Drug Policy

Approved by: Principals	Date: 5 December 2025

Last reviewed on:	Date: 27 November 2025

Next review due:	Date: 22 June 2026

#	Description of Changes	Rev. No	Date of Issue
1	First Issue	01	5 Dec 2025

ICS Vision
The "School of Choice" inspiring, challenging and empowering a 21st century learning community through an ethical and innovative education system.

ICS Mission
Provide a safe, friendly learning environment where lifelong learners follow an international curriculum which promotes academic excellence and nurtures key values and competence in our global minded, future leaders.

Overview
International Community School (ICS) Al Falah is committed to safeguarding the health, safety, wellbeing, and learning of all students by maintaining a **drug-free, smoke-free, and vape-free environment**.
This policy establishes clear expectations for **prevention, early identification, intervention, and response** to any concerns involving illegal drugs, alcohol, tobacco, vaping products, solvents, or misuse of medication. The policy reflects UAE legal requirements and national expectations for schools.

Policy Statement
ICS:

Drug Policy

- Promotes student wellbeing through education, strong pastoral care, and a positive school culture
- Applies a **zero-tolerance approach** to the possession, use, distribution, sale, promotion, or encouragement of illegal drugs and prohibited substances
- Acts in accordance with UAE law when concerns arise, while maintaining student dignity, confidentiality, and safeguarding responsibilities
- Ensures that all medication is managed safely and appropriately through the School Nurse

Legal and Regulatory Compliance

This policy aligns with UAE Federal Laws related to narcotics and psychotropic substances and reflects national school guidance on drug prevention, student protection, and school safety.

Scope

This policy applies to:

- All students, staff, parents, visitors, contractors, and volunteers
- School premises, school buses, school events, trips, extracurricular activities, and any situation where a student is identifiable as an ICS student

Definitions

- **Illegal Drugs:** Any narcotic or psychotropic substances prohibited under UAE law
- **Substance Abuse:** The misuse of illegal drugs, alcohol, solvents, tobacco products, vaping devices, or medications
- **Prescription Medication:** Medication prescribed by a licensed medical professional
- **Over the Counter (OTC) Medication:** Non-prescription medication that still requires disclosure and school approval

Prohibited Items and Behaviors

The following are strictly prohibited at ICS and during all school-related activities:

- Possession, use, sharing, sale, or distribution of illegal drugs
- Possession or use of smoking or vaping products, including e-cigarettes
- Being under the influence of alcohol during the school day or at school events
- Bringing alcohol onto school premises
- Misuse, sharing, or possession of prescription medication without authorization
- Smoking or use of tobacco products anywhere on school premises

Roles and Responsibilities

Students

Students are expected to:

- Comply with school rules and refuse all prohibited substances
- Report concerns to a trusted adult
- Participate responsibly in awareness and prevention programs

Parents and Guardians

Drug Policy

Parents are expected to:

- Promote healthy decision-making at home and maintain open communication with the school
- Inform the school of any medical conditions and medication requirements
- Submit all medication to the School Nurse with appropriate documentation
- Support the school in prevention initiatives and follow-up actions

All Staff

All staff must:

- Remain vigilant to signs or indicators of substance misuse
- Act immediately if a concern arises by informing Senior Leadership
- Follow safeguarding and behavior management procedures at all times

Senior Leadership Team (SLT)

The SLT is responsible for:

- Ensuring consistent implementation of this policy
- Managing incidents in line with school procedures and UAE law
- Coordinating communication with parents and external authorities where required
- Ensuring accurate documentation and follow-up support

Designated School Leads

- **Principal:** Mrs. Samia Abidi
- **Vice- Principal**: Mr. Martin Rowland
- **Head of Inclusion: Mr. Mansour Ali**
- **Career Counselor: Mr. Mohamed Qudah**
- **Child Protection Lead: Ms. Azza Sawwafi**
- **Deputy Child Protection Lead: Ms. Shamma Helal**
- **Well-being Lead: Mr. Mahmoud Sabbah**
- **School Nurse, Counselors, Social Workers, Phase Supervisors:**
    - Prevention and awareness delivery
    - Early identification and intervention
    - Student support and documentation

Prevention and Education

ICS adopts a proactive approach through:

- Age-appropriate wellbeing and drug-awareness education
- Assemblies, workshops, and targeted sessions
- Parent awareness sessions and community engagement
- Ongoing staff training

Medication Management

- All medication must be declared and submitted to the School Nurse
- Medication must be accompanied by parental consent and medical documentation
- Medication is stored securely and administered by the Nurse where appropriate

- Any suspected misuse of medication is treated as a serious safeguarding concern

Procedures for Managing Concerns or Incidents

Immediate Actions
If a concern is identified:

1. Do **not** investigate or question students independently
2. Ensure the safety and supervision of all students
3. Inform the **Senior Leadership Team immediately**
4. Secure the area and remove risk to others

Documentation and Confidentiality

- All incidents are handled confidentially
- Accurate records are maintained by the SLT
- Safeguarding procedures are followed at all times

Parent Communication

- Parents are informed promptly and appropriately
- Meetings are arranged to discuss next steps and support

External Authorities

- Where required by law, relevant authorities are notified
- The school cooperates fully while continuing to support the student

Disciplinary Outcomes
Consequences may include:

- Behavioral sanctions
- Suspension or exclusion
- Mandatory counselling or support programs

Outcomes depend on the severity of the incident and legal obligations.

Reintegration
When appropriate, a reintegration plan may be required, including:

- Counselling support
- Behavioral agreements
- Ongoing monitoring

Student Welfare and Support
ICS prioritizes student wellbeing and provides:

- Pastoral care
- Counselling and social work support
- Ongoing monitoring and guidance

Drug Policy

Communication of the Policy

This policy is:

- Shared with staff during induction and training
- Communicated to parents through handbooks and school communications
- Reinforced with students through wellbeing programs

Monitoring and Review

This policy is reviewed annually to ensure compliance with UAE regulations and best practice standards.

Linked Policies

- ICS **Child Protection and Safeguarding Policy**
- ICS **Student Wellbeing Policy** (ADEK SPIRE aligned)
- ICS **Behaviour Management Policy / Student Code of Conduct**
- ICS **Health and Safety Policy**
- ICS **School Nurse and Medication Administration Policy**