



Policy

Banned & Prohibited Substance / Items

This policy applies equally to students and members of staff – with appropriate reference.

Banned substances includes all forms of drugs, alcohol, substance abuse and any other illicit, prohibited, banned or illegal substance in the State of Qatar. Banned items refer to any illegal or prohibited items in the state of Qatar or as listed in the school Behavioural Policy

Students and members of staff may be removed to the school clinic if there is reasonable suspicion that they are under the influence of a banned substance whilst at school and have their possessions searched (see Behaviour Policy)

With Reasonable Suspicion

Here are instances that constitute reasonable suspicion:

Abnormal, dangerous or reckless behaviour.

Physical evidence of drugs / tobacco products or observation (including odours.)

Patterns of failing to carry out routine school tasks in a rational and orientated manner

Reports from colleagues / other students that an employee/ student is using banned substances or was seen using banned substances or was shown to be under the influence at school or whilst wearing school uniform outside of school

Failing to report for work following reports from colleagues regarding misuse of drugs

Procedure

Reasonable suspicion will involve at least two members of the SLT investigating and may include an appropriately qualified medical person eg the school nurse. The student /employee will have the right to have another colleague/ parent present if they so wish.

The student / employee may be asked to return home to await the results of the test.

Students' parents will be called to the school for this procedure.

Failure to comply with this procedure will result in a disciplinary hearing which may lead to dismissal from school and referral to the appropriate authorities.

Banned substances include

Illegal drugs

Such as - cocaine/ methamphetamine/ heroin/ phencyclidine (PCP)/ marijuana etc...drugs specified by laws of Qatar. Any proven instance of using or possessing these on school grounds will lead to expulsion from school and possible criminal charges by the authorities. This includes possession of illegal drugs in school or on a school trip. Members of staff who are found to have illegal substances in their school accommodation will face equal sanctions.

Prescription drugs

We don't discriminate against people with disabilities who may need to take drugs for their conditions. But, we also want to ensure that our drug – free environment remains safe and that no-one puts their own, or anyone else's, safety at risk.

Prescription drugs are allowed in the school, with the exception of medical marijuana, and only with the permission of the school nurse and under the rules of the school nurse.
(Administration of Medicines policy)

If you see that your prescription drugs unexpectedly affect your senses, thinking or movements, please ask for time off or make your Line Manager aware. In the case of students, if you suspect that this is the case, members of staff should inform the SLT and the school nurse for intervention and follow-up.

Other substance abuse

In the case of any other substance abuse such as butane gas, glue etc. the same procedures as for illegal drugs will apply.

Alcohol

The public consumption of alcohol outside specially licensed premises is illegal in Qatar, therefore any use (or possession) in school may result in termination of employment / expulsion from school. We prohibit employees from consuming alcohol during working hours. Note that if you become inebriated in or out of school premises and behave inappropriately towards colleagues, parents or students, we will take disciplinary action, up to and including termination. If you become unable to perform your duties due to alcoholism, your contract will be terminated. Possessing alcohol on school premises is strictly forbidden.

Being drunk in public is also an offence in Qatar. Any employee charged with this offence, including drunk driving, will be subject to a disciplinary hearing up to and including termination of contract.

Any student found to have been under the influence of alcohol (in or out of school) will have their place at school reviewed. If any student or member of staff brings the reputation or name of the school into disrepute through the misuse of alcohol, their place at the school will be reviewed for possible dismissal / expulsion.

Out of work use:

Staff please be responsible when it comes to your out of work times use, this is particularly pertinent with alcohol. Often, alcohol and drugs effects need several hours to wear off and can create safety risks at work. Track the intensity and duration of these effects on your cognitive ability and movements and ensure you won't be impaired while w

Firearms and Weapons

Anyone found on school grounds or within the school environs carrying a weapon (including home-made, knives* etc...) , firearm or explosive (including fireworks) will be reported immediately to the police.

Students or members of staff will be dismissed/ excluded from school and the offence added to their record.

Anyone sending threatening messages, false or malicious, to the school by any form of communication will also be reported to the authorities and appropriate sanctions applied by the school.

* excluding normal items of cutlery in staff pantries/ canteen or staffrooms

Poison or harmful chemicals

Anyone bringing a poisonous substance or dangerous chemical, such as an acid**, onto school premises or in the school environs will be reported to the police. Students and members of staff will be dismissed from school and their record amended appropriately.

** Approved acids for use in Science classes are exempt as long as they are being used in a controlled and safe manner as part of a Science lesson.

Visitors and Parents

Any visitor to the school, or parent, who is suspected of being under the influence of a banned substance, or in possession of a banned substance will be removed from the school grounds immediately. The police may be called in certain circumstances, eg suspicion of supplying these to others, abusive and/or aggressive behaviour or language towards anyone on school grounds.

This policy is bound by the Code of Conduct for Staff at Oryx International School.

Banned (but not illicit) substances forbidden on school grounds include:

- Chewing gum
- Sunflower seeds
- Pork products (students only)
- Nuts or products containing nuts or derivatives (Students only)
- Tippex / glue or similar product (students only)
- Tobacco products and paraphernalia
- Altered and sharpened instruments of any sort including scissors etc...

Reviewed August 2023

Next Review August 2025

A handwritten signature in black ink, appearing to be 'DL' or similar initials, enclosed within a circular scribble.

Derek Laidlaw , Executive Principal