



DRUGS, ALCOHOL AND SMOKING POLICY (STAFF AND STUDENTS)

POLICY STATEMENT

This policy should be read in conjunction with the Managing Student Behaviour and Good Standing Policy.

The School's core business is education, and a part of this process is to help students to gain and clarify information about social issues such as drug and alcohol use and abuse, and to assist them to develop skills required for immediate and future decision making.

It is critical at this time when individuals are being required to make decisions about a whole range of behaviours which affect their personal health and well-being that they learn how to make decisions on matters related to issues such as the use and abuse of tobacco, vapes, alcohol and drugs. It is important to provide opportunities for people to discuss social (including controversial) topics, in an educational climate without feeling that they will be misunderstood or reprimanded for their honesty in discussing their values or behaviours, provided that such discussions do not condone, encourage or facilitate any illegal activities. It is also important that St James' Anglican School takes a stand on their core values and makes this clear to the students.

In the process of learning how to make decisions, some individuals will make errors in judgement. This is a normal developmental process. A school, despite these errors, can accept the person without condoning the behaviour and still create an atmosphere of understanding which the School can use as an opportunity for learning.

Whatever individuals may think or feel, the law regarding drug use and/or possession is clear, and penalties are provided for conviction of offenders. Members of the school community are subject to these laws on school grounds as well as off, and members of the school community have the same responsibility as every other citizen to uphold the law. The community at large expects that a school will convey, by its actions and teachings, that it does not, in any way, encourage or condone drug abuse.

St James' Anglican School takes a serious view of use and abuse of tobacco, vapes, alcohol and illegal drugs and has adopted a policy which aims to counter the possession and abuse of any drug by students.

Students, regardless of age, are not permitted to smoke, vape, drink alcohol or take illegal drugs on school premises, on any school organised outings, including excursions, socials, end of year dinners, camps and any places out of school when they are wearing school uniform. Students are also not permitted to have cigarettes, vapes, alcohol or illegal drugs in their possession at these times.

St James' Anglican School and its staff will model appropriate behaviour concerning alcohol, vapes, drug and cigarette use when attending a school function or representing the School.

POLICY PROCEDURE

ALCOHOL CONSUMPTION AT VARIOUS FUNCTIONS

Social and fundraising occasions

Consumption of alcohol may be permitted by the Principal on social and fundraising occasions involving staff and parents provided that the risks are considered and suitable control measures are in place.

Staff functions

A School function is defined as any occasion organised by the School and / or in the School's name, including balls, dances, farewells, lunches, dinners, cruises, camps, excursions, incursions, expeditions and sporting fixtures. Staff functions organised by St James' Anglican School which involve the drinking of alcohol require consideration. At any **staff function**, there is always a need to ensure the responsible serving of alcohol.



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Acting inappropriately at a school function whilst under the influence of drugs and/or alcohol can result in disciplinary action up to and including dismissal.

Student-focussed functions

Student-focussed functions/events must not provide alcohol. Staff need to be aware that inappropriate behaviour at a school function could result in disciplinary action including termination of employment.

Consequences for Students

Each instance will be considered individually and independently according to the given set of circumstances at the time.

Wherever possible, the health and welfare of the individual student involved will be considered in the context of the School environment and its support services.

In each instance, the Principal, in consultation with other senior staff, will determine the appropriate action to be taken, which support services are to be called upon and who is to be informed.

Cigarettes/Vaping

Students found smoking, in possession of cigarettes or supplying cigarettes to other students will be liable to a range of sanctions dependent on the circumstances and whether or not it is a repeated offence. "Vaping" – the inhaling of a vapor created by an electronic cigarette (e-cigarette) or other vaping device – will be treated in the same manner as smoking nicotine cigarettes.

Sanctions will include:

- informing parents
- writing an essay on the dangers of smoking/vaping
- internal or external suspension for usage
- external suspension or termination of enrolment if supplying vapes to other students either on campus or before/after school.

Students who are in the company of others while they use cigarettes (or e-cigarettes/vapes) at School may be subject to the same sanctions. Students should remove themselves from any such situation.

Alcohol

Students found drinking, in possession of alcohol or supplying alcohol to other students will be liable to a range of sanctions dependent on the circumstances and whether or not it is a repeated offence.

Drinking underage is an offence against the law.

Sanctions may include:

- informing parents
- reflective essay/s on the dangers of alcohol
- internal or external Suspension
- referral to the School Counsellor who may determine the need for an outside agency to be involved
- expulsion if very serious or repeated offence
- contacting the authorities, such as ambulance or police services
- other sanctions as deemed suitable by the Principal.



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Illegal Drugs

- The possession of illegal drugs is an offence against the law. St James' Anglican School will view the possession or supplying of drugs by students as a very serious matter.
- Any student found in possession of drugs will be suspended and parents informed immediately. The student will have to undergo in-school counselling and/or referral to an outside agency. A serious first time or a repeated offence will result in termination of enrolment.
- Any student supplying illegal drugs or prescription to other students will have their enrolment terminated.
- Possession use or distribution of a Class A substance will result in termination of enrolment and notification to the Police.

The Police will be notified immediately of any use, possession or distribution of drugs on school grounds. This also includes on the way to or from school and at any school events.



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POLICY VERSION CONTROL

Version	Date	Summary of Changes
1	May - 2021	Policy reviewed and updated with minor changes
2	Jan - 2022	Policy reviewed and updated with minor changes
3	Mar - 2023	Policy reviewed and updated with minor changes. Vaping added to the Policy. New policy format to include 'policy version control' table. Policy name to include (Staff and Students). Review date amended.