Cultural Consideration Policy

Approved by: Principal	Date: 30 January 2026

Last reviewed on:	Date: 26 January 2026

Next review due:	Date: 22 June 2026

#	Description of Changes	Rev. No	Date of Issue
1	First Issue	01	Nov 2019
2	Updated to reflect the ADEK Cultural Consideration Policy	02	Jan 2024

ICS Vision
The "School of Choice" inspiring, challenging and empowering a 21st century learning community through an ethical and innovative education system.

ICS Mission
Provide a safe, friendly learning environment where lifelong learners follow an international curriculum which promotes academic excellence and nurtures key values and competence in our global minded, future leaders.

Overview
ICS recognizes the importance of fostering a diverse and inclusive learning environment that celebrates cultural differences and promotes mutual respect among students, staff, and the broader community. The Cultural Consideration Policy outlines our commitment to promoting cultural awareness, understanding, and sensitivity throughout all aspects of school life, in line with ADEK's Cultural Consideration Policy.

Aims
The aims of the policy are to:

- Create an inclusive learning environment where individuals from diverse cultural backgrounds feel welcomed, respected, and valued, while honoring the Emirati culture.
- Integrate cultural perspectives into the curriculum, and increase awareness and understanding of Emirati culture among students, staff, and the broader school community.

- Foster respectful communication and interaction among students, staff, and parents/guardians, emphasizing the importance of respecting cultural differences, individual identities, and perspectives.
- Prevent discrimination and intolerance through proactive measures such as diversity training and clear guidelines for addressing instances of discrimination or harassment.
- Ensure members of the community understand, respect, and adhere to the requirements of all legislation regarding cultural sensitivity in the UAE.

Scope

This policy applies to all members of the school community, including students, staff, parents, volunteers, contractors, and visitors. It extends to all aspects of school life, including classroom interactions, extracurricular activities, events, and communications.

Key Considerations

Respect and Inclusion: We strive to create an inclusive environment where all cultural backgrounds are respected, valued, and included. We encourage open-mindedness, empathy, and understanding among students and staff.

Awareness and Education: We promote cultural awareness and understanding through educational initiatives, diversity training, and resources that highlight different cultures, traditions, and perspectives.

Language and Communication: We encourage the use of inclusive language and respectful communication that avoids stereotypes, derogatory remarks, or cultural insensitivity.

Accommodating Cultural Practices: We recognize and accommodate cultural practices, rituals, and observances to the extent possible while ensuring the smooth functioning of the school.

Conflict Resolution: We provide a fair and equitable process for addressing conflicts related to cultural differences, fostering dialogue and understanding among all parties involved.

Reporting and Support: We have mechanisms in place for reporting incidents of cultural insensitivity, discrimination, or harassment, and we ensure that appropriate support is provided to those who have experienced such incidents.

Significance of Cultural Sensitivity in the Workplace

Cultural sensitivity is essential in the workplace for several reasons.

- Promoting Inclusion: Cultural sensitivity fosters an inclusive environment where everyone feels valued, respected, and empowered to contribute their unique perspectives and talents.
- Enhancing Collaboration: By embracing cultural differences, we encourage collaboration and teamwork, harnessing the collective strengths and experiences of diverse individuals.
- Developing Cultural Competence: Cultural sensitivity helps develop cultural competence, enabling individuals to interact effectively with people from various backgrounds and navigate cultural nuances.
- Nurturing Global Citizenship: Cultivating cultural sensitivity prepares students to be global citizens who appreciate diversity, understand different cultures, and contribute positively to a multicultural society.

- Fostering a Positive Learning Environment: Cultural sensitivity creates a safe and welcoming learning environment, promoting academic success, well-being, and social-emotional development for all students.

Diversity, Equity, and Inclusion

The Cultural Sensitivity Policy aligns with the principles of diversity, equity, and inclusion. It acknowledges the value of diversity in our school community, promotes equitable treatment and opportunities for all, and strives to create an inclusive environment where everyone feels a sense of belonging and respect.

Roles and Responsibilities

ICS recognizes that all members of the community have specific roles and responsibilities in achieving the aims of the policy.

Teachers will:

- 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.
- 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.

Middle/Senior Leaders will:

- 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.

Head librarians will:

- 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.

The Principal will:

- 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 and upon request, submit 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 the school entrusts parents to oversee their child's use of the internet at home to minimize their exposure to inappropriate content and 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.

Linked Policies
Selection of Teaching and Learning Resources
UAE National Identity

This policy is written in conjunction with the following legislation:

- ADEK Cultural Consideration Policy (2024)
- Code of Conduct for Education Professionals in General. Ministry of Education (2022)