

POLICY OWNER	Universal Private School
EFFECTIVE DATE:	
NEXT REVIEW DATE	
APPROVAL	School Governing Body & ADEK (if applicable)

UNIVERSAL PRIVATE SCHOOL

CULTURAL CONSIDERATION POLICY AND GUIDE (Adapted from ADEK Policy)

Introduction

UPS celebrates cultural diversity and aims to create an inclusive environment that reflects the global perspectives of its students and staff. In recognition of the international community it serves, this policy emphasizes the importance of cultural consideration when ensuring our expectations align with the values and cultural sensibilities of the United Arab Emirates (UAE).

Purpose

- **Guidance on Cultural Consideration:** Provide guidance to UPS on culturally appropriate topics and practices in the UAE.
- **Adherence to UAE Legislation:** Define expected UPS practices to ensure compliance with current UAE legislation.
- **Alignment with Cultural Sensibilities:** Identify specific requirements to ensure teaching and learning resources align with the UAE's cultural sensibilities.

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.
- **Indoctrination:** Biased teaching to further a doctrine, principle, religion, or ideology.
- **Malicious Intent:** Having a predetermined purpose to disregard cultural consideration and cause cultural offense.
- **National Identity:** A system of social and moral values associated with the lifestyle of the people.

Adherence to UAE Legislation

The Head of School of the (UPS) is entrusted with the responsibility of ensuring that all school practices and the content of teaching and learning resources align with, and respect cultural considerations as defined by the laws of the United Arab Emirates (UAE).

Implementation

- The Head of School, in collaboration with relevant administrative bodies, shall review and monitor all teaching and learning resources to ensure alignment with cultural considerations outlined in the legal provisions.
- All UPS staff are expected to incorporate culturally sensitive content and practices in their teaching methods, respecting the Islamic and Arab principles, public morals, and national identity.
- UPS shall provide ongoing training and professional development opportunities to staff to enhance their understanding and implementation of cultural considerations within the educational context.
- Any concerns or issues related to the adherence to this policy should be reported to the appropriate Head of School for appropriate resolution.

School Requirements

To uphold our commitment, the school shall implement the following elements:

- **Induction and refresher training:** UPS shall organize induction sessions on cultural consideration awareness for all new staff, parents, and students. Annual refresher training will be equally provided to returning staff, parents, and students to ensure the ongoing awareness of cultural considerations in the UAE.
- **Vetting resources:** UPS will ensure a robust process for vetting, reviewing, and selecting teaching and learning resources in accordance with the Learning Resources and Activities of this policy.
- **Observation of UAE cultural practices:** UPS will adhere to cultural practices, including but not limited to playing the UAE national anthem daily, observing official public holidays and national celebrations, and following protocol for flags and portraits as outlined in the Positions of their Highness' Pictures and Placements and Uses of Flags Manual. This encompasses ensuring that the only flag raised in schools is that of the UAE, and portraits displayed are those of the UAE's leaders.
- **Monitoring of school communications:** UPS will regularly monitor all official school-related communication channels, such as newsletters, social media, and parent communication groups, to ensure their alignment with this policy.
- **Response mechanism for non-compliance:** UPS will establish processes and procedures for reporting and responding to any breaches of this policy within the school community.

Implementation

- UPS Heads of School, in collaboration with relevant stakeholders, shall oversee the implementation of the requirements.
- All UPS staff are responsible for actively participating in cultural consideration training and incorporating cultural practices into daily school activities.
- Any instances of non-compliance or concerns regarding cultural considerations should be promptly reported to the Head of School for appropriate action.

Community Conduct

All members of the UPS community are expected to uphold standards of behaviour that demonstrate mindfulness and respect for cultural considerations of the UAE. The following guidelines outline the expected conduct:

- **Respecting UAE Cultural and Social Norms** – All UPS community members shall respect the cultural and social norms, values, and traditions of the United Arab Emirates (UAE).
- **Avoiding promotion of inappropriate stereotypes** – All UPS community members shall refrain from directly or indirectly promoting inappropriate stereotypes, preconceptions, and assumptions about the UAE and the region.
- **Refraining from culturally inconsiderate behaviour** – All UPS community members shall abstain from encouraging behaviour, practices, or displays that are culturally inconsiderate, including but not limited to drug and alcohol use, smoking, violence, promotion of alternative gender identity and sexual orientation, and indoctrination.
- **Avoiding symbols and imagery associated with culturally inconsiderate movements** – All UPS community members shall refrain from using symbols, colors, or imagery associated with any movement/beliefs related to political, social, or extremist religious groups that are culturally inconsiderate.
- **Prohibition of activities promoting extremism, racism, and discrimination** – All UPS community members shall refrain from engaging in activities and/or using content that leads to the indoctrination and promotion of religious/political extremism, racism, bullying, and all other forms of discrimination.
- **Restriction on rallies, demonstrations, and protests** – All UPS community members shall refrain from holding rallies, demonstrations, and protests on school premises or during school-related events offsite.
- **Culturally considerate appearance** – Bigger, visible body tattoos (men and women) and multiple

piercings in the ear (women) should be covered. All UPS staff shall adhere to appropriate clothing in line with the school's dress code as outlined in the HR Handbook.

- **Appropriateness of School-Organized Events** – All UPS community members shall ensure that all school-organized events and celebrations are culturally appropriate in adherence to this policy.
- **Adherence to UAE Laws** – All UPS community members shall adhere to the laws of the UAE, conducting themselves accordingly.

Implementation:

UPS Heads of School will communicate and enforce this policy among all members of the school community.

Violations or concerns related to community conduct should be reported promptly to the Head of School for appropriate resolution.

Learning Resources and Activities

Universal Private School (UPS) is committed to ensuring that all instructional content and co-curricular materials reflect and respect the cultural values, moral codes, and national identity of the United Arab Emirates (UAE). The following categories of content are strictly **prohibited** and must not be used in any teaching or learning context:

- **Contradictory or undermining content:** Any visuals, audio, video, print, or digital media that conflict with Islamic or Arab values, public morality, or the national identity of the UAE.
- **Non-Islamic religious content:** Use of religious stories, texts, figures, songs, or symbols from non-Islamic beliefs is not permitted unless presented in a strictly academic, neutral, and culturally respectful context.
- **Atheism and denial of religion:** Any material that promotes atheistic ideologies or questions the existence or necessity of religion.
- **Alternative gender and sexuality narratives:** Content that promotes or discusses gender identity or sexual orientation outside of traditional cultural norms.
- **Violence and unlawful behaviour:** Media that glorifies or promotes violence, criminal activity, the use of controlled substances (drugs, alcohol, tobacco), or related behaviour.
- **Sexually inappropriate material:** Any depictions of nudity, sexually explicit scenes, suggestive themes, or material deemed inappropriate by UAE cultural standards.
- **Political agendas:** Content reflecting political ideologies not aligned with the UAE's position of neutrality and national unity.
- **Doctrinal indoctrination:** Content designed to influence students' personal beliefs through biased

presentation of ideology, dogma, or religious/political doctrine.

Implementation:

The Head of School shall establish a dedicated Resource Review Committee responsible for the evaluation and approval of all instructional and co-curricular materials. Staff are required to submit potentially sensitive content for prior review. Any material found to be in violation of these standards will be immediately withdrawn from circulation.

Field Trips, Events, and School Activities

All school-sponsored events, field trips, and extracurricular activities at UPS must adhere to the cultural norms and legal expectations of the UAE. Activities are expected to reflect inclusivity while respecting local customs and sensitivities.

Key Requirements:

- Events must be inclusive of all students, while remaining respectful of UAE cultural values.
- All field trips require prior approval from school leadership and must be reviewed for cultural appropriateness.
- Performing arts activities (music, dance, drama) must be modest in presentation, age-appropriate, and culturally sensitive.
- No event or activity may include content prohibited under the "Learning Resources and Activities" section of this policy.

Implementation:

The Events and Activities Coordinator, under the supervision of the Head of School, will oversee the planning and cultural vetting of all activities and trips. Staff are responsible for ensuring compliance prior to execution.

Professional Development

To ensure the effective implementation of this policy, UPS will provide structured professional development focused on cultural awareness and compliance with UAE educational norms.

Commitments:

- **Mandatory Induction:** All new staff, students, and parents will participate in onboarding sessions that cover UAE cultural expectations and school policy.
- **Annual Refresher Training:** Returning community members will engage in yearly updates to ensure ongoing compliance with evolving legislation and social norms.
- **Contextual Learning:** Professional development will include real-life case studies, roleplay scenarios, and discussion of culturally sensitive topics in classroom and community settings.

Implementation:

The Professional Learning Team, in coordination with the Head of School, will develop, deliver, and monitor the completion of all training modules.

Monitoring and Evaluation

UPS will employ a continuous improvement framework to ensure adherence to this policy, embedding accountability across all school operations.

Monitoring Measures:

- Regular internal audits of curricular materials, events, and communications.
- Collection of feedback from staff, students, and parents on the cultural relevance and sensitivity of school content.
- Systematic incident reporting and policy violation response protocols.
- Annual policy review in alignment with ADEK directives and UAE legislation.

Implementation:

The Compliance Officer, in collaboration with the Head of School, shall oversee implementation, documentation, and enforcement of monitoring procedures.

Review and Updates

This policy shall be formally reviewed on an annual basis to ensure continued alignment with:

- The most current UAE federal laws
- ADEK regulatory guidance
- Evolving cultural norms and expectations

All updates will be approved by the Head of School and communicated promptly to the school community.