



1. INTRODUCTION

EFIA is committed to fostering a learning environment that reflects the values of integrity, respect, compassion, and cultural understanding. EFIA promotes a value-driven school culture that safeguards individual rights and encourages ethical behavior across all levels of the school community.

2. PURPOSE

- To embed the core educational values defined by ADEK within all EFIA operations.
- To ensure that all EFIA stakeholders uphold ethical standards and integrity in their conduct.
- To promote respect for UAE National Identity and cultural values through teaching, celebrations, and community engagement.
- To foster an atmosphere of trust, inclusion, fairness, and empathy across the EFIA community.
- To strengthen EFIA's commitment to ethical leadership and accountability.

3. EFIA CORE VALUES FRAMEWORK

EFIA's values are built on ADEK's core principles and integrated into every aspect of school life from classroom learning to staff behavior, community service, and school governance.

Core Value	Meaning at EFIA
Integrity	Acting with honesty, fairness, and transparency.
Respect	Valuing diversity, culture, and individual rights.
Accountability	Taking ownership of actions and outcomes.
Inclusion	Ensuring equal access and participation for all learners.
Tolerance	Accepting and embracing differences.
Teamwork	Collaborating to achieve shared goals.
Innovation	Encouraging creativity and continuous improvement.
Compassion & Care	Demonstrating kindness and empathy.
Sustainability	Promoting responsible citizenship.



4. PROMOTION OF UAE NATIONAL IDENTITY AND CULTURAL VALUES

EFIA takes pride in celebrating and honoring the UAE’s rich heritage and values through the following measures:

Area	Implementation at EFIA
Integration in Curriculum	UAE social studies and moral education woven across subjects.
National Celebrations	Observance of National Day, Flag Day, Martyrs’ Day, and other events.
Morning Assembly	Daily singing of the UAE National Anthem with proper conduct.
Displays and Symbols	UAE flag flown daily; leadership portraits displayed as per ADEK guidelines.
Activities & Events	Organizes heritage exhibitions, traditional art and poetry events and interactive sessions with Emirati guests
Parent Council	Formation of a Parent council with Emirati and non-Emirati parent members.
Government Initiatives	Active participation in ADEK initiatives like MIP and UAE Government heritage and tolerance programs.

5. ETHICAL LEADERSHIP AND CULTURE

Key Responsibilities:

- Lead with integrity, fairness, and transparency.
- Avoid conflicts of interest in all professional duties.
- Promote stakeholder participation in decisions affecting the school.
- Ensure fair recruitment and promotion practices.
- Provide continuous staff training on ethics, inclusion, and cultural values.

6. ETHICAL BEHAVIOR AND PROFESSIONAL CONDUCT

All members of the EFIA community are expected to:

- Exhibit integrity, respect, and professionalism.
- Avoid unethical acts such as discrimination, favoritism, bullying, or dishonesty.
- Maintain confidentiality of information.
- Ensure academic honesty-plagiarism, cheating, or collusion are strictly prohibited.



Violations will result in action as per EFIA's *Staff Code of Conduct and Student Behavior Policy*.

7. WHISTLEBLOWING MECHANISM

EFIA maintains a transparent and confidential system for reporting unethical or unlawful behavior.

Step	Process	Responsibility	Remarks
1. Concern Identified	Unethical, unlawful, or policy-violating behavior observed.	Staff / Student / Parent	All members encouraged to report in good faith.
2. Report Submission	Report made verbally, in writing or through EFIA Portal.	Section Coordinator	Identity will not be disclosed without consent.
3. Review & Acknowledgment	Initial review and registration of the complaint.	Vice Principal	Acknowledgment issued; report logged confidentially.
4. Investigation	Detailed inquiry into the reported concern; findings recorded.	Vice Principal	Conducted discreetly; identity protected.
5. Action & Resolution	Corrective or disciplinary measures applied where required.	Principal / Governing Board	Outcome documented; relevant parties informed.
6. Feedback & Record Keeping	Whistleblower (if identified) updated; records stored securely.	Administration Department	Records kept for 3 academic years for compliance.

8. CONCLUSION

EFIA upholds the belief that education is not only about academic success but also about nurturing character, empathy, and civic responsibility. By aligning with ADEK's Values and Ethics Policy, EFIA commits to cultivating a culture where students, staff, and parents work together to model the virtues of respect, integrity, and unity.

9. POLICY REVIEW & APPROVAL

This Policy is subject to changes as per the school and UAE law and revised version will be submitted for approval as per the process

Sajid



Saji Oommen
Principal

