



مدرسة جلوبال الإنجليزية- العين

GLOBAL ENGLISH SCHOOL – AL AIN

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Policy:	Cultural Consideration Policy
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Evaluation & Review:	Reviewed in – May 2025, next review : May 2026
Rationale:	As a result of the influx of many other nationalities, the emirate's schools are currently represented by a high percentage of non-nationals – students and staff – who have infused the schooling sector with an international richness for the whole school community. While this has led the UAE to embrace its diversity through the principles of tolerance, there is simultaneously a growing need to ensure that members of the school community are aware of the culturally and nationally acceptable topics and practices in the educational context.
Roles of responsibility	SLT, BoG, Staff, students and parents

Policy statement:

GES shall ensure that members of the school community understand, respect, and adhere to the requirements identified in this policy, the *Code of Conduct for Education Professionals in General Education* (MoE, 2022), MoE Circular No. 1 of 2022 Regarding Private School's Compliance with National Identity Requirements in the School Environment, MoE Circular No. 1 of 2023 Regarding Promoting a Safe School Environment, and all other legislation in the UAE.

The overall responsibility : The School Principal is responsible for ensuring that school practices and the content of all teaching and learning resources align with and respect cultural consideration as regulated within the laws of the UAE which include respecting the constitution, laws, and orders issued by public authorities, preserving the Islamic and Arab principles and values, public morals, and the values, traditions, and systems of the state, respect for national identity and sovereignty and penalties

are applied for “Manufactur[ing], import[ing], export[ing], possess[ing], acquir[ing] or transfer[ing] with the intention of exploitation, distribution or display to others, writings, drawings, photographs, films or symbols or other things if they violate public morals.

Members of the school community shall conduct themselves in ways that are mindful of cultural consideration, including the following:

1. Respecting the UAE’s cultural and social norms, values, and traditions.
2. Refraining from (directly/indirectly) promoting inappropriate stereotypes, preconceptions, and assumptions about the UAE and the region.
3. Refraining from directly or indirectly encouraging any behavior, practice, or displays that are culturally inconsiderate, such as drug and alcohol use, smoking, violence, promoting alternative gender identity and sexual orientation, indoctrination, etc.
4. Refraining from using symbols, colors, or imagery associated with any movement/beliefs related to political, social, or extremist religious groups that are culturally inconsiderate, such as misrepresentations of prominent figures, images that are gratuitously violent or sexual in nature, representation of pride movement, extremist ideas, etc.).
5. Refraining from conducting any activities and/or using any content that leads to the indoctrination and promotion of religious/political extremism, racism, bullying, and all other forms of discrimination.
6. Refraining from holding rallies, demonstrations, and protests on school premises or while holding a school-related event offsite.
7. Ensuring that one’s appearance is culturally considerate. Examples include but are not limited to:
 - a. Covering of visible body tattoos and any type of piercings for men and women.
 - b. Appropriate clothing in line with the school’s dress code.
8. Ensuring the appropriateness of all school-organized events and celebrations to UAE culture, in adherence with this policy.
9. Adhering to the laws of the UAE by conducting themselves accordingly

Learning Resources and Activities:

GES shall establish a Resource Selection Committee to ensure that all teaching and learning resources are vetted for cultural consideration. GES shall ensure the

following while reviewing and selecting any teaching and learning resources:

10. The suitability and appropriateness of the materials (topic/ content/ images) to the UAE culture, values, and national identity: For example, topics/ content/ images that are culturally inconsiderate or encourage undesirable habits/ behavior such as drug and alcohol use, violence, smoking, gambling, alternative gender identity and sexual orientation, indoctrination, etc., shall not be accepted.
11. The suitability and appropriateness of political topics as per the approved UAE Social Studies curriculum.
12. Schools shall establish a process, with full documentation, to vet or verify the suitability of all resources, which includes a final signing-off by the head librarian, the Resource Selection Committee, and the Principal.

Topics in the Approved Curriculum:

1. If the approved curriculum includes topics relating to biological reproduction, human evolution, or sex education, schools shall limit the usage of figurative explanations and scientific images/ photos required to address the relevant learning outcomes in a manner that is respectful and culturally considerate.
 - a. GES shall inform parents in advance of the lesson, including the topics that will be covered (and whether the topic will be covered in any assessments), and allow parents to excuse their child from attending the relevant lesson with a written exemption.
2. If the approved curriculum includes topics relating to revolution, wars, or any other potential violent conflict, schools shall ensure that the required content is discussed and handled in the right formal educational context and presented objectively as related content may involve offensive, violent, or obscene imagery or themes. GES shall limit figurative explanations and scientific images/photos required to address the relevant learning outcomes in a manner that is respectful and culturally considerate.
3. If the approved curriculum includes any potentially controversial topics as part of the learning resources or activities required for the preparation of any high- stakes exams, GES will seek approval of the ADEK.
4. Where controversial topics may surface outside of approved curricula due to high-profile current events, GES shall follow UAE government direction and adhere to any directives issued by relevant federal or local UAE authorities.

Roles and Responsibilities:

GES shall ensure that explicit responsibilities have been conveyed to all parties. “Respecting the constitution, laws, and orders issued by public authorities in implementation thereof, observance of public order and respect for public morals is a duty of all residents of the union” (Article 44, Constitution of the UAE).

- a. Teachers shall: “Respect for national identity and sovereignty” (Clause 12, Article 11, Federal Law No. (18) of 2020 Concerning Private Education).
- b. Develop lesson plans using resources approved by the school’s vetting process.
- c. Conduct additional screening to ensure resources used and content presented to students are culturally appropriate.
- d. Prepare and vet all online resources in advance of all lessons to ensure they are free of any culturally inconsiderate content, including (but not limited to) images, texts, color schemes, and terminologies referencing any of the topics covered in this policy.
- e. Teachers shall avoid indoctrination when discussing political or cultural matters in class.
- f. Immediately report any content discovered in resources that may violate this policy to senior leaders and the Principal.
- g. Ensure adherence to this policy, including data confidentiality requirements when posting school information on public forums, such as social media channels.

SLT shall:

- a. Review and approve lesson plans and resources developed by teachers.
- b. Ensure all resources and materials selected and/or developed are age- and culturally considerate and have been approved by the school’s vetting process.
- c. Supervise the use of resources and materials during lessons to ensure adherence to this policy.
- d. Continuously monitor the content of the approved digital resources to ensure compliance with the regulations, policies, guidelines, and circulars issued by ADEK.
- e. Immediately report any content discovered in resources that are non- compliant with this policy to the Principal.

5. Librarian shall:

- a. Develop lesson plans using resources approved by the school’s vetting process.

- b. Review, vet, and sign off all resources requested and ensure that they are compliant with relevant requirements and are age- and culturally appropriate.
- c. Submit the list of acceptable and non-acceptable resources to the Resource Selection Committee for review and approval.
- d. Continuously monitor digital and non-digital resources and textbooks including their usage to ensure compliance with the regulations, policies, guidelines, and circulars issued by ADEK.
- e. Immediately report any content discovered in resources that may violate this policy to the Principal and remove the resource from circulation.

Principal shall:

- f. Form a Resource Selection Committee to review, vet, and approve all resources.
- g. Implement and document the school-level process for the selection of teaching and learning resources.
- h. Provide, upon request, the full set of documentation for the vetting process.
- i. Communicate school-level processes and procedures to all staff.
- j. Ensure all resources and materials selected and/or developed at the school are age- and culturally appropriate.
- k. Ensure the delivery of cultural consideration awareness induction and refresher training.
- l. Report any content discovered in resources that are non-compliant with this policy to ADEK and ensure it is immediately removed from circulation.
- m. Ensure relevant staff engage parents to communicate that their school:
 - 1) Entrusts parents to oversee their child's use of the internet at home to minimize their exposure to inappropriate content.
 - 2) Expects parents to immediately report to both the school and ADEK Parent Hotline (800 2335) any content in school resources that is non-compliant with this policy and always exercise caution when posting school information on public forums and social media channels.

Resource Selection Committee:

Principal : Chairman

Members : Vice Principal, Phase Leaders, Head of the departments, K S Coordinators, Librarian.