

1. Policy Statement

GEMS Legacy School is committed to maintaining a safe, healthy, and drug-free learning environment. In line with UAE's National Program for Drug Prevention "SIRAJ," the school promotes awareness, prevention, early intervention, and rehabilitation concerning narcotics and psychotropic substance abuse among students.

2. Purpose

- To prevent the use and distribution of narcotic and psychotropic substances within the school community.
- To promote healthy lifestyles and positive behaviours rejecting drug use.
- To provide clear procedures for managing cases of suspected or confirmed drug use by students.
- To ensure collaboration between school, parents, and relevant authorities in prevention and response efforts.

3. Scope

This policy applies to all students of GEMS Legacy School and covers behaviour both on and off school premises when representing the school.

4. Preventive Approach

The school adopts a **three-pillar prevention model** based on the SIRAJ framework:

1. Education & Awareness:

- ✓ Conduct awareness sessions, campaigns, and workshops about the dangers of narcotics, including prescription drug misuse and vaping.
- ✓ Integrate drug-prevention messages into the curriculum.
- ✓ Organize lectures in cooperation with health and law enforcement agencies.

2. Life Skills Development:

- ✓ Train students in decision-making, problem-solving, and resisting peer pressure.
- ✓ Encourage physical activity, volunteerism, and community engagement as protective factors.

3. Family & Community Partnership:

- ✓ Conduct parental workshops on recognizing indicators of drug use and communication strategies.
- ✓ Maintain transparent communication channels between the school and parents.

- ✓ Encourage families to reinforce preventive behaviours at home.

5. Roles and Responsibilities

Principal

- Ensure implementation of this policy and compliance with UAE law.
- Coordinate with relevant authorities (health, police, and social services) as required.
- Promote a positive school culture and safe environment.

Teachers & Staff

- Identify early indicators of behavioural or physical changes related to drug use.
- Integrate preventive education into daily teaching.
- Serve as positive role models and report concerns to the Student Support Team.

School Counsellor

- Conduct early assessments and interventions.
- Support students identified as “at risk.”
- Coordinate rehabilitation and reintegration plans where applicable.

Parents

- Engage in awareness and prevention programs.
- Foster open communication with children and the school.
- Model healthy behaviour and monitor children’s peer groups and habits.

Students

- Abide by the school’s code of conduct and laws prohibiting drug use.
- Report any observed or suspected drug-related behaviour responsibly.
- Participate in school health and awareness activities.

6. Sanctions and Disciplinary Procedures

While the school’s primary aim is **education and rehabilitation**, it enforces strict disciplinary measures to ensure safety and compliance.

Type of Offense	Description	Sanction / Response
Level 1: Suspicion or Minor Association	Rumours or indicators suggesting possible involvement; no physical evidence.	Confidential counselling session, parental notification, monitoring, and awareness education.
Level 2: Possession or Use (First Offense)	Student found in possession of, or having used, narcotics or prohibited substances within school premises.	Immediate suspension pending investigation, referral to counsellor and health authorities, parental meeting, rehabilitation plan. Reintegration possible upon completion of counselling and commitment to a behavioural contract.
Level 3: Possession or Use (Repeated Offense)	Repeated violation after counselling and intervention.	Expulsion recommendation to the School Board; referral to external rehabilitation or law enforcement as per UAE Federal Law No. 14 of 1995.
Level 4: Promotion, Distribution, or Trafficking	Any attempt to promote, distribute, or sell prohibited substances within or around the school.	Immediate expulsion and mandatory report to law enforcement authorities, in line with UAE anti-narcotics regulations.

Notes:

- All disciplinary measures must comply with UAE Federal Law and KHDA guidelines.
- Students under investigation will receive emotional and psychological support.
- Confidentiality will be maintained except where disclosure is required by law.

7. Early Detection and Intervention

- The school shall conduct awareness programs to help staff and parents identify early behavioural and physical indicators of abuse (e.g., sudden decline in performance, secrecy, mood swings, absenteeism).
- The counsellor will assess and refer suspected cases for professional evaluation and support, ensuring early intervention before disciplinary escalation.

8. Support and Rehabilitation

In alignment with national policy emphasizing rehabilitation over punishment, the school will:

- Provide counselling and psychological support to students in recovery.
- Collaborate with certified treatment and rehabilitation centres in the UAE.
- Develop reintegration plans that include academic adjustments and peer support.

9. Confidentiality

All matters related to drug prevention, intervention, and sanctions will be treated with strict confidentiality, respecting the student's dignity and privacy, except where reporting to authorities is required by law.

10. Review and Implementation

This policy will be reviewed annually to ensure alignment with UAE national directives, KHDA requirements, and the evolving needs of the school community.

Date: 01/10/2025

Last Reviewed on: 01/10/2025

Next Review Due by: 01/10/2026

A handwritten signature in black ink, appearing to read 'Asha Alexander', with a stylized flourish at the end.

Approved by:

Asha Alexander

Principal & CEO, GEMS Legacy School

Executive Leader, GEMS Education