



PROFESSIONAL CODE OF ETHICS

Introduction

Staff employed in Merryland International School at all times have to demonstrate integrity, dignity, impartiality, and ethical behaviour in the classroom and in their conduct with fellow colleagues and community members, including parents. The school recognizes that professional conduct is essential to fostering a safe, inclusive, respectful, and supportive learning environment where every individual is valued and treated with dignity. This policy sets out the minimum standards for professional practice and behaviour in Merryland International School.

Purpose

- Provide those who work in Merryland International School with a firm set of principles to guide their professional practice and behaviour.
- Establish a firm foundation for ethical and professional conduct in Merryland International School.
- Raise ethical and professional standards by providing all staff members with a clear vision of the behaviour expected of them.
- Strive to improve educational processes and outcomes and ensure that staff regularly interact with students with an aim to share individual and collective accountability towards their effective education.

Policy

1. Overview

1.1 Core Values:

This policy is in alignment with the ADEK Values and Ethics Policy and the ADEK Governance Policy, which define the conduct of ADEK's employees, school staff, and others who regularly deal with students in all procedures.

1.2 Stakeholders:

This policy consists of standards for all staff members of the governing board, and owners. All stakeholders shall understand, accept, and embody the principles enshrined in this policy, thereby upholding high standards of ethical and professional practice and behaviour in all their work at all times.



1.3 Staff Code of Conduct:

Merryland International School has developed and distributed its staff code of conduct, in line with the Code of Conduct for Education Professionals in General Education (MoE, 2022), the ADEK Professional Code of Ethics, the ADEK Cultural Consideration Policy, and may also include other principles that are of specific relevance to the context and mission of Merryland International School, within the framework of this policy.

2. Professional Code of Ethics

2.1 All staff members of Merryland International School are obligated to sign the Code of Conduct for Education Professionals in General Education (MoE, 2022) and Merryland International School will ensure that staff adopt the code and abide by the standards mentioned.

3. Additional standards

Standard 1:

Respect for UAE National Identity and Cultural Values: Merryland International School will foster an atmosphere of respect and consideration for all members of its school community as per the ADEK Cultural Consideration Policy.

1. Professional conduct includes:

- Exhibiting respect for individuals of different religious, ethnic, or cultural backgrounds.
- Taking all necessary procedures to ensure that classrooms and other workplaces are free from all forms of discrimination.
- Treating all students and colleagues equitably, including all people of determination and students with additional learning needs, in line with the ADEK Inclusion Policy.

2. Prohibited unprofessional conduct, in line with the ADEK Values and Ethics Policy, includes:

- Discriminating against or harassing members of the school community or the public on the grounds of religion, race, origin, social status, age, or gender, or discriminating against female employees who are expecting or have recently given birth.



- Engaging in conduct or activities that lead to the indoctrination and promotion of religious/political extremism, racism, bullying, and all other forms of discrimination.
- Dressing in ways that are culturally inconsiderate (e.g., wearing excessively revealing clothing) and goes against the school's dress code.
- Engaging in conduct that contradicts the Code of Conduct for Education Professionals in General Education (MoE, 2022) and this policy.

Standard 2:

Relationships with Colleagues: The staff of Merryland School commit to collaborating with their colleagues in the best interest of students and the education profession, in line with the ADEK Staff Wellbeing Policy and ADEK Student Behaviour Policy.

1. Professional conduct includes:

- Encouraging and supporting colleagues to adopt and adhere to high professional standards.
- Collaborating with other educators in a way that develops a positive, supportive professional environment for all.
- Assisting in the preparation and induction of new educators through mentorship and guidance.

2. Prohibited unprofessional conduct includes:

- Harassing a colleague verbally or physically, including any inappropriate behaviour that makes a colleague feel uncomfortable or unsafe.
- Spreading false rumours or slandering the reputation of a colleague.
- Revealing confidential information concerning a colleague.
- Intentionally excluding a colleague from work-related or professional activities or work-related information.
- Preventing colleagues from carrying out their official duties.

Standard 3:

Legal Obligations:

All staff members will abide by government laws and regulations at all times and will be obligated to report violations of these laws to relevant authorities, in line with ADEK Values and Ethics Policy.



1. Professional conduct includes:

- Maintaining honesty and integrity while conducting work.
- Being aware of, understanding, and adhering to the UAE laws, regulations, and policies relevant to their work.

2. Prohibited unprofessional conduct includes:

- Falsifying or misrepresenting professional qualifications or employment history.
- Misrepresenting someone else's work as their own or engaging in plagiarism.
- Wilfully disobeying or disregarding any applicable laws.
- Tutor their own students, who are currently in their class, for financial gain.

Standard 4:

Digital Activities:

All staff members will follow good practices in the digital environment to safeguard their and their students' digital safety, in line with the ADEK Digital Policy.

1. Professional conduct includes:

- Undertaking continuous professional development (CPD) to stay up to date with best practices to safeguard one's digital safety, identity, trust, and information security.
- Engaging with students in evaluating the reliability of digital information.
- Helping students understand what constitutes cyberbullying and how to identify when they are being subjected to it as the victim or are engaging in it as the perpetrator.
- Avoiding the use of plagiarism and monitor the use of plagiarized material in students' work and implement positive corrective measures.

2. Prohibited unprofessional conduct includes:

- Utilizing work devices in an inappropriate manner in violation of the school's responsible use policy.
- Sharing screenshots of students or student work containing identifiable personal information.



Standard 5:

Community Protection:

Staff members will not engage in or facilitate any form of student or staff maltreatment within and outside the school premises, nor will they let any instance of maltreatment witnessed go unreported, in line with the ADEK Student Behaviour Policy, ADEK Student Protection Policy and the ADEK Safeguarding Policy.

1. Professional conduct includes:

- Reporting to the relevant authorities when any instance or suspicion of student or staff maltreatment is identified.
- Spreading awareness on best practices with students to identify and report maltreatment.
- Ensuring that classrooms and school premises are safe spaces for students.

2. Prohibited unprofessional conduct includes:

- Student or staff maltreatment in any form.
- Not reporting a witnessed instance of student or staff maltreatment in any form.
- Facilitating the maltreatment of students in any form.

Standard 6:

Community Engagement:

Staff members will actively engage with and contribute to the wellbeing of the school and larger community by championing a sense of civility and civic duty to effect positive change in society, whether social, economic, cultural, environmental, etc. in line with the ADEK Wellbeing Policy and the ADEK Staff Wellbeing Policy.

1. Professional conduct includes:

- Volunteering time for social causes and encouraging students to do the same.
- Contributing to environmental and sustainability initiatives and engaging students to participate.
- Participating in CPD activities to better engage with and contribute to the community.



2. Prohibited unprofessional conduct includes:

- Using social causes to mobilize students to behave in extreme manners or to join organizations that can be construed as extremist groups, in line with the ADEK Values and Ethics Policy and the ADEK Cultural Consideration Policy.
- Using social causes fraudulently for personal gain (e.g., raising funds through crowdfunding platforms for illegitimate causes).

References

- Federal Decree Law No. (29) of 2006 Concerning the Rights of People of Determination
- Federal Decree Law No. (31) of 2021 Promulgating the Crimes and Penalties Law
- MoE Code of Conduct for Education Professionals in General Education
- UAE Ministry of Education Code of Conduct for Education Professionals in General Education

Official Supporting Documents

ADEK_School_Professional Code of Ethics Policy_v.1.0 2024 (January)
Department of Education and Knowledge, Abu Dhabi (ADEK)

This policy will be reviewed annually.

Principal



Reviewed on 01 June 2026

Merryland International School is an outstanding, ISO 9001-certified, British Curriculum K-12 school located in Abu Dhabi, U.A.E. providing high quality education to pupils of more than 40 nationalities. Merryland has been a pioneer in education for the last four decades remaining true to its motto 'Changing lives... Nations wide'.