



Values and Ethics Policy (AY 2024-26)

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. 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 adopt the highest ethical standards in all aspects of their work.

Purpose

- Define ADEK's core values of education.
- Set out ADEK's requirement that the school shall abide by these core values in all the activities, and that they promote the core values within the school communities.
- Ensure that schools are guided by respect for UAE national identity and cultural values in their educational practices.
- Ensure that the school leaders and staff adopt and apply the highest ethical standards and demonstrate integrity at all levels, and in all aspects of their professional roles.
- Promote awareness, compassion, cultural diversity, trust, mutual respect, and tolerance within the school communities, in line with the spirit of the National Program for Tolerance.

Definitions

Accountability	Bearing of responsibility by an individual for their words and deeds.
Additional Learning Needs	<p>Individual requirements for additional support, modifications, or accommodations within a school setting on a permanent or temporary basis in response to a specific context. This applies to any support required by students of determination and those who have special educational needs and/or additional barriers to learning, access, or interaction in that specific context (e.g., dyslexic, hearing or visually impaired, twice exceptional, or gifted and/or talented).</p> <p>For example, a student with restricted mobility may require lesson accommodations to participate in Physical Education and building accommodations to access facilities but may not require any accommodations in assessments. Equally, a student with hearing impairment may require adaptive and assistive technology to access content in class and may also require physical accommodations (e.g., sit in the front of the class to be able to lip read) to access learning.</p>
Governing Board	The governing body of a school, appointed by the school owners, and including qualified representatives and parents. The governing board is the senior authority of the school, with responsibility for the overall governance of its activities.
Conflict of Interest	Occurs when an individual's financial, personal, social, or other interest(s) might be reasonably deemed to compromise their judgment, decisions, or actions in relation to their professional responsibilities.
Core values	The fundamental values of education in Abu Dhabi that marries the underlying values of education with that of the UAE national identity and cultural values, and encompasses all other values imparted by the different frameworks in the BRS Values and Ethics Policy . These values comprise teamwork, integrity, transparency, innovation, inclusion, respect, accountability, tolerance, sustainability, and Al Akhlaq.
Culture	The set of distinctive spiritual, material, intellectual, and emotional features of society or a social group, that encompasses, not only art and literature, but lifestyles, ways of living together, value systems, traditions, and beliefs (UNESCO, 2001).
Ethical Leadership	Leadership demonstrated by the Principal, governing board, school operators, and school owners, senior leadership, and others, which holds respect for UAE national identity and cultural values and ADEK's core values of education.
Ethics	Moral principles that govern a person's behavior or their conduct.

Extracurricular Activities (ECA)	Organized activities that students can participate in that are usually external to the school curriculum (but may be connected to it). Activities can be scientific, athletic, cultural, intellectual, philanthropic, and/or social in nature, and include, but are not limited to sports teams, clubs, private sports lessons, competitions, performances, recreational activities, field trips and overseas travel, as well as activities hosted virtually.
Inclusive Education	An approach to education which celebrates and acknowledges learning diversity and ensures that teaching is adapted to enable all students to learn.
Innovation	The creative generation of new ideas, methods, practices, or devices, to make improvements on the status quo.
Malicious Intent	Having a predetermined purpose to disregard UAE national identity and cultural values and consequently cause cultural offense.
School Leadership	Senior members of the school community, including the Principal, members of the governing board, operators, and owners/ investors.
Tolerance	Willingness to accept behavior and beliefs that are different from one's own without necessarily giving up or weakening one's own beliefs.
National Identity	A system of social and moral values associated with the lifestyle of the people in the past, present, and future (Ministry of Culture and Youth, as cited in Official Portal of the UAE Government, n.d.).
Unethical Behavior	Any behavior or action that is in direct breach of ADEK's core values, the <i>Code of Conduct for Education Professionals in General Education</i> (MoE, 2022), the <i>BRS Professional Code of Ethics</i> , the UAE national identity and cultural values, and this policy. Unethical behavior includes, but is not limited to, oppression, discrimination, racism, prejudice, favoritism, dishonesty, bullying, and sexual harassment.
Whistleblowing	An instance where an individual passes on information about organizational malpractice (e.g., fraud, corruption, miscarriage of justice, risk of serious harm to an individual, risks or damage to the environment and other actions against public interest) taking place at, or near, their place of employment or education.

Policy

1. Values and Value Frameworks

- 1.1 Core Values: BRS abides by core values of education in all their activities and actively promotes these values within the school communities.
1. BRS honors and adheres to the core values in all decision-making, planning, development, teaching, policymaking, and administration, and thereby fostering inclusive school communities and safeguarding the rights of all individuals.
 2. The school promotes the importance of the core values to all members of the school community by:
 - a. Actively raising awareness of and generating engagement about the core values through events (e.g., values days) and communications (e.g., posters, newsletters).
 - b. Imparting the different aspects of the core values (e.g., traditions, heritage, citizenship, conservation, volunteering) through the school curriculum.
 - c. Working within a monitoring and follow-up framework to ensure that individuals are held to account if they fail to abide by the core values.

2. UAE National Identity and Cultural Values

- 2.1 Celebrating and Honoring UAE National Identity and Cultural Values: In order to promote the UAE national identity and cultural values, the school ensures the following at a minimum:
1. Whole-School Integration: BRS continuously promotes, celebrates, and integrates UAE national identity and cultural values in all aspects of school life (e.g., curriculum, community awareness, visitor experience), in line with the [BRS Cultural Consideration Policy](#).
 2. Public Holidays and National Celebrations: BRS observes official UAE public holidays and national celebrations in line with ADEK's circulars. The school shall not schedule a working school day on public holidays without prior approval from ADEK, in line with the [BRS School Calendar and Public Holidays Policy](#).
 3. Flags and Portraits: The school shall fly the UAE flag and ensure that the only flag raised in schools is that of the UAE and display official portraits in compliance with the requirements of the Positions of Their Highness Pictures and Placements and Uses of Flags Manual, in line with the [BRS Buildings and Facilities Policy](#).
 4. Assembly and Anthem: BRS organizes an assembly each morning (whether as a whole school or by class) in which all students are required to attend and sing the UAE national anthem, the proper conduct of which is ensured by the Principal.

a. BRS conveys to staff, students, and visitors the importance of showing respect for the national anthem and the appropriate conduct to practice while it is being sung.

5. School National Identity Committee: The school shall form a parent committee (e.g., whether a part of the governing board, a parent council or as a separate committee) composed of a minimum of 3 UAE National parents or parents of UAE National children dedicated to promoting UAE national identity and culture values in schools.
6. Initiatives: The school shall partake in all government-endorsed initiatives relating to the promotion of UAE national identity and cultural values, in line with the *BRS Cultural Consideration Policy*.

2.2 Adhering to UAE Laws: BRS 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.

3. Ethical Leadership

3.1 Ethical Leadership: BRS demonstrates a clear commitment to ethical leadership by ensuring that the school leaders:

1. Adhere to the principles of ethical leadership in all their decision-making processes, actions, and behavior and the *Code of Conduct for Education Professionals in General Education* in all school activities and procedures.
2. Encourage the participation of the wider school community in the process of discussing ideas and making decisions, in line with the approved curriculum.
3. 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.
4. Ensure the provision of training to staff on ethical behavior.

3.2 Appointment of Staff: The school leaders ensures that they follow the core values while appointing staff to the school, as per this policy.

1. The school leaders 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 minimized.

3.3 Ethical Behavior: Every member of the school community shall uphold the highest standards of ethical behavior. BRS has established systems and procedures to prevent, identify, and address unethical behavior.

1. Unethical behavior includes any behavior or action that is in direct breach of the core values, the *Code of Conduct for Education Professionals in General Education*, (MoE, 2022), the *BRS Professional Code of Ethics*, and the *BRS Cultural Consideration Policy*. This includes but is not limited to, oppression,

discrimination, racism, prejudice, favoritism, dishonesty, bullying, and any type of harassment.

2. BRS 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 Cheating and Breach of Examination Systems.
3. The school shall establish mechanisms and procedures to identify and deal with instances of unethical behavior.
4. The school shall act in line with the procedures established by the school if a staff member is found to have behaved unethically.
5. Any report of potential violations will be investigated and will lead to a determination of non-compliance if malicious intent is established, in line with the sanctions for non-compliance outlined in the [BRS Cultural Consideration Policy](#).
6. The school shall integrate the ethical self-evaluation process with the performance evaluation of leaders and staff.

3.4 Whistleblowing: The Federal Decree Law No. (31) of 2021 Promulgating the Crimes and Penalties places an obligation on individuals to report crimes. In line with this, the school shall establish 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.

1. The school shall have a mechanism in place for anonymous reporting to protect the identity of the individual of the school community who reports or is the subject of a whistleblowing concern.
2. If the identity of an individual in the school community who reports or is the subject of a whistleblowing concern is known, then the school shall ensure confidentiality and protect individuals against any disciplinary action, stigmatization, or discrimination.

3.5 Positive Education Environment: BRS fosters a positive school environment that adheres to the core values, via the following actions and initiatives:

1. 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 [BRS Parent Engagement Policy](#).
2. A staff-wide commitment to the core values demonstrated by actions and behaviors that are fair and respectful, and that promote trust and equality.
3. Establishment of a clear expectation that staff and students embrace diversity, encourage inclusive education, and respect UAE national identity and cultural values.

4. The provision of the school's policies and documents in both English and Arabic, to facilitate engagement with the parent community.

4. Compliance

- 4.1 This policy is effective as of the start of the Academic Year 2024/ 25 (Fall term). The school will be fully compliant with this policy by the start of the Academic Year 2025/ 26 (Fall term)

Approved By:

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Bright Riders School



Next Review: AY 2026-2027