



CULTURAL CONSIDERATION POLICY

Introduced	January 2024
Review 1	May 2025
Next Review	May 2027

INTRODUCTION:

Dunes International School's commitment to excellence is coupled with a profound respect for the cultural values and legal frameworks of the United Arab Emirates. As a responsible educational institution, we recognize the significance of aligning our practices with the rich cultural heritage of the UAE and adhering to the legislative guidelines set forth by the Ministry of Education.

PURPOSE:

- To foster a culturally sensitive and inclusive educational environment that respects, acknowledges, and values the diverse cultural backgrounds of students.
- Guide teachers on cultural considerations in the lessons to give awareness on culturally appropriate topics and practices.
- Identify specific requirements to ensure teaching and learning resources are aligned with the UAE cultural sensibilities.

POLICY FRAMEWORK:

1. Adherence to UAE Legislation:

Teachers and staff will:

- Understand, respect, and adhere to the Code of Conduct for Education Professionals in General Education (MOE, 2022) regarding promoting a safe school environment and all other legislation in the UAE.
- Ensure that school practices and content of all teaching and learning resources align with and respect cultural considerations and are regulated within the laws of UAE.
- The principal is responsible for ensuring that school practices and the content of teaching and learning resources align with, and respect cultural considerations 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.
- Preserving the Islamic and Arab principles and values, public morals, and the values, traditions, and systems of the state.
- Respect for national identity and sovereignty.



2. Addressing Cultural Consideration:

The school will:

- Organize an Induction on cultural consideration awareness for all new staff, parents, and students. Annual refresher training for returning staff, parents, and students, to enable them to maintain their awareness of cultural considerations in the UAE.
- Adhere to cultural practices such as singing the UAE national anthem daily, observing official public holidays, and following protocol for flags and portraits.
- Monitoring of all official /non-official school communication channels regularly to ensure compliance with the policy.
- Establish a welcoming and inclusive classroom atmosphere where all students feel respected and valued, regardless of their cultural or linguistic background.
- Increase teachers' understanding of the rich and diverse cultural landscape in the UAE, including Islamic values, traditions, language, and regional variations.
- Regularly review and update educational resources to ensure they reflect the diversity of UAE culture, avoiding stereotypes and biases.
- Highlight the significance of community service and social responsibility in UAE culture, encouraging teachers to incorporate these values into the educational experience.
- Refrain from directly or indirectly encouraging any behavior, practice, or displays that are culturally inconsiderate, such as smoking, violence, and sexual orientation.
- Refrain from using symbols, colors, or imagery associated with any politically, socially, or religiously extremist groups.
- Refrain from conducting activities that lead to the promotion of extremism, racism, bullying, and discrimination.
- Ensure culturally considerate appearance, adhering to the school's dress code.
- Evaluate the suitability and appropriateness of resources for specific age groups.
- Ensure materials align with UAE culture, values, and national identity.
- Collaborate with external organizations to enhance and expand student's Arabic language, skills and knowledge of the UAE history and culture.
- Review political topics in line with the approved UAE Social Studies curriculum.
- Seek approval from ADEK for controversial topics outside approved curricula.
- Follow UAE government direction regarding high-profile current events.
- Sharing of official school documents with individuals or entities outside the school community is strictly unauthorized; any such action will result in appropriate disciplinary measures.

Learning Resources, Activities and Curriculum

- School will establish a resource selection committee to ensure that all teaching and learning resources are vetted for cultural consideration and are in line with ADEK directives.



Resource Selection Committee will have:

1. Principal
2. Senior Management team
3. Librarian
4. Heads of the subject department

3. Roles and Responsibilities:

1.1 Teachers will:

- Develop lesson plans using school-approved resources.
- Screen resources for cultural appropriateness.
- Vet online resources before lessons.
- Avoid indoctrination when discussing political or cultural matters.
- Report non-compliant content to SLT.
- Ensure adherence to this policy in school communications.

1.2 Senior Leadership Team will:

- Review and approve lesson plans and resources.
- Ensure age- and culturally appropriate resources.
- Supervise resource usage during lessons.
- Monitor digital resources for compliance.
- Report non-compliant content to the principal.

1.3 Librarian will:

- Review, vet, and approve resources.
- Monitor digital and non-digital resources for compliance.
- Report non-compliant content to the principal.

1.4 Principal will:

- Form a Resource Selection Committee.
- Implement and document the resource selection process.
- Provide documentation to ADEK upon request.
- Communicate processes to all staff.
- Ensure age- and culturally appropriate resources.
- Conduct cultural consideration awareness training.
- Report non-compliant content to ADEK and remove it from circulation.
- Take appropriate action if any discrepancy or breach of the policy is identified.

**4. Reporting and Response Procedures for Breaches of the Cultural Consideration Policy****1. Incident Identification**

- Any staff member or student who observes a breach (e.g., culturally insensitive content or behavior) should note the incident immediately.

2. Reporting the Incident

- The incident is first reported to the **School Librarian** using a simple report form (written or digital).
- Then librarian forwards the report to the **Supervisor**.

3. Escalation to Leadership

- The **Supervisor** assesses the issue and escalates it to the **Senior Leadership Team (SLT)** for further action if required.

4. Action and Resolution

- The SLT reviews the case, decides on appropriate action (e.g., counseling, apology, removal of material), and documents the resolution.

5. Follow-Up

- The SLT ensures the issue is resolved and monitors for any recurrence.

6. Record-Keeping

- All incidents and actions are logged confidentially for future reference and compliance.

The Cultural Consideration Policy aims to contribute to a positive and culturally responsive educational experience for all students, staff, and community at Dunes International School.

School will commit to regular reviews of the Cultural Consideration Policy to ensure its ongoing relevance and effectiveness, with a focus on continuous improvement based on feedback and evolving cultural dynamics.

Amendments:

Prepared By	Date
Librarian	January 2024

Dunes International School

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مدرسة ديونز الدولية

رقم قطعة: ١٩، شعيبة ٩، مصفح، أبوظبي، ص.ب: ٥١٢١

هاتف: ٠٠٩٧١٢٥٥٢٧٥٢٧

كود المدرسة: ٩٠٢٠١ | رقم الانتساب: ٦٦٣٠٠٥١

Review	Date	Reviewed By	Amendments
Review 1	May 2025	Academic Vice Principal/Head of Curriculum and Assessment/Head of Section/Librarian/Academic supervisor	Reporting and response procedures have been incorporated, clearly outlining the process for incident identification, reporting, escalation to the Senior Leadership Team (SLT), resolution actions, follow-up, and confidential record-keeping.

Principal

Mr. Paramjit Ahluwalia



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