



I.9 Drugs Policy

Summary

This policy outlines the procedures used to manage the attitude and prevent the misuse of drugs. Where this instance occurs, both educational and disciplinary procedures are in place to deal with drug misuse accordingly.

I Aim

I.1 Young people face growing pressures to use or experiment with controlled drugs. The school aims to do all that it can to reduce those pressures, to educate students about the risks of involvement with drugs and to maintain an environment that is free from drugs and the culture of drugs. Such action forms part of the school's wider policy of safeguarding the physical and moral welfare of its students and encouraging respect for the law. It is also important for the maintenance of good order and discipline within the school community and for the protection of the school's reputation.

I.2 In this Drugs Policy, "drugs" means controlled drugs and the paraphernalia of drugs, psychoactive substances or substances intended to resemble drugs, or "legal" drugs which can be obtained from a chemist shop, performance enhancing drugs, anabolic steroids, glue, solvents and other substances held or supplied in each case for purposes of misuse. In addition to its responsibilities towards its students, the school has its own duty to members of its community not to allow its premises to be used for drug-related activities.

I.3 This policy applies both while students are at school, travelling to and from school or taking part in any activity organised by the school, and to conduct by students outside school which may have an adverse effect within the school or on the reputation of the school. For example, action could be taken where one student supplied controlled drugs to another student outside school. Students must not bring drugs onto the site or to any school activity or event at any time.

I.4 Where the school has a concern over the suspected involvement (possession, use or supply) in drugs by one of its students outside the school, parents, and the student, if appropriate, will be invited to discuss such concerns with the Headmaster. A test may be requested on the basis that, whatever the outcome of the test, the response would be pastoral in the first instance, i.e. we would look to support the student rather than simply punish them.

I.5 As described below, the school seeks to achieve its aims by:

- education and instruction;
- advice and assistance; and
- clear and firm disciplinary procedures.

It seeks to do so in cooperation with parents, who are asked to give their wholehearted support to the implementation of the policy.

I.6 Disciplinary sanctions will be flexible, but involvement in drugs carries with it a very real risk of suspension or a recommendation to withdraw the student from the school. Parents and students are reminded that under the terms of the contract signed by parents (Terms and Conditions), the Headmaster



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may recommend the withdrawal of a student if, on the balance of probabilities, he is satisfied that the student's conduct (whether on or off school premises or in or out of term time) has been prejudicial to good order and school discipline or to the reputation of the school.

2 Education and instruction

2.1 The education of students about drugs and their dangers forms part of the school's programme of personal, social and health education (PSHE), as well as part of the Science curriculum.

3 Advice and assistance

3.1 Students are encouraged to discuss their anxieties about drugs in confidence with a member of staff or other responsible adult. They also have access to information about outside agencies able to provide advice, support and assistance. Accredited counselling services can be recommended by the school to a student in appropriate circumstances, after consultation with his or her parents.

3.2 Parents themselves are asked to inform the Headmaster or member of the senior leadership team if they have any reason to think that their son/daughter may have been involved with drugs, so that suitable advice, support and assistance can be given. However, each case will be given careful consideration in light of its individual circumstances and the Headmaster will make a decision as to whether or not the school's disciplinary procedure is to be followed or, as an alternative, to request that the student submits to a supportive regime which may include counselling, re-education and further testing at frequencies determined by the Headmaster.

4 Disciplinary procedures

Any suspected involvement (possession, use or supply) with drugs in circumstances to which this policy applies will be subject to the disciplinary process.

5 Investigation

5.1 The school will investigate any suspected involvement in drugs. The investigation may involve segregating a student (for no longer than necessary); asking him/her questions; asking him/her to give a written account of relevant circumstances. We may decide to search a student's space and belongings, and ask him/her to turn out the contents of pockets or a bag, if we consider there is reasonable cause to do so. Such a search will be conducted in line with the school's Searching, Screening and Confiscation Policy. We may additionally take possession of property for analysis; and/or request that the student undergoes testing as described below.

5.2 If a member of staff has reason to suspect that a student is misusing drugs, this situation should be reported to the Headmaster who will decide if further investigation is needed. Staff should be alert to behavioural signs such as deterioration in a student's wellbeing and/or behaviour, and other evidence such as the discovery of drugs or suspicious substances or the paraphernalia of drugs.

5.3 Investigations will be conducted fairly and with sensitivity. The student's parents will be informed at the earliest opportunity. So far as practicable the student will remain accompanied at all times. Interviews will normally be conducted by the Headmaster or by a senior member of staff. The student must be



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accompanied at interview by another appropriate member of staff. Sources of information will not normally be disclosed. Any failure to cooperate may result in the drawing of adverse inferences.

5.4 When the Headmaster considers the circumstances of the case to warrant it, the police will be informed.

6 Testing

6.1 If, during an investigation, the Headmaster thinks it appropriate to do so, he may ask parents for permission to arrange a drugs test for their child. Such testing may involve the provision of a sample of urine, saliva or hair.

If a parent's refuses to consent to their child providing a biological sample, the school may draw inferences from the student's general demeanour and from other evidence gathered as part of an investigation.

6.3 The school will treat a positive test, although not infallible, as evidence that the student has or has been using drugs or substances, as appropriate.

6.4 The cost for a first test will be borne by the school. The cost of subsequent tests will be charged to parents.

6.5 In the event that the test proves negative, the record of testing will not be used for any other purpose and will not form part of a student's medical record. In the event that a test proves positive, the test result will form part of a student's medical record and may be disclosed to another school if the student decides to withdraw and applies to another school, as it is likely that if a student does leave King's Bangkok, another school will request details of disciplinary action taken against the child.

7 Sanctions

7.1 If, on the balance of probabilities, the Headmaster is reasonably satisfied that a student is or has been involved in drugs, that student will be liable to sanctions at the Headmaster's discretion. A serious view will be taken of the matter and there will be no hesitation about recommending the student be withdrawn in an appropriate case. Each case will, however, be given careful consideration in the light of its individual circumstances and the Headmaster will have a flexible range of responses open to him, including suspension. The school may at its discretion provide or make arrangements for counselling and pastoral support where appropriate. In this circumstance, a student would be required to undergo further testing at frequencies determined by the Headmaster.

7.2 A student will be recommended to withdraw from the school if he /she has been found, on the balance of probabilities, to have:

1. Been involved in the selling or distribution of drugs, regardless of where and when this conduct took place; or
2. Been in possession of or under the influence of drugs whilst at school; or
3. Persisted in the use of drugs following an initial positive test; or
4. Persisted in the use of drugs having previously been placed on a supportive regime.



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7.3 In some circumstances a student may also be requested to withdraw from the school permanently following a single positive test result.

7.4 The school may offer to give appropriate advice, support and assistance to any student upon whom sanctions are imposed, including (in the case of any student expelled or whose removal is required) help with securing a placement in another school.

8 Governors' Review

A decision by the Headmaster that a student be recommended to be withdrawn from the school because of involvement in drugs may be subject to a Governors' Review upon written request in accordance with the Withdrawal Procedure.

9 Prescription and non-prescription medicines

The school is aware of the potential for the misuse of medicines. For this reason, parents wishing their son/daughter to take medicines in school should make arrangements for them to be administered by the School Nurse. Prescription medication being used by another student, not intended as the patient, will be treated in the same way as other drugs.

10 Education programme and information about drugs and their misuse

10.1 Education and information about drugs and their misuse come within the PSHE programme and Science lessons, and are reinforced through the form tutor and house system.

10.2 Through the house/form system, the pastoral staff have a responsibility in accordance with the ethos of the school to help students prepare for taking responsible, informed choices for themselves. In conjunction with the structured PSHE programme and at all opportunities as they arise, the pastoral staff develop students' awareness of the dangers of drug-taking. Staff are encouraged to respond to a student who seeks information or help on drugs or personal problems; this help can take the form of putting the student in touch with those with appropriate knowledge.

10.3 Counselling services are recommended by the school to individual students in appropriate circumstances, after consultation with the parents or guardians. The services are also recommended upon request for situations which cause stress and difficulties for the individual.

11 Staff

11.1 It is the policy of King's College International School Bangkok that consumption of drugs must not prejudice the health and safety of its employees. To this end the following action will be taken:

- a. The school will not tolerate the consumption of drugs on any of its sites or during local and overseas trips, and illegal activities involving drugs will be reported to the police;
- b. In connection with these activities, the school expects all employees to present themselves for work, not under the influence of drugs;



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- c. It will be a line management responsibility to identify any associated behavioural changes which may result from drug abuse;
- d. Any employee found to be under the influence of drugs will be immediately sent home and subject to the school's disciplinary procedure; and
- e. The school may well initiate screening of employees prior to appointment if this is considered necessary.

11.2 Should any existing employees approach the school to volunteer a condition relating to drug abuse it would be the school's intention to:

- a. Deal sympathetically with these employees;
- b. Consider their current employment role in terms of health and safety risks and take the appropriate action; and
- c. Consider what further health monitoring would be necessary.

Further information can be accessed at the [HSE Alcohol and Drugs web page](#).

All policies are reviewed regularly and are subject to change.