



Values and Ethics Policy (AY 2024-26)

Introduction

At Bright Riders School, the core principles of education are grounded in protecting individual rights while fostering inclusive, respectful, and positive learning environments across all classrooms. These principles, aligned with the cultural values and ethics of the UAE, form the cornerstone of our school activity and decision-making process.

This policy outlines the guiding principles that shape the ethos of Bright Riders School and sets clear expectations to ensure they are upheld consistently. It also emphasizes the responsibility of school leaders and administrators to embody the highest moral and ethical standards in every aspect of their work.

Purpose

At **Bright Riders School**, we embrace ADEK's core values of education as the guiding force behind everything we do. These values inspire us to:

- Reflect and promote excellence in all school activities while nurturing a community that truly lives these principles.
- Celebrate and respect the UAE's national identity and cultural heritage in our educational journey.
- Lead with integrity, ensuring that our staff and leaders embody the highest ethical standards in their professional roles.
- Cultivate an environment where awareness, compassion, cultural diversity, trust, respect, and tolerance thrive, echoing the vision of the UAE National Program for Tolerance.

Definitions

Accountability	Bearing of responsibility by an individual for their words and deeds.
Additional Learning Needs	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). 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.
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 <i>BRS Values and Ethics Policy</i> . 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: In all of its operations, BRS upholds the fundamental principles of education and actively encourages the school communities to embrace these ideals.
 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. Bright Riders School promotes the importance of the core values to the 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:** “Bright Riders School actively promotes, celebrates, and integrates the UAE’s national identity and cultural values across all aspects of school life—including the curriculum, community initiatives, and visitor experiences—in alignment with the *BRS Cultural Consideration Policy*.”
 2. **Public Holidays and National Celebrations:** In accordance with ADEK's circulars, BRS observes official public holidays and national celebrations in the UAE. According to the guidelines, the school cannot plan a working school day on a public holiday without first obtaining ADEK's approval. *BRS School Calendar and Public Holidays Policy*.
 3. **Flags and Portraits:** According to the BRS Buildings and Facilities Policy, the school flies the UAE flag ensuring that only the UAE flag is flown on it, and displays official portraits in accordance with the Positions of Their Highness Pictures and Placements and Uses of Flags Manual.
 4. **Assembly and Anthem:** Every morning, whether as a class or as a whole school, BRS holds assemblies where all students attend and sing the national anthem of the

United Arab Emirates. The Principal oversees the proper conduct of the assembly.

- a. BRS regularly 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:** Promoting the UAE national identity and cultural values within the school is the responsibility of a committee made up of the Governing Board and a council made up of at least three UAE nationals.
 6. **Initiatives:** BRS partakes in all government-endorsed initiatives time to time relating to the promotion of UAE national identity and cultural values, in line with the *BRS Cultural Consideration Policy*.
- 22 **Adhering to UAE Laws:** At BRS we ensure that the 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

- 31 **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. Safeguard 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. Guarantee the provision of training to staff on ethical behavior.
- 32 **Appointment of Staff:** The school leaders at our school also ensure 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.

- 33 **Ethical Behavior:** Every member of the Bright Riders School community is committed to upholding the highest standards of ethical conduct. The school has established robust systems and procedures to prevent, identify, and address any instances of unethical behavior.
1. Unethical behavior encompasses any actions that directly violate the core values, the Code of Conduct for Education Professionals in General Education (MoE, 2022), *the BRS Professional Code of Ethics*, or *the BRS Cultural Consideration Policy*. This includes, but is not limited to, oppression, discrimination, racism, prejudice, favoritism, dishonesty, bullying, and any form 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 implements clear mechanisms and procedures to identify and address instances of unethical behavior.
 4. The school takes appropriate action in accordance with these established procedures if a staff member is found to have acted unethically.
 5. Any report of a potential violation is thoroughly investigated. Determinations of non-compliance are made if malicious intent is confirmed, in accordance with the sanctions outlined in the BRS Cultural Consideration Policy.
 6. The school also incorporates the ethical self-evaluation process into the performance assessments of both leaders and staff.
- 34 **Whistle blowing:** In accordance with Federal Decree Law No. (31) of 2021 on Crimes and Penalties, which requires individuals to report criminal activity, Bright Riders School has established a Whistleblowing Policy. This policy ensures a safe and secure channel for members of the school community to report any observed illegal or unethical practices and provides a clear mechanism for addressing and rectifying such issues.
1. The school has 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 whistle blowing concern.
 2. If the identity of any individual in the school community who reports a concern or is the subject of a whistleblowing report becomes known, our school has a robust system to ensure confidentiality and protect the individual from any disciplinary action, stigmatization, or discrimination.
- 35 **Positive Education Environment:** BRS fosters a positive school environment that adheres to the its core values, via the following actions and initiatives:

1. In accordance with the *BRS Parent Engagement Policy*, we promote creativity, positivity, and teamwork, including through involvement of parents and the local community wherever possible and appropriate.
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. BRS sets a clear expectation for all staff and students to embrace diversity, promote inclusive education, and uphold respect for the UAE's national identity and cultural values.
4. The provision of all school policies and official documents in both English and Arabic, to facilitate effective engagement with the parent community.

4 Compliance

- 4.1 This policy is effective from the beginning of the Academic Year 2024/ 25. Bright Rider School ensures full compliance with the provisions of this policy no later than the commencement of the Academic Year 2025/ 26.

Approved By:

Rachna Prakash
Principal
Bright Riders School- Abu Dhabi



Next Review: AY 2026-2027