

Student Alcohol and Drugs Policy

| | |
|-----------------------|--------------|
| Version Number | V1 |
| Date Approved | January 2020 |
| Last Review Date | 18/8/20 |
| Scheduled Review Date | August 2021 |

Introduction

LDT is committed to providing a safe and healthy environment for its students/learners /learners, staff and visitors. It seeks to promote a community which is supportive and which recognises different attitudes towards drug and alcohol use.

LDT has a zero tolerance approach to the criminal misuse and supply of controlled substances and it is important to note that criminal convictions for the misuse or supply of a controlled substance can restrict future career and life choices. Whilst consumption of alcohol is not illegal, any resultant inappropriate behaviour may contravene the law and/or the LDT's Disciplinary Procedures.

This policy seeks to align with the Government's National Drug Strategy (2017) which is focussed on reducing the harm and cost that alcohol and drugs misuse can cause in society.

This policy is concerned with the effects of alcohol and drugs during the student experience at LDT. This applies to all students/learners of LDT, who are required to adhere to the policy guidelines.

Definitions in this Policy

- Substance misuse is defined as: 'the intermittent or continual use of alcohol or substances which causes detriment to an individual's health, social functioning or work performance, and which affects efficiency, productivity, safety, attendance, timekeeping or conduct in LDT'.
- Controlled substances are defined as: 'illegal drugs, prescribed and non-prescribed medication, solvents and new psychoactive substances'. Substances covered in this document are those that come under the Misuse of Drugs Act 1971 and the Psychoactive Substances Act 2016.
- Further information can be found at the following website:
<https://www.gov.uk/government/policies/reducing-drugs-misuse-and-dependence>

Aims of the Policy

- Provide clarity on LDT's position on alcohol and drugs in order to minimise problems for staff and students/learners.



- Support the safe and sensible use of alcohol and provide information on alcohol, and the misuse of a controlled substance by signposting to (<http://www.drinkaware.co.uk/> and <http://www.talktofrank.com/>).
- Support those affected with alcohol or controlled substance related problems by providing clear signposting to the support available to students/learners and encouraging students/learners to access treatment where possible.
- Identify circumstances in which disciplinary action will be instituted for alcohol or controlled substance misuse.
- Meet LDT's legal obligations to ensure the health and safety of its staff, students/learners and others at work.

LDT's Commitment

- As part of LDT's commitment to staff and students/learners we aim to create healthy and sustainable working, learning and living environments for students/learners, staff and the wider community. Safe and sensible drinking can be a positive feature of student life. For many, it is part of the student experience.
- LDT's commitment to enhancing the health, safety and wellbeing of its students/learners recognises the risks that may be caused by alcohol or controlled substances.
- This policy aims to facilitate the early identification of such problems and encourage students/learners to seek advice, help and assistance voluntarily before their health and/or studies are adversely affected.
- LDT has a 'zero tolerance' approach to the possession, use or supply of controlled substances by students/learners and while we will aim to reduce the risks associated with the misuse of drugs through awareness and information programmes, we will also make appropriate use of disciplinary procedures and referral to the police.
- The concern for LDT is to try and protect students/learners from the harmful effects of excessive substance misuse, looking at the physical, social and/or academic aspects of students/learners' lives.

Core Principles

The core principles underpinning the policy reflect LDT's diverse responsibilities. LDT:

- will seek to promote knowledge, awareness and understanding to enable its community to make informed choices;
- will aim to provide a safe, healthy and supportive environment for its students/learners and staff;
- will seek to encourage supportive and caring harm minimisation strategies which reduce the risks associated with controlled substance use/misuse including promoting drug free lives and recovery where appropriate; and
- will not tolerate i) the possession or use of controlled substances ii) the supply of any controlled substances iii) the misuse of alcohol and iv) the misuse of other substances on its premises.

Legal Context

The Health and Safety at Work Act 1974 requires LDT to do what is reasonable to protect the health and safety of staff, students/learners and visitors. Drug and alcohol misuse can have an impact on the health and safety of an individual and for others, for example students/learners in shared accommodation or staff having to handle illegal substances and drug-related paraphernalia.

In line with the Misuse of Drugs Act 1971 and Psychoactive Substances Act 2016, LDT has a responsibility to uphold the law. Students/learners who contravene the legislation outlined above, may be subject to disciplinary action by LDT and this may include reporting incidents to the Police.

Awareness

LDT will endeavour to increase awareness and understanding of drug and alcohol related issues. This includes:

- raising student awareness with links to established help sites e.g. <http://www.drinkaware.co.uk/> and <http://www.talktofrank.com/>;
- ensuring students/learners are aware of the dangers of the use of Psychoactive Substances (so-called 'legal highs') (especially in combination with other intoxicants);

Support and Advice

LDT regards an individual's dependency on either controlled substances or alcohol as a health problem. If a student reports the matter to their Personal Tutor/assessor/lecturer or other member of staff LDT would consider how best to support the student in consultation with supportive organisations.

If a student believes that someone has difficulty in controlling their use of alcohol or controlled substances, they should encourage them to seek support. If they are concerned that they are a danger to themselves or others, it is recommended that a senior member of staff be informed, for example their Academic Personal Tutor, Safeguarding Officer or Head of Department.

Safeguarding Number: +44 (0) 7378 105 729

Staff will not provide direct advice on substance misuse but will provide guidance as to where support is available.

LDT offers a range of signposting that offers advice, guidance and support services to students/learners with controlled substance and alcohol concerns. These include:

Talk to Frank – www.talktofrank.com

Drug Scope – www.drugwise.org.uk

Alcohol Concern – www.alcoholconcern.org.uk

Alcohol advice and information – www.drinkaware.co.uk

NHS services and support – www.nhs.uk

Together All – <https://togetherall.com/en-gb/>

Management and Procedure

Any student found having used or being suspected of having used controlled substances illegally will be provided with the necessary care and attention in relation to their health needs. LDT's priority is to safeguard the wellbeing of the individual and all other students/learners. Each case will be assessed individually, however, any student found in possession of, using, or dealing illegal drugs (or what are reasonably suspected to be illegal drugs) will normally be subject to disciplinary action. These disciplinary actions could include suspension or expulsion from LDT.

LDT also has a legal duty to inform the police of any incident involving controlled substances, which could result in criminal prosecution. If a student is convicted of a drug-related offence, there may be additional implications for their future employment and travel. Students/learners should be aware of the potential implications for professional suitability, professional registration etc., especially with regard to vocational qualifications.

Where breaches of LDT's Student Alcohol and Drugs Policy are suspected, they will be referred under LDT's Student Disciplinary Procedures or Fitness to Practise Procedures, as appropriate. While the main aim of this Policy is to educate and support students/learners rather than to impose penalties, disciplinary action will be taken against students/learners where illegal activity is involved and may be taken depending on the nature of other incidents.

Students/learners may be suspended, excluded temporarily or expelled from LDT, or any of LDT's facilities, in the following cases:

- where their continued presence constitutes a threat to themselves or others;
- where their behaviour disrupts other students/learners in their studies, or in the wider use of the campus;
- where their behaviour seriously breaches LDT's Disciplinary Procedures;
- where their behaviour compromises the reputation of LDT; and/or
- where their behaviour breaches the code of conduct of the relevant professional body and they are deemed to be professionally unsuitable to practice.

Any person who is not a member of LDT found on LDT premises, possessing or suspected of being involved with controlled substances will be removed from the premises immediately. Where appropriate the police will be informed and the person concerned will be banned from LDT. Any member of LDT who had invited them on to the premises will be subject to investigation themselves for allowing the incident to take place.

Conclusion

LDT has responsibilities to its students/learners and recognises the importance of providing a safe place to learn and work. LDT will ensure that appropriate support and advice is available to students/learners but will also take disciplinary action where illegal activities are taking place and particularly when they endanger an individual student or other members of LDT. LDT has a legal duty to report any illegal activity to the police, in which case the matter will be handed over to the authorities.

The policy will be reviewed at least once every 2 years.