



## CULTURAL CONSIDERATION POLICY

### 1. Rationale

Universal Philippine School recognizes the importance of respecting and promoting the cultural values, traditions, and identity of the United Arab Emirates while embracing diversity within the school community. In alignment with ADEK requirements, schools are expected to ensure that all practices, communications, and learning environments reflect cultural awareness, sensitivity, and respect for UAE laws, values, and traditions.

Cultural consideration is an essential component of student well-being, safeguarding, and character development. It contributes to a respectful and inclusive school environment where all members of the community act responsibly and demonstrate respect for local and global cultures. Schools are required to ensure that policies and practices do not negatively impact student well-being and respect cultural practices such as religious observances and national identity.

### 2. Aims of the Policy

The school aims to:

- Promote respect for UAE culture, values, traditions, and national identity
- Ensure that all school practices are culturally appropriate and aligned with UAE laws
- Foster an inclusive and respectful multicultural environment
- Develop students' cultural awareness, global citizenship, and moral responsibility
- Prevent discrimination, stereotyping, and culturally inappropriate behavior
- Ensure all staff, students, and parents demonstrate culturally respectful conduct
- Integrate cultural awareness into teaching, learning, and school activities
- Ensure compliance with ADEK Cultural Consideration Policy

### 3. Scope

This policy applies to all members of the school community, including students, staff, parents, and visitors, covering Kindergarten (KG) to Grade 12. It applies to all aspects of school life, including:

- Teaching and learning
- School activities and events
- Communication (internal and external)
- Student behavior and interactions
- Staff conduct and professional practices



## 4. Cultural Consideration Framework

The school adopts a whole-school approach to cultural consideration, ensuring that:

- UAE national identity and values are embedded in the curriculum
- Cultural respect is promoted in all interactions
- School activities reflect cultural appropriateness
- Diversity is respected while prioritizing UAE cultural values

Schools are required to integrate UAE culture and national identity into the curriculum and learning environment as part of ADEK expectations.

## 5. Key Cultural Principles

All members of the school community are expected to:

- Respect UAE traditions, customs, and Islamic values
- Demonstrate appropriate behavior, language, and dress
- Avoid promoting stereotypes, discrimination, or inappropriate cultural representations
- Respect religious practices such as prayer times and Ramadan
- Follow UAE laws and regulations at all times
- Promote tolerance, respect, and intercultural understanding

## 6. Cultural Practices and Expectations

### A. National Identity and UAE Culture

- Daily observance of the UAE National Anthem
- Celebration of UAE National Day and other official events
- Display of UAE flag and leadership portraits in accordance with regulations
- Promotion of Arabic language and Islamic values

### B. School Environment

- All displays, materials, and resources must be culturally appropriate
- No use of inappropriate symbols, images, or content
- School events must align with UAE traditions and values

### C. Communication and Media

- All school communications (letters, social media, newsletters) must comply with cultural expectations
- Monitoring of communication channels to ensure appropriateness

### D. Dress Code

- Students and staff must dress modestly and appropriately
- Clothing must respect UAE cultural norms



## 7. Cultural Consideration in Teaching and Learning

- Integration of UAE culture across subjects
- Promotion of moral values, tolerance, and respect
- Avoidance of culturally inappropriate or sensitive content
- Inclusion of global perspectives while respecting local values
- Development of students' cultural awareness and identity

## 8. Roles and Responsibilities

### A. School Leadership (Principal)

- Ensure implementation of the policy
- Monitor compliance with ADEK requirements
- Promote a culturally respectful school environment

### B. Teachers

- Integrate cultural awareness into teaching
- Model respectful and appropriate behavior
- Ensure learning materials are culturally appropriate

### C. Students

- Respect cultural values and school rules
- Demonstrate appropriate behavior and attitudes
- Participate in cultural activities

### D. Parents

- Support school expectations on cultural respect
- Reinforce appropriate values at home
- Collaborate with the school

## 9. Cultural Awareness and Community Engagement

- Cultural awareness programs and activities
- Celebrations of national and international events (aligned with UAE values)
- Parent engagement and awareness sessions
- Collaboration with community organizations

## 10. Managing Cultural Concerns and Non-Compliance

The school will:

- Establish clear procedures for reporting concerns
- Investigate any breaches of cultural consideration
- Take appropriate disciplinary action when necessary
- Provide guidance and education to prevent recurrence



## 11. Monitoring and Evaluation

The school will:

- Regularly review school practices and communications
- Monitor student behavior and school environment
- Conduct internal audits and compliance checks
- Review the policy annually in line with ADEK requirements

## 12. Policy Review

This policy will be reviewed annually or as required by ADEK updates.

- **Effective Date:** April 2026
- **Review Date:** July 2027

## 13. References

- ADEK School Cultural Consideration Policy (2024)
- ADEK School Wellbeing Policy (2025)
- ADEK Curriculum Policy (2024–2025)
- UAE Federal Laws and Cultural Regulations
- ADEK School Policies Framework

## Approved by:

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