

1. POLICY STATEMENT

It is the policy of Curro Holdings Limited, herein referred to as Curro and/or the Company, to not tolerate at any of the schools under its management the use, possession or sale of any illegal or prohibited substances.

In this policy, the term drugs is used generically to include tobacco and any cigarettes, including herbal cigarettes, alcohol, prescription pharmaceutical drugs that were not prescribed by a doctor, illicit drugs, performance enhancing substances, including anabolic steroids, solvents, inhalants and other similar agents, and other substance that produces a psychoactive effect.

Curro prohibits the possession of drug-related equipment such as cigarette papers, pipes, hubbly-bubbly/hookah, etc.

2. AIM OF THE POLICY

The aim of this policy is to encourage all learners to abstain from using any drugs, other than those which are medically prescribed, including alcohol and tobacco. This document sets out the school's policy on drugs, alcohol, tobacco and any of the drugs listed above. Every learner and his/her parents/guardians, when signing the school's code of conduct, do so as acknowledgement that they have read and understood this policy and that they have agreed to adhere to this policy.

3. DRUG SEARCHES

The executive head or his/her appointed delegate may authorise a random search of any group of learners or the learners' property if he/she has established a fair and reasonable suspicion that one or more learners on the school campus or during school related activities are in possession of and/or are using any drugs.

3.1 A random search may only be conducted after taking into account all relevant factors, including:

- 3.1.1 The best interest of the learner/s in question or of any other learner/s at the school.
- 3.1.2 The safety and/or health of the learner/s in question or of any other learner/s at the school.

3.2 Where a random search entails a body search of the learner/s in question, such search may only:

- 3.2.1 Be conducted if all consent requirements are met.
- 3.2.2 Be conducted by the executive head or his/her delegate who is the same gender as the learner.
- 3.2.3 Be done in a private area and not in view of another learner.
- 3.2.4 Be done if one adult witness, of the same gender as the learner, is present.
- 3.2.5 Be done if it does not extend to a search of a body cavity of the learner.

3.3 Any drugs that have been seized must be:

- 3.3.1 Clearly and correctly labelled with full particulars, including the name of learner in whose possession it was found.
- 3.3.2 The time and date of search and seizure.
- 3.3.3 An incident reference number
- 3.3.4 The name of person who searched the learner.
- 3.3.5 The name of the witness.
- 3.3.6 Any other details that may be necessary to identify the item and incident.
- 3.3.7 Recorded by the executive head.
- 3.3.8 Handed over to the police immediately to dispose of it in terms of section 31 of the Criminal Procedure Act 51 of 1977.
- 3.3.9 If the police cannot collect the drugs from the school immediately, the executive head or his/her delegate must take the drugs to the nearest police station and hand it over to the police to deal with as they deem fit.
- 3.3.10 The police officer who receives the drugs must issue an official receipt for it to the executive head or to his/her delegate.

4. PROCEDURE FOR POSSESSION AND/OR USE OF DRUGS

- 4.1 If a learner is searched and found to be in possession of any drugs and/or tests positive for drug use, the executive head or his/her delegate must inform the parents/guardians, within one day, that the learner was found to be in possession of/using drugs.
- 4.2 If the learner is on a tour or excursion, the learner must immediately be returned home, if practically possible.
- 4.3 The learner must first be interviewed by the school counsellor or senior member of staff to determine the nature and extent of the learner's involvement with drugs, i.e. casual experimentation, habitual use, drug dependence, dealing, etc., to determine the school's appropriate response.
- 4.4 Each case will be considered on its individual merits taking into account:
 - 4.4.1 The nature of the incident.
 - 4.4.2 The learner's school and family history.
 - 4.4.3 Learner's background.
 - 4.4.4 Learner's mental health and intellectual ability.
 - 4.4.5 Any other relevant information.
- 4.5 The executive head, learner and his/her parents/guardians must meet to discuss the matter.
- 4.6 If the learner tested positive for a drug or if the learner admits to using the drugs that he/she is in possession of, an appropriate recovery plan, to ensure that the learner is rehabilitated, must be agreed upon at the meeting.
- 4.7 If the learner denies that he/she is using the drugs that were found in his/her possession, the parents/guardians, together with the executive head, must decide on an appropriate course of action which may include a disciplinary hearing.
- 4.8 The cost of any rehabilitation or recovery plan shall be paid for by the learner's parents/guardians. If the parents/guardians are unable to afford treatment, the learner will be referred to the appropriate state health facilities or agencies.

5. DRUG TESTING

The executive head or his/her delegate may at random administer a urine test, breathalyser or other non-invasive test, excluding blood tests, to any group of learners that is, on fair and reasonable grounds, suspected of using illegal drugs, after taking into account the best interests of the learner/s. The testing must be done in a manner that protects the learner's right to dignity, privacy and bodily integrity.

A learner may be subjected to a drug test only if:

- 5.1 All consent requirements are met.
- 5.2 The test is conducted by the executive head or his/her delegate who is the same gender as the learner.
- 5.3 The test is conducted in a private area, and not in view of another learner.
- 5.4 One adult witness, of the same gender as the learner, is present during the testing.
- 5.5 The sample is clearly and correctly labelled with full particulars.

6. PERFORMANCE ENHANCING SUBSTANCES

Curro does not permit the use of any performance enhancing substances that assist learners in any sporting or other activity. Should a learner be found to be in possession of or using any performance enhancing substance, it will be considered a serious offence in terms of the Curro code of the conduct and a disciplinary hearing will be held? Possible sanctions may include the withdrawal of any school awards for sport and/or suspension from competing in all school sport and/or being banned from representing the school in any competitive sport. The school reserves the right to screen learners should they suspect that they are using performance enhancing drugs. This testing may take place by random testing of athletes and/or focused testing of athletes who show signs of abusing substances and/or the testing of a whole team.

7. DISCIPLINARY HEARINGS

If a learner is found to be in possession of any drugs or his/her sample tested positive for drugs, a disciplinary hearing shall be held.

The chairman of the hearing must consider each case on its individual merits taking into account:

- 7.1 The nature of the incident.
- 7.2 The learner's school and family history.
- 7.3 Learner's background.
- 7.4 Learner's mental health and intellectual ability.
- 7.5 Any other relevant information.

Learners who are experiencing problems as a result of drug abuse will not be denied the opportunity to receive an education or the right to reintegration back into the school community. The school will provide assistance if possible. However, in cases where the learner does not wish to make use of such help offered to him/her, the school will have no choice but to take the necessary action, which may include suspension or expulsion. Should a learner decide to voluntarily inform a member of staff about his/her drug abuse and the learner shows a willingness to receive help, the learner will not be subjected to any disciplinary action. The matter will be treated confidentially. The learner must consent in writing to abstain from abusing drugs, consent to receive counseling and consent to follow-up drug tests.

The trafficking of substances on school campuses, supplying substances to other learners without the expectation of payment, offering substances to other learners and the sale of substances to other learners are considered as very serious offences. These offences will always lead to a disciplinary hearing and may result in suspension or expulsion from the school. When a learner is found to be guilty of selling substances, the school will report this to the relevant state authorities.

8. CONFIDENTIALITY

All information relating to drug use, misuse or dependency by a learner, should be treated as confidential. Parents/guardians should be informed as soon as possible and should be involved when attempting to assist the learner. Educators and learners should be given support by the school counsellor or an experienced person to handle the disclosure of a learner's drug use/possession to parents/guardians and any other relevant persons. In certain circumstances where the safety of the learner or educator may be at risk, limited disclosure to the executive head will be acceptable.

9. AMENDMENTS

The individuals authorised to approve and review amendments to this policy are set out on page 1 of this policy.

ADDENDUM A

**LEARNER ALCOHOL AND DRUG POLICY
PERSONAL UNDERTAKING BY PARENT/GUARDIAN**

Full names - learner

I acknowledge that I, the parent/guardian of the above learner, have read the Curro Learner Alcohol and Drug Policy and I undertake to ensure that above learner follows the above policy. I consent to any drug tests and/or searches and seizures that the school may conduct that involves above learner. I agree that the school will have the right to follow the above disciplinary procedures and I agree that above learner will comply with the imposed sanction.

Signed on this _____ day of _____ 20_____

Full names – parent/guardian

Signature – parent/guardian