



Cultural Sensitivity

Version	Date	Name	Summary of Changes
1	April 2024	M.Aston	
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Aldenham Education Group Vision

Aldenham Education Group is a disruptive, owner-operated education organisation committed to redefining excellence in international schooling. Rooted in the 425-year legacy of Aldenham School in the UK, we blend tradition with innovation to create non-franchise schools that are built on substance, not scale.

Our ethos is driven by the Japanese philosophy of *Kaizen* – a relentless pursuit of continuous improvement. We champion a culture of meritocracy, where talent is recognised, effort is rewarded, and every member of our school communities is empowered to grow and thrive.

We believe in delivering high-quality academics alongside a rich co-curricular programme, strong pastoral care, and a deep commitment to wellbeing. Our schools provide a rounded education where every child is known, valued, and nurtured — developing character, confidence, and the skills to succeed in life.

Aldenham Prep Riyadh Mission

At Aldenham Prep School, we provide a happy, nurturing, and warm environment where quality learning takes place, and the needs of each individual child are fulfilled.

Aldenham Prep Riyadh Aims

Our Key Aims

- ✓ *To encourage a love of learning in order to aspire to academic excellence and a broad education for all pupils*
- ✓ *To foster good relationships and partnership between staff, pupils, parents and the wider community*
- ✓ *To ensure that each individual pupil is nurtured, and encouraged to make the most of their own special talents*
- ✓ *To emphasise the importance of the social, moral and spiritual dimensions of community life in a modern society*
- ✓ *To provide a well-planned, well-organised environment giving children rich and stimulating experiences*

Aldenham Prep Riyadh Cultural Sensitivity

Purpose

Aldenham Prep Riyadh is committed to upholding the highest standards of cultural awareness and sensitivity in alignment with Saudi Arabian laws and customs. These guidelines ensure that staff conduct themselves professionally and appropriately, respecting local religious, political, and cultural values.

General Expectations

- All staff must respect and adhere to the cultural, religious and social norms of Saudi Arabia.
- Professionalism and cultural sensitivity should be demonstrated in all interactions with students, parents and colleagues.
- Staff should seek guidance from leadership if unsure about the appropriateness of content or conduct.

Religious Sensitivities

- Islam is the official religion of Saudi Arabia and should be treated with the utmost respect.
- Lesson content must align with the cultural and religious context of the region.
- Discussions on religion should be factual and neutral, avoiding any criticism or promotion of alternative religious beliefs.
- Islamic holidays and customs must be respected, with appropriate accommodations made during Ramadan and other religious periods.
- Avoid bringing non-Islamic religious symbols, texts, or materials into the school environment.

Political Sensitivities

- Political discussions must be handled with caution and neutrality.
- Staff must refrain from expressing personal political opinions or engaging in political debates with students.
- Avoid discussing or displaying materials related to international political conflicts, protests, or controversial topics.
- The Saudi Arabian government, leadership, and policies must be respected at all times.

Cultural Sensitivities

- Staff should respect and embrace Saudi cultural norms, including those related to modesty, gender roles, and social customs.

- Dress code must align with local expectations, always ensuring modest and professional attire.
- Avoid discussing or promoting topics that may be culturally inappropriate, such as relationships, personal freedoms, or behaviors that contradict local values.

Lesson Content and Curriculum

- All teaching materials must be culturally appropriate.
- Sensitive topics such as religion, politics, gender identity, and historical conflicts should be avoided. Please contact leadership prior to speaking with children if you are unsure.
- Literature, media, and digital resources used in lessons should be selected to ensure compliance with cultural expectations.
- Avoid materials that contain inappropriate language, imagery, or themes that conflict with Saudi values.

Communication and Social Media

- Staff should be mindful of cultural sensitivities when communicating online or via social media.
- Posting or sharing content that contradicts local customs, religious beliefs, or political norms is strictly prohibited.
- Public and private discussions on sensitive topics should be avoided in professional and social settings.

Interaction with Students and Parents

- Staff must be respectful and professional in all interactions with students and parents.
- Discussions should remain appropriate and within the educational framework.
- Any concerns or uncertainties regarding interactions should be addressed with school leadership.

Reporting Concerns

- If staff members are uncertain about a topic's appropriateness, they should seek guidance from leadership.
- Any incidents of cultural insensitivity should be reported to the School Leadership Team.

Compliance and Accountability

- All staff members are required to review and adhere to these guidelines.
- Failure to comply may result in disciplinary action, in accordance with school policies and Saudi Arabian regulations.

By following these guidelines, staff contribute to a respectful and inclusive learning environment that aligns with the values and expectations of Aldenham Prep Riyadh and the wider Saudi community.