



CLIFTON

DRUGS POLICY

1.1.1. GUIDING PRINCIPLES

Clifton School acknowledges the sad reality that our boys are the potential targets of highly sophisticated international and local drug syndicates and that the availability of drugs is of real concern to all involved in the lives of young people. In the society in which our boys live, drug dealers seek out our boys rather than the reverse and we need to equip them with the knowledge and the ability to reject drugs whenever they are on offer and to act against drug usage wherever they encounter it.

While we might not be able to control the drug supply, we should aim to control the demand for drugs. In this we should start with our pupils and we should adopt a strategy that includes drug awareness, counselling, zero-tolerance for drugs at Clifton and preventative drug testing.

1.1.1.1. DRUG AWARENESS AND COUNSELLING

- 1.1.1.1.1. **Drug Awareness:** it is our duty to ensure that pupils, staff and parents are aware of the dangers of drug abuse and to create a social ethos where drug-taking is viewed as unacceptable. This should always be age appropriate, should take place within the formal curriculum of the school as well as outside of it and should be seen as an on-going process.
- 1.1.1.1.2. **Counselling:** our boys need to be aware of the opportunities for counselling and rehabilitation that are available to them. Where a boy wishes to seek help he is encouraged to speak to the School Counsellor, his mentor or class teacher or any other responsible adult on the staff with whom he feels secure. In this he needs to be assured of confidentiality.
- 1.1.1.1.3. **Zero tolerance for drugs at Clifton:** possession, use and/or sale of drugs whether on the Clifton campus or off it are serious offences and will always lead to a formal disciplinary hearing and possible expulsion from the School.
- 1.1.1.1.4. **Preventative drug testing.** The School views preventative drug testing as a powerful weapon in a boy's armoury to say 'No!' to drugs.

1.1.1.2. THE CLIFTON APPROACH TO PREVENTATIVE DRUG TESTING

- 1.1.1.2.1. Drug-testing is not specifically aimed at catching individual users and is not aimed at punitive measures.
- 1.1.1.2.2. We need to have early warning systems in place to assist in combating the drug scourge.
- 1.1.1.2.3. The issue of respect with regard to our pupils is paramount.
- 1.1.1.2.4. The aim of preventative drug testing is to create a social ethos where drug-taking is seen as unacceptable.
- 1.1.1.2.5. We acknowledge the right of parents to instill values in their children and we assert the school's responsibility to create a social ethos in keeping with its chosen standards and values.
- 1.1.1.2.6. Drug-testing of pupils is not against any law, provided that we have written parental consent and the consent of the pupil involved. The school does, however, have a duty to do everything reasonably possible to assist our pupils to uphold the law: drug usage is a criminal offence. An adverse inference will be drawn from a pupil's refusal to undergo a drug test.

1.1.1.3. TESTING WILL BE BOTH RANDOM AND SPECIFIC

- 1.1.1.3.1. For random testing, pupils will be selected on a statistically random basis. The process must be such that it manifestly demonstrates a process free of any discrimination. This testing will be confined to pupils from Grade 7 to Grade

12. The cost of initial random testing will be to the account of the school. The costs of any further testing will be for the parents' account.

- 1.1.1.3.2. Where it is considered, as a result of unusual behaviour, poor work ethic or other possible indications of drug abuse, that it would be in a pupil's interests to be tested, he will be selected for specific testing. The parents will be informed and their permission and that of the pupil will be sought. Arrangements may also be made to have the pupil tested outside the school. Parents may elect to have the specific testing done outside the school. The cost of initial specific testing will be borne by the parents of the pupil concerned and the cost of any further testing will be borne by the pupil's parents.
- 1.1.1.3.3. Should a pupil refuse to take a test, whether random or specific, the School will draw an adverse inference. The School reserves the right to proceed as if the pupil had tested positive in the test.

1.1.1.4. THE USE OF SNIFFER DOGS AND OTHER AGENCIES

- 1.1.1.4.1. The School will make use of sniffer dogs and outside agencies in the effort to ensure that the campus is a drug-free zone. It is emphasized that these agencies are not used to target individuals and will be used as discreetly as possible.
- 1.1.1.4.2. The whole school community – pupils, staff and parents – should be party to the school's anti-drugs initiative. They must be fully educated as to the drug situation in our society and be aware of the rationale behind the school's drug policy.
- 1.1.1.4.3. Pre-counselling should be available and it is important that the testing should not be seen or experienced by the pupils involved as demeaning or threatening in any way.
- 1.1.1.4.4. The results of the testing will be given to the Executive Headmaster and the Principal, and the Principal will convey these results, in confidence, to the parent(s) of the pupil.

1.1.1.5. SEARCHES

- 1.1.1.5.1. Where there is reasonable suspicion that drugs are being kept on the campus, searches may be conducted. Reasonable suspicion may occur as a result of confidential information being given to School authorities (whistle-blowing), the scent of drugs and/or confidential reports from within or without the School community
- 1.1.1.5.2. The Principal or the Deputy Principal and the Director of Student Affairs will supervise these searches but may use an outside agency to assist in these.

1.1.1.6. LAW ENFORCEMENT

- 1.1.1.6.1. The School will use the South African Police Service in investigations wherever it deems this to be necessary.

1.1.1.7. AT CLIFTON, THE FOLLOWING PROCEDURES WILL BE FOLLOWED:

- 1.1.1.7.1. The random selection of pupils for testing will be done through a computer program that operates in conjunction with the School database by the Director of Student Affairs in the College and the Principal in the Preparatory School.
- 1.1.1.7.2. If a parent or pupil has refused consent, the pupil concerned will not be tested. A replacement pupil may be called.
- 1.1.1.7.3. A refusal to take a test for whatever reason will result in an adverse inference being drawn and the School reserves the right to proceed as if the pupil had tested positive in the test.
- 1.1.1.7.4. In the event of the absence of a pupil who has been randomly selected, a replacement pupil may be called. Absentees will be tested with the next sample at the next testing occasion.
- 1.1.1.7.5. Selected pupils will be advised and directed to the sick room for testing by an independent tester.

- 1.1.1.7.6. All procedures necessary will be implemented to avoid any possible contamination of samples taken from the pupils who present themselves for testing.
- 1.1.1.7.7. The samples will be tested by a paramedic in the presence of the Deputy Principal or his designate and the results conveyed directly to the Principal. Strict confidentiality will be observed.
- 1.1.1.7.8. All results, whether positive or negative, will be conveyed to the pupil and his parents by the Principal or his designate.
- 1.1.1.7.9. **If a pupil returns a positive test, no disciplinary action will be taken at this point.** It is vital that both the pupil and his parents understand that the rationale behind the drug testing is to protect the interests of the pupil. Empathy and understanding will be shown and advice and support will be given.
- 1.1.1.7.10. The parents will be required to arrange counselling for their son and advice in this regard will be offered by the school. SANCA or a Counsellor recommended by the School will be closely involved in this process and the pupil will then be required to undergo a follow-up test. The timing of this test will depend on the substance involved. The cost of the counselling and the follow-up test will be borne by the pupil's parents. If the pupil tests positive a second time, or if the pupil is uncooperative and/or progress in rehabilitation is not being made, he will become subject to the disciplinary procedures of the School, which could result in expulsion from the School.
- 1.1.1.7.11. Records of all drug testing results will be kept, in confidence, by the Director of Student Affairs. The Director of Student Affairs will not make any public disclosure of the test results.
- 1.1.1.7.12. Testing for anabolic androgenic steroids (performance enhancing drugs or 'steroids') will take place in accordance with the Sharksmart programme, to which Clifton and many other schools subscribe. The details of this appear as Addendum 1 to this policy and minor amendments have been made in keeping with Clifton Drug Policy.

1.1.1.8. DEALING IN DRUGS

- 1.1.1.8.1. This is defined as the trade in drugs for any form of compensation and/or the distribution of drugs beyond personal use.
- 1.1.1.8.2. Any pupil who deals in drugs, whether on Clifton premises or off it, will face formal disciplinary procedures without warning, which may include the involvement of the South African Police Service and possible expulsion.

1.1.2. IN CONCLUSION

Boys need to see the drug-testing as a constructive measure which has been implemented in order to help them to say 'No!' to drugs, and to provide them with a safe environment in which the activities of the School can continue without impediment.

ADDENDUM 1

DISCOVERY SHARKSMART SCHOOLS OF EXCELLENCE PROPOSED STEROID TESTING POLICY



Reasons for the policy

The desire to achieve an enhanced body image, to succeed on the sports field, or to play for the school first or provincial team are strong and often over-riding motivators and influences in the lives of adolescent boys. These influences can cause boys to risk their short and long-term health by using banned performance-enhancing substances as a short cut to meeting these goals. Moreover, the unscripted use of scheduled drugs is a criminal offence, is cheating and is a violation of the honesty and integrity of fair participation. Clifton is committed to act against this behaviour by introducing an anabolic androgenic steroid (performance enhancing drugs or 'steroids') testing programme and to educate boys on the health and moral dangers of

taking anabolic steroids. The Headmasters of other boys' schools have also agreed to work together in eradicating this behaviour by introducing testing in their schools.

Reasons for testing.

- Using steroids (performance enhancing drugs) can cause serious, adverse health effects.
- Using steroids and other performance-enhancing drugs can give an unfair advantage over the competition, and is considered cheating.
- Testing for steroids can help deter their use among school pupils.
- Steroids are drugs that should only be used to treat medical conditions. Possession, use or dealing of most steroids without a prescription is illegal.

Clifton recognizes that it will take a community-wide effort by parents, coaches, pupils, teachers and physicians to deal with this growing challenge. Steroid testing is one tool that can assist in discouraging pupils from taking steroids.

Definition of Steroids

Anabolic steroids, officially known as anabolic-androgenic steroids (AAS) or colloquially simply as 'steroids', are drugs which mimic the effects of the male sex hormones testosterone and dihydrotestosterone. They increase protein synthesis within cells, which results in the buildup of cellular tissue (anabolism), especially in muscles. Anabolic steroids also have androgenic and virilizing properties, including the development and maintenance of masculine characteristics (www.wada-ama.org)

The Policy definition

It shall be considered a violation of the sportsmanship code of conduct for any pupil to possess, ingest or otherwise use any substance on the list of banned substances as indicated by the South African Institute for Drug Free Sport (SAIDS), without written prescription by a fully-licensed physician as recognized by the South African Medical Association, to treat a medical condition.

In short, use of performance-enhancing drugs by pupils at Clifton is considered to be cheating and will be penalized and could result in the pupil not being allowed to represent the School or the pupil being expelled from the School.

Consent form

Clifton already has an existing illegal drug testing policy and all pupils' parents or guardians at Clifton consent in writing, to the drug testing policy administered at Clifton. Testing for illegal performance-enhancing substances forms part of this testing programme. Failure to sign the consent form renders the pupil ineligible to participate in any sports programme whether it be at an inter house or inter schools level until the form is signed.

The testing programme

- Any pupil can be tested.
- The school will carry the cost of the initial test but in cases of positive results the costs of the follow up tests will be for the parents' account.
- Testing can be conducted at any time of the year, pre-season, during a particular season or after.
- Testing will not be restricted to any one particular sport.
- The programme will be administered in two ways:
 - **Internal testing** by the school through Drug Detection International (DDI). Violations here, as a result of a positive test, will be penalized in accordance to the school policy and will not be reported to S.A. Institute of Drug Free Sport (SAIDS)
 - **External testing** through SAIDS and mostly for interschools matches– Violations here will be dealt with at National sporting level and bans of up to four years are possible. These tests will be conducted when playing in tournaments, festivals and inter schools matches and not necessarily only at First Team level.
- Urine tests will be used.
- The substances tested for will include any substances that are banned by the South African Institute for Drug Free Sport (SAIDS) that falls under the banner of the World Anti-Doping Agency (WADA). **Using any substance belonging to a banned class violates the rules of sportsmanship, can be detrimental to the pupil's health and is considered cheating.**
- Nutritional and dietary supplements are not on the banned substances list but all pupils must be aware that many supplements contain banned substances owing to the unregulated nature of the supplement industry. Impure supplements may lead to positive test results because the purity and safety of nutritional dietary supplements cannot be guaranteed. **The use of supplements is at the pupil's own**

risk. Pupils are required to disclose in writing to their coaches the nature of the supplements that they are using.

Consequences for violating the steroid policy

Any person who tests positive in a test, or any person who refuses to provide a testing sample, or any person who reports his own violation, through the programme at Clifton will:

- Be informed, along with his parents, according to the same process as per the substance abuse policy, of the consequences in regards to the violation. This will be fully documented.
- Be immediately suspended from the school sporting programme until proven steroid free. This suspension applies to him attending any local provincial representative sports trials as well and may include a further suspension for the duration of the season or the year.
- The individual will need to continue serving the seasonal sports chosen in whatever capacity required such as acting as a linesman, scoring or working on table duty.
- Any such person will also forfeit any individual honour earned while in violation. This means that colours awarded, during the seasons prior to the test being positive may be removed.
- Pupils who test positive and do not play representative sport will be required to attend counselling as per the Clifton Drug Policy (see above). Any person who tests positive, refuses to provide a test sample, or who reports his own violation will only resume eligibility for participation in sport after he has undergone counselling and produces a negative test result from the same testing organization DDI. This will be at the parents' expense.
- Should a pupil test positive on a second occasion, then the school's disciplinary process will be brought into play with a disciplinary hearing likely and possible expulsion from the School.

Any pupil caught dealing in steroids will be considered as contravening the South African Schools Act section 8A (1) and will be liable to appear before a disciplinary hearing and could be expelled from Clifton.

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