Cultural Consideration Policy

Policy Title	Cultural Consideration Policy
Version	02
Effective Date	8 January 2024
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Reference Policies	Federal Decree Education Law No. (18) of 2020 Concerning Private Education and its amendments. Code of Conduct for Professionals in General Education. Ministry of Education (MoE). (2022). Federal Decree Law No.34 of 23 concerning Combating Discrimination, Hatred and Extremism. The National Program for Tolerance. Official Portal of the UAE Government. (n.d.). Preserving the Emirati National Identity.
Approved By	Board of Trustees/ School Principal

1.Introduction:

In line with the Code of Conduct for Circular No. 1 of 2022 Education Professions in General Education (MoE, 2022), and MoE Circular No.1 of 2022 Regarding Private School's Compliance with National Identity Requirements in the school Environment, and in the context of the MoE Circular No. 1 of 2023 Regarding Promoting Safe School Environment, the school administration developed and adopted the policy set out herein under.

2- Purpose:

2.1 Provide guidance and education to school community on cultural consideration policy.

2.2 Instil and maintaining a culture of tolerance, ethical behavior and accountability in the school community.

2.3 Emphasize the strict compliance with the UAE Cultural Consideration Policy as a moral and legal obligations.

2.4 Ensure that members of the school community acknowledge their individual responsibilities to bring matters of concern that violates the UAE's policies to the attention of the senior management.

2.5 Establish a procedure to ensure that the school community members are aware of the appropriate channels to raise a potential concern.

3- Definitions

Cultural Consideration	Knowledge, awareness, and understanding of appropriate topics and practices of a culture.
Culture	A set of distinctive spiritual, material, intellectual and emotional features of a society or a social group, that encompasses, not only art and literature, but life styles, ways of living together, value systems, traditions, and beliefs (UNESCO, 2001).
Indoctrination:	Biased 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 offense.
National Identity	A system of social and moral values associated with lifestyle of the people in the past, the present and future (Ministry of Culture and Youth, as cited in the official Portal of the UAE Government, n.d.).
School Community UPS	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.
Abbreviations	CCP - Cultural Consideration Policy

4- Scope

4.1 This policy applies to the members of the School Community (UPS).

4.1.1 This policy shall form part and parcel of every employee's contract of employment and it must be observed and adhered to at all times during the employee's term of contract.

4.1.2 Parents and students shall be held accountable to observe the CCP

5- Committees:

5.1 "Teaching and Learning Resources Vetting Committee" to review quality of all learning and instructional resources and control the process of selection, deselection, vetting and review of learning resources.

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5.2 "Staff Concern Response Committee" to address all relevant concerns and complaints received from UPS staff members.

5.3 "Parent Complaint Management Committee" to address concerns and complaints received from parents.

6- Cultural Consideration Awareness

6.1 Promoting cultural consideration awareness through education sessions implemented school-wide**:**

- orientation sessions to employees
- awareness workshops for students
- in-person meetings with Parents' Council members
- online sessions with parents

6.2 Enforce strict compliance with the government laws and regulations that promote tolerance and restrict implicit bias, and is consistent with the values, social justice, national identity, laws and legislations, at all times.

7- Community Conduct

7.1 Respect the UAE's cultural and social norms, customs, values, traditions, and national identity.

7.2 Refrain from (directly/indirectly) promoting inappropriate stereotypes, preconceptions, and assumptions about the UAE internal and foreign affairs.

7.3 Refrain from offending religious beliefs.

7.4 Refrain from encouraging and promoting (directly/indirectly) any behavior, practices that are culturally inappropriate and inconsiderate, such as drug and alcohol use, smoking, violence, promoting alternative gender identity and sexual orientation, indoctrination, etc.

7.5 Refrain from promoting undesirable habits/behavior that are culturally inconsiderate and /or constitute a crime in the UAE.

7.6 Refrain from using symbols, colors, or images associated with any movement, beliefs, doctrines related to political, social or extremist religious groups.

7.7 Refrain from misrepresentations and/or vilifying of prominent figures.

7.8 Refrain from using images that are violent, or sexual in nature, (representation of pride movement, genderism, extremist ideas, etc.)

7.9 Refrain from engaging in 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.

7.10 Refrain from taking part in rallies, demonstrations, and protests inside or outside the school premises or while holding school related event offsite.

7.11 Refrain from committing actions that harm or tarnish the reputation of the school and any of its employees.

7.12 Refrain from offending colleagues and administration members verbally or through text (SMS) and multimedia (MMS) messages.

7.13 Refrain from committing any inappropriate behaviour that can affect colleagues and administration members by feeling uncomfortable or insecure.

7.14 Refrain from using derogatory comments directly or indirectly through text messages.

7.15 Refrain from promoting indoctrination, religious/political extremism, racism, bullying and all other forms of discrimination.

7.16 Emphasize that the school Community abide by and strictly observe the government laws and regulations at all times and will be obligated to report violations of these laws to direct department head and the School Principal.

7.17 Ensuring the appropriateness of all school organized events and celebration to UAE culture in adherence with the UAE Cultural Consideration Policy and the Federal Decree law No.34 of 2023 that prohibits and penalizes all sorts of discrimination and hatred against one another, extremism of views or any form of expression that could lead to discrimination and bias.

7.18 Adhering to the laws of the UAE by conducting themselves accordingly

8- Learning Resources

UPS is committed to provide quality learning resources in the form of textbooks, library books, and digital educational applications

8.2 A Vetting Committee is tasked with reviewing the learning resources materials thoroughly to ensure that they are:

8.2.1 Aligned to British National Curriculum (NC), Cambridge (CAIE), Edexcel standards, and ADEK's standards, consolidate 21st century skills, promote creative and critical thinking,

8.2.1 Ensure the suitability and appropriateness of the teaching and learning resources intended for ta certain age group.

8.2.2 Ensure the suitability and appropriateness of the learning resources material (topic, content, images) to the UAE culture, values and national identity.

8.2.3 Ensure the suitability and appropriateness of political topics as per the approved UAE Social Studies Curriculum.

8.2.5 Establish a teaching and learning resources vetting process that documents all relevant measures signed by the members of the Teaching & Learning Resources Vetting Committee.

8.3 Topics in the Approved Curriculum: The school shall ensure the following when addressing potentially controversial topics:

8.3.1 If the approved curriculum includes topics relating to biological reproduction, human evolution or sex education, schools shall 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.

8.3.2 The School shall inform parents in advance of the lesson, including the topics that will be covered (and whether the topic will covered in any assessments), and allow parents to excuse their child from attending the relevant lesson with a written exemption.

8.3.3 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 explanation and scientific images/photos required to address the relevant learning outcomes in a manner that is respectful and culturally considerate.

8.3.4 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 **UK exam boards (e.g., Cambridge/Edexcel)** high-stakes exams, schools are authorized to teach these topics after seeking approval from ADEK.

9 Failure to Comply

9.1 Each member of the School Community is instructed to strictly abide by and comply with the principles set forth in this policy.

9.2 Failure to comply with the laws or regulations governing the UAE Cultural Consideration Policy (CCP) or any other ADEK's policy or requirement may result in disciplinary action up to and including termination, and, if warranted, legal proceedings. (See Matrix of Penalties)

10 Reporting Process - Staff

10.1 All UPS staff are obligated to report any detected violations of these laws to the respective HOD and the School Principal using the Complaint Form and remove the material in question.

10.2 The School Principal will set up an Ad-hoc committee to look into the concern received.

10.3 The ad-hoc committee shall assess the concern and its impact on the students and take necessary measures to remedy it.

10.4 The principal shall take necessary measures and report the incident to the appropriate authorities (ADEK).

11. Reporting Process - Parents

11.1 Parents are obligated to report any violations of these laws to the respective Student Parent Affairs Coordinator (SPAC) and the School Principal using the electronic complaint form or direct telephone call. (Parent Complaint Management Form)

9.2 The School Principal will set up an Ad-hoc committee to look into the concern received.
9.3 The ad-hoc committee shall assess the concern and fully investigate it.

9.4 The outcome will be one of the following:

- The concern is not substantiated by evidence.
- The concern was substantiated. Details will then be forwarded to the higher authorities

9.5 The principal shall take necessary measures and report the incident to the appropriate authorities (ADEK).

Appendix 1: Policy 1: The Core Values of Education and Moral Obligation Corresponding to Articles (2) and (6) of the Organizing Regulations

Appendix 2: School Educational Resources Vetting Committee

Appendix 3: Learning and Instructional Resources Selection Policy

Appendix 4: Staff Concern Form

Appendix 5: Parent Complaint Form