

CULTURAL CONSIDERATION POLICY

(Aug 2025)



Islamiya English School Abu Dhabi LLC



CULTURAL CONSIDERATION POLICY

Islamiya English School remains committed to providing a safe, nurturing, and inclusive learning environment. By integrating cultural considerations into our practices, we aim to empower students to become lifelong learners and responsible global citizens. This policy serves as a guide for the entire school community to embrace cultural diversity while adhering to the laws of the UAE.

In alignment with our school's mission and vision, and understanding the significance of cultural considerations in the UAE, we are proposing the implementation of a comprehensive Cultural Consideration Policy for Islamiya English School

Our mission is to provide educational excellence, shaping responsible, successful global citizens with moral, ethical, and spiritual values. In line with our vision, we recognize the importance of incorporating cultural considerations into our school community.

Policy Objectives

1. Develop Cultural Awareness:

The policy aims to guide our educational community in building cultural awareness, ensuring that topics and practices are culturally appropriate.

2. Legal Adherence:

Clearly define and communicate expected school practices to ensure strict adherence to the current legislation of the UAE

3. Resource Alignment:

Identify specific requirements to align teaching and learning resources with the UAE's cultural sensibilities.

Adherence to UAE Legislation:

Understanding and Respect:

All members of our school community must understand, respect, and adhere to the requirements outlined in this policy.

Adherence to the Code of Conduct for Education Professionals in General Education (MOE, 2022) and other relevant circulars and legislation is mandatory.

Alignment with UAE Laws:

The Principal is responsible for ensuring that school practices and teaching resources align with UAE laws, respecting:

The Constitution of the UAE (Article 44) regarding the duty of residents to respect public order and morals.

Federal Decree Law No. (18) of 2020 Concerning Private Education, emphasizing the preservation of Islamic and Arab principles, public morals, and national identity.

Respect for national identity and sovereignty as per Clause 12, Article 11 of Federal Decree Law No. (18) of 2020 Concerning Private Education.

Cultural Sensitivity in Content:

The school curriculum will reflect cultural sensitivity and awareness.

Teaching and learning resources will be carefully selected to uphold Islamic and Arab principles, values, and traditions.

Legal Consequences:

Awareness of legal consequences, as stipulated in Article 416 of Federal Decree Law No. (31) of 2021, will be emphasized. Penalties will apply for any materials that violate public morals.

Fostering Cultural Consideration in School Environments:**1. Induction and Refresher Training:**

Schools are required to conduct cultural consideration awareness induction for new staff, parents, and students. Annual refresher training will be provided to returning staff, parents, and students to ensure continuous awareness of cultural considerations in the UAE.

2. Vetting Resources:

Establishing robust processes and procedures for vetting, reviewing, and selecting teaching and learning resources is imperative. This aligns with the policies outlined in Section 2.3 - Learning Resources and Activities of this cultural consideration policy.

Adherence to UAE cultural practices is mandatory, including:

3. Daily singing of the UAE national anthem.

Observing official public holidays and national celebrations.

Following protocol for flags and portraits as outlined in the Positions of their Highness' Pictures and Placements and Uses of Flags Manual.

Ensuring that only the flag of the UAE is raised in schools, and portraits are those of the UAE's leaders.

4. Monitoring of School Communications:

Regular monitoring of all official and unofficial school-related communication channels (newsletters, social media, parent communication groups, etc.) is required. This ensures compliance with the cultural consideration policy.

5. Response Mechanism for Non-Compliance:

Schools must establish effective processes and procedures for reporting and responding to any breaches of the cultural consideration policy within the school community.

6. Community Code of Conduct:

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 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 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.
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 visible body tattoos and any type of piercings for men and women.
 - b. Appropriate clothing in line with the school's dress code.
 - c. Ensuring the appropriateness of all school-organized events and celebrations to UAE culture, in adherence with this policy.
 - d. Adhering to the laws of the UAE by conducting themselves accordingly.

Learning Resources and Activities:

Establishing a Resource Selection Committee in schools is crucial to ensure that all teaching and learning resources are vetted for cultural consideration. This committee plays a significant role in safeguarding the suitability and appropriateness of resources intended for different age groups, aligning them with UAE culture, values, and national identity, and adhering to the approved UAE Social Studies curriculum

****Resource Selection Committee****

Name of the person	Designation	Responsible for
Dr. D.A.Nazar	Principal	Whole School
Ms. Naaz Hussain	Vice- Principal	Whole School
Mr. Ahmad Rahman	Vice-Principal	Whole School
Mr. Afifi	I/C Arabic section	MOE Subjects
Ms. Durshawar	Head of Section	Cycle 2 and Cycle 3(Boys and Girls Unit)
Ms. Nazia Khalid	Head of section	Primary section (Cycle 1)
Ms. Aisha Arshad	Head of section	Pre-Primary section
Ms. Naseera	Librarian	Library Resources
Ms. Sadaf Habib	Head of Department	Islamic Studies
Ms. Nazia Hafeez	Head of Department	Social, Moral & Global Perspective
Ms. Naaz Hussain	Head of Department	Chemistry
Mr. Kashif	Head of Department	Physics
Ms. Huma Nazney	Head of Department	Biology
Ms. Urwa Norin	Head of Department	G.Science
Mr. Nadeem Iqbal	Head of Department	Maths
Mr. Abid Ali	Head of Department	English
Mr. Rashid Jamal	Head of Department	ICT

Responsibilities of the Committee:**1. Suitability and appropriateness for specific age groups:**

The Resource Selection Committee should carefully evaluate the teaching and learning resources to determine their suitability and appropriateness for a particular age group. This assessment ensures that the content, language, and complexity of the resources align with the cognitive and emotional development of students at various stages of their education.

2. Cultural considerations:

It is essential to ensure that the materials, including topics, content, and images used in teaching and learning resources, respect UAE culture, values, and national identity. The committee should be vigilant in identifying resources that may be culturally inconsiderate or promote undesirable habits or behaviour, such as drug and alcohol use, violence, smoking, gambling, alternative gender identity, sexual orientation, and indoctrination. Resources that do not align with these principles should not be accepted.

3. Political topics:

The committee must also evaluate the suitability and appropriateness of resources concerning political topics in accordance with the approved UAE Social Studies curriculum. This assessment ensures that students receive accurate and fair information that is aligned with the educational goals of promoting a well-rounded understanding of national and international affairs.

4. Vetting process and documentation:

To ensure transparency and accountability, schools should establish a well-defined process for vetting teaching and learning resources. This process should include thorough evaluation, documentation of findings, and a final sign-off by key stakeholders, including the head librarian, the Resource Selection Committee, and the Principal. By involving multiple experts and decision-makers, the committee can ensure diverse perspectives are considered, enhancing the rigor and objectivity of the vetting process.

Topics in the Approved Curriculum:

Schools must handle potentially controversial topics with care and consideration. Schools must use respectful and culturally considerate approaches, limiting the use of figurative explanation and scientific images when covering topics like biological reproduction, human evolution, or sex education. They should inform parents in advance, specifying the topics covered and assessments involved, allowing parents to excuse their child from the lesson with a written exemption.

Schools, when covering topics like revolution, wars, or potential violent conflicts, must discuss and present the required content in a formal educational context, maintaining objectivity to avoid offensive imagery. They should limit the use of figurative explanation and scientific images in a manner that is respectful and culturally considerate to address relevant learning outcomes.

Schools are allowed to teach potentially controversial topics required for high-stakes exams after obtaining approval from ADEK. In cases where controversial topics arise outside approved curricula due to high-profile current events, schools must follow UAE government guidance and comply with directives from relevant federal or local authorities.

Roles and Responsibilities:

Principal shall:

- Form a Resource Selection Committee to review, vet, and approve all resources.
- Implement and document the school-level process for the selection of teaching and learning resources as per the policy.
- Provide, upon request, the full set of documentation for the vetting process as indicated in Section 2.3.4 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.
- 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:
 - a. Entrusts parents to oversee their child's use of the internet at home to minimize their exposure to inappropriate content.

b. Expects parents to immediately report to both the school and Abu Dhabi Contact Centre (800 555) any content in school resources that are non-compliant with this policy and always exercise caution when posting school information on public forums and social media channels.

Middle/Senior Leaders shall:

- Review and approve lesson plans and resources developed by teachers.
- 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 with 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 discovered in resources that are non-compliant with this policy to the Principal.

Teachers shall:

- Develop lesson plans using resources approved by the school's vetting process.
- 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, 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 Middle/Senior Leaders and the Principal.
- Ensure adherence to this policy, including data confidentiality requirements when posting school information on public forums, such as social media channels.

Librarian shall:

- 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.

Monitoring the Policy:

The Principal and Resource Selection Committee monitor the effectiveness of this policy on a regular basis. ADEK will actively and rigorously monitor compliance with this policy. Any report of potential violations will be investigated and will lead to a determination of non-compliance if malicious intent is established.

Sanctions for non-compliance may include the following, subject to the approval of ADEK:

- a. Revocation of the appointment letter of the individual(s) for whom malicious intent was determined.
- b. A warning letter to the school and its investors.
- c. A penalty ranging from 50,000 AED to 350,000 AED.

Continued failure to comply with this policy shall be subject to legal accountability and the penalties stipulated in accordance with ADEK's regulations, policies, and requirements, notwithstanding any other penalties imposed by Federal Decree Law No. (31) of 2021 Promulgating the Crimes and Penalties Law or any other relevant law. ADEK reserves the right to intervene if the school is found to be in violation of its obligations.

Policy Review

This policy is to be reviewed and checked annually by the SLT.

This policy is also approved by the governing bodies.

Draft Date:	03/07/25
Approved By Board of Governors:	Approved
Principal Approval:	
Review Date:	22/08/25

The End.