setting will be referred immediately to the Designated Safeguarding Lead or Director.

Appropriate support will be provided and if deemed necessary a referral to a specialised outside agency, if appropriate. For example, educational welfare service, health and social services, drug counselling service. Response to such a Young Person will consider several factors such as the age of the Young Person, whether other young people were involved or whether there is evidence of peer group pressure.

Ending the support of a Young Person in all cases of Drug misuse under this policy are at the sole discretion of the Director.

If a Young Person discloses to a key worker that he or she is taking illegal drugs, it should made clear to the Young Person that he or she can offer no guarantee of confidentiality given the seriousness of illegal drug use. The Safeguarding Lead should be notified. The young person will be put in touch with sources of confidential information, advice and treatment and rehabilitation for those who are using illegal drugs to help them to stop.

Members of staff should be alert to any significant changes of mood or patterns of behaviour in young people. These may be caused by drug taking, legal or illegal and could relate to safeguarding issues.

Any Young Person found in possession of alcohol or under the influence of alcohol will have the alcohol confiscated. Parents, Carer and relevant agencies will be informed.

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Sources of Advice and Local Services

- Children's Social Care - Tel: 0345 155 1071,
- Y-Smart - Tel: 01392 385637 ysmart@devon.gov.uk
- Checkpoint - Tel: 01803 290330 www.childrenssociety.org.uk
- FRANK – Tel: 0300 1236600 www.talktofrank.com
- EDP – Tel: 0800 2335444 – info@edp.org.uk

Recording Drug related Incidents and Disposal

Disposal of Drugs will be via the Police in the case of illegal drugs 'Legal Highs'.

Legal Prescription Drugs will be disposed of via a local Pharmacy.

Early Intervention

New Roots Workshop CIC believe we play a key role in identifying those young people at risk of drug misuse. The process of identifying needs should aim to distinguish between young people who require general information and education, those who could benefit from targeted prevention, and those who require a detailed needs assessment and more intensive support.

New Roots Workshop CIC ask schools and referring agencies for detailed information on Young People before they start a package so that we can ensure bespoke support is put into place. Information about the misuse of drugs and alcohol is woven into our Values based curriculum and PSHE.

Staff ensure they have a positive working relationship whereby young people feel comfortable enough to talk about any issues and appropriate advice can be given during these conversations and recorded. Where necessary staff will refer to outside agencies such as EDP or NHS.

In providing early intervention New Roots Workshop CIC will:

- Treat the situation as serious.
- Talk to the Young Person regarding concern and encourage them to seek help.
- Address the substance abuse issue if the Young Person is open and willing.
- Offer support and concern for the Young Person's overall well-being.
- Recognise that denial is a powerful aspect of substance problems and that it can involve conscious or unconscious lying and distorting the truth.
- Make a referral to an appropriate agency.
- Maintain contact with the young person after a referral is made

New Roots Workshop CIC staff will not:

- Convey judgment or criticism about the young person's substance abuse.
- Ignore signs of intoxication.
- Assume problem is temporary – minimise symptoms.
- Informal evaluation will be constant, to keep progress under review and to identify opportunities for improvement.

Confidentiality

Confidentiality and the right to privacy should always be respected wherever possible. However, if, as above, we believe a Young Person to be at risk, they should be informed that such information cannot remain confidential.

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