

SCHOOL POLICY ON ALCOHOL AND DRUG MISUSE

1. *Alcohol and drug misuse have an effect on the individual's health and mental well being and can cause a wide range of social problems affecting family, friends, colleagues and students.*
2. *This policy is concerned primarily with the effects of alcohol and drug misuse on conduct at work or on job performance and the career prospects of staff. Alcohol and drug misuse can lead to such problems as:*
 - *Giving an unhealthy role model for children*
 - *The discomfort of students, (from alcohol free homes and communities), who are subjected to the odor and effects of alcohol consumed by their teachers.*
 - *Reduced performance in the classroom*
 - *Poor Judgment*
 - *Accidents*
 - *Late starts and early ends to classes and the working day*
 - *Absenteeism.*
3. *TESOL-ASIA recognizes that alcohol and drug related problems are primarily health and social concerns and staff with such problems require help and treatment.*
4. *TESOL-ASIA does not have the support services or medical resources to provide such help. The policy we have adopted is a policy of containment to ensure the safety and well being of our students and other staff.*
5. *Alcohol or drug problems are defined as any drinking or taking of drugs, either intermittent or continual, which interferes with a teacher's work performance in the areas of efficiency, productivity, safety, attendance at work or negative behaviour, which affects the students and other teaching staff.*

6. *The following code of practice applies to all staff without exception.*

- a. The teacher does not consume alcohol before the start of a working day, whatever the start time.*
- b. The teacher does not consume alcohol at any break time or at lunch break during a working day on or off campus.*
- c. During the working week the teacher does not consume such quantities of alcohol, after the working day, as to impair his/her ability to arrive punctually the next day and perform the duties of a teacher in a professional and efficient manner. (See 4 above).*
- d. The teacher does not consume such quantities of alcohol before the start of the school week as to impair his/her ability to arrive punctually at the start of the new week and perform the duties of a teacher in a professional and efficient manner. (See 4 above).*
- e. Any teacher who arrives at school unable to perform their duties in a professional and efficient manner will be suspended from work without pay for as long as the Directors deem necessary.*
- f. Any teacher who is seen consuming alcohol during the school day will be suspended from work without pay for as long as the Directors deem necessary.*
- g. The Directors recognize that the consumption of alcohol in moderation, and in the correct social setting is an enjoyable experience for many teachers. However, that social setting is not during the hours of a working day when a teacher must teach in a school.*

Our thanks to the UK Government's Advisory Group brochure TNC2005/5 "ALCOHOL AND DRUG MISUSE POLICY AND PROCEDURE FOR TEACHERS IN GRANT AIDED SCHOOLS.