

VALUES AND ETHICS POLICY

Introduction

At APS, we are committed to upholding the core values of education that protect individual rights and foster a respectful, inclusive learning environment. Our values align with the cultural values and ethics of the UAE, guiding our activities and decision-making. This policy outlines the principles that shape our community, ensuring that all stakeholders embody the highest ethical standards and respect for UAE national identity and culture.

1. Core Values and Value Frameworks

The school upholds the core values of education in all aspects of our activities, including decision-making, teaching, policy development, and administration. These values ensure an inclusive environment and safeguard the rights of all individuals.

We actively promote these core values by:

- Raising awareness and engaging the school community through events (e.g., Values Days) and communications (e.g., posters, newsletters).
- Integrating key aspects of the core values (e.g., traditions, citizenship, volunteering, conservation) into the school curriculum.
- Monitoring and following up to ensure accountability for adherence to the values.

2. UAE National Identity and Cultural Values

Celebrating and Honoring UAE National Identity and Cultural Values

At APS, we are committed to promoting and celebrating UAE national identity and cultural values through the following practices:

- **Whole-School Integration:** UAE national identity and cultural values are integrated across all aspects of school life, including the curriculum, community awareness, and visitor experience, in line with the ADEK Cultural Consideration Policy.
- **Public Holidays and National Celebrations:** We observe UAE public holidays and national celebrations in accordance with ADEK's guidelines.
- **Flags and Portraits:** The UAE flag is displayed prominently, and official portraits are placed according to the requirements set forth by the ADEK.
- **Assembly and Anthem:** A daily assembly includes singing the UAE national anthem, with the Principal ensuring proper conduct and respect.
- **School National Identity Committee:** A committee of at least three UAE National parents promotes national identity and cultural values.
- **Initiatives:** The school engages in all government-endorsed initiatives supporting national identity and cultural values.
- **Adhering to UAE Laws:** The school ensures all community members understand and comply with UAE laws and policies.

3. Ethical Leadership

Ethical Leadership Commitment

Al Adhwa Private School is dedicated to ethical leadership. Our school leaders will:

- Follow ethical leadership principles in decision-making and actions, adhering to the Code of Conduct for Education Professionals.
- Encourage the participation of the school community in discussions and decisions.
- Ensure no conflicts of interest affect professional duties, maintaining the quality of education.
- Provide staff training on ethical behavior.

Appointment of Staff

School leaders will ensure fair, transparent, and objective recruitment, selection, and promotion of staff, minimizing bias or personal preference.

Ethical Behavior

All members of the school community must uphold the highest standards of ethical behavior. We will:

- Prevent, identify, and address unethical behavior, including discrimination, bullying, dishonesty, and harassment.
- Promote academic integrity by avoiding plagiarism, cheating, and unauthorized assistance.
- Integrate ethical self-evaluation with performance reviews for staff.

Whistleblowing

In line with the Federal Decree Law No. (31) of 2021, the school maintains a Whistleblowing Policy, providing a safe mechanism for reporting unethical or illegal practices. This includes:

- A secure anonymous reporting system.
- Protection of the identity of whistleblowers, ensuring no retaliation or discrimination.

Positive Education Environment

We foster a positive environment by:

- Promoting creativity, teamwork, and parent/community involvement, in line with the ADEK Parent Engagement Policy.
- Encouraging fairness, respect, and trust in staff behavior.
- Embracing diversity and inclusivity while respecting UAE national identity and cultural values.
- Providing school policies in both English and Arabic to support parent engagement.

VI. Monitoring and Reviewing

The Values and Ethics Policy at Al Adhwa Private School will be monitored by the dedicated Wellbeing Committee.

Ms. Amira Gafer Goraish
Al Adhwa Private School

