

Introduction:

AHBS is committed to adhering to the regulatory requirements, ensuring the taught curriculum aligns with the cultural consideration guidelines. This policy outlines responsibilities, processes and procedures to ensure compliance.

This policy shall be effective and schools shall be compliant with as of 9th of January 2024.

Definitions:

Cultural Consideration: Knowledge, awareness, and understanding of appropriate topics and practices of a culture.

Culture: The set of distinctive spiritual, material, intellectual, and emotional features of society or a social group that encompasses, not only art and literature, but lifestyles, ways of living together, value systems, traditions, and beliefs (UNESCO, 2001).

Indoctrination: Biassed teaching to further a doctrine, principle, religion, or ideology.

Legislation: The set of legal documents (laws, bylaws, regulations, policies, directives, standards, rules, etc.) that govern and regulate practices in a specific area of jurisdiction.

Malicious Intent: Having a predetermined purpose to disregard cultural consideration and consequently cause cultural offence.

National Identity: A system of social and moral values associated with the lifestyle of the people in the past, present, and future (Ministry of Culture and Youth, as cited in Official Portal of the UAE Government, n.d.).

School Community: Staff, students, parents/families, alumni, and others, who share responsibility for one another, provide an environment for intellectual learning, and create a healthy social atmosphere where all the members of the community are supported.

Teaching and Learning Resources: Any written, audio-visual, and/or e-learning/ technological document, material, object, event, person, etc. that supports and enhances teaching and learning, directly or indirectly.

Aims:

- To provide guidance on cultural consideration in the UAE to develop an awareness on topics and practices that are culturally appropriate.
- To define expected practices to ensure adherence to the current legislation of the UAE.
- To identify specific requirements to ensure teaching and learning resources are aligned with the UAE's cultural sensibilities.

ADEK compliance regulation: [ADEK Cultural Consideration Policy](#)
[Code of Conduct for Education Professionals in General Education \(MoE, 2022\)](#)
[MoE Circular No. 1 of 2022](#)
[MoE Circular No. 1 of 2023](#)

Responsibilities of Different Groups:

ADEK Regulation	Actions
1. Adherence to UAE Legislation	
<p>Schools 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.</p>	<p>HR to ensure that all staff have signed the requirement in this policy and the Code of Conduct for Education Professionals in General Education (MoE, 2022).</p> <p>EXLT to communicate with the wider community about the content of the cultural consideration policy.</p> <p>EXLT to read and ensure compliance with all regulations in the MoE Circular No. 1 of 2022 and MoE Circular No. 1 of 2023 are met.</p>
<p>The principal shall be 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, including but not limited to the following:</p> <ol style="list-style-type: none"> 1. "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). 2. "Preserving the Islamic and Arab principles and values, public morals, and the values, traditions, and systems of the state" 	<p>Principal to update the Policy annually and ensure practices are fully implemented.</p>

<p>(Clause 11, Article 11, Federal Decree Law No. (18) of 2020 Concerning Private Education).</p> <p>3. “Respect for national identity and sovereignty” (Clause 12, Article 11, Federal Decree Law No. (18) of 2020 Concerning Private Education).</p> <p>4. 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” (Article 416, Federal Decree Law No. (31) of 2021 Promulgating the Crimes and Penalties Law).</p>	
<p>2. Addressing Cultural Consideration in Schools</p>	
<p>School Requirements: Schools shall have in place the following elements that address cultural consideration:</p> <p>1. Induction and Refresher Training: Schools shall organise an induction on cultural consideration awareness for all new staff, parents, and students. Refresher training shall equally be provided annually to returning staff, parents, and students to enable them to maintain their awareness of cultural consideration in the UAE.</p> <p>2. Vetting Resources: Schools shall establish processes and procedures for vetting, reviewing, and selecting teaching and learning resources as per Section 2.3 Learning Resources and Activities of this policy.</p> <p>3. Observation of UAE Cultural Practices: Schools shall adhere to cultural practices such as singing the UAE national anthem daily, observing official public holidays and national celebrations, and following protocol for flags and portraits as per the Positions of their Highness’ Pictures and Placements and Uses of Flags Manual. This includes ensuring that the only flag raised in schools is that of the UAE and portraits are those of the UAE’s leaders.</p> <p>4. Monitoring of School Communications: Schools shall regularly</p>	<p>- HR and EXLT to organise an annual induction in regards to the cultural consideration awareness for all new staff. EXLT to organise termly training for staff and students to enable them to maintain their awareness of cultural consideration in the UAE.</p> <p>-EXLT to ensure implementation of the process of vetting, reviewing and selecting teaching and learning resources.</p> <p>-EXLT to ensure UAE anthem singing every day, UAE flag is raised and leaders' portraits protocol is followed.</p> <p>-All staff and school Marketing coordinator to monitor official and</p>

<p>monitor all official and unofficial school-related communication channels (newsletters, social media, parent communication groups, etc.) to ensure their compliance with this policy.</p> <p>5. Response mechanism for Non-Compliance: Schools shall establish processes and procedures for reporting and responding to any breaches of this policy in school.</p>	<p>unofficial school communications channels (newsletters, social media, parent communication groups, etc.) to ensure their compliance with this policy.</p> <p>-EXLT to implement processes and procedures for reporting and responding to any non-compliance aspect.</p> <p>Vetting Resources: The curriculum compliance committee vetts, reviews, and selects teaching and learning resources</p>
<p>Community Conduct: Members of the school community shall conduct themselves in ways that are mindful of cultural consideration, including the following:</p> <ol style="list-style-type: none"> 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 behaviour, 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, colours, 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 	<p>-HR and EXLT to ensure that the cultural consideration training covers points 1-7.</p> <p>-EXLT to ensure that events and celebrations are aligned with this policy.</p>

<p>content that leads to the indoctrination and promotion of religious/political extremism, racism, bullying, and all other forms of discrimination.</p> <p>6. Refraining from holding rallies, demonstrations, and protests on school premises or while holding a school-related event offsite.</p> <p>7. Ensuring that one's appearance is culturally considerate. Examples include but are not limited to:</p> <ul style="list-style-type: none"> a. Covering visible body tattoos and any type of piercings for men and women. b. Appropriate clothing in line with the school's dress code. <p>8. Ensuring the appropriateness of all school-organised events and celebrations to UAE culture, in adherence with this policy.</p> <p>9. Adhering to the laws of the UAE by conducting themselves accordingly.</p>	
<p>Learning Resources and Activities: Schools shall establish a Resource Selection Committee to ensure that all teaching and learning resources are vetted for cultural consideration. The school shall ensure the following while reviewing and selecting any teaching and learning resource:</p> <p>1. The suitability and appropriateness of the teaching and learning resources intended for a certain age group.</p> <p>2. 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/ behaviour such as drug and alcohol use, violence, smoking, gambling, alternative gender identity and sexual orientation, indoctrination, etc., shall not be accepted.</p> <p>3. The suitability and appropriateness of political topics as per the approved UAE Social Studies curriculum.</p> <p>4. 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</p>	<p>Principal to establish the resource selection committee- 'curriculum compliance committee'.</p> <p>Principal shall establish processes and procedures for reporting and responding to any non-compliance aspect.</p>

Committee, and the Principal.	
<p>Topics in the Approved Curriculum: Schools shall ensure the following when addressing potentially controversial topics:</p> <ol style="list-style-type: none"> 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. Schools 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. Schools 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, schools are authorised to teach these topics after seeking approval from ADEK. 4. Where controversial topics may surface outside of approved curricula due to high-profile current events, schools shall follow UAE government direction and adhere to any directives issued by relevant federal or local UAE authorities. 	EXLT to share points 1 to 4 with all staff in training.

3. Roles and Responsibilities:

Teachers	Senior leaders	Librarians	Principals
- Develop lesson plans using resources	- Review and approve lesson	- Develop lesson plans using resources	- Form a Resource Selection

<p>approved by the school's vetting process.</p> <ul style="list-style-type: none"> - Conduct additional screening to ensure resources used and content presented to students are culturally appropriate. - 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, colour schemes, and terminologies referencing any of the topics covered in this policy. - Teachers shall avoid indoctrination when discussing political or cultural matters in class. - Immediately report any content discovered in resources that may violate this policy to senior leaders and the Principal. - Ensure adherence to data confidentiality requirements when posting school information on public 	<p>plans and resources developed by teachers.</p> <ul style="list-style-type: none"> - Ensure all resources and materials selected and/or developed are age and culturally considerate and have been approved by the school's vetting process. - Supervise the use of resources and materials during lessons to ensure adherence to this policy. - Continuously monitor the content of the approved digital resources to ensure compliance with the regulations, policies, guidelines, and circulars issued by ADEK. - Immediately report any content 	<p>approved by the school's vetting process.</p> <ul style="list-style-type: none"> - Review, vet, and sign off all resources requested and ensure that they are compliant with relevant requirements and are age- and culturally appropriate. - Submit the list of acceptable and non-acceptable resources to the Resource Selection Committee for review and approval. - 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. - Immediately report any content discovered in resources that may violate this policy to the Principal and remove the resource from circulation. 	<p>Committee to review, vet, and approve all resources.</p> <ul style="list-style-type: none"> - Implement and document the school-level process for the selection of teaching and learning resources as per Section 2.1.2 of this policy. - Provide, upon request, the full set of documentation for the vetting process to ADEK. - Communicate school-level processes and procedures to all staff. - Ensure all resources and materials selected and/or developed at the school are age- and culturally appropriate. - Ensure the delivery of cultural consideration, awareness induction and refresher training.
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forums, such as social media channels.	discovered in resources that are non compliant with this policy to the Principal.		<ul style="list-style-type: none"> - Report any content discovered in resources that are non-compliant with this policy to ADEK and ensure it is immediately removed from circulation. - Ensure relevant staff engage parents to communicate that their school: <ol style="list-style-type: none"> 1) Entrusts parents to oversee their child's use of the internet at home to minimise their exposure to inappropriate content. 2) Expects parents to immediately report to the school 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.
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Approved by ExIt/ Governors:

Review date : May 2025

