



ALCOHOL POLICY

Harvest Private School

Document Control

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Prepared By	Health and Safety Officer
Applicable To	All Employees, Students, Visitors, Contractors and Service Providers



HARVEST
PRIVATE SCHOOL

High-Quality learner-centered education by AI

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1. Introduction

Harvest Private School is committed to maintaining a safe, healthy, professional, and productive educational environment. The use, possession, distribution, sale, or being under the influence of alcohol on school premises or during any school-related activity may pose significant risks to health, safety, wellbeing, student protection, and the reputation of the school.

This policy establishes the school's commitment to maintaining an alcohol-free educational environment and outlines the responsibilities, expectations, and procedures applicable to all members of the school community.

The policy is intended to support the school's commitment to safeguarding students, promoting responsible behavior, maintaining professional standards, and ensuring a safe learning environment.

2. Purpose

The purpose of this policy is to:

- Ensure the safety and wellbeing of students, staff, and visitors.
- Maintain a professional and safe educational environment.
- Prevent accidents, injuries, and incidents associated with alcohol use.
- Protect students from exposure to alcohol-related activities.
- Promote responsible behavior and healthy lifestyles.
- Ensure compliance with applicable UAE laws and regulatory requirements.
- Protect the reputation, integrity, and professional standing of the school.

3. Scope of Application

This policy applies to:

- All students.
- Teaching staff.

- Administrative staff.
- School management.
- Contractors and suppliers.
- Volunteers.
- Parents and visitors.
- Any person attending or participating in school activities or events.

This policy applies to:

- School premises.
- School buses and transportation.
- Educational visits and trips.
- School-sponsored events.
- Sports competitions and activities.
- Staff training and professional activities organized or approved by the school.
- Any location where individuals are representing or acting on behalf of the school.

4. Definitions

4.1 Alcohol

Any beverage, liquid, substance, or product containing alcohol that may cause intoxication.

4.2 Under the Influence

A condition in which an individual's judgement, behavior, physical coordination, awareness, or performance is affected by alcohol consumption.

4.3 School Premises

All buildings, grounds, facilities, vehicles, and other areas under the control or management of the school.



4.4 School Activity

Any event, trip, meeting, competition, training session, educational visit, or activity organised, sponsored, or approved by the school.

5. Legal and Regulatory Framework

This policy is aligned with applicable:

- UAE Federal Laws and Regulations.
- Ministry of Education requirements.
- RAK DOK standards and expectations.
- Child protection and safeguarding requirements.
- School health and safety requirements.
- Applicable public health and safety regulations.

All members of the school community are expected to comply with applicable UAE laws and regulations relating to alcohol.

Where legislative or regulatory requirements are updated, the school shall review and update this policy accordingly.

6. Policy Statement

Harvest Private School maintains a strict **Alcohol-Free Educational Environment**.

The possession, consumption, distribution, sale, purchase, promotion, or being under the influence of alcohol is prohibited on school premises and during school-related activities, subject to applicable UAE laws and regulations.

The school adopts a preventive and zero-tolerance approach to conduct involving alcohol where such conduct may compromise student safety, staff professionalism, wellbeing, safeguarding, or the educational environment.



7. Objectives

The objectives of this policy are to:

- Protect students from exposure to alcohol.
- Maintain a safe and secure educational environment.
- Promote healthy lifestyle choices.
- Prevent alcohol-related incidents.
- Support employee wellbeing and professional conduct.
- Ensure compliance with applicable legal and regulatory requirements.
- Protect the school's reputation and integrity.

8. Roles and Responsibilities

8.1 School Principal

The principal shall:

- Ensure the implementation of this policy.
- Ensure that appropriate procedures are established and followed.
- Address serious or repeated violations.
- Support awareness and prevention initiatives.
- Ensure that appropriate action is taken in accordance with school procedures and applicable requirements.

8.2 Health and Safety Officer

The Health and Safety Officer shall:

- Monitor compliance with this policy.

- Identify and address health and safety concerns related to alcohol.
- Support awareness and prevention programs.
- Record and report relevant safety concerns.
- Report serious violations to school management.
- Support investigations where the matter has a health or safety implication.

8.3 Human Resources Department

The Human Resources Department shall:

- Communicate policy requirements to employees.
- Address employee-related violations in accordance with applicable employment procedures.
- Maintain appropriate confidentiality.
- Coordinate support measures where necessary.
- Maintain relevant employment records in accordance with school procedures.

8.4 Teachers and Staff

Teachers and staff shall:

- Comply fully with this policy.
- Maintain professional conduct at all times.
- Report concerns or suspected violations through the appropriate reporting channels.
- Act as positive role models for students.
- Ensure that their conduct does not compromise student safety or wellbeing.

8.5 Students

Students shall:

- Refrain from possessing, using, distributing, or promoting alcohol.

- Follow school rules and expectations.
- Report safety or safeguarding concerns to a trusted member of staff where appropriate.
- Participate in awareness and prevention activities when required.

8.6 Parents and Visitors

Parents and visitors shall:

- Respect the school's alcohol-free environment.
- Comply with all school requirements while on school premises.
- Not bring alcohol onto school property.
- Follow the instructions of school management and authorized staff.

9. Prohibited Conduct

The following conduct is prohibited:

- Possessing alcohol on school property.
- Consuming alcohol on school property.
- Bringing alcohol to school events or activities.
- Selling or distributing alcohol in connection with school activities.
- Promoting or encouraging alcohol use among students.
- Attending school activities while under the influence of alcohol.
- Storing alcohol in school facilities or school vehicles.
- Using school resources or facilities to purchase, store, distribute, or consume alcohol.

10. School Events and Activities

Alcohol is prohibited in connection with school activities involving students, including:

- School ceremonies.



- Graduation events.
- Parent meetings.
- Educational visits.
- Sports events.
- School trips.
- Competitions.
- Staff training conducted on behalf of the school.
- Any activity involving or representing the school community.

The school shall ensure that appropriate preventive and supervisory arrangements are established for school events and activities.

11. Educational Visits and Trips

All school trips, local visits, and international educational visits shall remain alcohol-free activities.

Staff members supervising students must remain fit for duty and must not consume alcohol before or during their supervision responsibilities.

The school shall ensure that staff understand their responsibilities for student supervision, safeguarding, health, and safety during educational visits.

12. Health, Safety and Welfare Considerations

Alcohol use may contribute to:

- Poor judgement.
- Increased accident risk.
- Reduced concentration.
- Inappropriate behavior.
- Injury to self or others.



- Damage to school property.
- Reduced ability to respond appropriately during emergencies.
- Reputational harm.

The school prioritizes prevention, awareness, supervision, and appropriate intervention to reduce these risks.

13. Reporting Concerns

Any individual who becomes aware of a potential violation should report the concern through the appropriate school reporting channel, including:

- School Principal.
- Vice Principal.
- Human Resources Department.
- Health and Safety Officer.
- Another designated member of school management, where appropriate.

Reports shall be handled professionally, sensitively, and confidentially to the extent reasonably possible.

Where a concern involves student safeguarding or an immediate risk to health or safety, the school's relevant safeguarding or emergency procedures shall also be followed.

14. Investigation Procedures

The school may:

- Investigate reported violations.
- Interview relevant individuals.
- Review available evidence and relevant records.
- Consult appropriate members of school management.
- Take appropriate action in accordance with school procedures and applicable requirements.

Investigations shall be conducted fairly, respectfully, and as confidentially as reasonably possible.

15. Support and Awareness

The school is committed to promoting healthy lifestyles and prevention through:

- Awareness campaigns.
- Health education programs.
- Staff wellbeing initiatives.
- Student wellbeing programs.
- Preventive education activities.
- Appropriate communication with parents and the wider school community.

Awareness activities may be reviewed periodically to ensure that they remain relevant to the needs of students and staff.

16. Confidentiality

Information related to suspected or confirmed violations shall be handled sensitively and shared only with authorized personnel who have a legitimate need to know.

Records shall be managed in accordance with applicable school procedures and confidentiality requirements.

17. Non-Compliance

Failure to comply with this policy may result in appropriate action, which may include:

- Disciplinary action.
- Removal from school activities.
- Restriction of access to school premises where appropriate.
- Referral to relevant authorities where required by law.



- Other corrective or preventive measures considered appropriate by school management.

Any action taken shall follow applicable school procedures, contractual requirements, and legal or regulatory requirements.

18. Monitoring and Review

The school shall:

- Monitor implementation and compliance with this policy.
- Review the effectiveness of prevention and awareness measures.
- Record and evaluate relevant incidents and concerns.
- Review this policy annually or when significant regulatory or operational changes occur.
- Implement improvements where necessary.
- Communicate significant amendments to relevant members of the school community.

19. Related Policies

This policy should be read in conjunction with:

- Health and Safety Policy.
- Staff Code of Conduct.
- Child Protection Policy.
- School Security Policy.
- Educational Visits Policy.
- Employee Wellbeing Policy.
- Student Behavior Policy.
- Emergency Management and Evacuation Policy.

20. References

- Applicable UAE Federal Laws and Regulations.
- Ministry of Education Requirements.
- RAK DOK Standards and Requirements.
- Applicable School Governance Standards.
- School Health and Safety Procedures.
- School Child Protection and Safeguarding Procedures.

21. Feedback and Improvement

Harvest Private School is committed to continuous improvement in the implementation and effectiveness of this policy.

Feedback may be obtained through:

- Staff feedback and consultation.
- Student wellbeing and awareness activities.
- Parent and visitor feedback, where relevant.
- Incident and concern reporting.
- Internal monitoring and compliance reviews.
- Health and Safety observations.
- Management review of policy implementation.

Feedback and findings shall be considered during the annual policy review and may be used to improve awareness activities, procedures, communication, and preventive measures.

Where relevant regulatory or operational changes occur, the policy may be reviewed before the scheduled review date.

22. Contact Information

For questions, concerns, or clarification regarding this policy, individuals may contact:

Harvest Private School

School Principal

Health and Safety Officer

Human Resources Department

School Email: Harvestp.school@gmail.com

School Telephone: +971 7 235 5005

Concerns relating to immediate health, safety, safeguarding, or emergency situations shall be reported immediately through the school's established emergency procedures.

23. Conclusion

Harvest Private School is committed to maintaining a safe, healthy, professional, and alcohol-free educational environment.

Through clear expectations, prevention, awareness, effective supervision, appropriate reporting, and continuous review, the school aims to protect students, staff, visitors, and the wider school community from risks associated with alcohol.

All members of the school community are expected to understand and comply with this policy and to contribute to maintaining a safe and professional learning environment.

24. Revision History

Version	Date of Issue	Review Date	Next Review Date	Updated By
1.0	August 2026	August 2027	August 2028	School Administration