Kimbolton School

SMOKING, DRUGS and ALCOHOL POLICY

**RATIONALE:**

Smoking, drug and alcohol use in the workplace creates a range of health and safety problems. Employees with drug and alcohol problems cannot carry out their job safely and professionally.

To provide a smoke, drug and alcohol free environment within the confines of the school buildings, grounds and school bus.

**PURPOSE:**

1. To encourage young people to remain non-smokers, drug and alcohol free

2. To protect all employees.

3. To encourage teachers and caregivers to be responsible, effective role models within the school environment.

4. To take all practical measures to protect staff and students in relation to health, safety and welfare

**GUIDELINES:**

1. All school buildings, grounds, school trips, the school bus and all school functions are to remain smoke and drug free, and alcohol free within school hours.
2. All parents and staff on school camps and trips must be positive role models and refrain from smoking, taking drugs and drinking alcohol

1. The use of drugs or alcohol, by staff, students and visitors is prohibited in the school grounds within school hours
2. Any student found to have cigarettes, drugs or alcohol at school will have their parents/caregivers contacted immediately
3. Any students suspected of coming to school under the influence of drugs or alcohol will have their parents/caregivers contacted immediately
4. Any students found to be smoking, drinking alcohol or taking drugs on the way to school will have their parents/caregivers contacted immediately
5. Staff arriving at school under the influence of drugs or alcohol will be asked to leave the

school grounds. Every effort will be made to ensure their safe arrival at their homes. In

the first instance a written warning will be issued.

1. Parents and visitors arriving at school under the influence of drugs or alcohol will be

asked to leave the school grounds. Every effort will be made to ensure their safe arrival at their homes.

1. Any further incidents will mean the continuation of disciplinary procedures which may

result in dismissal.

1. No alcohol or medication which carries specific warning in relation to driving a motor vehicle should not to be consumed for 12 hours prior to the employee driving the bus.
2. The serving of alcohol at fundraising or other school events out of school hours will be by approval of the Board of Trustees on a case by case basis.

**CONCLUSION:**

Kimbolton School, as an institution of learning, will display an intelligent and responsible attitude that encourages a high standard of health awareness.

**APPROVED:**

Signed \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date 30/07/2018