FUTURE LEADERS
International Private School
Madinat Zayed, Muroor Road - Branch 2

Values and Ethics Policy

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Purpose and Aim

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 FLIS Branch 2 is guided and sets out the requirements for ensuring that these values are applied, and that the 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 schools abide by these core values in all their activities, and that they promote the core values within their school communities.
- Ensure that schools are guided by respect for UAE national identity and cultural values in their educational practices.
- Ensure that 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 all school communities, in line with the spirit of the National Program for Tolerance.

Values and Value Frameworks

Core Values - FLIS Branch 2 shall:

1. Integrate and abide by the core values of education in all activities and shall actively promote these values within the school community.
2. Honor and adhere 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.
3. Promote 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.

UAE National Identity and Cultural Values

Celebrating and Honoring UAE National Identity and Cultural Values: In order to promote the UAE national identity and cultural values, FLIS Branch 2 shall ensure the following at a minimum:

1. Whole-School Integration: Continuously promote, celebrate, and integrate UAE national identity and cultural values in all aspects of school life (e.g., curriculum, community awareness, visitor experience), in line with the ADEK Cultural Consideration Policy.
2. Public Holidays and National Celebrations: Observe official UAE public holidays and national celebrations in line with ADEK's circulars. Schools shall 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.
3. Flags and Portraits: 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 ADEK Buildings and Facilities Policy.
4. Assembly and Anthem: Organize 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 shall be ensured by the Principal. It will be conveyed 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: 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 cultural values in schools.
6. Initiatives: Partake in all government-endorsed initiatives relating to the promotion of UAE national identity and cultural values, in line with the ADEK Cultural Consideration Policy.

Adhering to UAE Laws:

FLIS Branch 2 shall ensure 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
FLIS Branch 2 shall demonstrate a clear commitment to ethical leadership by ensuring that 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.

Appointment of Staff:
FLIS Branch 2 leaders shall ensure that they follow the core values while appointing staff to the school, as per this policy. School leaders shall 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.

Ethical Behavior:
Every member of the school community shall uphold the highest standards of ethical behavior. FLIS Branch 2 shall establish systems and procedures to prevent, identify, and address unethical behavior.
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 ADEK Professional Code of Ethics, and the ADEK Cultural Consideration Policy. This includes but is not limited to oppression, discrimination, racism, prejudice, favoritism, dishonesty, bullying, and any type of harassment.
FLIS Branch 2 shall:

- Ensure 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.
- Establish mechanisms and procedures to identify and deal with instances of unethical behavior.
- Act in line with the procedures established by the school if a staff member is found to have behaved unethically.
- 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 ADEK Cultural Consideration Policy.
- Integrate the ethical self-evaluation process with the performance evaluation of leaders and staff.

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, FLIS Branch 2 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. FLIS Branch 2 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.

Positive Education Environment:
FLIS Branch 2 shall foster 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 ADEK 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.