



المدرسة الفلبينية
THE PHILIPPINE SCHOOL

"LEADER IN ACADEMIC EXCELLENCE AND VALUES FORMATION"

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THE PHILIPPINE SCHOOL
ABU DHBABI
COEDUCATION POLICY
(In alignment with the
ADEK School Cultural
Consideration Policy, 2024)





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THE PHILIPPINE SCHOOL ABU DHABI COEDUCATION POLICY

(In alignment with the ADEK School Cultural Consideration Policy, 2024)

1. Purpose

The purpose of this Coeducation Policy is to ensure that The Philippine School Abu Dhabi (TPS) provides a learning environment that upholds gender equity, cultural sensitivity, and respect in accordance with the ADEK School Cultural Consideration Policy and the ADEK Coeducation Policy (Version 1.1, September 2024). This policy defines the school's gender status, operational procedures, and staff-student arrangements to promote inclusivity, safety, and compliance with Abu Dhabi education regulations.

2. Scope

This policy applies to all students, faculty, staff, parents, and other school stakeholders. It governs all activities within the school campus—including teaching, learning, physical education, extracurricular events, and student welfare practices.

3. Policy Statement

The Philippine School Abu Dhabi is a **coeducational institution**, where both male and female students learn together in a respectful, inclusive, and culturally sensitive environment. TPS upholds the following principles:

- Promotes equality, safety, and dignity among students of all genders.
- Ensures compliance with ADEK's cultural considerations, especially regarding classroom arrangements, physical education, sports staff assignments, and facilities.
- Fosters an environment that aligns with UAE cultural and moral values while maintaining the Philippine Department of Education's standards of inclusivity and equal access to learning opportunities.

4. Implementation Guidelines

4.1 Gender Status and Communication

- TPS operates as a **coeducational school** across all grade levels (KG to Grade 12).
- The school's gender status is clearly stated on official documents, including the school website, registration forms, and student handbook.
- Any change to the school's gender status or section arrangements shall require ADEK approval and majority parent consent.

4.2 Classroom and Cycle Arrangements

- TPS follows ADEK's Cycle system:
 - **Cycle 1 (Grades 1-4) – Fully coeducational.**



- Cycle 2 (Grades 5–8) and Cycle 3 (Grades 9–12) – Coeducational with consideration of ADEK's requirements for physical education, swimming, and changing areas.
- Students are grouped in mixed-gender classes except in subjects or activities where ADEK regulations require separation.

4.3 Physical Education (PE) and Swimming

- In accordance with ADEK policy:
 - PE and Swimming for KG–G4 may be coeducational under qualified supervision and with parental consent.
 - From G5 onwards, PE, swimming, volleyball and basketball sessions are conducted in gender-separated sections, with teachers and supervisors of the same gender.
- Modesty and privacy are strictly observed, with separate changing rooms and schedules for boys and girls.

4.4 Facilities and Supervision

- Toilets, changing rooms, and prayer rooms are separated by gender for all grades above KG.
- Adequate signage and supervision are ensured to maintain privacy and safety.
- No nudity or inappropriate changing practices are permitted anywhere on campus.

4.5 Staffing and Gender Roles

In line with ADEK's Cultural Consideration Policy:

- Kindergarten (KG) teachers and assistants are female only.
- Nurses: TPS employs at least one female nurse and may assign a male nurse to cater to male students in higher grades.
- Bus supervisors and cleaners follow ADEK's prescribed gender restrictions according to grade levels and facility use.
- Toilet In-Charge: Cleaning and monitoring of toilet facilities must adhere to gender-appropriate assignments — female staff are designated for female student areas, and male staff for male student areas.
- Security personnel entering female areas must be accompanied by a female staff member whenever possible.

4.6 Parental Awareness and Consent

- Parents are informed of the school's coeducational status upon enrollment.
- Written parental consent is required for any activity involving mixed-gender physical participation (e.g., swimming, dance).
- TPS maintains open communication with parents regarding any changes or accommodations.

5. Inclusivity and Student Support

TPS embraces inclusivity, ensuring that all learners—including those with additional learning needs—are equally supported and integrated into the coeducational environment. Teachers



receive training on gender sensitivity, inclusion, and cultural awareness to uphold a safe and nurturing atmosphere for all.

6. Awareness and Training

- TPS conducts annual orientation sessions for students, parents, and staff on coeducation, safeguarding, and cultural sensitivity.
- Continuous professional development is provided to ensure understanding of ADEK and school policies on gender equity and respectful conduct.

7. Monitoring and Compliance

- The School Principal, in coordination with the ADEK liaison and the Student Protection Committee, monitors adherence to this policy.
- Non-compliance will be subject to internal corrective measures and ADEK's regulatory actions, as per the ADEK School Coeducation Policy and Cultural Consideration Policy.

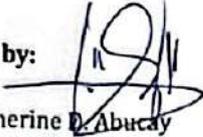
References

This Coeducation Policy of **The Philippine School Abu Dhabi (TPS)** was developed in alignment with the following guidelines and references:

- UAE Ministry of Education Policies and Guidelines
- ADEK (Abu Dhabi Department of Education and Knowledge) Private Schools Policy and Guidance Manual
- Child Protection and Safeguarding Policy, ADEK
- TPS Student Protection Policy (AY 2025–2026)
- TPS Student Behavior Management Policy (AY 2025–2026)
- The Philippine School Abu Dhabi Staff Handbook and Code of Conduct
- School Mission, Vision, and Core Values

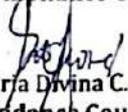


Prepared by:

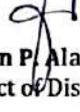

 Louis Katherine D. Abucay
 Child Protection Officer

Committee:

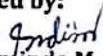

 June Keith M. Mariano
 Compliance Officer


 Marja Divina C. Leoncio
 Guidance Counselor


 John Mark A. Narag
 Guidance Counselor


 Aldrin P. Alamani
 Prefect of Discipline

Noted by:


 Luzminda M. Divino
 Vice Principal

Approved by:


 Jesus S. Ostos Jr.
 Principal



Acknowledgement

I hereby acknowledge that I have received, read, and understood **The Philippine School Abu Dhabi Coeducation Policy**.

I agree to uphold the values of respect, equality, and professionalism as outlined in this document and to promote a safe, inclusive, and gender-sensitive learning environment within the school community.

Name: _____
 Designation/Role: _____
 Signature: _____
 Date: _____

Disclaimer

This document, titled *The Philippine School Abu Dhabi – Coeducation Policy (Policy Code: TPS-CEP-2025, Revision 01)*, is issued in **October 2025** and is **effective for Academic Year 2025–2026**.

It is intended solely for internal use within The Philippine School Abu Dhabi. The policy is subject to periodic review and may be updated as necessary to ensure compliance with ADEK and UAE educational regulations.