

## **GEMS United Indian School Cultural Consideration Policy**

**Applies To:** All members of the School Community

---

### **1. Introduction**

The United Arab Emirates is home to a diverse population representing a wide range of nationalities and cultures. This diversity enriches the educational environment and contributes positively to the school community.

At the same time, it is essential that all members of the school community demonstrate respect for the cultural values, traditions, national identity, and legislation of the UAE. This policy ensures that teaching, learning, behaviour, communication, and school practices align with the cultural expectations and legal requirements of Abu Dhabi and the UAE.

---

### **2. Purpose**

The purpose of this policy is to:

- Promote awareness and understanding of cultural consideration within the UAE context
  - Ensure compliance with UAE legislation and ADEK requirements
  - Guide culturally appropriate behaviour, teaching practices, and resource selection
  - Safeguard students from exposure to culturally inappropriate content
  - Support a respectful, inclusive, and safe learning environment
- 

### **3. Definitions**

#### **Cultural Consideration**

Knowledge, awareness, and understanding of culturally appropriate topics and practices.

#### **Culture**

The spiritual, material, intellectual, and emotional features of a society, including traditions, values, beliefs, and ways of living together.

#### **Indoctrination**

Biased teaching intended to promote a specific doctrine, ideology, or belief system.

#### **Legislation**

All applicable UAE laws, bylaws, regulations, policies, circulars, and directives.

#### **Malicious Intent**

A deliberate action intended to disregard cultural consideration and cause cultural offence.

#### **National Identity**

A system of social and moral values associated with the past, present, and future of the UAE.

#### **School Community**

Students, staff, parents, families, alumni, and any individuals involved in or representing the school.

#### **Teaching and Learning Resources**

All materials used to support learning, including written, digital, audio-visual, and experiential resources.

---

#### **4. Policy Statement**

[School Name] is committed to ensuring that all school practices, learning resources, and interactions reflect respect for UAE culture, values, traditions, and laws. Cultural consideration is a shared responsibility across the school community.

---

#### **5. Adherence to UAE Legislation**

##### **5.1 Legal Compliance**

The School ensures full compliance with:

- The Constitution of the UAE
- Federal Decree Law No. (18) of 2020 on Private Education
- Federal Decree Law No. (31) of 2021 on Crimes and Penalties
- Ministry of Education Codes of Conduct
- ADEK regulations, policies, and circulars

##### **5.2 School Responsibility**

The Principal is responsible for ensuring that:

- All school practices and resources align with UAE laws and cultural expectations
- Public morals, Islamic and Arab values, and UAE national identity are respected
- Any material violating public morals is prohibited

---

#### **6. Addressing Cultural Consideration in the School**

##### **6.1 School-Level Requirements**

The School shall implement the following:

###### **6.1.1 Induction and Training**

- Cultural consideration awareness training for all new staff, students, and parents
- Annual refresher training for returning staff and students

###### **6.1.2 Resource Vetting**

- Clear procedures for reviewing, approving, and monitoring all teaching and learning resources

###### **6.1.3 Observation of UAE Cultural Practices**

The School shall:

- Sing the UAE National Anthem daily
- Observe all official UAE public holidays and national events
- Display only the UAE flag and official portraits of UAE leaders
- Follow official protocols for flags and national symbols

###### **6.1.4 Monitoring of Communication**

- Monitor all official and unofficial school-related communication platforms to ensure compliance

###### **6.1.5 Reporting and Response Mechanism**

- Maintain clear procedures for reporting, investigating, and responding to breaches of this policy
-

## **7. Community Conduct Expectations**

All members of the school community shall:

- Respect UAE cultural, social, and moral values
  - Avoid stereotypes or misrepresentation of the UAE or the region
  - Refrain from encouraging or displaying culturally inappropriate behaviour or content, including but not limited to:
    - Drug or alcohol use
    - Smoking or gambling
    - Violence
    - Political or religious extremism
    - Promotion of alternative gender identity and sexual orientation
  - Avoid use of symbols, imagery, or colours associated with political, social, or extremist movements
  - Not hold protests, rallies, or demonstrations on school premises or during school-related events
  - Dress in a culturally appropriate manner in accordance with the school dress code
- 

## **8. Teaching, Learning Resources, and Activities**

### **8.1 Resource Selection Committee**

The Principal shall establish a Resource Selection Committee responsible for reviewing, approving, and monitoring all teaching and learning resources.

### **8.2 Resource Review Criteria**

All resources must be:

- Age-appropriate
- Culturally appropriate to the UAE
- Aligned with approved curricula and ADEK requirements

Resources containing inappropriate themes, imagery, or messaging are prohibited.

### **8.3 Documentation**

All resource approvals shall be fully documented and signed off by:

- Head Librarian
  - Resource Selection Committee
  - Principal
- 

## **9. Potentially Controversial Topics**

### **9.1 Curriculum-Based Topics**

Where approved curricula include sensitive topics such as:

- Biological reproduction
- Human evolution
- Sex education
- Wars or revolutions

The School shall:

- Present content objectively and respectfully

- Limit visual or figurative content
- Inform parents in advance
- Allow written parental exemption where applicable

## **9.2 External Events**

For high-profile or current events not included in approved curricula, the School shall:

- Follow UAE government guidance
- Adhere to directives issued by relevant authorities

---

## **10. Roles and Responsibilities**

### **10.1 Teachers**

Teachers shall:

- Use only approved and vetted resources
- Screen all lesson content for cultural appropriateness
- Avoid indoctrination
- Report any concerns immediately

### **10.2 Senior Leaders**

Senior Leaders shall:

- Review and approve lesson plans and resources
- Monitor classroom practice
- Ensure ongoing compliance

### **10.3 Head Librarian**

The Head Librarian shall:

- Vet and approve learning resources
- Monitor digital and physical collections
- Remove non-compliant materials immediately

### **10.4 Principal**

The Principal shall:

- Ensure full implementation of this policy
- Maintain documentation for ADEK review
- Provide training and guidance
- Report serious breaches to ADEK

---

## **11. Parent Partnership**

Parents are expected to:

- Support cultural consideration at home
- Monitor their child's internet use
- Report concerns to the School or ADEK Parent Hotline (800 2335)

---

## **12. Compliance and Sanctions**

Failure to comply with this policy may result in:


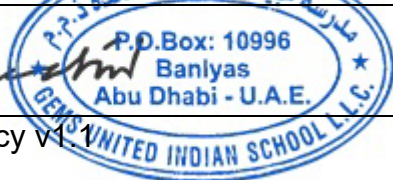
- Disciplinary action
- Reporting to ADEK

- Financial penalties or legal accountability as determined by ADEK

### 13. Review and Approval

This policy shall be:

- Reviewed as per updates from ADEK
- Updated in line with legislative or regulatory changes

<b>Approved by:</b> Principal – K. George Mathew	 
<b>Aligned with:</b> ADEK School Cultural Consideration Policy v1. <b>Review Date:</b> 15 February 2027	