



RUGBY SCHOOL THAILAND

UNSANCTIONED SUBSTANCE POLICY (SMOKING, ALCOHOL AND DRUGS)

THE WHOLE PERSON THE WHOLE POINT

The health, safety and well-being of young people are of paramount importance to all the adults who work at Rugby School Thailand. Children have the right to protection, regardless of age, gender, race, culture, sexual orientation, or disability. They have a right to be safe in our school. Members of staff in the school have a legal and moral obligation to safeguard and promote the welfare of the pupils, taking all reasonable steps to protect them from harm whether from physical injury, abuse, neglect, emotional harm or from anything that interferes with their general development.

Version Control

Policy number: RST_021	Version number: 3	Effective Date: November 2023
Responsible: Deputy Heads Pastoral	Reviewed by: Governor Sub Committee	Date last reviewed: July 2024
Approved by Sub-Committee: November 2023	Approval Date: November 2024	Date of next review: July 2025

This policy relates to:	Drugs and other contraband substances
Responsible Department(s):	
Other standards:	
Legislation or other requirements:	

Review process

Policy review frequency: Annually or as required	Responsibility for review: Deputy Heads Pastoral
Review process: <ul style="list-style-type: none"> I. Modification will be made where appropriate. II. Submit for review and approval by the relevant Governors' sub-committee. 	
Documentation and communication: Document decision changes will be written in as addition and approved via SLT. There will be an update on the Version Number of the Document.	

Table of Contents

1.	INTRODUCTION	4
2.	AIM OF THE POLICY	4
3.	DEFINITIONS	4
4.	EDUCATION, PREVENTION, AND INTERVENTION	4
	Education and Prevention	5
	Pastoral Care	5
	Processes for Pastoral Support	5
	Intervention	6
5.	POLICY	6
6.	SEARCHES	7
7.	POLICE INVOLVEMENT	8
	Procedures	8
	Seizure	8
	Contacting the police	8
	Testing	8
	Random testing	8
	‘For cause’ testing	9
8.	DRUG TESTING PROTOCOL	9
9.	CONSEQUENCES	10
	Parents and Carers – Our Safeguarding Obligations	10
10.	REVIEW AND EVALUATION	10
11.	RELATED READING	10

1. INTRODUCTION

- 1.1. Rugby School Thailand recognises that drug use is a societal problem. We are committed to making our school drug free, and to educate our pupils about the dangers posed by drug use. We have an obligation to the health and welfare of our pupils, and this policy outlines the rationale and processes by which we will endeavour to keep our community drug free.

2. AIM OF THE POLICY

- 2.1. The aim of this policy is to:
 - Outline the School's aims in relation to drug education
 - Reflect the DfE 'Drugs: advice for schools' document <https://www.gov.uk/government/publications/drugs-advice-for-schools>
 - Provide clarity in relation to the School's position on drugs
 - Explain Rugby School Thailand's Drug Testing protocol
 - Minimise the danger posed by illicit and unsanctioned drugs to our students

3. DEFINITIONS

- 3.1. For the purpose of this document, a **DRUG** is a substance which produces a psychoactive effect (alters mental processes including mood, cognition, thinking or behaviour). The term drug is used generically to include, but is not limited to: tobacco and herbal cigarettes, e-cigarettes, alcohol, pharmaceutical drugs, illicit drugs, image and performance enhancing drugs, inhalants, recreational marijuana (and paraphernalia) and kratom.
- 3.2. An **ILLICIT DRUG** is a drug for which the production, sale, possession or use is prohibited. An alternative term is 'illegal drug'. In Thailand, this currently includes the use of e-cigarettes.
- 3.3. An **UNSANCTIONED DRUG** is a drug whose use is restricted by law, school authorities and/or school policies/ guidelines. It includes social and prescription drugs, but an unsanctioned drug is not necessarily illegal. For example, alcohol and non-prescription drugs such as cough elixir are unsanctioned drugs. Tobacco (nicotine) is also a highly addictive unsanctioned drug.
- 3.4. **INHALANTS** are substances which are inhaled for their psychoactive effects, including many domestic and commercial products such as glue, aerosol sprays, paints, industrial solvents, thinners, petrol and cleaning fluid. Vaping is included in this.
- 3.5. **DRUG PARAPHERNALIA** includes hypodermic needles, vaping pipes (e-cigarettes) in any form, balloons, aluminium foil wrappers, mirrors or flat metal, short straws, glass pipes, bongs, smoking pipes, capsules, vials, folded paper envelopes, cigarette papers, cigarette lighters etc.
- 3.6. **ALCOHOL** means intoxicating liquor of all descriptions (including beer, cider, wine and spirits) and this policy covers obtaining, possessing, consuming, and supplying alcohol.

4. EDUCATION, PREVENTION, AND INTERVENTION

- 4.1. The school's policy is predicated by three themes – **education, prevention, and intervention**:

Education and Prevention

- 4.2. For the many, education prevents substance abuse. Through the PSHE (Whole Me) and Physical Education programmes, Pastoral Care structures and programmes, the Outdoor Education programme and Co-curricular programmes, Rugby School Thailand aims to ensure that students develop resilience, hold functional values and can make wise choices regarding substance abuse.

Pastoral Care

- 4.3. We encourage the students to discuss their anxieties about smoking, alcohol, drugs or substances in confidence with a member of staff or the school counsellor. Matters brought into counselling by a student or his / her parents, in circumstances that are genuine, will be 'ring-fenced' from disciplinary sanctions or adverse report, but a student suspected of involvement with smoking, alcohol, drugs or substances outside this context will face the full disciplinary consequences.

Processes for Pastoral Support

- 4.4. Any student who discloses an issue mentioned in Section 5 of this policy will, from the moment of disclosure, be expected to comply fully with the School's requirements for the student to receive advice and treatment for their issue. This will include having to comply with the conditions as laid out in Section 7 of this policy. The student will also be subjected to random drug testing as explained in Section 11 of this policy.

Key Elements	Components
Safe and supportive school environment	<ul style="list-style-type: none">● Positive human relationships underpin a student's education at the School● Student Guidelines, Parent Handbook● Student behaviour is closely monitored by the School's Pastoral Care System● The School's aim is to be proactive in the formation of student resilience, and the management of their welfare
Policies and procedures that are relevant and up to date	<ul style="list-style-type: none">● The policy will be clearly communicated and broadly disseminated to the entire school community in an unambiguous and inclusive way● The policy will be reviewed annually
Drugs Education Programme	<ul style="list-style-type: none">● The policy is based on the accepted principle for drug education● It is reinforced in our PSHE (Whole Me) programme● It reinforces public health and safety messages provided through alcohol, tobacco and illicit drug information campaigns● It is embedded in Rugby School Thailand's compulsory Physical Education programme.

Intervention

Key Elements	Components
School policy and procedures for drug related issues and incidents	<ul style="list-style-type: none"> • Responses consider the nature of the incident, the student's school and family history, cultural background, mental health, intellectual development and any other relevant information • Aim to protect the health and safety of the student(s) involved, other students, school staff and the wider community • Considers the role of parents and their right to be involved in discussions and plans for follow up action • Considers the need for counselling, support and/or referral to other agencies
Action plan for early intervention for students at risk	<ul style="list-style-type: none"> • Our Pastoral Care system, including our counsellor have procedures in place for identifying and supporting students who are at risk of using drugs
Action plan for managing a drug related incident	<ul style="list-style-type: none"> • Clarifies roles and steps to be taken in terms of student management, securing drugs and related paraphernalia, informing school administration, parents and police, liaising with other professionals and agencies and responding to the media • Offers a number of levels of responses to match the circumstances of the incident • Aims to fulfil legal and Board requirements for disciplinary responses and referrals to the police • Aims to provide for procedural fairness and the need to demonstrate how this was achieved
A communication strategy for drug related incidents	<ul style="list-style-type: none"> • Identifies when it is appropriate to provide some advice about the incident and the response to staff, students and parents who were not directly involved in the incident • Ensures all staff are aware of school and/or system wide procedures for responding to the media
Support for students involved in drug related incidents	<ul style="list-style-type: none"> • Includes students involved with illicit and unsanctioned drugs and inhalants • Progress is monitored through liaison with the student, their family and the professionals or agencies to which they have been referred • Maintains their engagement in education, including facilitating reintegration into the school or integration into a new school or training programme

5. POLICY

- 5.1. It is the school policy that while on the school campus or engaged in any school-related activity, students (regardless of being of legal age) are forbidden from:
- Possessing drug paraphernalia
 - Possessing, supplying, using or being under the influence of illicit drugs
 - Possessing, supplying, using or being under the influence of unsanctioned drugs or

- inhalants
 - Possessing, supplying, or using tobacco
 - Possessing, supplying, or using e-cigarettes. Vaping is illegal in Thailand
 - Possessing, supplying, or consuming alcohol
- 5.2. The law regarding the possession and supply of illicit drugs is clear. The community at large expects that a school will convey through its actions and teachings that it does not in any way encourage or condone any form of drug use that is prohibited by this policy
- 5.3. In the event of a student being suspected of breaching the policy, the School may conduct an investigation which could involve contacting parents and implementing intervention strategies. The School reserves the right to search possessions and rooms. The School may also demand that a student suspected of breaching the policy submit to a drug test.
- 5.4. ***Any student who is found to have been involved in the procurement or distribution of illicit or unsanctioned drugs or drug paraphernalia for another student at any school related activity whether in the school grounds or outside, will face expulsion, unless there is good reason for this to be reviewed. The School may notify the Royal Thai Police. The Head has absolute discretion in these matters, and will refer to a student's prior disciplinary record when making such determinations.***
- 5.5. Where an intervention is put in place (following a student's involvement that does not result in expulsion), the prime objective in all cases is the cessation of the drug use. Because the safety and welfare of each student is paramount, the school will endeavour to meet its objectives for individual students in ways that are tailored to the individual's circumstances.
- 5.6. ***There is a mandatory mutual obligation on the part of any student who is the subject of remedial intervention by the School: he or she will cooperatively engage in the remedies prescribed by the School. The remedies will involve a substantial commitment on the part of the student, and will be linked to the potential harm of the usage.***
- 5.7. Students undertaking an intervention plan and their parents may be required to commit to the plan in writing. As in all matters, the School looks for growth in students, and seeks evidence of lessons being learned from students' mistakes. Because of this, repeat offences by an individual will be viewed very seriously indeed and may result in expulsion from the School.

6. SEARCHES

- 6.1. **Informed consent:** Before any search is undertaken consent will normally be sought from the student, unless the student is incapable of giving such consent due to intoxication or absence from school. The member of staff leading the search will determine whether or not the student is able to provide this consent and may request the additional opinion of a medically qualified member of staff if required. If the student refuses consent, he / she will be asked to say why he / she has refused. The School will be entitled to draw inferences from his or her response and general demeanour and the police may be informed.
- 6.2. **Searches without consent:** The Head and staff authorised by the Head may search a student or a student's possessions or room without their consent where they have reasonable grounds for suspecting that a student has tobacco, alcohol or drugs or substances in their possession.

7. POLICE INVOLVEMENT

Procedures

- 7.1. If the School seizes a controlled drug, the drug may be destroyed by the School if there is good reason to do so. Otherwise, the School may deliver it to the police as soon as reasonably practicable. In all other cases, the School may decide to request the involvement of the police from the outset. If the police suspect that a student possesses or has stored drugs, substances or related paraphernalia, the police may elect to investigate using their own procedures or may pass the matter back to the School to investigate.

Seizure

- 7.2. Any seizure of a substance thought to be an illegal substance should take place in the presence of two adults authorised by the Head to undertake searches.

Contacting the police

- 7.3. The Head may use discretion to decide whether police involvement is appropriate. In any case, the statutory authorities would normally be contacted in order to safeguard the students at the School.

8. DRUG TESTING PROTOCOL

Testing

- 8.1. Rugby School Thailand operates drug testing of students.
- 8.2. The purpose of our drug testing programme is to help protect students from their social environment both within and outside of the school community.
- 8.3. Students will be chosen to participate in testing. Rugby School Thailand makes participation in the testing programme a condition of entering / remaining at the School. As well as random testing, students whose demeanour or behaviour arouses suspicion, may also be tested. The testing protocol may involve contracted outside health agencies who supervise and report on the testing, or 'in house testing'. The cost for the testing is borne by the School unless the test is undertaken as part of a 'testing contract'.
- 8.4. Students who test positive to illicit drugs are required to attend a 'show cause' meeting with the Head and their parents. At that meeting, the student must explain the reason for the positive test, and when she/he consumed the illicit substance.
- 8.5. If the testing relates to an episode that occurred in the student's own time outside of school, the student, depending on her/his behavioural record at the School may be given a chance to remain at Rugby School Thailand. She/he may be required to submit to scheduled drug testing for her/his remaining time at Rugby School Thailand. The cost for this testing is borne by the parent. Should she/he subsequently test positive, her/his enrolment may be cancelled.
- 8.6. At the time of testing, staff will accompany the selected student to the Health Centre. Parents or guardians will be informed of testing results if the result is returned as 'positive'.

Random testing

- 8.7. Students may be asked to undertake a randomly-timed drug test whilst they are at School. He/she will be asked to supply a biological sample for analysis. The name(s) of the student(s) to be tested will be randomly selected. A student who has been tested earlier in the year may be tested again. Should a student refuse to take a test, this will be regarded as the equivalent of testing positive and the situation will be discussed with the student and parents or guardian.

'For cause' testing

- 8.8. If, outside the context of confidential counselling, there is reason to suspect that a student has been involved with drugs or substances, he / she may be asked to supply, under supervision by a trained operative, a biological sample for analysis. The reason for this testing policy is:
- 8.9. to deter the use of drugs and substances
- 8.10. to identify users
- 8.11. to absolve those who have been wrongly suspected
- 8.12. Reason to suspect use of illegal drugs may arise as a result of information or a complaint received or because of a student's behaviour such as:
- 8.13. a decline in performance in school work
- 8.14. marked swings in mood
- 8.15. excessive tiredness
- 8.16. sores and rashes especially on the mouth or nose
- 8.17. a lack of interest in physical appearance
- 8.18. an unwillingness to take part in School activities
- 8.19. other signs or evidence, such as the finding of certain items of equipment, behaviour on a particular occasion, or other information that has been gathered

9. CONSEQUENCES

- 9.1. Consequences for involvement with illicit or unsanctioned drugs or inhalants (depending on the scope of a student's involvement) might include one or more of the following:
- Expulsion
 - Rustication
 - Periodic drug testing (as a prerequisite for remaining at RST)
 - Withdrawal
 - Detention
 - Referral to an outside agency
 - Regular counselling
 - Student contract
 - Referral to the Royal Thai Police
 - Other actions deemed appropriate by the Head of School
- 9.2. These various interventions will be supported by an action plan that involves specific, relevant staff at the School, and which outlines those measures that must be followed by a student.

Parents and Carers – Our Safeguarding Obligations

- 9.3. Every parent should read and discuss this policy with their child. The School encourages open discussion between parents and students so that parents are aware of the issues and pressures facing their child.
- 9.4. If parents attending school premises appear to be under the influence of drugs or alcohol, they will be asked to leave and the member of staff making the request should refer the

matter to the School's Designated Safeguarding Lead (DSL). If a member of staff suspects that a parent has driven or will drive whilst under the influence of drugs or alcohol, the member of staff should report the matter to the DSL or a member of the senior management team who may telephone the police.

- 9.5. If the DSL reasonably believes that a student or other child is at immediate risk of harm from a parent who is under the influence of alcohol or drugs, the student or other child will not be released into the care of the parent until appropriate measures have been taken. These may include involving another member of the family, social services or the police.
- 9.6. In the event that implementation of this policy reveals a drug related problem in a family, RST will refer the matter to relevant Thai agencies.

10. REVIEW AND EVALUATION

- 10.1. Policy and procedures for managing drug related incidents will be reviewed annually and approved by the Compliance Committee.

11. RELATED READING

<https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-018-6205-z>
<https://www.education.vic.gov.au/school/teachers/teachingresources/discipline/physed/Pages/drugeducation.aspx>
<https://www.hcasa.asn.au/documents/555-national-drug-strategy-2017-2026/file>
<https://www.samhsa.gov/workplace/resources/drug-testing>
http://dmsc2.dmsc.moph.go.th/webroot/drug/products/pdf/TestKit_urine.pdf
<https://docs.google.com/document/d/1LSj7L3K93snGAQGHDluSHtcZTQZ0am3Xju-ggTocXDA/edit?usp=sharing>