



SUBSTANCE ABUSE POLICY FOR DE LA SALLE HOLY CROSS COLLEGE

28 FEBRUARY 2015

1. INTRODUCTION

The College has a duty to preserve a safe and disciplined environment for its pupils. The rise of substance abuse within all levels of South African society necessitates the provision by the College of a clear substance abuse policy. This policy is promulgated in accordance with the Catholic ethos espoused by the College.

2. DEFINITION OF SUBSTANCE ABUSE

Substance abuse is the use of any substance which, when consumed by whatever route, has a deleterious effect on the psychosocial functioning of the consumer and those around him or her.

These substances include:

- 2.1 Illegal substances (e.g. marijuana, cocaine, heroin etc.).
- 2.2 Legal substances used illegally (e.g. inappropriate use of prescription drugs).
- 2.3 Any performance-enhancing substance, including anabolic steroids and the like.
- 2.4 Legal substances that lead to psychosocial dysfunction or long term health issues (e.g. smoking and the inappropriate ingestion of alcohol).
- 2.5 Consumption of a common-place substance that may have deleterious effect (e.g. inhaling of petrol).

3. AIMS

This policy is intended to regulate the approach taken to substance abuse by any pupil. The intention is to:

- 3.1 Prevent the habitual use of these substances by any pupil.
- 3.2 Prohibit the possession of drug-related equipment such as cigarette papers, pipes etc.
- 3.3 Prevent, prohibit and eradicate any dealing in substances on or around College property, or by any member of the College community.
- 3.4 Attend to maladaptive social behaviour of groups such as exerting peer pressure on fellow pupils.
- 3.5 Assist all those persons indirectly affected by the case concerned without compromising the individual confidentiality or personal dignity of the pupil.
- 3.6 Continue supporting the Catholic Ethos at the College and so avoid circumstances in which substance abuse may be allowed to develop.
- 3.7 The College's approach will be characterized by:
 - 3.7.1 A strict but constructive programme of substance abuse prevention.
 - 3.7.2 A need to preserve the dignity and rights of all affected, and sensitivity to the confidentiality of all details pertaining to a case. Limited access to such details may be given where knowledge of the case is necessary to preserve the rights and safety of others.
 - 3.7.3 An emphasis on the rehabilitation of the affected learner in the context of the school's resources.
 - 3.7.4 The recommendation of, and, if necessary, the insistence upon, any external help that may facilitate such rehabilitation.
 - 3.7.5 Support for the wider College community that may have been affected by the occurrences.
 - 3.7.6 Encouraging the voluntary participation of the College community in the enforcement of the policy.
 - 3.7.7 The extension of assistance to affected families and school community with preservation of confidentiality and a respect for the rights of all concerned.



4. POLICIES

4.1 Education and Support

- 4.1.1 The College will endeavour to provide appropriate and up-to-date drug information and education to staff, pupils and parents/guardians, as an essential component of its drug prevention programme. This will be done in an effort to prevent, reduce or delay the likelihood of drug experimentation and abuse, and to provide pupils with information and skills which will assist them to make informed decisions and which will encourage those pupils who may be experiencing problems to seek help.
- 4.1.2 The College staff, counsellors and psychologists will be ready to provide support for rehabilitation to any individual or group. The College's staff will integrate their activities with the efforts of rehabilitation offered outside of the College; this particularly when the problem at hand is deemed too complex for the support structures offered at the College.
- 4.1.3 The College will strive to ensure ongoing education and training of all those involved in these programmes of rehabilitation so as to improve the support the College offers.
- 4.1.4 All processes will be carried out with due regard for the need for confidentiality. However, where need for confidentiality in a specific case is in conflict of the rights and dignity of others, then limited information can be made available according to the discretion of the College Principal or the senior staff member dealing with the matter.

4.2 Drug Testing

- 4.2.1 The College will establish a voluntary programme for suspicionless random drug testing that is fair and transparent. It is intended that all parents will subscribe to an appropriate programme developed in this regard.
- 4.2.3 A pupil may in addition at any time be selected for a drug screening test if there is a reasonable suspicion that the pupil is using a substance as defined above. Reasonable suspicion will be based on credible and reliable information received, and/or on physical, behavioural or performance indicators of probable substance abuse.
- 4.2.3 The drug screening test will be done by analysing urine. The samples will be collected at school under strictly controlled conditions and according to international procedures similar to those laid down for the testing of athletes. Collection will be done with respect to the dignity of the pupil, in a private area under the supervision of an appointed staff member of the same gender as the pupil, with a further adult witness of the same gender. The samples will be clearly and correctly labelled and will be dealt with confidentially. The cost of the tests will be for the parent's account.
- 4.2.4 All completed tests will receive a unique reference number including full details of the pupil being tested. Details of any medication or supplements will be noted together with any comments the members of the testing team may wish to record and the test result.
- 4.2.5 The results of tests will be dealt with confidentially and sensitively, and will be known in the first instance only to the Principal, Deputy Heads, School Counsellor, the student and his/her parents/Legal Guardians. Any further knowledge of the case will be at the discretion of the Principal and, if necessary, the College Board. If the test is positive.
- 4.2.5.1 The pupil and parents/legal guardians will be informed and included in the processes that follow. The Management, Grade Head and School Counsellor's Support Team will become part of the process of rehabilitation.
- 4.2.5.2 The pupil will be interviewed by the College Counsellor or a senior member of staff to determine the nature and extent of the pupil's involvement with drugs (casual experimentation, habitual use, drug dependence, dealing, etc) and to determine the appropriate response.



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- 4.2.5.3 The pupil's parents will be required to attend a meeting at school to discuss the matter. Save in exceptional circumstances, the pupil will be required to participate in an appropriate counselling programme with follow-up drug tests as part of the process. The school will also retest the pupil on a fortnightly basis.
- 4.2.5.4 Should the pupil test positive in the follow-up tests, the School Counsellor would report the matter to the Principal or Deputy Heads. The pupil would be required to appear before the College Principal (or a Deputy Head) and the Counsellors for an enquiry at which the circumstances of the further substance abuse will be investigated.
- 4.2.5.5 On the basis of the enquiry, a further process will be decided upon, which may include disciplinary action. The results of the disciplinary action may include the provision of further support or a range of appropriate punishments which may include expulsion.
- 4.2.5.6 If a pupil or the pupil's parents unreasonably refuse to co-operate in any part of the process described above or any part of a process for the investigation into and action arising out of substance abuse, the College will proceed with disciplinary action on the basis of the available evidence, and will draw appropriate inferences from the refusal to co-operate.

4.3 Drug Dealing

- 4.3.1 In the situation where the College reasonably suspects the involvement of any pupil in the sale or distribution of a substance:
 - 4.3.1.1 whether or not on the College property,
 - 4.3.1.2 to any other member of the College,
 - 4.3.1.3 in school uniform, or
 - 4.3.1.4 while involved in any activity associated with the College, the College Principal may immediately seek the involvement in the case by the South African Police, and will institute disciplinary measures which may include immediate suspension and expulsion.
- 4.3.2 Dealing in substances or involving others in their use will normally result in a recommendation that the pupil be expelled from the school.

4.4 Search and Seizure

- 4.4.1 Apart from the testing process described above, and again on the basis of reasonable suspicion, the College Principal, College Deputy Heads and College Counsellor are empowered to search any individual while on the College grounds or during a College function off the property or, where such a further search is indicated, that individual's locker and property for substances or drug-related equipment.
- 4.4.2 The search and seizure will be conducted under strictly controlled conditions and with respect to the dignity of the pupil. It will be conducted in a private area by an appointed staff member of the same gender as the pupil, in the presence of a further adult witness of the same gender.
- 4.4.3 If any substance or drug-related equipment is found, it may be seized and a full and proper record must be made of the nature of the object(s) and the circumstances of their seizure.

4.5 Alcohol

- 4.5.1 General Principles for alcohol and its consumption
 - 4.5.1.1 As part of its responsibility for the welfare of the pupils, the College believes it has a duty to educate and inform them of the dangers and consequences of smoking and drinking. On this basis, the College imposes certain rules concerning the consumption of alcohol by pupils.



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- 4.5.1.2 Alcohol consumption by parents or other visiting adults is not prohibited in all instances, but the immoderate use of alcohol may be subject to appropriate disciplinary procedures.
 - 4.5.1.3 The sale and consumption of alcohol by parents or other visiting adults is occasionally permitted on the College property, but is subject to strict limitations as detailed below.
 - 4.5.1.4 Parental advocacy for the appropriate use of alcohol is regarded as being particularly important, and is encouraged.
- 4.5.2 Alcohol consumption on the school grounds
- 4.5.2.1 No pupil, irrespective of age, is permitted to consume alcohol on the College grounds.
 - 4.5.2.2 If a pupil is reasonably suspected of being involved in any form of alcohol abuse, the same rehabilitative approach will be adopted for this as for any other form of substance abuse.
 - 4.5.2.3 Parents will be encouraged to co-operate in the establishment of a culture of responsible behaviour, including drinking in moderation, or supporting a decision not to drink. In this regard, all invitations to school-related functions where alcohol will be available will include a reminder that the College requires that any consumption of alcohol on the premises be conducted responsibly and in moderation.
 - 4.5.2.4 At an open function on College grounds, the point of sale of alcohol will carry visible signage requesting moderation in the consumption of alcohol, and the area for alcohol consumption will be limited by demarcation.
 - 4.5.2.5 The College staff will be encouraged not to consume alcohol at school-related functions as an example to the pupils.
 - 4.5.2.6 Alcohol can be consumed and sold by non-student adults on the property with the following provisos:
 - 4.5.2.6.1 No pupils or minors may be involved in the sale activity;
 - 4.5.2.6.2 Any intoxicated individual on the College grounds may be requested by a member of staff to leave the College grounds;
 - 4.5.2.6.4 If necessary, safe transport will be arranged by the staff at the ultimate expense of the inebriated person;
 - 4.5.2.6.4 If the individual refuses to comply and their activity becomes disruptive, the College security and/or Police will be asked to accompany the individual off the property.
- 4.5.3 Consumption of alcohol off the College grounds
- 4.5.3.1 Parents will be encouraged to interact with their children to instil a culture of adhering to the laws relating to the consumption of alcohol, to prohibit any under-age drinking, and to encourage responsible and moderate consumption by pupils over the age of 18.
 - 4.5.3.2 The aim is to establish a policy which is accepted and implemented by all parents.
 - 4.5.3.3 In any event, the College will expect, and reserves the right to institute appropriate disciplinary action in cases of breach of, the following:
 - 4.5.3.3.1 That parties organized at any pupil's home or other premises will be adequately supervised by that pupil's parents or other responsible adults;
 - 4.5.3.3.2 That no pupils younger than 18 will be permitted to consume alcohol;
 - 4.5.3.3.3 That no pupils over the age of 18 will be permitted to drink in excess or become intoxicated;
 - 4.5.3.3.4 That the rights, dignity and well-being of all pupils and other people at any such event will be respected and safe-guarded by the other pupils;



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4.5.3.3.5 Any behaviour by any pupil off the College grounds that may reasonably be considered to bring the name of the College into disrepute, or adversely to affect the rights, dignity and well-being of any other pupil or any other person at the College, may be subject to appropriate disciplinary action by the College.

4.6 Performance Enhancing Substances

- 4.6.1 The College's approach to the abuse of performance-enhancing substances is informed by its Catholic ethos. The College does not espouse the principle of winning at whatever cost, but seeks to establish a culture of healthy participation, good sportsmanship, strong school spirit and striving towards outstanding achievement without sacrificing honesty, fairness and respect.
- 4.6.2 On the basis of this approach, the use of performance enhancing substances is prohibited, and will be dealt with on the same basis as the abuse of other substances.
- 4.6.3 In addition to the rehabilitative measures or punishments that are applicable to the abuse of other substances, the use of performance-enhancing substances may attract the sanction of being precluded from participation in some or all sporting activities at the College for a period of up to 3 months, for a first offence, or longer for any subsequent offence.
- 4.6.4 The College associates itself fully with the aims and approach of the South African Institute for Drug-Free Sport, and will consider becoming a signatory to its programme.

APPROVED AND ADOPTED BY COUNCIL: 28 FEBRUARY 2015