



1. INTRODUCTION

EFIA follows a co-educational model in alignment with Abu Dhabi's evolving educational landscape, the school remains committed to upholding local cultural norms and ADEK's Cultural Consideration Policy. EFIA ensures that staff assignments, student interactions, and campus practices respect gender-appropriate guidelines and reflect the cultural values of the UAE community.

This policy sets out the basic requirements for coeducation and the gender of staff in schools

2. PURPOSE:

- To identify requirements regarding the sharing and/or separation of spaces according to gender.
- To identify requirements regarding gender of staff according to school type and student grade level.

3. POLICY:

❖ 3.1 Gender Status:

- Communication of Gender Status: We have published gender status (coeducational, shared, or single-gendered) on the website and on student registration forms.
- Coeducation in Cycle 1: EFIA follows a policy of coeducation in cycle 1
- Change in coeducation status: In case of change in status of coeducation we do as per the rules and authorization of ADEK
- Permanent Gender Status Conversion (Whole School or Cycle/Grade): The status change is after :
 1. We provide proof of consent from the majority (more than 50%) of parents of students enrolled in the whole school or specific cycle/grade that is being considered for conversion to a coeducational class.
 2. We ensure transitional adjustments (e.g., informing parents, ensuring adjustments/changes to building facilities such as ensuring sufficient toilets for both genders) are made at least one full academic year in advance of the gender status change for a whole school or specific cycle/grade.
- Temporary Gender Status Conversion (Single Class): We are authorized to temporarily convert a specific single-gendered class to coeducational for a term/academic year on the following conditions:
 - a. There is a possibility that courses in programs may need to be converted to coeducational in case of low enrollment or teacher shortage, and that such conversions will take place in line with the requirements of this policy.



- b. Request to ADEK: We shall submit an official request providing justification and evidence for converting a class.
- c. Majority Parent Consent: We shall provide proof of consent from more than 75% of parents of students enrolled in any class being considered for conversion to a coeducational class.
- d. Class Location: We shall select an appropriate location for the class, allowing for the “guest” gender to enter/exit separately and have access to toilets.
- e. Accommodations: We shall demonstrate how accommodations will be provided for students of non-consenting parents (e.g. dividing the class into separate spaces, adding screens, allowing students to sit towards the back of the room, providing online access).

❖ 3.2 Gender Restrictions

3.2.1 **KG (Cycle):** Class teachers and all teaching support staff in KG are female only. There are no gender restrictions for teachers in other grades/cycles, except for those covered in Section 2.2 (PE and Swimming).

3.2.2 PE

1. Regardless of gender status, we adhere to the gender restrictions required for PE classes.

- ✓ Running coeducational sections is contingent on ADEK approval.

3.2.3 Changing Rooms and Spaces

- ✓ Bathrooms are to be separated by gender for all grades, each Cycle 2 or 3 section additionally have at least two gender-separated toilet blocks
- ✓ Provide completely separated spaces for any activity in the school that requires the changing of clothes to the level of undergarments or beyond (e.g., during costume changes in a dance performance).

3.2.4 Prayer Rooms

- ✓ EFIA have separate male and female prayer rooms with ablution facilities, which can be used by both staff and students.
- ✓ The sharing of prayer rooms is authorized for Cycle 1 only, but usage times are staggered to ensure use by only one gender at any given time.



3.2.5 Gender Restrictions for Other Staff

- ✓ We adhere to the gender restrictions for bus supervisors, cleaners,
- ✓ Male security guards shall be accompanied by an appointed female staff member when accessing a female single-gendered section due to emergency, to the best extent possible.
- ✓ Gender restrictions for cleaners apply during official working hours and when cleaning outside of working hours is in progress, clear visible signage /notification are indicated if there is a cleaner of the opposite gender tending to the concerned space.
- ✓ It is preferable for students in G1 and above to be treated by a nurse of the same gender, if this is not possible due to an emergency, the student is entitled to request the presence of a third-party adult of the same gender.

4. POLICY AWARENESS

Awareness sessions are organized to ensure all members of the school community (students, staff, parents, and visitors) are aware of this policy as applicable in their school.

5. POLICY REVIEW & APPROVAL

This Policy is subject to changes as per the school and UAE law and revised version will be submitted for approval as per the process



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Principal

Date of Next Review: 10/04/2027