

DRUGS POLICY

This policy takes into account the following guidance:

- DfE and ACPO drug advice for Schools (2012)
- Screening, Searching and Confiscation: Advice for headteachers, school staff and governing bodies (DfE, January 2018)

This Policy should be read in conjunction with:

- Searching and Confiscations Policy
- Guidance About the use of Supplements Policy
- Safeguarding Policy
- Behaviour Rewards and Sanctions Policy
- Medical Policy
- Privacy Notice for Boys
- PSHEE Policy
- Philosophy of Care
- Pastoral Care Policy
- Alcohol and Smoking Policy

The School aims to take all possible steps within its power and jurisdiction to encourage and maintain an environment for all boys which is free of illegal drugs and free of the temptation to take drugs or other substances which are unregulated and have a potentially harmful effect on the physical and emotional wellbeing of the boys.

To this end, the School has in place:

- a drugs' education programme aimed at both boys and parents;
- a clear disciplinary sanction intended to deter the use of drugs;
- a testing procedure which can either confirm or remove suspicion of drug-taking.

Boys can discuss their concerns about drug and substance misuse (either their own or a family member or friends) with their Housemaster, their Tutor, the Chaplain, staff at the Medical Centre, the School Counsellor, the Deputy Head Pastoral or the Second Master without fear of sanction. Where a boy voluntarily identifies himself as a drug user we may (depending on the circumstances) work with the boy and his parents to support him through a drug rehabilitation programme, which might include a Pupil Behaviour Contract. The normal sanction for any boy possessing or using illegal drugs (those categorised as Class A, B or C) or new psychoactive substances (so-called 'legal highs') at School, or when otherwise under School rules or control, is permanent exclusion. Alternative sanctions (when there are mitigating circumstances) could involve temporary exclusion and a final warning and/or the use of a Pupil Behaviour Contract. Any boy found selling, supplying or offering drugs to another boy will be permanently excluded and the matter may be referred to the Police. A boy who is clearly suffering as a result of drug misuse at home should be seen as a safeguarding concern and offered immediate support.

We will investigate rumours about involvement in illegal drugs and new psychoactive substances (legal highs), including questioning a boy and searching his room and personal possessions. The School may require a test to be taken by any boy of whom there is reasonable cause to suspect that he may be using illegal drugs or new psychoactive substances. A positive test is liable to lead to exclusion with the cost of the test being borne by the parents unless there are compelling mitigating circumstances.

Refusal to take a test will be regarded as a disciplinary offence and the School may proceed as if there had been a positive test.

Drug testing at Tonbridge School is conducted by 'Abbott Toxicology Ltd. The process is handled entirely by this independent drug testing company and is confidential.

The drugs' testing procedure followed by the School is in line with Abbott Toxicology's guidance and is set out separately.

DRUG USE AND SPORT

Tonbridge School prides itself on its sporting ethos and commitment to fair play and honesty. Any boy found to have taken, or who is suspected of having taken performance enhancing drugs as defined by the WADA code, is liable to be tested by the School. A positive result will be reported to the governing body of that sport and the boy will additionally be regularly tested by the School. The School will support and enforce the sanction imposed by the governing body, and may seek to impose additional sanctions if deemed appropriate. Many performance enhancing drugs are also Class A, B or C drugs and will be treated as above. Refusal to take a test for these substances may be regarded as a disciplinary offence and the School may proceed as if there had been a positive test.

DIETARY SUPPLEMENTS (see also the 'Guidance About the Use of Supplements' Policy)

Tonbridge School discourages the use of dietary supplements (such as protein powders and creatine) to attempt to enhance levels of sporting achievement. We believe that these products are of no benefit to the sporting performance of the vast majority of boys and can, at worst, create an unhealthy attitude towards body image. Medical advice is that a healthy balanced diet and appropriate levels of exercise should be all any boy needs to develop and grow in a healthy way. There are risks with certain unregulated supplements (often purchased online), and even regulated supplements can be harmful if overused.

1. Permission to use supplements in School must be explicitly agreed in writing by a boy's parents or Guardians after discussion with their son's Housemaster and the Director of Sport. Any boy found with protein powders or other supplements who does not have the required consent will have it confiscated and returned to parents.
2. The use of supplements in the Gym at the TSC is banned at all times. Boys found with supplements will have them confiscated by the gym staff who will report their use to the boy's Housemaster.
3. Any suspicion that a boy is misusing supplements or other banned substances, such as steroids, will be thoroughly investigated and treated seriously.