GREENE'S COLLEGE OXFORD

Drug and drug testing policy

This policy was adopted in August 2026.

This policy is due to be reviewed in August 2027.

The person responsible for the implementation of this policy is the College Principal.

It is the responsibility of the College's Governing Body to ensure that this policy is reviewed and updated annually.

This document aims to set out the College's policy on the use of drugs and to clarify the College's responses to situations where the use of illegal drugs by a student is either proven or reasonably suspected.

Definitions

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Drugs are taken to mean alcohol, tobacco, performance-enhancing drugs and solvents and controlled drugs such as cannabis, ecstasy, amphetamines, heroin, crack/cocaine, LSD, ketamine, etc. as well as synthetic cannabinoids in any form, so-called 'legal highs' and any other 'mind altering' substances. As a guiding principle, any drug that is not available over the counter or for which a valid doctor's prescription has not been written is subject to action under this policy.

Drug use is drug-taking, for example, consuming alcohol, taking medication or using illegal drugs. Any drug use can potentially lead to harm, whether through intoxication, breach of the law or college rules of behaviour or the possibility of future health problems, although such harm may not be immediately apparent. Drug use may require interventions such as management, education, advice and information and prevention work to reduce the potential for harm.

Drug misuse and/or abuse is drug-taking which leads a person to experience social, psychological, physical or legal problems related to intoxication or regular excessive consumption and/or dependence. It may be part of a wider spectrum of problematic or harmful behaviour and require specific interventions, including treatment.

Principles
The fundamental principle that underpins this policy is that the possession, use or supply of illegal and other unauthorised drugs within the College is wholly unacceptable. Any of the above activities would constitute a very serious breach of the College's rules of behaviour and code of conduct at Greene's. Misuse of drugs by members of a community can, and often does, have profoundly damaging effects not only on the users themselves but also on other members of that community.

As a College, we are committed to promoting a healthy, safe environment in which a positive outlook, good citizenship and respect for the law are key principles. We believe that it is important to deliver a clear, consistent framework which promotes the integrity of our community and which seeks to give all our students the understanding and self-confidence to keep away from all illegal drugs and substances.

Support
Students can discuss any individual worries they may have about drugs or substances, relating to themselves or their peers, with senior members of staff and/or their Personal Tutor. We are also very conscious of the importance of working together with parents and guardians in order to promote the health and well-being of students attending Greene's. Students are encouraged to raise any concerns they may have relating to the drug use, but all parties involved in such discussions must acknowledge that confidentiality cannot be promised – there may be some instances where the College has a legal duty to share information inside and outside of the College, depending on the particulars of the situation. Students are invited to make sure of the pastoral services within College, but we recognise that these services serve only to compliment, and *not* replace, whatever professional medical care services may be available to students.

What happens if misuse of drugs is suspected?

Where a member of staff has reason to suspect such misuse, they will report this in the first instance to the Designated Safeguarding Lead (DSL). If the DSL considers that there are justified grounds for concern, they will report their findings to senior colleagues, who will decide what further investigation and/or action is appropriate in the circumstances.

Signs of misuse
Suspicion of misuse may arise from:

- behavioural signs which give rise to a noticeable deterioration in a student's welfare and/or performance and might include a sharp decline in the standard of work and or personal and academic organisation
- a decline in the ability of a student to concentrate, persistent difficulty in getting up in the morning, erratic attendance especially at early morning classes, pronounced mood changes, excessive tiredness, unexplained sores and rashes especially on the mouth and nose, a lack of interest in physical appearance, a general lethargy and lack of willingness to take part in what is going on around one
- unexpected behaviour on one or more occasions, circumstantial evidence of various kinds or other information that has been gathered

Investigating suspicions of misuse
We will always investigate rumours or concerns about misuse of any drug and especially involvement in illegal drugs and substances. Doing so will usually involve talking directly to the student concerned and (also very probably) to their parents. It may also involve the student(s) concerned in drug testing. Care will be taken to ensure that such investigations are conducted fairly and with openness towards the student in question.

Sanctions
In each situation we will consider the most appropriate response. Our response will consider the circumstances of the case and the need to balance the interests of the student concerned with other members of the college community – and, where relevant, those of the wider community. In all instances involving drug misuse or supply on the College's premises, parents will be informed at the earliest opportunity and their co-operation sought. More specifically, we will follow the guidelines below when dealing with instances of misuse of illegal drugs:

i. On college premises
A student who is known to supply or to have supplied illegal drugs to others will normally be banned from college premises with immediate effect and will be subject to exclusion from Greene's. This includes drugs – such as alcohol and/or tobacco – whose purchase may be legal above a certain age and illegal below a certain age. Supply includes retailing drugs on or off college premises, communicating with a drug dealer on behalf of another student, introducing fellow students to a drug dealer, and any other instance of procuring drugs for themselves or other students. Supply also includes supplying drugs for money or free-of-charge.

Before making a decision on exclusion from Greene's, the College Principal will engage in comprehensive consultation with all the relevant parties.

A student who is found to have any illegal drugs in his/her possession would usually be excluded from Greene's. Exceptionally, in the case of a first offence and if Greene's considers that there are significant extenuating circumstances, the student may be excluded for a fixed period and/or given a formal written warning. During periods of exclusion students may be permitted to continue with online tuition but are always banned from college premises.

In all cases, decisions will be guided by a desire to ensure that, as far as possible, the response from Greene's is appropriate and proportionate given the circumstances. The College Principal, in consultation with senior colleagues, will determine what counselling needs to be provided and/or other action needs to be taken during or after any period of exclusion.

ii. Off college premises and outside college hours
If a student is involved in a drug-related incident off college premises and/or outside college hours, the College Principal, in consultation with senior colleagues, will assess the implications for the student and for the College. They will then determine the best course of action taking into account the interests of the student, of the College and of the wider community. Where illegal drug dealing is believed to be involved, it is highly likely that the student will be excluded from Greene's with immediate effect.

Basis of evidence
Where a student is found on college premises taking, or clearly under the influence of, an illegal or unauthorised drug, then the evidence base is clear. Such instances are, however, relatively rare. It is more probable that the evidence linking a student to the misuse of drugs will be circumstantial. Where a body of circumstantial evidence builds up over a period of time and the College Principal and other senior colleagues have sufficient reason to believe that it is reliable, then this will be taken as a sufficient basis for action as outlined above.

Drug testing
The College may, at the discretion of the College Principal, undertake drugs testing of a student or a group of students.

Such testing will usually be conducted:

- where Greene's has reason to suspect that a student or group of students may be, or may have been, involved in drug or substance abuse;
- as part of an agreed response to a student or a group of students having been found to have been involved in drug or substance abuse and allowed to remain at the college subject to certain conditions which include drug-testing at intervals.

If a student fails their first drug test, so confirming usage of an illegal or unauthorised drug, and provided it is decided that exclusion is not the

appropriate course of action at that point, then the student will be allowed to remain at Greene's only on condition that they submit to an agreed programme of regular drug testing.

Such an agreed programme of regular drug testing will usually be for the remainder of the student's time at Greene's; and will also be on the clear understanding that the student will be excluded from Greene's immediately on failure of a subsequent drug test, or if there is evidence that a sample has been tampered with in anyway.

Informing the Police

Greene's recognises its duty to work with the Multi-agency Safeguarding Hub (MASH) and the police in relation to instances of illegal drug misuse. Students should recognise that the misuse of drugs (as outlined in the Misuse of Drugs Act 1971) is an offence and may be subject to police referral.

In each case, and in the light of the circumstances of the case and of any support and advice that may be relevant, the College Principal will determine whether to inform the police of any incidents involving drug misuse on or off college premises. In so doing, the College Principal will be mindful that they and Greene's cannot knowingly allow college premises to be used for the production or supply of any controlled drug – illegal or legal, or for the preparation or consumption of such drugs. If and when it should ever be suspected with sufficient grounds that controlled drugs are being sold on the premises then all relevant information and grounds for suspicion will be communicated to the police.

Further guidance on the decision-making procedure can be found here: https://www.npcc.police.uk/SysSiteAssets/media/downloads/publications/publications-log/2020/when-to-call-the-police--guidance-for-schools-and-colleges.pdf

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