ليـــوا للتعليم
Liwa Education

مدرســـة لـــيـــوا الـــدولـــيـــة
Liwa International School
الـقـطـارة Al Qattara

2026-2027

Values and Ethics Policy Document

August 2026

Effective Date: Aug 2026
Review Date: Yearly

LISQ Values and Ethics Policy

A. Introduction

The LISQ Values and Ethics Policy reflects the fundamental principles of education aimed at safeguarding the rights of individuals and promoting a positive, respectful, and inclusive learning environment. It aligns with UAE cultural values and ethics, guiding all school activities and decision-making processes.

B. Purpose

This policy aims to:

1. Define the core values guiding LISQ' educational practices.
2. Ensure respect for UAE national identity and cultural values.
3. Promote the highest ethical standards among school leaders, staff, and students.
4. Foster an environment of inclusion, trust, and mutual respect within the school community.

C. Core Values

Liwa International School Al Qattara (LISQ)

1. **Respect:** We respect each other's values, differences and contributions while embracing and preserving our local values and traditions.
2. **Integrity:** We act with integrity and honesty with a strong sense of fairness, respect, and dignity.
3. **Innovation:** We encourage curiosity and new ideas, and constantly strive to exceed expectations.
4. **Commitment:** We pursue our learning with energy, determination and the commitment to succeed.
5. **Achievement:** We work with a sense of purpose, persistence and accomplishment to achieve our goals.

In addition, to support the core goals of ADEK, all schools will promote:

1. **Inclusion**: Providing equal opportunities for all, recognizing individual differences.
2. **Accountability**: Taking responsibility for actions and decisions.
3. **Compassion**: Fostering a caring and empathetic environment.

4. **Cultural Awareness**: Honoring UAE national identity and traditions.

C. Policy

1. UAE National Identity and Cultural Values

LISQ is committed to:

1. **Integration of Cultural Values**:
    - Embedding UAE cultural values in the curriculum, events, and daily practices.
    - Observing public holidays and participating in national celebrations.
2. **Respect for National Symbols**:
    - Displaying the UAE flag and official portraits in compliance with guidelines.
    - Conducting daily assemblies that include the UAE national anthem.
3. **Community Engagement**:
    - Forming a National Identity Committee with parent representation.
    - Participating in government-endorsed initiatives to promote cultural values.
4. **Communication with ADEK**:
    - Providing regular reports to ADEK on compliance with cultural integration policies.
    - Consulting with ADEK on any policy updates or challenges related to cultural values.
    - Ensuring all documentation regarding cultural practices is submitted as required by ADEK.

2. Ethical Leadership

LISQ leaders will:

1. Adhere to principles of fairness, transparency, and ethical behavior.
2. Avoid conflicts of interest that may compromise decision-making.
3. Notify ADEK immediately if a significant ethical breach occurs that impacts school operations, ensuring that all steps taken to address the situation are documented and shared.
4. Submit an annual ethics compliance report to ADEK, including:
    - A summary of ethical training provided to staff.

- A record of breaches and the corrective actions taken.
- Feedback on any systemic improvements implemented to prevent future issues.

5. Refrain from using ADEK's name to communicate difficult or negative information to members of the community unless explicitly authorized.
6. Avoid referring members of the school community to ADEK to seek unauthorized exemptions or to pressure ADEK into reversing decisions previously made regarding the school.

3. Expectations for Ethical Behavior

All members of the LISQ community are expected to:

1. Demonstrate honesty, respect, and fairness in all interactions.
2. Avoid unethical behaviors such as discrimination, bullying, favoritism, or dishonesty.
3. Maintain academic integrity, avoiding plagiarism and cheating.
4. Refrain from using LISQ' name to influence or pressure external parties unfairly.
5. Notify ADEK in cases where breaches of ethical behavior involve systemic issues or require external oversight.

4. Reporting Unethical Behavior

LISQ encourages the reporting of any unethical practices through a secure and confidential whistleblowing mechanism. The school will:

1. Protect the identity of individuals reporting concerns.
2. Investigate all reports thoroughly and impartially.
3. Take appropriate corrective actions if unethical behavior is confirmed.
4. Notify ADEK of any significant violations and the actions taken to address them promptly as they occur.

5. Positive School Environment

LISQ

1. Promotes creativity, teamwork, and inclusion through curricular and extracurricular activities.

2. Encourages respect for diversity and fosters an inclusive learning atmosphere.
3. Provides policies and communications in both English and Arabic to enhance community engagement.
4. Shares best practices for fostering a positive environment with ADEK through regular updates and participation in ADEK-led initiatives.

6. Compliance

1. This policy will be effective from the Academic Year 2024/2025.
2. All members of LISQ are required to comply fully with this policy.
3. Non-compliance will result in corrective measures in accordance with UAE laws and LISQ procedures.
4. Compliance reports will be submitted to ADEK annually, detailing adherence to the policy and corrective actions taken.
5. An annual report on ethical compliance and accountability measures will be submitted to the Governing Board, summarizing violations, actions taken, and improvements implemented.

7. Linked ADEK Policies

This policy is aligned with and should be read in conjunction with the following school and ADEK policies:

1. Cultural Consideration Policy
2. Professional Code of Ethics Policy
3. Assessment Policy
4. Parent Engagement Policy

Appendix: Mechanism for Ensuring Accountability

To ensure that individuals are held accountable for failing to abide by LISQ' core values, the following mechanism will be implemented:

1. **Reporting Violations**:
    - Staff, students, or parents can report violations of core values through:
        - Direct communication with INSERT SCHOOL STAFF NAME HERE, the Principal or via the whistleblowing confidential email INSERT EMAIL ADDRESS HERE
2. **Initial Review**:
    - The report will be reviewed within 48 hours to determine the severity and validity of the violation.
    - For minor infractions, immediate corrective actions may be recommended.
3. **Investigation**:
    - For serious breaches, a formal investigation will be conducted by the Ethics Committee, comprising senior staff and a Governing Board representative.
    - Witness statements, relevant documentation, and evidence will be collected.
    - For confirmed serious violations, the school will promptly notify ADEK, detailing the nature of the violation, investigation findings, and corrective measures implemented.
4. **Resolution and Action**:
    - Outcomes of investigations may include:
        - Counseling or training for individuals involved.
        - Disciplinary action in line with LISQ policies.
        - Implementation of corrective measures to prevent recurrence.
5. **Feedback and Follow-Up**:
    - Individuals involved will receive written feedback on the resolution.
    - Follow-up checks will ensure that corrective measures are effective.
6. **Documentation and Transparency**:
    - All cases and resolutions will be documented and securely stored.
    - Annual summaries on accountability measures will be reviewed internally and included in the annual report to the Governing Board to ensure transparency and improve practices.

Policy Owner Department

Education Department

Key Stakeholders		
Policy Owner:	School Principal	LISQ Principal
Reviewed by:	Margaret Haynes	Director of Schools
	Kevin Wallis	Deputy CEO
Approved by:	Dr. Shereen Gobran	Chief Executive Officer