Model Private School, Abu Dhabi

Cultural Consideration Policy

Review Date:	March 2026		
Next Review Date:	March 2027		
Acting Principal	Mr. I J Nasari		
Signature		***Date:***	31-March-2026
MPS Board of Governors	Haji. Meethalakath Mehmood		
Signature		***Date:***	05-April-2026

Introduction:

Model Private School is committed to fostering a respectful and inclusive learning environment that celebrates the rich cultural diversity of our student body and the UAE. This policy outlines the school's approach to integrating cultural considerations into its practices, promoting understanding and appreciation of Emirati culture, and ensuring all students feel valued and supported.

Policy Objectives:

- To create a welcoming and inclusive school environment for students from all cultural backgrounds.
- To promote understanding and respect for Emirati culture and traditions.
- To integrate cultural considerations into the curriculum, teaching methods, and school events.
- To provide support for students who may need assistance due to cultural differences.

Key Considerations:

- **Curriculum and Teaching:**
  - Integrate Emirati history, literature, art, and social studies into relevant areas of the curriculum.
  - Encourage respectful discussions about cultural differences and similarities.
  - Use culturally sensitive teaching methods that consider diverse learning styles.
- **School Events:**
  - **Who**: The Activities Coordinator, in collaboration with student clubs and cultural committees, will plan events. Administration will approve event plans considering cultural sensitivity.
  - **How:**
    - Schedule cultural festivals and celebrations throughout the year.
    - Organize educational trips to museums, historical sites, or cultural centers relevant to UAE heritage.
    - Promote participation in cultural exchange programs with schools from other countries.
    - Ensure event planning is sensitive to cultural norms and dress codes.

- **Communication:**
    - **Who**: The School Principal, with support from the communications team, will be responsible for clear communication. Teachers will be responsible for sensitive communication within their classrooms.
    - **How:**
        - Translate important documents and announcements into several languages where appropriate.
        - Provide cultural sensitivity training for all staff who interact with families.
        - Establish culturally appropriate communication channels for families (e.g., dedicated staff members for cultural concerns).
- **Dress Code:**
    - **Who**: The School Administration will enforce the dress code. A committee with parent and student representatives can provide feedback on guidelines.
    - **How:**
        - Develop a clear dress code policy outlining expectations for appropriate attire.
        - Provide culturally sensitive visuals and examples of acceptable clothing.
        - Offer culturally appropriate clothing options for purchase or loan for students in need.

Adherence to UAE Legislation

Schools 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.

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" (Clause11, Article11, Federal Decree Law No. (18) of 2020 Concerning Private Education).

3. "Respect for national identity and sovereignty" (Clause12, Article11, Federal Decree Law No. (18) of 2020 Concerning Private Education).

4. Penalties are applied for "Manufacturing, importing, exporting, possessing, acquiring or transferring 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)

Flow of Implications:

The policy emphasizes positive reinforcement and education. However, clear consequences are outlined for violations of the policy and relevant UAE laws.

Positive Implications:

- Increased student engagement and academic achievement through culturally relevant learning.
- Improved school climate with greater respect and understanding among students and staff.
- Development of global citizens who are prepared to interact with diverse cultures.

Challenges:

- Balancing cultural sensitivity with maintaining the school's core values.
- Meeting the needs of all students from diverse cultural backgrounds.
- Ensuring consistent implementation by all staff members.

Monitoring and Evaluation:

- Regularly review the impact of the policy on the school climate and student learning.
- Gather feedback from students, staff, and families on the effectiveness of the policy.
- Make adjustments to the policy based on feedback and continuous improvement.

Sanctions and Legal Considerations:

Focus on Education: Model Private School prioritizes educating students and staff about the importance of cultural sensitivity. This includes providing training on relevant UAE laws and promoting respectful behavior.

Informal Interventions: Most cultural misunderstandings can be addressed through informal conversations, mediation, and restorative justice practices.

Formal Procedures and Penalties:

UAE Law: In cases of repeated disrespect or discrimination that violate UAE law, the school will follow established procedures outlined in the school policy / student handbook. This may involve parental conferences, detentions, or suspension depending on the severity of the offense.

Relevant UAE Laws: Here are some UAE laws to consider when addressing cultural insensitivity:

Federal Law No. 3 of 2016 on Combating Discrimination and Hatred: This law prohibits discrimination and hatred based on factors including race, religion, color, or national origin. Violations can result in fines and imprisonment.

Federal Law No. 5 of 2018 on Cybercrimes: This law addresses online harassment and cyberbullying, which can be culturally insensitive. Violations can result in fines and imprisonment.

Federal Law No. 11 of 2002 (Commercial Transactions Law): This law, while focused on commercial activity, also prohibits misleading or offensive advertising and marketing practices. Schools shall ensure all communication materials are culturally sensitive.

Compliance:

This policy shall be effective as of 9 January 2024 and schools are expected to be fully compliant by this date.

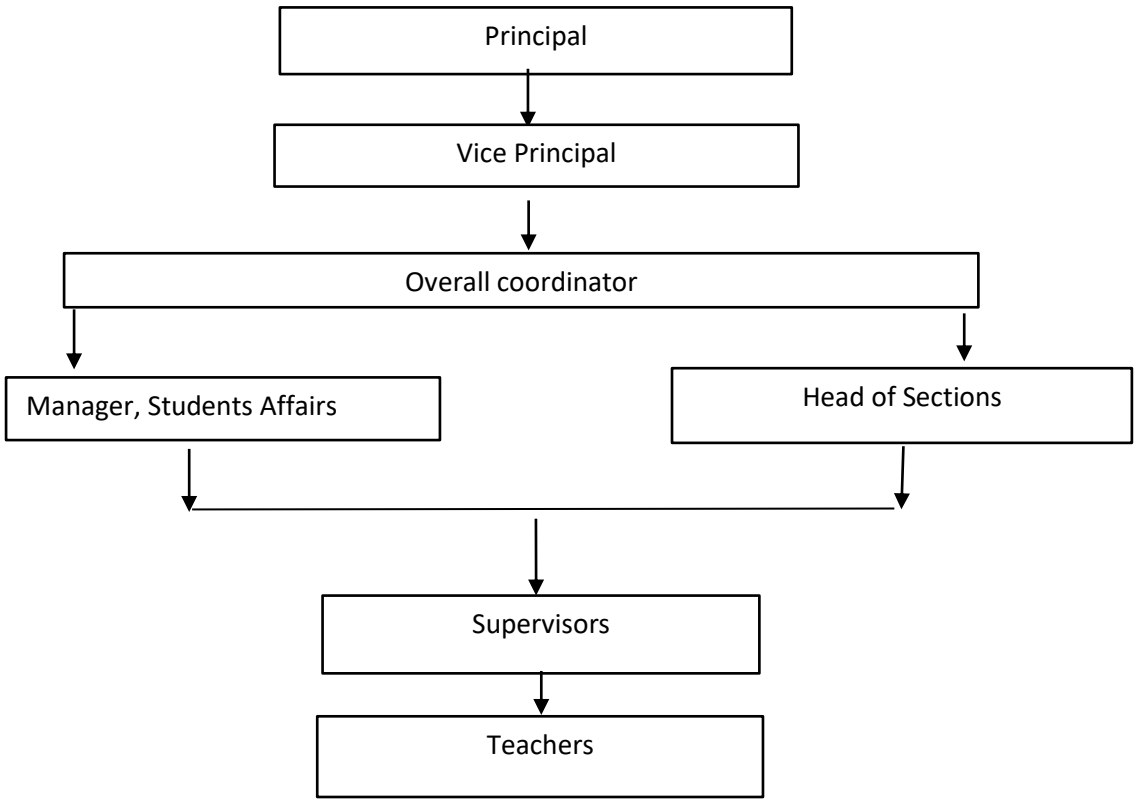
1. ADEK will actively and rigorously monitor compliance with this policy. A Report of potential violations will be investigated and will lead to a determination of non-compliance if malicious intent is established.
2. Sanctions For Non-compliance may include the following, subject the approval of the 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 50,000AED to 350,000AED.
3. Continued failure to comply with this policy shall be subject legal accountability and the penalties stipulated in accordance with ADEK’s regulations, policies, and

requirements, notwithstanding any other penalties imposed by Federal DecreeLaw 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.

Conclusion:

Model Private School believes that understanding and appreciating diverse cultures is essential for fostering a thriving and inclusive learning environment. This policy serves as a framework for creating an educational experience that celebrates the UAE's rich heritage while preparing students to be respectful and global citizens.

SCHOOL CCP COMMITTEE HIERARCHY



Authorized Personnel:

Principal: Mr. I J Nazari

Overall CCP coordinator: Mrs, Nitha Shibu, Head of Section (Girls' secondary)

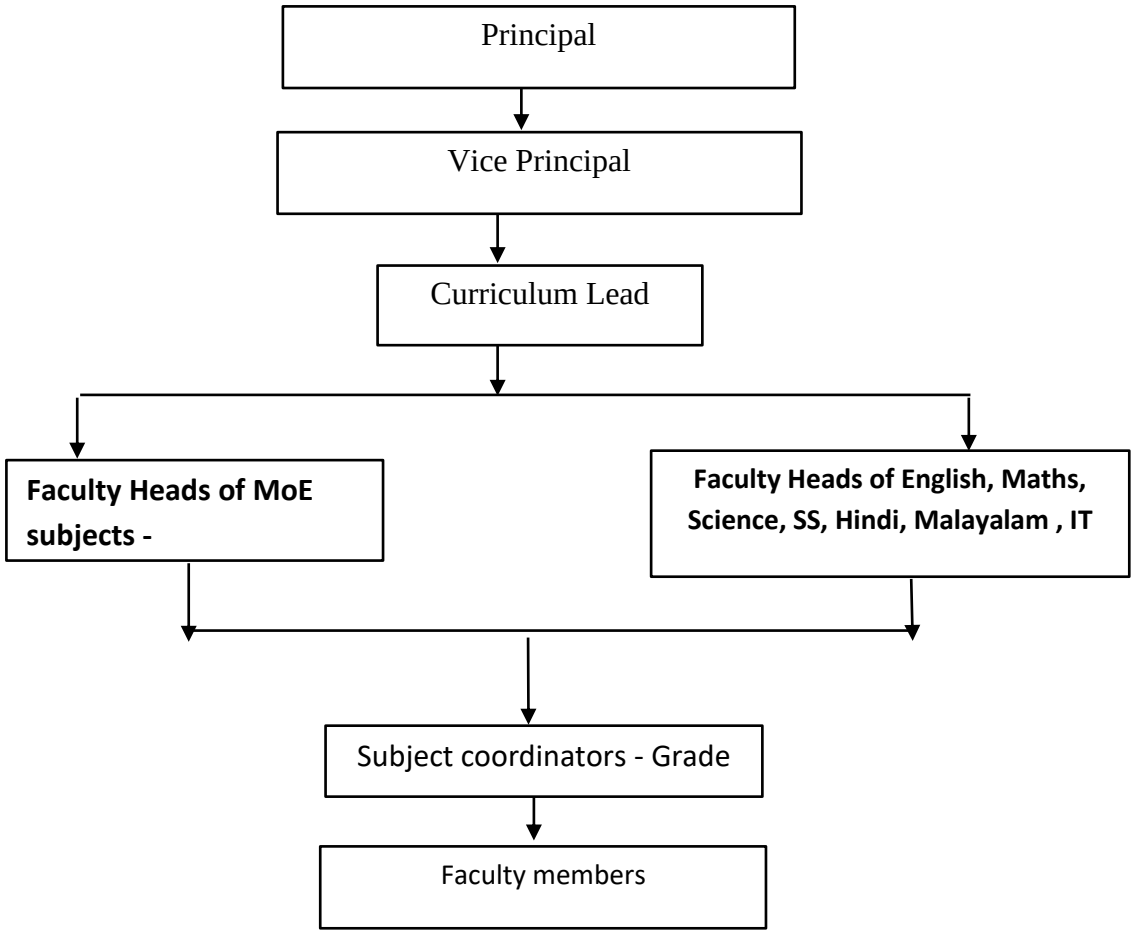
CCP Steering members:

1. Mr. Mohamed Rafeek- HOS (Boys' secondary).2. Mrs, Sheeja Shafi (HOS - Primary). 3. Mrs Varalakshmi (HOS – KG & Lower Primary). Mrs. Noor Ayesha –(Hol –Inclusion department)

Reviewed and modified on: April, 2026

The form, which should be used to report to the committee or policy coordinator overseeing policy compliance on school campuses, is attached (refer next page).

TEXTBOOK / RESOURCE VETTING COMMITTEE



Authorized Personnel:

Principal: I J Nazari

Overall RVP coordinator: Mr. Hameed Sulthan , Curriculum Lead

Resource vetting - Steering members:

Mr. Hussain, Mr. Jafar, Ms. Sruthi, Mr. Russel, Ms. Maya manilal, Ms. Sini shaji, Ms. Linto, Ms. Saranya, Ms. Farheen, Ms. Seema Rinu, Ms. Sajeev, Ms. Shabitha, Mr.Shareef P.

Reviewed and modified on: April 2026

The form, which should be used to report to the committee or policy coordinator overseeing policy compliance on school campuses, is attached (refer next page).

Model Private School
Abu Dhabi, UAE

Resource Vetting Form

Department:
HOD Name:
Date:

S. No.	Grade	Name of the Book/ Resource Material	Author/Publisher	Reviewed by	Sign
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H.O.D. Sign with Date:
Approved by : Curriculum Lead
Authorized by : Principal

Model Private School
Abu Dhabi, UAE

Form for reporting violations and measures/actions taken of cultural consideration and violations

Date of reporting

Reported by:

Designation:

Description of the Incident:

Date and Time of the Incident:

Location of the Incident:

People involved (if any):

Detailed description of the Incident:

Specific Policy (ies) violated:

Impact of the Incident (Describe how the incident affected school / you or others involved) :

Additional Information:

- Attach any relevant evidence, such as witness statements (video/written application / WhatsApp messages / eMail), screenshots etc.
- State if you have reported this incident to anyone else previously

Signature and date of the complaint / report

Action Committee details:

Names of the committee members, designations and signatures:

1.

2

3

4.

5.

6.

5Actions / measures taken:

Date: ____/____/_____ Venue:_____ Time:_____