

Values and Ethics Policy

2025 - 2026

Next review date: June 2026



INTRODUCTION

The fundamental values of education aim to safeguard the rights of individuals and promote positive, respectful, and inclusive learning environments in schools. They, along with the cultural values and ethics of the UAE, are a foundation for all school activities and decision-making, in accordance with Federal Decree Law No. (18) of 2020 on Private Education and its amendments. This policy defines the values by which schools must be guided and sets out the requirements for schools in ensuring that these values are applied, and that school leaders and staff adopt the highest ethical standards in all aspects of their work.

PURPOSE

- To define ADEK's core values of education, in accordance with the laws, regulations, and relevant policies of the UAE and Abu Dhabi.
- To set out ADEK's requirement that AAESS will abide by these core values in all their activities, and that the school will promote the core values within the school community.
- To ensure that AAESS is guided by respect for UAE national identity and cultural values in its educational practices.
- To ensure that school leaders and staff at AAESS adopt and apply the highest ethical standards and demonstrate integrity at all levels, and in all aspects of their professional roles.
- To promote awareness, compassion, cultural diversity, trust, mutual respect, and tolerance within the school community, in line with the spirit of the National Program for Tolerance.

Values and Value Framework

AAESS integrates the core values of education in all their activities and actively promotes these values within the school community

- The core values are integrated in all decision-making, planning, development, teaching, policymaking, and administration at AAESS fostering an inclusive school community and safeguarding the rights of all individuals.

AAESS promotes the importance of the core values to all members of the school community by:

- Actively raising awareness of and generating engagement about the core values through events and communications such as newsletters, Pathways, posters, etc.
- Imparting the different aspects of the core values such as traditions, heritage, citizenship, conservation and volunteering through the school curriculum.

- Having a mechanism in place to ensure that individuals are held to account if they fail to abide by the core values.

Celebrating and Honouring UAE National Identity and Cultural Values

To promote the UAE national identity and cultural values, AAESS ensures the following:

- AAESS celebrates and integrates UAE national identity and cultural values in all aspects of school life through the curriculum, community awareness, visitor experience, in line with the *ADEK School Cultural Consideration Policy*.
- AAESS observes official UAE public holidays and national celebrations in line with ADEK's circulars. AAESS does not schedule a working school day on public holidays without prior approval from ADEK, in line with the *ADEK School Calendar and Public Holidays Policy*.
- AAESS flies the UAE flag and ensures that the only flag raised is that of the UAE. Official portraits are displayed in compliance with the requirements of the Positions of Their Highness Pictures and Placements and Uses of Flags Manual, in line with the *ADEK School Buildings and Facilities Policy*.
- AAESS has an assembly each morning in which all students in their designated areas are required to attend and sing the UAE national anthem, the proper conduct of which shall be ensured by members of the Senior Leadership Team.
- AAESS ensures staff, students, and visitors show respect for the national anthem and the appropriate conduct to practice while it is being sung.
- A National Identity Committee composed of a minimum of 3 UAE National parents or parents of UAE National children dedicated to promoting UAE national identity and cultural values is formed at AAESS.
- AAESS partakes in all government-endorsed initiatives relating to the promotion of UAE national identity and cultural values, in line with the ADEK School Cultural Consideration Policy.

AAESS ensures that members of the school community understand, respect, and adhere to the requirements identified in this policy, and all other legislation in the UAE.

Ethical Leadership and Culture

AAESS demonstrates a clear commitment to ethical leadership by ensuring school leaders:

- Adhere to the principles of ethical leadership in all their decision-making processes, actions, and behaviour and the Code of Conduct for Education Professionals in General Education (MoE, 2022) in all school activities and procedures.
- Encourage the participation of the wider school community in the process of discussing ideas and making decisions, in line with the approved curriculum.
- Ensure that there is no conflict of interest between their personal, financial, social, or other interests that affect their professional duty to deliver high quality education in line with this policy.
- Ensure the provision of training to staff on ethical behaviour.

Appointment of Staff

AAESS school leaders ensure that they follow the core values while appointing staff to the school, as per this policy.

School leaders involved in recruitment are Safer Recruitment trained. They ensure that the recruitment, selection, appointment, and promotion of staff are conducted fairly, transparently, and objectively, and where the influence of bias or personal preference is minimised.

Ethical Behaviour

All members of AAESS need to uphold the highest standards of ethical behaviour. Systems and procedures to prevent, identify, and address unethical behaviour are fully established.

- Unethical behaviour includes any behaviour or action that is in direct breach of the core values, the Code of Conduct for Education Professionals in General Education, (MoE, 2022), the ADEK School Professional Code of Ethics Policy, and the ADEK School Cultural Consideration Policy. This includes but is not limited to, oppression, discrimination, racism, prejudice, favouritism, dishonesty, bullying, and any type of harassment.
- AAESS ensures that all school community members demonstrate and uphold the highest integrity and honesty in all academic work without plagiarism, collusion, cheating, tampering, fabrication, or receiving assistance from any other person or any source material not appropriately authorized, and in alignment with the Federal Decree Law No. (33) of 2023 Concerning Combating Cheating and Violation of Examination Systems, in line with the ADEK School Assessment Policy.

- AAESS does not use ADEK's name to communicate difficult or negative information or decisions to members of the community, unless explicitly stated.
- AAESS refrains from referring members of the school community to ADEK to seek unauthorised exemptions or to reverse a decision issued by the school (e.g., sending parents to seek exemptions for seats despite the school having full capacity, sending parents to contest an inspection rating).
- AAESS acts in accordance with the ADEK Professional Code of Ethics Policy and also in line with the procedures established by the school if a staff member is found to have behaved unethically.
- Any report of potential violations of the ADEK School Cultural Consideration Policy will be investigated and will lead to a determination of non-compliance (with corresponding sanctions) if malicious intent is established.
- The performance management process of all staff ensures an ethical self-evaluation process.

Whistleblowing

AAESS has a *Whistleblowing Policy* to ensure that there is a safe channel and a reporting mechanism for relevant individuals of the school community to disclose any observed illegal or unethical practices, and to provide a means for redressing such practices.

- Anonymous reporting through the Whisper Button on the school website protects the identity of the individual of the school community who reports or is the subject of a whistleblowing concern.
- If the identity of an individual in the school community who reports or who is the subject of a whistleblowing concern is known, then the school shall ensure confidentiality and protect individuals against any disciplinary action, stigmatisation, or discrimination until an investigation is completed.

Positive Education Environment

AAESS fosters a positive school environment that reflects the core values, via the following actions and initiatives.

- The promotion of creativity, positivity, and teamwork, including through the involvement of parents and the local community wherever possible and appropriate, in line with the *ADEK School Parent Engagement Policy*.

- A staff-wide commitment to the core values demonstrated by actions and behaviours that are fair and respectful, and that promote trust and equality.
- Establishment of a clear expectation that staff and students embrace diversity, encourage inclusive education, and respect UAE national identity and cultural values.
- The provision of the school's policies and documents in both English and Arabic, to facilitate engagement with the parent community.

Related Documentation

Cognita Whistleblowing Policy

ADEK School Cultural Consideration Policy

ADEK School Calendar and Public Holidays Policy

ADEK School Buildings and Facilities Policy

ADEK School Professional Code of Ethics Policy

ADEK School Assessment Policy

ADEK School Parent Engagement Policy