



Substance Misuse (Drugs, Alcohol and Tobacco) Policy

Context and College Values

Our College Values are Mutual Respect, Integrity, Compassion and Excellence.

These values serve as the foundation for living a healthy and fulfilling life. At John Paul College we have high expectations for students and work to instil the College Values in students in all that we do. Students have a right to learn and teachers have the right to teach in an environment that is both safe and supportive.

As a College, we have high standards with relation to the inappropriateness of substance misuse, both in the school grounds and in our wider community. The College deems substance misuse, in any context inappropriate for a student enrolled at the College. Students and parents should be aware of our stance with substance misuse, and expect the College to follow up when we are made aware of concerns both at school, and within the wider community. As a values-based College and community, our stance regarding substance misuse reflects our College Values and high standards.

It is an expectation that John Paul College students do not engage in substance misuse, at any time during their enrolment.

There is a well-documented body of evidence outlining the negative impact that substance misuse has upon young people and the community and as such, the College is committed to ensuring that we maintain an environment and community that is free from substance misuse, and is safe, supportive and pro-social. This policy outlines the College expectations with regard to substance misuse, and broadly outlines the College's approach to responding to student indiscretions.

Proactive Education

John Paul College is committed to ensuring that students are educated, and aware of the impact and effects of drugs, and safe behaviours with relation to drugs. This is achieved through both the Academic Welfare Program, and Health and Physical Education classes. Through these programs the College aims to:

- ◆ Provide students with relevant and accurate information about drugs
- ◆ Help students to understand that most people their age and most adults in the population choose not to use drugs or to use them in a way that will cause them harm
- ◆ Critically question drug use and social expectations
- ◆ Develop student resilience in addition to personal, social and cognitive skills
- ◆ Enhance student capacity to deal with drug related issues in a variety of contexts through a focus on the following:
 - a) Assessing possible risks and harms in situations involving drug use
 - b) Generating strategies to prevent or deal with potential harm related to situations where drugs are used
 - c) Problem solving and generating options
 - d) Communicating drug-related decisions and concerns
 - e) Seeking help in situations involving substance abuse.
- ◆ Involve students in a variety of roles that empower them in educating themselves, their peers, their family and the broader community about dangers associated with engaging in the unsanctioned use of drugs.

Whilst the College supports students through the abovementioned programs, conversations as a family unit are essential to reinforce this message and support our young people. The College encourages parents to play an active role in maintaining a positive and supportive dialogue with their child/ren about safe practices with relation to alcohol, tobacco and other drugs. **It is an expectation of enrolment at the College that parents support the College's stance on substance misuse.**

Procedures for Dealing with Substance Misuse Related Incidents

Responsibilities

- a) To ensure student safety, all staff have a professional responsibility to respond to information about, and incidents involving, students' use or possession of legal or illegal drugs.
- b) When staff members suspect or are advised that a student has used or possesses a drug, it is necessary to establish and respond to the student's health and safety status and if applicable potential risk to others.
- c) The incident, the student(s) and the substance will be referred immediately to the Dean of Academic Welfare, Head of Primary or Secondary School (as applicable) and Principal for situation management.
- d) Where appropriate, the College will report the incident to police if illegal drugs or any utensil used in connection with any illegal drug is located.
- e) The Principal will identify an appropriate staff member to be responsible for managing the incident. This person will be responsible for collecting information, co-ordinating subsequent actions, maintaining written records and the debriefing of students, parents and staff involved.
- f) The Principal or Principal's delegate will advise the Head of Year or School Counsellor that an incident has occurred and nominate one of these persons as a student and family support person if required.
- g) The person nominated to manage the incident will not be the same person as the person nominated as the support person.
- h) The College reserves the right for staff to inspect property belonging to the school (e.g., lockers, desks) without parental/guardian consent if there are reasonable grounds to suspect legal or illegal drugs, alcohol, tobacco or associated items are contained within.
 - All searches will be undertaken discreetly taking into account the student's age and with care for the student's property.
 - All searches will be undertaken by a staff member with a witness (staff member) of the same gender as the student. There will be no physical contact with the student during the course of the search.
- i) Staff members will ask students to open other personal items themselves for inspection. Should the student not grant permission to have their personal items searched, the College will contact the parent/carer of the student prior to conducting any searches of personal items.
- j) Students will not be deprived permanently of confiscated property (that is property that is not permitted at school but is not illegal). Such property will be returned either directly to the student or to a parent/guardian as deemed appropriate by the Principal or their delegate.

Incident Management

The College will make all efforts to support students throughout an incident whilst upholding the College's high standards and expectations. Managing incidents is complex and no two situations are identical. As such, no College response will match identically to another, however the College will maintain where possible a degree of consistency and follow general guidelines and best practices.

When managing incidents, the College will:

- Maintain the safety of all students
- Ensure that processes are fair, non-biased and responsive to the situation
- Take into consideration all aspects of the incident and establish the involvement of all students using the **balance of probability**
- Uphold the College Values
- Work alongside students and families
- Communicate with parents and carers regularly
- Ensure that all College intervention and consequences for students remains **confidential** and not discussed with other parties involved in the situation
- Ensure that students have an opportunity to share their perspective of the situation
- Ensure procedural fairness for all involved

Responding to Incidents

The College will respond to incidents:

- Whilst the student is at school
- Whilst the student is in school uniform
- When the student's actions bring the School into disrepute
- When representing the School
- On any occasion when the staff of the school have responsibility for an individual student or group of students
- When the student's actions contribute directly to the disciplining of another student or group of students

Bringing the College into disrepute refers to any situation where a John Paul College student engages in behaviour that is against the College Values and is known to others. This includes but is not limited to:

- Social media posts and comments (even temporary posts)
- Behaviour witnessed in a social context (both in and out of school)
- Indiscretions that are known by others in the community through dialogue

Students engaging in the misuse of substances may attract school-imposed sanctions, including termination of enrolment. This includes, but is not limited to:

- vaporizing devices e.g. e-cigarettes
- tobacco
- alcohol
- prescribed or non-prescribed drugs
- solvents or other chemical agents
- synthetic drugs
- illegal drugs

John Paul College prohibits the possession of drug related objects unless medically authorised and the possession, sale, supply, exchange or negotiation in relation to any of the substances listed above. In the case of illicit drugs, the College has a non-negotiable zero tolerance position.

Students using, possessing, or engaging in the distribution of such drugs can expect to immediately forfeit their right to be members of the College community.

If a breach of these expectations is suspected, some or all of the following actions may occur:

- assessment of the immediate health status of the student. If a student is suspected to be under the influence of a substance, they will be referred to the Health Centre immediately for observation and pending medical advice, taken to the hospital by ambulance or parent/carer)
- confiscation of student communication devices during the period of investigation
- where stored data on a student's communication device may be relevant to investigations, the College reserves the right to view such data, e.g. text messages and stored photos
- search of student property
- confiscation of any substances or equipment of concern
- supervision of the isolated student during investigation
- interviews to establish the facts with students concerned **prior to parental involvement**
- parental contact and follow-up as soon as practical
- in the case of illicit substances, referral to the police as soon as practical and appropriate

Consequences

The Principal has the final say in determining the consequences of a student involved in substance misuse to ensure natural justice for all students involved, and to maintain a safe and supportive environment at the College. Follow up and consequences for the student, depending upon the seriousness of the breach, could include (but are not limited to) any of the following:

- termination of enrolment
- placement on a probational enrolment contract
- attendance at counselling and/or treatment/rehabilitation programs
- detention
- suspension
- police action.

NB. this list is not in any order and is not a progression of consequence. Rather, consideration for appropriate follow up is determined by the College based on the nature of the indiscretion.

When determining the appropriate College sanction, the following is considered:

- The student's age
- The student's personal circumstances
- The cooperation and support of the student throughout the investigation process
- The student's contrition
- The severity of the indiscretion
- The impact on others, the community, and the reputation of the College

Where possible, the College will work to ensure restorative practices are put in place to support students involved in the situation. The College will work to educate the students involved, and all students impacted to maximise learning for all.

Support Services

Students, parents and staff may initiate counselling with the College Counsellor or Chaplain. Such support is a service available to all members of the College community. The College will also, where required, assist students/families to make contact with relevant health service providers.

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Policy Owner	Deputy Principals
Executive Sponsor	Deputy Principals
Enquiries Contact	rgallagher@jpc.qld.edu.au

APPENDIX 1 - Definitions

School Property or any School function / event / or whilst in School Uniform School Property

Includes not only School buildings and the surrounding grounds but also includes out-of-classroom programs, camps, activities and facilities, approved of or under the jurisdiction of the College.

School Uniform includes all items of clothing a student is required to wear or carry when attending or representing the school.

Principal means the Principal of John Paul College or the Principal's delegate.

Parent/Guardian means a person exercising responsibility for the legal care of a student. This includes 'Homestay' placement providers for international students.

Alcohol means liquor as defined in the Liquor Act 1992.

Tobacco in the form of cigarettes, cigars or any other item constituted for the purpose of smoking.

E-cigarette/ vaping refers to a device containing a nicotine or non-nicotine-based liquid that is vaporised and inhaled, used to simulate the experience of smoking. E-cigarettes/vapes are illegal for any persons under the age of 18.

Drugs include illegal drugs, non-prescription drugs, prescription drugs not used as prescribed, and hydrocarbon contained in for example petrol and glue, and consumed by inhalation. The term when used in this document includes a reference to any item used in connection with the improper or inappropriate administration or consumption of a drug.

Illegal Drugs are those defined as "Dangerous Drugs" in the Drugs Misuse Act 1986. The term when used in this document includes a reference to any item used in connection with the administration or consumption of an illegal drug.

Search of the student's locker or personal effects means a search of all of a student's personal belongings found on school property and other locations associated with a school event or camp with the student and a witness present.

Smoker defines a student who is smoking tobacco, or who has implements related to smoking.

Balance of probability refers to whether it is more likely or not that the contact has occurred. This does not refer to absolute proof and does not mean beyond reasonable doubt such as in the legal system. Balance of probability is the threshold used by the College.

Procedural Fairness refers to the process in which an incident is managed. Procedural fairness includes:

- An unbiased decision maker
- A documented and communicated process
- A response from the accused
- Clarity of communication from the College to those involved.