



Cultural Consideration Policy

Policy Created	November 2025
Policy Review date	August 2027

This policy has been adopted by the Creative British School Principal and Board of Governors

Signed Principal: Ms. Julia Flavin



Date: 1-11-25



Creative British School remains committed to providing a safe, nurturing, and inclusive learning environment. By integrating cultural considerations into our practices, we aim to empower students to become lifelong learners and responsible global citizens. This policy serves as a guide for the entire school community to embrace cultural diversity while adhering to the laws of the UAE.

In alignment with our school's mission and vision, and understanding the significance of cultural considerations in the UAE, we are proposing the implementation of a comprehensive Cultural Consideration Policy for the Creative British School.

Our mission is to provide educational excellence, shaping responsible, successful global citizens with moral, ethical, and spiritual values. In line with our vision, we recognize the importance of incorporating cultural considerations into our school community.

Policy Objectives

Develop Cultural Awareness: The policy aims to guide our educational community in building cultural awareness, ensuring that topics and practices are culturally appropriate.

Legal Adherence: Clearly define and communicate expected school practices to ensure strict adherence to the current legislation of the UAE.

Resource Alignment: Identify specific requirements to align teaching and learning resources with the UAE's cultural sensibilities.

Adherence to UAE Legislation:

Understanding and Respect:

- All members of our school community must understand, respect, and adhere to the requirements outlined in this policy.
- Adherence to the Code of Conduct for Education Professionals in General Education (MoE, 2022) and other relevant circulars and legislation is mandatory.

Alignment with UAE Laws:

The Principal is responsible for ensuring that school practices and teaching resources align with UAE laws, respecting:

- The Constitution of the UAE (Article 44) regarding the duty of residents to respect public order and morals.
- Federal Decree Law No. (18) Of 2020 Concerning Private Education, emphasizing the preservation of Islamic and Arab principles, public morals, and national identity.
- Respect for national identity and sovereignty as per Clause 12, Article 11 of Federal Decree Law No.(18) of 2020 Concerning Private Education

Cultural Sensitivity in Content:

- The school curriculum will reflect cultural sensitivity and awareness.

- Teaching and learning resources will be carefully selected to uphold Islamic and Arab principles, values, and traditions.

Legal Consequences:

Awareness of legal consequences, as stipulated in Article 416 of Federal Decree Law No.(31) of 2021, will be emphasized. Penalties will apply for any materials that violate public morals.

Fostering Cultural Consideration in School Environments:

School Cultural Consideration Implementation:

1. Induction and Refresher Training:

- CBS will conduct cultural consideration awareness induction for new staff, parents, and students.
- Annual refresher training will be provided to returning staff, parents, and students to ensure the continuous awareness of cultural considerations in the UAE.

2. Vetting Resources:

- Establishing robust processes and procedures for vetting, reviewing, and selecting teaching and learning resources is imperative.
- This aligns with the policies outlined in Learning Resources and Activities of this cultural consideration policy.

3. Observation of UAE Cultural Practices:

- Adherence to UAE cultural practices is mandatory, including:
- Daily singing of the UAE national anthem.
- Observing official public holidays and national celebrations.
- Following protocol for flags and portraits as outlined in the Positions of their Highness' Pictures and Placements and Uses of Flags Manual.
- Ensuring that only the flag of the UAE is raised in schools, and portraits are those of the UAE's leaders.

4. Monitoring of School Communications:

- Regular monitoring of all official and unofficial school-related communication channels (newsletters, social media, parent communication groups, etc.) is required.
- This ensures compliance with the cultural consideration policy.

5. Response Mechanism for Non-Compliance:

- CBS will establish effective processes and procedures for reporting and responding to any breaches of the cultural consideration policy within the school community.

Community Code of 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 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.

Learning Resources and Activities:

Name of the person	Designation	Responsible for	Signature
Mr. Julia Flavin	Principal	Whole School	
Mr. Vincent Walters	Vice Principal	Secondary	
Ms. Joanne Camp	Head of Primary	Primary	
Mr. Ahmed Junaid	Admin Manager	Whole school	
Ms. Anisha	Librarian	Library Resources	
Mr. Al Zahra	Middle Manager	Islamic Studies	
Ms. Yuga	Middle Manager	Social and Moral	
Mr Ibrahim	Middle Manager	Arabic Dept	
Ms. Suneera	Key Stage 2 Leader	Primary	
Ms. Rasika	Key Stage 1 Leader	Primary	
Ms Pegah	Middle Manager	Science Dept	
Ms Chathurya Uma	Middle Manager	Math Dept	
Ms Anita	Middle Manager	English Dep	
Mr Ebow	Head of Inclusion	Inclusion Dept	

Resource Selection Committee:

The school will establish a Resource Selection Committee which will be crucial to ensure that all teaching and learning resources are vetted for cultural consideration. This committee plays a significant role in safeguarding the suitability and appropriateness of resources intended for different age groups, aligning them with UAE culture, values, and national identity, and adhering to the approved UAE Social Studies curriculum. The responsibilities of the committee while reviewing and selecting teaching and learning resources.

Suitability and appropriateness for specific age groups: The Resource Selection Committee will carefully evaluate the teaching and learning resources to determine their suitability and appropriateness for a particular age group. This assessment ensures that the content, language, and complexity of the resources align with the cognitive and emotional development of students at various stages of their education.

Cultural considerations: It is essential to ensure that the materials, including topics, content, and images used in teaching and learning resources, respect UAE culture, values, and national identity. The committee will be vigilant in identifying resources that may be culturally inconsiderate or promote undesirable habits or behavior, such as drug and alcohol use, violence, smoking, gambling, alternative gender identity, sexual orientation, and indoctrination. Resources that do not align with these principles should not be accepted.

Political topics: The committee will evaluate the suitability and appropriateness of resources concerning political topics in accordance with the approved UAE Social Studies curriculum. This assessment ensures that students receive accurate and fair information that is aligned with the educational goals of promoting a well-rounded understanding of national and international affairs.

Vetting process and documentation: To ensure transparency and accountability, CBS will establish a well-defined process for vetting teaching and learning resources. This process will include thorough evaluation, documentation of findings, and a final sign-off by key stakeholders, including the librarian, the Resource Selection Committee, and the Principal. By involving multiple experts and decision-makers, the committee can ensure diverse perspectives are considered, enhancing the rigor and objectivity of the vetting process.

Topics in the Approved Curriculum - CBS will:

- Handle potentially controversial topics with care and consideration.
- Use respectful and culturally considerate approaches, limiting the use of figurative explanation and scientific images when covering topics like biological reproduction, human evolution, or sex education. CBS will inform parents in advance, specifying the topics covered and assessments involved, allowing parents to excuse their child from the lesson with a written exemption.
- When covering topics like revolution, wars, or potential violent conflicts, must discuss and present the required content in a formal educational context, maintaining objectivity to avoid offensive imagery. CBS will limit the use of figurative explanation and scientific images in a manner that is respectful and culturally considerate to address relevant learning outcomes.
- Be allowed to teach potentially controversial topics required for high-stakes exams after obtaining approval from ADEK.
- In cases where controversial topics arise outside approved curricula due to high-profile current events, will follow UAE government guidance and comply with directives from relevant federal or local authorities.

Roles and Responsibilities

The Principal shall:

- Form a Resource Selection Committee to review, vet, and approve all resources.
- Implement and document the school-level process for the selection of teaching and learning resources as per the policy.
- Provide, upon request, the full set of documentation for the vetting process to ADEK.
- Communicate school-level processes and procedures to all staff.

- Ensure all resources and materials selected and/or developed at the school are age and culturally appropriate.
- Ensure the delivery of cultural consideration, awareness induction and refresher training.
- Report any content discovered in resources that are non-compliant with this policy to ADEK and ensure it is immediately removed from circulation.
- Ensure relevant staff engage parents to communicate that their school:
 - a. Entrusts parents to oversee their child's use of the internet at home to minimize their exposure to inappropriate content.
 - b. Expects parents to immediately report to both the school and Abu Dhabi
- Contact Centre (800 555) any content in school resources that are non-compliant with this policy and always exercise caution when posting school information on public forums and social media channels.

The Middle/Senior Leaders shall:

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

Teachers shall:

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

The Librarian shall:

- Review, vet, and sign off all resources requested and ensure that they are compliant with relevant requirements and are age and culturally appropriate.
- Submit the list of acceptable and non-acceptable resources to the Resource Selection Committee for review and approval.
- 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.

- Immediately report any content discovered in resources that may violate this policy to the Principal and remove the resource from circulation.

Monitoring of the Policy

- The Principal and Resource Selection Committee monitors the effectiveness of this policy on a regular basis.
- ADEK will actively and rigorously monitor compliance with this policy. Any report of potential violations will be investigated and will lead to a determination of non-compliance if malicious intent is established.
- Sanctions for non-compliance may include the following, subject to the approval of the ADEK Chairman:
 - a. Revocation of the appointment letter of the individual(s) for whom malicious intent was determined.
 - b. A warning letter to the school and its investors.
 - c. A penalty ranging from 50,000 AED to 350,000 AED.
- Continued failure to comply with this policy shall be subject to legal accountability and the penalties stipulated in accordance with ADEK's regulations, policies, and requirements, notwithstanding any other penalties imposed by Federal Decree
- Law No.(31) of 2021 Promulgating the Crimes and Penalties Law or any other relevant law. ADEK reserves the right to intervene if the school is found to be in violation of its obligations.