

Thomas Johnson Lower School

January 2026

Drug and Alcohol Policy

1. Introduction

Thomas Johnson Lower School is committed to providing a safe, healthy, and supportive environment for all children, staff, and visitors. This policy outlines the school's approach to drugs and alcohol, including prevention, education, and management of incidents, ensuring full compliance with statutory requirements and safeguarding duties.

2. Policy Aims

- To safeguard the health, well-being, and safety of all children and staff.
- To prevent drug and alcohol misuse within the school community.
- To provide clear guidance on how to respond to drug and alcohol-related incidents.
- To support children and staff affected by drug or alcohol misuse.
- To comply with all relevant legislation and statutory guidance, including Keeping Children Safe in Education (2025).

3. Definitions

- **Drugs:** This includes illegal substances, legal substances such as alcohol, tobacco, solvents, and prescribed or over-the-counter medicines used improperly.
- **Alcohol:** Any alcoholic beverage.
- **Misuse:** Using any drug or alcohol in a way that is harmful, illegal, or against school rules.

4. Prevention and Education

- Drug and alcohol education will be integrated into the curriculum, promoting knowledge, skills, and attitudes that help children make informed, healthy choices.
- The school's values of kindness, aiming high, and trying hard underpin all educational activities related to health and well-being.
- Staff will receive appropriate training to support delivery of drug and alcohol education and to recognise signs of misuse or harm.
- The school will work with parents, carers, and external agencies to provide consistent messages and support.

5. Roles and Responsibilities

- The Headteacher and Senior Leadership Team are responsible for implementing this policy and ensuring staff are aware of their responsibilities.
- The Designated Safeguarding Lead (DSL) will coordinate responses to any safeguarding concerns related to drug or alcohol misuse.
- All staff must be vigilant and report any concerns or incidents promptly to the DSL.
- Governors will oversee the policy's implementation and review its effectiveness regularly.

6. Managing Incidents

- Any suspicion or evidence of drug or alcohol misuse on school premises or during school activities will be taken seriously.
- The school will follow safeguarding procedures, including reporting concerns to the DSL and, if necessary, to external agencies such as the police or local authority children's social care.
- Staff will not promise confidentiality if a child discloses drug or alcohol misuse; safeguarding and welfare take priority.
- In line with statutory guidance, the school will liaise with relevant agencies to ensure appropriate support and intervention.
- Any member of staff found to be under the influence of drugs or alcohol during school hours will be subject to disciplinary procedures in line with statutory and school regulations.
- Children found in possession of or under the influence of drugs or alcohol will be subject to school disciplinary procedures, with consideration for their welfare and safeguarding needs.

7. Support and Referral

- The school will provide support for children affected by drug or alcohol misuse, including referrals to specialist services where appropriate.
- Staff who have concerns about their own or colleagues' substance misuse are encouraged to seek support through occupational health or relevant employee assistance programmes.

8. Confidentiality

- Information about drug and alcohol misuse will be handled sensitively and shared only on a need-to-know basis to safeguard the child or others.
- Records will be kept securely in line with data protection and safeguarding policies.

9. Policy Review

- This policy will be reviewed annually by the Senior Leadership Team and Governors to ensure it remains effective and compliant with current legislation and guidance.