



POLICY TITLE:	School Policy on Values and Ethics
DEPARTMENT:	Human Resources

Policy Contact: Human Resources	Issue Date: 01/02/2021
School: Al Ain Juniors School	Revision Date: 28/06/2026
Reference No: AJS_VE_AY 2025-2026	Version No: 2.1

Introduction

At AL AIN JUNIORS SCHOOL, we believe that the foundation of a thriving learning environment is built on a shared commitment to values and ethics. These values guide the behavior of all members of our school community and shape the culture of respect, responsibility, and integrity within the school. This policy outlines the values and ethical principles that underpin our daily operations, curriculum delivery, and interactions with students, parents, staff, and the broader community. It is essential for fostering a positive educational environment, which aligns with the diverse needs of our dual curriculum, **Indian (CBSE)** and **Cambridge International**, for KG to Grade 12.

This policy is designed to be in line with the best educational practices, international standards, and the regulatory requirements established by the **Abu Dhabi Department of Education and Knowledge (ADEK)**.

Core Values

- Our core values represent the foundation of our educational philosophy and are expected to be demonstrated in all aspects of school life.
- **Respect:** Respect for all individuals, regardless of their cultural background, beliefs, gender, or abilities, is a cornerstone of our school. We respect the dignity, ideas, and opinions of others and strive to create an inclusive, safe, and welcoming environment for all members of the school community.
- **Integrity:** We uphold the highest standards of honesty and integrity in all our interactions. We encourage students and staff to act ethically and responsibly, both in and outside the classroom, reflecting truthfulness, transparency, and fairness in their actions and decisions.
- **Excellence:** We aim for excellence in all areas of school life, from academics to co-curricular activities. Students, teachers, and staff are encouraged to continuously strive for personal and professional growth and development, ensuring that every individual reaches their fullest potential.
- **Responsibility:** We encourage all members of the school community to take responsibility for their actions, their learning, and their contributions to the school environment. Being responsible means fulfilling duties, being accountable, and understanding the impact of one's actions on others.
- **Compassion:** We believe in fostering empathy and kindness within the school community. Staff and students are encouraged to show care and understanding towards others, promote inclusivity, and work towards resolving conflicts peacefully.



- **Collaboration:** We emphasize the importance of working together and supporting one another. Collaboration within teams, between teachers and students, as well as with parents, is essential for achieving the best educational outcomes and fostering a harmonious school community.
- **Sustainability:** As responsible global citizens, we value the importance of environmental responsibility. We encourage sustainable practices within the school community, teaching students the importance of protecting the environment and contributing positively to the planet.

Ethical Behavior Expectations

Our school is committed to maintaining a high standard of ethical conduct. All members of the school community are expected to adhere to the following ethical principles:

- **Professional Integrity:** Teachers and staff must demonstrate professionalism in all their interactions, both within the school and in external contexts. This includes upholding confidentiality, adhering to ethical teaching practices, and avoiding any conflicts of interest.
- **Fairness and Equity:** All students should be treated fairly, with impartiality and respect, regardless of their background or abilities. We foster an environment where all students have equal access to opportunities and are encouraged to achieve their full potential.
- **Respect for Diversity:** Our school community is diverse, with students from various cultural, linguistic, and social backgrounds. Staff and students are expected to respect and celebrate this diversity, fostering a culture of inclusion and mutual understanding.
- **Accountability:** Staff and students are responsible for their actions and decisions. We encourage a culture where individuals take ownership of their mistakes, learn from them, and seek to improve. Accountability also extends to fulfilling academic, behavioral, and co-curricular responsibilities.
- **Transparency and Open Communication:** Open and honest communication is key to ensuring the smooth functioning of the school. Teachers and administrators will ensure that all communications, both with students and parents, are clear, honest, and transparent.

Ethical Conduct in Curriculum and Instruction

Curriculum Delivery: Teachers are expected to deliver both the **Indian (CBSE)** and **Cambridge International** curricula with integrity, accuracy, and in accordance with the guidelines set by the respective educational boards. They should create fair, engaging, and balanced learning experiences that foster critical thinking, creativity, and ethical decision-making among students.

Fair Assessment: Assessment practices should be fair, transparent, and consistent. All students should be assessed based on their performance, progress, and abilities, without any bias. Teachers



must provide constructive feedback to students and maintain academic integrity by preventing cheating and plagiarism.

Inclusive Practices: The school is committed to providing an inclusive educational experience for all students, including those with special educational needs. Teachers should adapt their teaching strategies to meet the diverse needs of students, promoting equality and inclusivity in the learning environment.

Ethical Use of Technology: Technology should be used responsibly and ethically within the school. Students and staff must adhere to the school's acceptable use policies and be mindful of the ethical implications of their digital interactions, both within and outside the school context.

Ethical Standards for Staff Members

Role Models: Staff members are expected to be positive role models for students, demonstrating ethical conduct both professionally and personally. They should adhere to the highest standards of behavior, fostering an environment where students learn by example.

Professional Relationships: Staff should maintain professional boundaries with students, parents, and colleagues. They should build trusting relationships based on respect, fairness, and understanding, avoiding any form of discrimination, harassment, or unethical behavior.

Confidentiality: Staff members must maintain confidentiality regarding sensitive information, including student records, family matters, and school operations. Information should only be shared with authorized personnel or as required by law or school policy.

Continuous Development: Staff are expected to engage in continuous professional development to enhance their teaching practices and stay current with developments in education, including the latest educational technology and methods.

Ethical Standards for Students

Academic Integrity: Students are expected to complete their academic work honestly and independently. Plagiarism, cheating, and any other forms of academic dishonesty are strictly prohibited. Students must take responsibility for their learning and contribute to the school's academic integrity.

Respect for Others: Students must treat all members of the school community—staff, peers, and parents—with respect and dignity. They are expected to be kind, considerate, and empathetic toward others, fostering a positive and supportive school environment.



Behavioral Expectations: Students should adhere to the school's code of conduct, maintaining a positive attitude, cooperating with teachers and staff, and respecting school rules. They are also encouraged to participate in co-curricular activities, demonstrating teamwork and leadership.

Environmental Responsibility: Students are encouraged to take an active role in promoting sustainability and environmental stewardship within the school community. This includes participating in green initiatives and maintaining cleanliness and orderliness within school premises.

Parental Engagement and Community Responsibility

Partnership with Parents: We believe that ethical behavior and values must extend beyond the school and into the home. Parents are encouraged to partner with the school in supporting their children's development. Open communication between the school and parents is essential to uphold the shared values and ensure that ethical standards are maintained.

Community Involvement: The school is committed to playing an active role in the broader community. We encourage students, staff, and parents to participate in community service activities that support social good, foster a sense of responsibility, and contribute to the well-being of society.

Compliance and Enforcement

Monitoring Ethical Behavior: The school will actively monitor adherence to this policy through regular assessments, student surveys, staff evaluations, and parent feedback. All members of the school community are expected to comply with the values and ethics outlined in this policy.

Addressing Violations: Any violation of this Values and Ethics Policy will be addressed promptly and in a fair manner. The school will follow its disciplinary procedures to ensure that ethical violations are dealt with appropriately, ensuring accountability and upholding the integrity of the school community.

Monitoring and Review

Annual Review: The school will conduct an annual review of this policy and its implementation to ensure that it remains effective and aligned with the needs of students, as well as the requirements of ADEK, CBSE, and M.O.E..

IEP Review Meetings: The progress of students with additional needs will be reviewed regularly through IEP meetings with parents, teachers, and support staff to ensure that learning goals are being met.



Version no.	Description of change	Owner	Date of Issue
1.0	Adoption of Policy	Principal	24.3.2021
2.0	Revision of Policy	Principal	24.3.2022
3.0	Significant changes to align more closely with ADEK School Policy on Values and Ethics	HR	26.3.2024
3.1	Review and Revision of the Policy	HR	3.3.2025

Conclusion

By adhering to the principles outlined in this **Values and Ethics Policy**, Al Ain Juniors School will continue to create a nurturing, respectful, and ethically sound environment for all members of our community. Our shared commitment to integrity, responsibility, and respect will ensure that students receive not only an excellent education but also the values they need to become responsible and ethical citizens of the world.