

NEW INDIAN MODEL SCHOOL, AL AIN

CULTURAL CONSIDERATION POLICY-2024

Effective from 9th January, 2024

Reviewed by: Principal

Background

The population of the UAE has grown dramatically over the last few decades due to the influx of non-nationals who have come to contribute to the economic diversification and cultural enrichment of Abu Dhabi. As a result, the emirate's private schools are currently represented by a high percentage of non-nationals – students and staff – who have infused the private schooling sector with an international richness for the whole school community.

While this has led the UAE to embrace its diversity through the principles of tolerance as embodied through the National Tolerance Program, there is simultaneously a growing need to ensure that members of the school community are aware of the culturally and nationally acceptable topics and practices in the educational context.

Purpose

- Provide guidance to the New Indian Model school community on cultural consideration in the UAE to assist them in developing awareness on topics and practices that are culturally appropriate.
- Define expected school practices to ensure adherence to the current legislation of the UAE.
- Identify specific requirements to ensure teaching and learning resources are aligned with the UAE's cultural sensibilities.

Definitions

Cultural Considerations	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, that encompasses, not only art and literature, but lifestyles, 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 the lifestyle of the people in the past, present, and future (Ministry of Culture and Youth, as cited in Official Portal of the UAE Government,.).
School Community	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.

1. Adherence to UAE Legislation

1.1 New Indian Model School shall ensure that members of the school community understand, respect, and adhere to the requirements identified in this policy, the Code of Conduct for Education Professionals in General Education (MoE, 2022), MoE Circular No. 1 of 2022 Regarding Private School's Compliance with National Identity Requirements in the School Environment, MoE Circular No. 1 of 2023 Regarding promoting a Safe School Environment, and all other legislation in the UAE.

1.2 The Principal shall be responsible for ensuring that school practices and the content of all teaching and learning resources align with and respect cultural consideration as regulated within the laws of the UAE, including but not limited to the following:

1. "Respecting the constitution, laws and orders issued by public authorities in implementation thereof, observance of public order and respect for public morals, is a duty of all residents of the union" (Article 44, Constitution of the UAE).

2. "Preserving the Islamic and Arab principles and values, public morals, and the values, traditions, and systems of the state" (Clause 11, Article 11, Federal Decree Law No. (18) of 2020 Concerning Private Education).

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

4. Penalties are applied for “Manufactur[ing], import[ing], export[ing], possess[ing], acquir[ing] or transfer[ing] with the intention of exploitation, distribution or display to others, writings, drawings, photographs, films or symbols or other things if they violate public morals” (Article 416, Federal Decree Law No. (31) of 2021 Promulgating the Crimes and Penalties Law).

2. Addressing Cultural Consideration in School

2.1 New Indian Model School will have in place the following elements that address cultural consideration:

1. Induction and Refresher Training: School shall organize an induction on cultural consideration awareness for all new staff, parents, and students. Refresher training shall equally be provided annually to returning staff, parents, and students to enable them to maintain their awareness of cultural consideration in the UAE.

2. Vetting Resources: School shall establish processes and procedures for vetting, reviewing, and selecting teaching and learning resources as per Section 2.3 Learning Resources and Activities of this policy.

3. Observation of UAE Cultural Practices: School shall adhere to cultural practices such as singing the UAE national anthem daily, observing official public holidays and national celebrations, and following protocol for flags and portraits as per the Positions of their Highness’ Pictures and Placements and Uses of Flags Manual. This includes ensuring that the only flag raised in schools is that of the UAE and portraits are those of the UAE’s leaders.

4. Monitoring of School Communications: School shall regularly monitor all official and unofficial school-related communication channels (newsletters, social media, parent communication groups, etc.) to ensure their compliance with this policy.

5. Response Mechanism for Non-Compliance: School shall establish processes and procedures for reporting and responding to any breaches of this policy in school.

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

2.3 Learning Resources and Activities: School shall establish a Resource Selection Committee to ensure that all teaching and learning resources are vetted for cultural consideration. The school shall ensure the following while reviewing and selecting any teaching and learning resource:

1. The suitability and appropriateness of the teaching and learning resources intended for a certain age group.
2. The suitability and appropriateness of the materials (topic/content/images) to the UAE culture, values, and national identity: For example, topics/content/images that are culturally inconsiderate or encourage undesirable habits/behavior such as drug and alcohol use, violence, smoking, gambling, alternative gender identity and sexual orientation, indoctrination, etc., shall not be accepted.
3. The suitability and appropriateness of political topics as per the approved UAE Social Studies curriculum.
4. The School shall establish a process, with full documentation, to vet or verify the suitability of all resources, that includes a final signing off by the head librarian, the Resource Selection Committee, and the Principal.

2.4 Topics in the Approved Curriculum: shall ensure the following when addressing potentially controversial topics:

1. If the approved curriculum includes topics relating to biological reproduction, human evolution or sex education, the school 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.
 - a. Schools shall inform parents in advance of the lesson, including the topics that will be covered (and whether the topic will be covered in any assessments), and allow parents to excuse their child from attending the relevant lesson with a written exemption.
2. 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. The School shall limit figurative explanation and scientific images/photos required to address the relevant learning outcomes in a manner that is respectful and culturally considerate.
3. 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 exams, the school shall be authorized to teach these topics after seeking approval from ADEK.
4. Where controversial topics may surface outside of approved curricula due to high-profile current events, schools shall follow UAE government direction and adhere to any directives issued by relevant federal or local UAE authorities.

3. Roles and Responsibilities

3.1 The School shall ensure that explicit responsibilities have been conveyed to all parties.

1. Teachers shall:

- a. Develop lesson plans using resources approved by the school's vetting process.
- b. Conduct additional screening to ensure resources used and content presented to students are culturally appropriate.
- c. 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, color schemes, terminologies referencing any of the topics covered in this policy.
- d. Teachers shall avoid indoctrination when discussing political or cultural matters in class.
- e. Immediately report any content discovered in resources that may violate this policy to Middle/Senior Leaders and the Principal.
- f. Ensure adherence with this policy, including data confidentiality requirements when posting school information on public forums, such as social media channels.

2. Middle/Senior Leaders shall:

- a. Review and approve lesson plans and resources developed by teachers.
- b. Ensure all resources and materials selected and/or developed are age- and culturally considerate and have been approved by the school's vetting process
- c. Supervise the use of resources and materials during lessons to ensure adherence with this policy
- d. continuously monitor the content of the approved digital resources to ensure compliance with the regulations, policies, guidelines, and circulars issued by ADEK.
- e. Immediately report any content discovered in resources that are noncompliant with this policy to the Principal.

3. Head librarians shall

- a. Review, vet, and sign off all resources requested and ensure that they are compliant with relevant requirements and are age- and culturally appropriate.
- b. Submit the list of acceptable and non-acceptable resources to the Resource Selection Committee for review and approval.
- c. 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.
- d. Immediately report any content discovered in resources that may violate this policy to the Principal and remove the resource from circulation

4. Principal shall:

- a. Form a Resource Selection Committee to review, vet, and approve all resources
- b. Implement and document the school-level process for the selection of teaching and learning resources as per Section 2.1.2 of this policy
- c. Provide, upon request, the full set of documentation for the vetting process as indicated in Section 2.3.4 to ADEK
- d. Communicate school-level processes and procedures to all staff.
- e. Ensure all resources and materials selected and/or developed at the school are age- and culturally appropriate.
- f. Ensure the delivery of cultural consideration awareness induction and refresher training
- g. Report any content discovered in resources that are non-compliant with this policy to ADEK and ensure it is immediately removed from circulation
- h. Ensure relevant staff engage parents to communicate that their school:
 1. Entrusts parents to oversee their child's use of the internet at home to minimize their exposure to inappropriate content
 2. Expects parents to immediately report to both the school and Abu Dhabi Contact Centre (800 555) any content in school resources that are noncompliant with this policy and always exercise caution when posting school information on public forums and social media channels.

Reporting Mechanism for Noncompliance

- Any student or parent or staff member recognizes/witnesses a violation to this policy may report the incident to the respective class teacher
- The class teacher may report the incident to the concerned Head of Section without any delay
- The HoS may prepare a report of the incident, and get the signatures of all involved with names date and time.
- The HoS may report the incident to the Principal on the same day itself and apt resolutions may be taken on the incident
- The Principal may escalate the issue to the authorities such as ADEK, Ministry of Interior etc.

Those who are involved at all levels may maintain secrecy of the incident.

Important Contact Numbers:

Principal	0556349383
HoS Boys	0507635266
HoS Girls	0505834768

Resource Selection Committee

Ms.Shobhana P Kumar

Ms.Nasreen Abdul Majeed

Mr. Sajeer M.K

Ms.Jasna Alukkal

Ms. Sreelatha Kumari

Principal will be overseeing the promptness of the committee's functioning