BRIGHTON COLLEGE ABU DHABI

Cultural Consideration Policy

Date
August 2026

Version 5

1. Introduction

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 – pupils and staff – who have infused the private schooling sector with an international richness for the whole school community.

While this has led to 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.

2. Purpose

To provide guidance on cultural consideration in the UAE to assist in developing awareness on topics and practices that are culturally appropriate.

To define expected school practices to ensure adherence to the current legislation of the UAE.

To identify specific requirements to ensure teaching and learning resources are aligned to the UAE's cultural sensibilities.

3. Adherence to UAE Legislation

3.1 We shall ensure that members of the school community understand, respect, and adhere to the requirements identified in this policy, and including:

- 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.

3.2 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).

4. Addressing Cultural Considerations in Schools

4.1 School Requirements: We shall have in place the following elements that address cultural consideration:

Induction and Refresher Training: There will be induction on cultural consideration awareness for all new staff, parents, and students at the beginning of the academic year. 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. Training will be provided for those new staff members who join throughout the academic year.

Vetting Resources: We 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.

Observation of UAE Cultural Practices: We 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.

Monitoring of School Communications: We 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.

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

4.2 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:
8. Covering of visible body tattoos and any type of piercings for men and women.
9. Appropriate clothing in line with the school's dress code.
10. Ensuring the appropriateness of all school-organized events and celebrations to UAE culture, in adherence with this policy.
11. Adhering to the laws of the UAE by conducting themselves accordingly.

4.3 Learning Resources and Activities: We shall establish a Resource Selection Committee to ensure that all teaching and learning resources are vetted for cultural consideration. The Committee will meet each term and staff will be instructed to approach any member of the committee outside of these meetings if any vetting is required. 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, including digital and web based resources.
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. We 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.

4.4 Topics in the Approved Curriculum: We 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, we 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.
2. We 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.
3. If the approved curriculum includes topics relating to revolution, wars, or any potential violent conflict, we 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. We shall limit figurative explanation and scientific images/photos required to address the relevant learning outcomes in a manner that is respectful and culturally considerate.
4. 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, schools are authorized to teach these topics after seeking approval from ADEK.
5. Where controversial topics may surface outside of approved curricula due to high-profile current events, we shall follow UAE government direction and adhere to any directives issued by relevant federal or local UAE authorities.

5. Roles and Responsibilities

5.1 We 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 non- compliant 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. Principals 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:
      - Entrusts parents to oversee their child's use of the internet at home to minimize their exposure to inappropriate content.

- 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.

6. Compliance

6.1 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. Any 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 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.

3. 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.

7. Monitoring and Review

Policy to be reviewed and checked annually by the Head Master.

Head Master on behalf of the College:

On behalf of the Governors

BRIGHTON COLLEGE
ABU DHABI

Change History Record

Version No.	Description of Change	Owner	Date of Issue
1.0	Creation BCAD Cultural Consideration Policy	Vice Principal	January 2024
2.0	Addition to 4.3 regarding the Resource Selection Committee	Vice Principal	April 2024
3.0	Addition to Induction/Training section Inclusion of digital/web-based materials for vetting	Vice Principal	August 2024
4.0	Change in Head Master	Vice Principal	August 2025
5.0	Annual Review	Vice Principal	August 2026

Brighton College Abu Dhabi Policies and Guidelines

Policy Statement
Brighton College Abu Dhabi policies have been developed by the College Leadership Team (CLT) with input and guidance from the Brighton College network, including Brighton College UK.

Policies reflect current best practice.

At the time of writing, policies aligned with the following:

- MOE United Arab Emirates School Inspection Framework
- DSIB School Inspection Supplement
- The College's Academic Plan written for ADEK approval
- Standards for British Schools Overseas (DfE)
- COBIS Accreditation and Compliance
- Bloom Education and Bloom Holding policies where applicable

Should any regulations change or develop further, the policies will be reviewed to ensure continued alignment.

Policy Structure
Policies will show the date of writing and reviews on them. Version control will also be in place. Should there be an error or inaccurate fact in any policy, a CLT member should be notified.

Policy Development
Policies will continue to be developed as strategic priorities are set.