Model Private School,

Abu Dhabi

PROFESSIONAL CODE OF ETHICS POLICY

Review Date:	March 2026		
Next Review Date:	March 2027		
Acting Principal	Mr. I J Nasari		
Signature		***Date:***	31-March-2026
MPS Board of Governors	Haji. Meethalakath Mehmood		
Signature		***Date:***	05-April-2026

DEFINITION(S):

The **Professional Code of Ethics** is a set of principles by which employees at Model Private School staff, members of the Board of Trustees and Owners ("Educators") are expected to abide. It consists of twelve **professional and ethical standards** which are to be met by all employees covered by the Professional Code of Ethics and forms the basis for the identification of **best practice in professional and ethical conduct** and any disciplinary action which a School may need to take against individual members of staff in case of non-compliance with the Professional Code of Ethics' standards.

PURPOSE(S):

This policy is based firmly on the School's core values of education, which defines the conduct of the School's employees, School staff and others who regularly deal with students in all procedures, which is:

- **Teamwork**: emphasizing the values of cooperation with others.
- **Integrity and honesty:** commitment to the right behaviors under any circumstances.
- **Transparency:** dealing with others in a clear, sincere and honest manner.
- **Respect:** respect for students, colleagues, Parents / Guardians and community.
- **Accountability:** the individual bears responsibility for his/her words and deeds.
- **Care and compassion:** caring for others and feeling of responsibility toward them.

This policy provides those who work in Model Private School with a firm set of principles to guide all of the professional practice and behavior. This policy also applies to School employees in the interaction

with students and their Parents / Guardians, School leaders, teachers, staff, members of the Board of Trustees and Private School Owners. Its purposes are:

- To establish a firm foundation for ethical and professional conduct which are under the jurisdiction of the School.
- To raise ethical and professional standards by giving all employees a clear vision of the behavior expected of them.

POLICY:

The School expects & ensures that all employees understand, accept and embrace the principles enshrined in the Professional Code of Ethics, and thereby uphold high standards of ethical and professional practice and behaviour in all their work and at all times. The Professional Code of Ethics has been adapted from the "ADEC Public Schools (P-12) Policy Manual" in the Emirate of Abu Dhabi.

The School shall distribute to all their staff a code of professional and ethical conduct that includes all of these principles. The School's code of conduct also includes other principles that are of specific relevance to the particular context and mission of that particular School within the framework of the Professional Code of Ethics.

The School's Professional Code of Ethics consists of twelve standards for all the staff, members of the Board of Trustees, Owners, students and Parents/Guardians, as well as School employees who work with Model Private School. The lists within each standard are intended as guidance and do not comprise a complete set of professional and ethical behaviours that are expected of staff.The main objective for the School's employees in its headquarters and regional offices, as well as Model Private School staff, members of the Board of Trustees and Owners, is to achieve the public good in regard to improving educational processes and outcomes, and also that staff who regularly interact with students share an individual and collective accountability for the effective education of students. For this reason, the term Educators is used throughout this Professional Code of Ethics to describe all of them.

The School's Professional Code of Ethics for Model Private School includes the following standards:

Standard 1 – Religion, culture, society's customs and traditions: Educators will respect the Religion of Islam, respect the Arabic culture and UAE society's values, morals, customs, and traditions.

Standard 2 –Dress code: Educators will dress appropriately in a manner consistent with official work attire and which does not contradict with UAE society's values, morals, customs and traditions.

Standard 3 – Tolerance and respect for diverse cultures: Educators will foster an atmosphere of tolerance in Schools and the workplace.

Standard 4 – Relationship with students: Educators will maintain a caring, professional relationship with all students, both inside and outside the classroom.

Standard 5 – Relationship with community: Educators will respect and cooperate with Parents / Guardians and the local community in their daily work to advance student learning.

Standard 6 – Relationships with colleagues: Educators shall follow direction from direct supervisors and commit to collaborating with their colleagues in the best interest of students and the education profession.

Standard 7 – Communications: Educators will ensure that all interactions and communications with colleagues, students, Parents / Guardians and the public reflect the values of respect, wisdom, and integrity.

Standard 8 – Legal obligations: Educators will abide by government laws and regulations at all times and will be obligated to report violations of these laws to relevant authorities.

Standard 9 – Alcohol, drugs and tobacco: Educators will refrain from using, possessing, and being under the influence of alcohol and illegal drugs, and will not smoke in the workplace.

Standard 10 – Use of resources: Educators will use property and resources provided for their work efficiently and only for official/work-related purposes.

Standard 11 – Conflicts of interest: Educators will avoid any situation that represents or may be perceived to represent a conflict of interest in carrying out their professional responsibilities and tasks.

Standard 12 – Sensitive issues: Educators will not make remarks regarding sensitive issues that could cause anger or discomfort among students, colleagues or the community.

Reviewed and modified on: Monday,31 March 2026
(to be implemented in the academic year 2026-2027)

Approved by: Principal – *Model Private School*
Effective Date: 5th April 2026
Review Cycle: Annual or upon new ADEK amendments