



CULTURAL CONSIDERATION POLICY

Policy	Cultural Consideration Policy	
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<u>PLEASE NOTE:</u>		
Current information should be viewed as the latest ADEK updates and amendments.		

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Introduction

Ajyal Al Falah has an American curriculum and has a high number of Emirati student population, however, the school community must keep in consideration the growth and influx of non-nationals in future. Therefore, it is imperative that Ajyal Al Falah aims to embrace its diversity through the principles of tolerance and ensures that members of the school community are aware of the culturally and nationally acceptable topics and practices in the educational context of the UAE.

The purpose of the Cultural Consideration Policy is:

- The purpose of this policy is to provide guidance to the Ajyal school community (all staff, students, and parents), who share responsibility for one another on cultural consideration in the UAE.
- To develop awareness on topics and practices that are culturally appropriate.
- Ensure adherence to the current legislation of the UAE concerning cultural awareness.
- Ensure that teaching and learning resources are aligned with the UAE's cultural sensibilities. This includes 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.

Policy

Adherence to UAE Legislation

Ajyal Al Falah's school community, will 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.

1. The Responsibilities of the Principal

The principal will 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:

- 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).
- "Preserving the Islamic and Arab principles and values, public morals, and the values, traditions, and systems of the state" (Clause 11, Article 11, Federal Decree Law No. (18) of 2020 Concerning Private Education).
- Respect for national identity and sovereignty" (Clause 12, Article 11, Federal Decree Law No. (18) of 2020 Concerning Private Education).
- Ensures that the school community does not distribute or display to others, writings, drawings, photographs, films or symbols or other, that violate public morals" (Article 416, Federal Decree Law No. (31) of 2021 Promulgating the Crimes

and Penalties Law).

2. The Responsibility of the School's Leadership Team Addressing Cultural Consideration

Ajyal Al Falah SMT will have in place the following elements that address cultural consideration:

- **Induction and Refresher Training:** In the beginning of the academic year and often when required, the Senior Leadership team (SLT) will organize an induction on cultural consideration awareness for all new staff, parents, and students.
- **During the academic year,** refresher training will be conducted to returning staff, parents, and students to enable them to maintain their awareness of cultural consideration in the UAE.
- **The SLT will ensure that processes are in place** where teaching and learning resources are selected and reviewed. Minutes of these meetings will be kept with actions that were taken.

2.1 Adhering to the UAE Cultural practices

- Ajyal Al Falah SLT, all staff, students, and parents, will adhere to the singing of the UAE national anthem daily.
- will adhere to the UAE official public holidays and national celebrations.
- will adhere to the protocol for flags and portraits as per the positions of their Highness' Pictures and Placements and Uses of the UAE Flag Manual
- This includes ensuring that the only flag raised in the school is that of the UAE and portraits are those of the UAE's leaders.

2.2 Monitoring of the school's communication

- The principal and SLT, and Resource Selection Committee of Ajyal Al Falah, will regularly monitor all official and unofficial school-related communication channels (newsletters, social media, parent communication groups, etc.) to ensure compliance with the UAE policy concerning cultural sensitivity.
- The school will establish processes and procedures for reporting and responding to any breaches of this policy in the school.

3. Responsibilities of the members of the school community (All staff, students, parents)

Members of the Ajyal Al Falah school community will conduct themselves in ways that are mindful of cultural consideration, including the following:

- Respecting the UAE’s cultural and social norms, values, and traditions.
- Refraining from (directly/indirectly) promoting inappropriate stereotypes, preconceptions, and assumptions about the UAE and the region.
- 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.
- Refraining from using symbols, colors, or imagery associated with any movement, beliefs related to political, social, or extremist religious groups which 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.).
- 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.
- Refraining from holding rallies, demonstrations, and protests on school premises or while holding a school-related event offsite.
- The member of the school community will ensure that their appearances are 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.*
- Ensuring the appropriateness of all school-organized events and celebrations to UAE culture, in adherence with this policy.
- Adhering to the laws of the UAE by conducting themselves accordingly.

4. Learning Resources and Activities:

The Resource Selection Committee of Ajyal Al Falah, that consists of the Principal, Deputy Principal, Head of Middle and High School, Head of KG and Heads of Science, math, ELA, Librarians, Head of Arabic and grade group Coordinators, with support staff, will ensure that all teaching and learning resources are scrutinized for cultural consideration.

4.1 The Selection Committee will ensure the following:

- The suitability and appropriateness of the teaching and learning resources intended for a certain age group.
- The suitability and appropriateness of the materials (topic/content/images) to the UAE culture, values, and national identity: For example, topics/content/images

Not accepting culturally inconsiderate views or encouraging undesirable habits/behavior such as drug and alcohol use, violence, smoking, gambling, alternative gender identity and sexual orientation, indoctrination, etc.,

- Will ensure the suitability and appropriateness of political topics as per the approved UAE Social Studies curriculum.
- The Selection Committee will provide a process, with full documentation, to scrutinize or verify the suitability of all resources, that includes a final signing off by the head librarian, the Resource Selection Committee members, and the principal on minutes of works, pages, images that were scrutinized.

5. Responsibility of the Ajyal Community concerning topics in the Approved Curriculum

Ajyal Al Falah will ensure the following when addressing potentially controversial topics:

- If the approved curriculum includes topics relating to biological reproduction, human evolution or sex education, the school will limit the usage of figurative explanation and scientific images/photos required to address the relevant learning outcomes in a manner that is respectful and culturally considerate.
- Ajyal Al Falah will inform high school parents of the sections that will be covered and will seek their consent through a circular and parent signature. Ajyal Al Falah will inform the parents that students will be taught in segregation and will inform them of the topics that will be included for assessment purposes.
- If the approved curriculum includes topics relating to revolution, wars, or any other potential violent conflict, the school will 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. The school will limit figurative explanation and scientific images/photos required to address the relevant learning outcomes in a manner that is respectful and culturally considerate.
- If the approved curriculum includes any potentially controversial topics as part of the learning resources or activities in the middle and high school and are required for the preparation of any external examinations, Ajyal Al Falah will get approval from ADEK before teaching these topics.
- Ajyal Al Falah will not allow any controversial topics that may surface outside of approved curricula due to high-profile current events and will follow UAE government direction and adhere to any directives issued by relevant federal or local UAE authorities.

6. Staff Roles and Responsibilities

Ajyal Al Falah will ensure that explicit responsibilities have been conveyed to all parties.

6.1 Teachers will:

- c. Develop lesson plans using resources approved by the school's SLT and the Resource Selection Committee members.
- d. Conduct additional screening to ensure resources used and content presented to students are culturally appropriate.
- e. 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, terminologies referencing any of the topics covered in this policy.
- f. Teachers shall avoid indoctrination when discussing political or cultural matters in class.
- g. Immediately report any content discovered in resources that may violate this policy to Coordinators, Middle/Senior Leaders, and the principal.
- h. Ensure adherence with this policy, including data confidentiality requirements when posting school information on public forums, such as social media channels.

6.2 Middle/Senior Leaders will:

- i. Review and approve lesson plans and resources developed by teachers.
- j. Ensure all resources and materials selected and/or developed are age- and culturally considerate and have been approved by the school's Resource Selection Committee members.
- k. Supervise the use of resources and materials during lessons to ensure adherence with this policy.
- l. Continuously monitor the content of the approved digital resources to ensure compliance with the regulations, policies, guidelines, and circulars issued by ADEK and MOE.
- m. Immediately report any content discovered in resources that are non-compliant with this policy to the principal and cycle heads.

6.3 Head librarians will:

- n. Review, scrutinize, and sign off all resources requested and ensure that they are compliant with relevant requirements and are age- and culturally appropriate.
- o. Submit the list of **acceptable and non-acceptable resources** to the Resource Selection Committee for review and approval.
- p. 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.
- q. Immediately report any content discovered in resources that may violate this policy to the principal and **remove the resource from circulation**.

6.4 the principals will :

- r. Create a policy and form a Resource Selection Committee to review, vet, and approve all resources.
- s. Implement and document the school-level process for the selection of teaching and learning resources.
- t. Provide, upon request, the full set of documentation for the scrutinizing process as indicated in this policy to all staff.
- u. Ensure all resources and materials selected and/or developed at the school are age- and culturally appropriate.
- v. Ensure the delivery of cultural consideration awareness induction and refresher training.
- w. Report any content discovered in resources that are non-compliant with this policy to ADEK and ensure it is immediately removed from circulation.
- Communicate with parents and entrust that parents will oversee their children's use of the internet at home to minimize their exposure to inappropriate content.
- Expect parents to immediately report any content in school resources that are non-compliant with this policy and encourage them to always exercise caution when posting school information on public forums and social media channels.

7. Compliance procedures:

This policy will be effective as of January 6th, 2024, and Ajyal school community is expected to be fully compliant by this date.

Any report of potential violations will be investigated and will lead to a determination of non-compliance if malicious intent is established which will lead to:

- A warning letter will be sent to the specific staff member depending on the severity of the case.
- Immediate termination may follow depending on the severity of the case.
- The principal will report the staff member and incident to ADEK.
- ADEK reserves the right to intervene if any member of staff is found to be in violation of his/her responsibilities concerning this policy.

8. References as per ADEK, MOE and Federal Policies:

- **ECO/2024/001: Cultural Consideration Policy and Associated Sanctions for Non-Compliance**
- Constitution of the United Arab Emirates. Retrieved from <https://uaecabinet.ae/en/the-constitution>
- Federal Decree Law No. (18) of 2020 Concerning Private Education and its amendments.
- Federal Decree Law No. (31) of 2021 Promulgating the Crimes and Penalties Law.
- Ministry of Education (MoE). (2022). Code of Conduct for Education Professionals in General Education.
- Ministry of Tolerance. (n.d.). The National Program for Tolerance. Retrieved from <http://tolerance.gov.ae/en/uae-national-program-of-tolerance.aspx>
- Official Portal of the UAE Government. (n.d.). Preserving the Emirati National Identity. Retrieved from <https://u.ae/en/information-and-services/social-affairs/preserving-the-emirati-national-identity#:~:text=The%20ministry%20defines%20national%20identity,the%20past%2C%20present%20and%20future>
- UNESCO. (2001). UNESCO Universal Declaration on Cultural Diversity.