Approved by: Principal	Date: 30 January 2026

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Next review due:	Date: 22 June 2026

#	Description of Changes	Rev. No	Date of Issue
1	First Issue	00	21 June 24

ICS Vision
The "School of Choice" inspiring, challenging and empowering a 21st century learning community through an ethical and innovative education system.

ICS Mission
Provide a safe, friendly learning environment where lifelong learners follow an international curriculum which promotes academic excellence and nurtures key values and competencies in our global minded, future leaders.

Introduction

At ICS, the core values of education are designed to protect individual rights and foster a positive, respectful, and inclusive learning environment for all students. These values, aligned with the cultural and ethical principles of the UAE, serve as the foundation for all school activities and decision-making. This policy outlines the guiding values for our school community and establishes the expectations for ensuring that these principles are consistently applied. It also emphasizes the responsibility of school leaders to uphold the highest ethical standards in all areas of their work.

Purpose

At ICS, we are committed to fulfilling ADEK's requirements by ensuring that the following core values are embedded in every aspect of our school community:

- **Adherence to Core Values:** We will ensure that all school activities align with ADEK's mandate to promote and uphold these essential values across our school community.
- **Respect for UAE National Identity and Cultural Values:** ICS is dedicated to guiding its educational practices by respecting and honoring the UAE's national identity and cultural values, integrating them into the daily learning experiences of our students.
- **High Ethical Standards:** Our school leaders and staff will adopt and apply the highest ethical standards, demonstrating integrity in all aspects of their professional roles, both in leadership and in their interactions with students, parents, and colleagues.
- **Promotion of Compassion, Diversity, and Tolerance:** In line with the National Program for Tolerance, ICS will actively promote awareness, compassion, cultural diversity, trust, mutual respect, and tolerance within our school community, fostering an inclusive environment where all individuals feel valued and respected.

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 ADEK 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.

Core Values and Values Frameworks

Values and Value Frameworks

- Core Values: ICS shall abide by the core values of education in all activities and actively promote these values within the school community.
- ICS will honor and adhere to these core values in decision-making, planning, development, teaching, policymaking, and administration, fostering an inclusive school community and safeguarding the rights of all individuals.
- ICS will promote the importance of the core values to all members of the school community by:
    - Actively raising awareness and engagement through events (e.g., values days) and communications (e.g., posters, newsletters).
    - Integrating core values such as traditions, heritage, citizenship, conservation, and volunteering into the school curriculum.
    - Implementing a monitoring and follow-up framework to hold individuals accountable if they fail to adhere to the core values.

UAE National Identity and Cultural Values

- Celebrating and Honoring UAE National Identity and Cultural Values: ICS will promote, celebrate, and integrate UAE national identity and cultural values in all aspects of school life, in alignment with ADEK's Cultural Consideration Policy.
- Whole-School Integration: ICS will continuously promote UAE national identity and cultural values across the curriculum, community awareness, and visitor experiences.
- Public Holidays and National Celebrations: ICS will observe official UAE public holidays and national celebrations, adhering to ADEK's circulars.
- Flags and Portraits: ICS will fly the UAE flag and display official portraits in compliance with ADEK guidelines, in line with the ADEK Buildings and Facilities Policy.
- Assembly and Anthem: ICS will organize daily assemblies where all students will attend and sing the UAE national anthem.
- School National Identity Committee: ICS will form a parent committee with at least three UAE National parents to promote UAE national identity and cultural values in school.
- Initiatives: ICS will participate in government-endorsed initiatives related to promoting UAE national identity and cultural values.
- Adhering to UAE Laws: ICS will ensure that the school community respects and adheres to UAE legislation as outlined in this policy and other legal frameworks.

Ethical Leadership

- ICS school leaders will demonstrate ethical leadership by adhering to the principles of integrity and the Code of Conduct for Education Professionals.
- ICS school leaders will involve the wider school community in decision-making processes, aligned with the approved curriculum.
- Leaders will ensure no conflict of interest affects professional duties.
- ICS will provide training to staff on ethical behavior.
- Appointment of Staff: ICS school leaders will ensure fair and transparent recruitment processes, minimizing personal bias.
- Ethical Behavior: Every member of the ICS community will uphold the highest ethical standards, preventing and addressing unethical behavior, including discrimination, favoritism, dishonesty, and harassment.
- Whistleblowing: ICS will establish a Whistleblowing Policy to enable safe reporting of illegal or unethical practices, with mechanisms for anonymous reporting.
- Positive Education Environment: ICS will foster a positive school environment by promoting creativity, teamwork, and inclusive education, while respecting UAE national identity and cultural values.

Compliance

- This policy will be effective from the start of the 2024/25 Academic Year (Fall term), with full compliance expected by the 2025/26 Academic Year.
- Failure to comply with this policy may result in legal accountability and penalties as per ADEK's regulations and UAE law.

Linked Policies and Law

- ADEK Cultural Consideration Policy
- ADEK School Calendar and Public Holidays Policy
- ADEK Buildings and Facilities Policy
- Code of Conduct for Education Professionals in General Education
- ADEK Professional Code of Ethics
- ADEK Parent Engagement Policy
- Federal Decree Law No. (31) of 2021 Promulgating the Crimes and Penalties Law
- Federal Decree Law No. (33) of 2023 Concerning Cheating and Breach of Examination Systems