

CULTURAL SENSITIVITY POLICY

AMITY MISSION STATEMENT

It is our mission to create an engaging and challenging learning environment where students are encouraged to excel intellectually, academically and socially. We nurture our students' natural desires to learn with a personalised educational programme, project-based learning and guided enquiry. These promote the development of independent thinking, critical analysis, emotional intelligence and essential communication skills.

Amity International School aims to serve all its pupils by preparing a diverse range of courses, programmes, resources and facilities that serve pupils' individual talents and interests, and help them secure the best chance of success and happiness in both their professional and personal lives.

RATIONALE

To inform and support our community in understanding culturally acceptable topics and practices within the educational context of the UAE.

PURPOSE

This policy outlines expectations to ensure school practices adhere to the current legislation of the UAE. It should guide staff in developing programmes of study and inform practices to ensure we are aligned with the UAE's cultural expectations. Ensuring all members of the community understand, respect and adhere to the requirements identified in the ADEK Cultural Sensitivity Policy.

RESPONSIBILITIES

Principal

Principal will:

Ensure that all staff are aware of the expectations identified in the ADEK Cultural Sensitivity Policy relating to school practices and the content of teaching and learning. Including:

- Respecting the constitution, laws and orders issued by public authorities
- Preserving the Islamic and Arab principles, values, morals and traditions
- Respect the national identity and sovereignty
- Ensure there is a School Cultural Sensitivity Committee that concerns can be forwarded to.

Pedagogical Leadership Team (including year leads and Heads of Departments)

PLT will:

- Ensure all staff attend induction and refresher training and organize suitable training for new families and students to maintain their awareness.
- Ensure resources are vetted (written, audible, visual) through using our algorithm (see appendix) before resources are selected for teaching and learning ensuring resources are aligned to the ADEK Cultural Sensitivity Policy. Including conducting sample standardisation and supporting request from teachers.
- Monitor School Communications to ensure we are aligned to the ADEK Cultural Sensitivity Policy.
- Establish processes and procedures for reporting and responding to any breaches in cultural sensitivity.
- Seek advice from the School Cultural Sensitivity Committee on any resources they are uncertain on.

Authorised by: Executive Principal

Maintained by: School Cultural Sensitivity Committee

Review date: December 2026

Teachers

Teachers will:

- Vet resources (written, audible, visual) through using our algorithm before resources are selected for teaching and learning ensuring resources are aligned to the ADEK Cultural Sensitivity Policy
- Seek advice from their Head of Year/Head of Department and if required the School Cultural Sensitivity Committee on any resources they are uncertain on.
- Encourage students to respect the UAE's cultural expectations and model suitable behaviour
- Challenge inappropriate stereotypes, preconceptions or assumptions about the UAE or region.
- Refrain from sharing personal opinions on political, social or religious groups which are culturally sensitive.
- Facilitate and supervise class discussions to ensure culturally sensitive topics are avoided

Library Team:

Library Team will:

- Ensure all books within the library align with the approved lists provided by ADEK and are age and culturally appropriate
- Ensure resources are vetted (written, audible, visual) through using our algorithm before resources are selected for the library and/or supporting teaching and learning.
- Respond promptly to any concerns raised about a book/series or genre
- Keep a record of the vetting process and any books deemed to have sensitive content
- Give parents the choice to opt their child out of reading certain genres
- Seek advice from the School Cultural Sensitivity Committee on any resources they are uncertain on.

Families and Caregivers

Families and Caregivers are expected to:

- Promote and role model an international mindset, demonstrating an appreciation for the UAE and a respect for the national population.
- Encourage their children to learn more about their host country and respect the cultural expectations and values.

Students

Students are expected to:

- Engage with learning more about their host country
- Be open-minded and understanding of the rules, cultural values and expectations of the country and respect these.

Whole Community

The whole community is expected to:

- Work together to ensure any concerns are reported to the School Cultural Sensitivity Committee quickly.
- Work together to resolve any issues and ensure situations are not exasperated by individual actions.
- Presume positive intentions rather than jump to conclusions or make assumptions, show understanding this is a difficult area for all members to navigate and mistakes once rectified provide learning and reflection opportunities.

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