



Deutsche Internationale Schule Abu Dhabi
المدرسة الالمانية الدولية
German International School Abu Dhabi

COEDUCATION POLICY

German International School in Abu Dhabi

Effective from Academic Year 2024/25

Full Compliance by Academic Year 2025/26

1. Introduction

As a German International School operating in Abu Dhabi, GISAD is committed to fostering a **safe, respectful, equal, just, and inclusive educational environment for all students**.

This policy sets out the guiding framework for coeducation at GISAD, combining:

- ADEK's regulatory requirements on coeducation and gender-sensitive practices
- The educational mission of German schools abroad (ZfA/BVA, Qualitätsrahmen 2018)
- German ministerial guidelines on gender equality, equitable support, and educational participation for all genders (KMK)
- GISAD's specific structures and support systems across all educational levels

2. Purpose

This policy aims to:

- Define and regulate the implementation of coeducation at GISAD
- Establish transparent practices around gender-sensitive staffing and student supervision
- Promote equality and support for all genders in academic and social settings
- Ensure full compliance with ADEK regulations and German educational quality standards
- Safeguard student dignity, foster respectful interaction, support gender sensitive, gender responsive, and gender equal education in a multicultural school community

3. Definitions

GISAD uses ADEK's terminology and supplements it with terms relevant to German educational values and KMK-terms:

- **Coeducational:** Boys and girls learning together in shared classrooms and school settings
- **Gender equal:** educating along the values of gender equality; challenging the root causes of gender inequality and discrimination
- **Gender responsive:** consciously addressing different gender needs and challenges; equitably distributing and ensuring the access to resources, information, support measures, benefits, career progress.
- **Gender sensitive:** acknowledging different gender needs and dynamics; being aware of gender related challenges and requirements and planning and designing educational settings accordingly
- **Single-Gendered:** Group or class with only one gender present
- **PE/ Swimming:** Physical activities requiring close supervision, subject to additional gender provisions

4. Gender Status of GISAD

4.1 Public Communication

GISAD is a **coeducational school** across all cycles. This status is published on the school website and in student registration materials.

4.2 Coeducation in Cycle 1

In accordance with ADEK regulations, Cycle 1 is fully coeducational with shared classrooms and activities.

4.3 Cycle 2 and 3

GISAD continues as a coeducational institution in higher cycles. PE classes are coeducational, while fully adhering to ADEK rules on supervision, staffing, and educational provisions.

5. Gender-Based Staffing and Instruction

5.1 Kindergarten

- All homeroom and support staff in KG are **female**, in line with ADEK requirements.
- Kindergarten management may be male, with a female deputy.

5.2 PE and Swimming

- In Cycle 1: PE may be taught by male or female teachers; swimming supervision is **female only**
- From Grade 5: Swimming is **gender-separated**, and taught/supervised by staff of the same gender. Currently there are no swimming lessons.
- Adequate **changing rooms, modesty protocols**, and **parental consent** mechanisms are in place
- Non-consenting students are offered **alternative arrangements** (e.g. single instead of partner exercises, separated seating)

5.3 Supervision and Support Staff

GISAD complies fully with ADEK gender guidelines for:

- **Bus supervisors** (all female)
- **Nurses** (at least one female nurse always available; separate clinic spaces for both genders if needed)
- **Cleaners and security staff** (gender-appropriate assignment and signage during work)

6. Facilities and Student Welfare

6.1 Gender-Sensitive Infrastructure

- **Toilets and changing rooms** are separated by gender from KG onward
- **Nudity and changing of undergarments** outside designated areas are strictly prohibited
- **Costume changes** (e.g. performances) take place in separated, supervised settings
- **Prayer rooms** are provided for male and female students; shared use is staggered

6.2 Student Support for Gender-Related Concerns

GISAD has a robust system for addressing **actual or suspected** cases of suspected gender-based misconduct or concern such as gender discrimination, or boundary violations

Support structures include:

- **Vertrauenslehrer*innen (Trusted Teachers)** for both genders in Primary and Secondary School
- A **school social worker**, available for confidential support and applicable training programs (e.g. keeping boundaries to other children as a playful child)
- **Immediate access to school leadership** (Heads of KG, Primary, and Secondary) for students, and short-term availability for parents
- **Trusted homeroom teachers** with whom students maintain a long-term relationships and can address their problems both one on one and in a group setting
- **Präventionsgruppe (Prevention team)** actively working on further development and maintaining preventive and intervention systems for any concern of student welfare
- **Anonymous reporting and intervention system** for students for safe reporting and quick intervention, guaranteeing especially female student wellbeing and safety

All reports are handled with care, confidentiality, and adherence to safeguarding protocols.

7. Educational and Cultural Principles

GISAD integrates the educational mission of German schools abroad and KMK guidelines into its coeducational practice:

- **Gender equality** is a core principle across all levels of school life
- **Equity in support** ensures that both girls and boys are encouraged in non-traditional domains (e.g. STEM, languages)
- **Cultural sensitivity and mutual respect** are modeled and expected from students and staff
- **Gender sensitive topics** are addressed with parental involvement and, if needed, after explicit parent consent
- Teachers are trained to create **inclusive classroom environments**, eliminate bias, and reflect on teaching practices

8. Policy Awareness and Communication

GISAD ensures transparency and communication through:

- **Parent conversations** on coeducational and gender-sensitive practices upon request, and especially recommended to for non German parents before the enrollment
- **Staff handbooks and professional development** covering the full scope of this policy
- **Student assemblies and class discussions** on respect, boundaries, and equal value

9. Monitoring and Compliance

- The **school leadership** oversees implementation and ongoing compliance

- Any **change in gender status** (e.g. temporary class conversion) requires ADEK approval and documented **parent consent**
- This policy is reviewed **annually** and updated to reflect changes in ADEK regulations, KMK guidance, or the German quality framework

10. References

- ADEK School Coeducation Policy v1.1 (2024)
- ADEK School Buildings and Facilities Policy (latest version)
- Qualitätsrahmen für Deutsche Auslandsschulen (BVA/ZfA, 2018)
- KMK (Kultusministerkonferenz):
 - "Geschlechtergerechte Bildung und Erziehung in der Schule" (2007)
 - "Empfehlungen zur Förderung von Mädchen und Jungen in der Schule" (2009, updated)
- GISAD Safeguarding Policy and School Handbook