



دائرة رأس الخيمة للمعرفة
RAS AL KHAIMAH
DEPARTMENT OF KNOWLEDGE

Co-education Policy

Ras Al Khaimah Department of Knowledge



1. Introduction

Historically, schools in Ras Al Khaimah have typically operated as single-gender institutions. With the growth of international schools and a commitment to fostering inclusive education, co-educational settings have become a requirement. However, specific regulatory standards regarding co-education and staff gender requirements remain necessary to align with cultural and local expectations. This policy establishes the foundational requirements for schools that wish to implement co-education practices and defines the gender-specific school staff regulations. It is essential to note that parents will always have the option to choose the school that is best for their children, including those that are gender-segregated or co-educational.

- **Purpose**

- Establish requirements for managing gender-specific or shared spaces in schools.
- Define staff gender requirements based on school type and student grade levels to ensure alignment with local cultural practices.

- **Scope of Application**

This policy applies to all private schools in Ras Al Khaimah that offer or wish to offer co-educational or single-gender settings. It outlines standards for gender status designation, staff gender requirements, and the conditions under which co-educational settings may be utilised.

2. Definitions

Co-educational	An educational setting where students of all genders interact in designated shared spaces.
Cycle	A stage in the education system is classified as follows: KG, Cycle 1 (G1-G4), Cycle 2 (G5-G8), and Cycle 3 (G9-G12).
Gender Status	The classification of a school is based on its gender composition, which may be co-educational, shared, or single-gendered.
Physical Education (PE)	A subject focused on developing students' physical health and literacy, encompassing theoretical and practical components

	delivered by a qualified PE teacher in a structured curriculum. This term includes additional physical activities where physical contact between genders is possible (e.g., dance, yoga).
Section	An administrative grouping of students may be organised by cycle, grade, class, or other parameters. It may have a different gender status than the overall school (e.g., co-educational in Cycle 1 and single gender in later cycles).
Single gender (SG)	A setting where only one gender is present within a defined space (e.g., boys or girls only).
Toilet Area	A designated area within the school with multiple toilets and washbasins is used by students.

3. Policy Statement

• Gender Status

- Schools must publicly declare their gender status (co-educational, shared, or single gender) on change in their website and enrolment forms. Any changes require prior approval from the Ras Al Khaimah Department of Knowledge (RAK DOK).
- Co-education is permitted in all schools up to Cycle 1/ Phase 2 regardless of the school's overall gender structure. Co-education schools may have a hybrid model of coeducation classes, SG Female classes, and SG male classes, subject to RAK DOK approval.
- For existing schools, permanent modifications to a school's gender designation, whether for specific cycles or grades, require prior RAK DOK approval and the consent of more than 50% of parents of students within the affected cohort. Depending on parents' preferences and the school's case context, the school may be required to conduct additional accommodations. For new schools, the gender status of the school should be included in the academic plan submitted for review and approval.

• Changing Rooms School Rules:

• Separate Changing Facilities:

- Changing rooms must be gender-separated or used by one gender at a time through staggered schedules in the timetable.

• Bathroom Requirements:

- Existing schools must provide gender-separated bathrooms for all grades except KG.



- **Prohibition of Nudity:**
 - Nudity is strictly prohibited on campus, and schools must ensure students follow modest practices in changing rooms.
- **Designated Changing Spaces:**
 - Activities requiring clothing changes to the level of undergarments or beyond (e.g., costume changes) must occur in fully separated, designated spaces.
- **Restriction on Changing Locations:**
 - Clothing changes to the level of undergarments or beyond are not permitted outside designated changing rooms or spaces for any school activities.
- **Prayer Rooms School Rules:**
 - **Separate Prayer Rooms:**
 - Schools must provide separate prayer rooms for male and female users, equipped with ablution facilities for staff and students.
 - **Shared Prayer Rooms (Cycle 1/Phase 1 & 2):**
 - For Cycle 1/Phase 1 and 2, shared prayer rooms are allowed where separate facilities are not feasible (such as physical space limitations). However, usage times must be staggered to ensure only one gender uses the space at a time.
- **Temporary Gender Status Adjustments**
 - Schools may seek temporary approval from RAK DOK to adopt a co-educational setting within **certain classes** due to low enrolment or a shortage of specialised teaching staff. Temporary approvals are provided for a maximum of one academic year.
 - Such requests must include documented reasons, evidence, and written consent from at least 75% of the students' parents. Schools should accommodate students whose parents do not consent, such as setting up separate spaces or offering alternative arrangements.
- **Restrictions on Unauthorised Conversions**
 - Co-educational swimming classes for students in Grade 5 and above are not permitted, even if most parents consent.

4. Gender staff requirements:

- **PE teachers Gender:**

Grades	Students Gender	Teachers Gender
KG-G4	Male	Male or Female
	Female	Female
	Co-educational	Male or Female
G5-G12	Male	Male
	Female	Female

• **Swimming staff Gender:**

During swimming, students and teachers in Grade 5/Year 6 and above shall be of the same gender.

Grades	Students Gender	Teachers Gender
PKG-G4	Male	Male
	Female	Female
	Co-educational	Female
G5-G12	Male	Male
	Female	Female

• **Bus Attendants' Gender:**

Grades	Students Gender	Teachers Gender
PKG-G4	Male	Female
	Female	
	Co-educational	
G5-G12	Male	Male
	Female	Female
	Co-educational	Female

• **Cleaners' Gender:**

Grades	Students Gender	Teachers Gender
PKG-G4	Male	Female
	Female	
	Co-educational	
G5-G12	Male	Male
	Female	Female
	Co-educational	Male and Female (depending on the gender of toilets, changing rooms, and prayer rooms)

- Gender restrictions on cleaning staff may not apply outside working hours or when students are not on the school premises.

• **School Clinic Nurse Gender:**

Grades	Students Gender	Teachers Gender
PKG-KG2	Co-educational	Female
G1-G4	Male	Male or Female
	Female	Female
	Co-educational	Female (as a minimum, but additional male nurses may be employed to cater to male students)
G5-G12	Male	Male

	Female	Female
	Co-educational	Female (as a minimum, but additional male nurses may be employed to cater to male students)

• School Security Guards

Whenever possible, male security guards accessing a female-only section during an emergency must be accompanied by a designated female staff member.

5. School Responsibilities

- **Transparent Communication:** The school administration must ensure that the school's gender status, as approved by RAK DOK, is clearly communicated to the school community and adhered to in all practices.
- **Oversight of Co-educational Adjustments:** For any authorised temporary or permanent changes to gender status, school leadership is responsible for coordinating the transition, implementing facility adjustments (such as separate restrooms), and notifying all affected stakeholders well in advance.
- **Observance of Policy Requirements:** Schools must fully adhere to RAK DOK's policy guidelines on co-educational arrangements, ensuring that designated single-gender or shared spaces meet the standards set out in this policy.

6. Compliance

- **Effective Date:** This policy shall take effect from the start of the Academic Year 2025/26. Full compliance by all private schools is expected by the start of the 2026/27 academic year.
- **Enforcement and Penalties:** Schools that do not adhere to this policy will be subject to accountability measures as stipulated by RAK DOK, including possible penalties or other corrective actions. Non-compliance may result in intervention by RAK DOK as per UAE federal regulations.
- **Compliance Audits:** RAK DOK reserves the right to conduct periodic audits to ensure schools comply with this approved policy. The school administration must promptly resolve any discrepancies found during these audits to avoid further action.

7. Feedback and Improvement

- **Annual Review:** RAK DOK will conduct a yearly review of this policy to incorporate feedback, address emerging needs, and ensure it aligns with the latest educational standards and regulatory requirements.

- **Feedback Mechanisms:** School administrators are encouraged to submit feedback on the Co-education Policy to RAK DOK, which allows for continuous improvement based on schools' practical experiences.

8. Contact Information

For any questions related to this policy, please contact: info@dok.rak.ae

9. Conclusion

Following the *RAK DOK Co-education Policy* reinforces Ras Al Khaimah's commitment to upholding cultural values and ensuring an inclusive, structured educational environment. Compliance with this policy aligns schools with Ras Al Khaimah's strategic educational objectives and supports the development of a balanced learning environment that respects both tradition and progressive practices.

10. Revision History

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Note:

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