مدرسة رويال الأمريكية
ROYAL AMERICAN SCHOOL

CULTURAL CONSIDERATION POLICY

Academic Year 2026-2027

This policy has been read and adopted by the Royal American School Board of Trustees and Principal:

Review date August 2026

Introduction

Royal American School serves a diverse community of students and staff who, together, contribute to the cultural richness of Abu Dhabi's international school sector. The school embraces this diversity through the principles of tolerance embodied in the UAE's National Tolerance Program, while ensuring that all members of the school community are aware of the topics and practices that are culturally and nationally appropriate in the UAE educational context. This policy sets out the school's requirements for cultural consideration, in line with the requirements of the ADEK School Cultural Consideration Policy.

Purpose

- To provide guidance to the school community on cultural consideration in the UAE and develop awareness of culturally appropriate topics and practices.
- To define expected school practices to ensure adherence to current UAE legislation.
- To identify specific requirements ensuring teaching and learning resources are aligned with the UAE's cultural sensibilities.

Scope

This policy applies to all staff, students, parents, and other members of the Royal American School community, and to all teaching and learning resources used at the school.

Definitions

Term	Definition
Cultural Consideration	Knowledge, awareness, and understanding of the appropriate topics and practices of a culture.
Indoctrination	Biased teaching intended to further a doctrine, principle, religion, or ideology.
National Identity	A system of social and moral values associated with the lifestyle of the people of the UAE, in the past, present, and future.
School Community	Staff, students, parents/families, alumni, and others who share responsibility for one another and for the school's learning and social environment.
Teaching and Learning Resources	Any written, audio-visual, e-learning, or technological document, material, object, event, or person that supports or enhances teaching and learning, directly or indirectly.
Malicious Intent	Having a predetermined purpose to disregard cultural consideration and consequently cause cultural offense.

Policy Statement

Adherence to UAE Legislation

- All members of the school community are expected to understand, respect, and adhere to UAE legislation, including the UAE Constitution, Federal Decree Law No. (18) of 2020 on Private Education, and the MoE Code of Conduct for Education Professionals.
- Principal is responsible for ensuring school practices and all teaching and learning resources align with and respect cultural consideration as regulated by UAE law.

School Requirements

- The school provides an induction on cultural consideration awareness for all new staff, parents, and students, with annual refresher training for returning members of the school community.

- The school establishes a Resource Selection Committee to vet, review, and select teaching and learning resources for cultural appropriateness.
- The school observes UAE cultural practices, including the daily singing of the national anthem, observance of official public holidays and national celebrations, and adherence to the protocol for flags and portraits, ensuring that only the UAE flag is raised at school and only portraits of the UAE's leaders are displayed.
- The school regularly monitors official and unofficial school communication channels to ensure compliance with this policy.
- The school maintains a clear process for reporting and responding to any breach of this policy.

Community Conduct

- Members of the school community are expected to respect the UAE's cultural and social norms, values, and traditions.
- Members of the school community shall refrain from promoting inappropriate stereotypes about the UAE and the region; encouraging behavior or displays that are culturally inconsiderate (such as drug or alcohol use, smoking, or violence); using symbols or imagery associated with political, social, or extremist movements; or conducting activities that indoctrinate or promote extremism, racism, bullying, or discrimination.
- Members of the school community shall not hold rallies, demonstrations, or protests on school premises or at school-related events.
- Members of the school community are expected to maintain a culturally considerate appearance, including covering visible tattoos and piercings and adhering to the school's dress code.

Learning Resources and Activities

- The Resource Selection Committee reviews all teaching and learning resources for age-appropriateness and suitability to UAE culture, values, and national identity, and for the appropriateness of political topics in line with the approved UAE Social Studies curriculum.
- All resources are vetted and formally signed off by the head librarian, the Resource Selection Committee, and the principal.

Sensitive Curriculum Topics

- Where the approved curriculum includes topics relating to biological reproduction, human evolution, or sex education, the school limits explanations and images to what is necessary for the learning outcomes and delivers the content respectfully; parents are informed in advance and may request a written exemption for their child.
- Where the approved curriculum includes topics relating to revolution, war, or other violent conflict, the school ensures the content is presented objectively in the appropriate educational context, limiting potentially offensive or graphic material.
- Any potentially controversial topic required for high-stakes examinations is taught only after seeking ADEK approval.
- Where controversial topics surface outside the approved curriculum due to current events, the school follows the direction of relevant UAE federal or local authorities.

Procedures

- New staff, students, and parents receive a cultural consideration induction as part of the school's onboarding process; returning members of the school community receive annual refresher training.
- Teachers submit lesson plans and resources for review by senior leadership and, where required, the Resource Selection Committee, prior to use in class.
- The head librarian reviews and signs off on all library and digital resources before they are made available to students.
- Where a sensitive curriculum topic is scheduled, teachers notify parents in advance, including whether the topic will be assessed, and process any written exemption requests.

- Any content identified as non-compliant with this policy is immediately reported to the Principal and removed from circulation.
- The school communicates official channels for parents to raise concerns, including the ADEK Parent Hotline, and monitors school communication channels for compliance.

Responsibilities

- **Principal**
  - Forms and oversees the Resource Selection Committee and ensures school-wide compliance with this policy.
  - Reports any non-compliant content to ADEK and ensures its immediate removal from circulation.
- **Senior Leaders**

  Review and approve lesson plans and resources developed by teachers and supervise their use in class.
- **Head Librarian**

  Reviews, vets, and signs off on all resources, and monitors their ongoing use for compliance.
- **Teachers**

  Develop lesson plans using approved resources, screen materials for cultural appropriateness, and avoid indoctrination when discussing political or cultural matters.
- **Parents**
  - Support the school in overseeing their child's use of the internet at home and report any non-compliant content to the school and to ADEK.

Compliance

- This policy is effective from the date of adoption by the Board of Trustees and Principal.
- ADEK will actively monitor compliance with this policy; any reported violation will be investigated, and a determination of non-compliance will follow where malicious intent is established.
- Sanctions for non-compliance may include revocation of an individual's appointment, a warning letter to the school, or a financial penalty, subject to ADEK's approval, in addition to any other legal accountability under UAE law.
- This policy will be reviewed annually, or sooner if required by changes to ADEK regulatory requirements.

Related Policies and References

- ADEK School Cultural Consideration Policy
- MoE Code of Conduct for Education Professionals in General Education (2022)
- MoE Circular No. 1 of 2022 Regarding Private Schools' Compliance with National Identity Requirements
- MoE Circular No. 1 of 2023 Regarding Promoting a Safe School Environment
- Constitution of the United Arab Emirates
- Federal Decree Law No. (18) of 2020 on Private Education
- Federal Decree Law No. (31) of 2021 Promulgating the Crimes and Penalties