**Policy: Ethical Leadership**

**Introduction:**

 Ethical leadership is exemplified by the adherence of Principal, Boards of Trustees and Operators as well as Owners to the moral principles and culture and heritage of the UAE, the core principles of education, and the MOE’s Professional Code of Ethics. In order to achieve this goal and to ensure that Elite APS engenders solid and positive educational values, relations based on integrity, trust and mutual respect.

***Principal’s Program Features:***

***The program aims to address the need to:***

- To ensure that Elite ASP leaders adopt and apply the highest ethical standards at all times, at all levels and in all aspects of their professional roles, and lead by example in this regard.

- To make sure that Elite ASP leaders deliver the most beneficial outcomes for their Schools and students rather than obtaining personal gains through improper use of position and abuse of power.

-To ensure that relationships in Schools are based on integrity, trust and mutual respect.

**POLICY:**

 School Leaders (including Principals, Boards of Trustees, Operators as well as Owners) adopt ethical principles in all their actions and implement the core values of education and the MOE’s Professional Code of Ethics. They act at all times and at all levels with integrity, honesty and transparency. School Principals demonstrate excellent leadership skills through professional practices and ethical values that are based on respecting the UAE’s culture and heritage. School leaders and its Owners must not be conflicted between their business interests and the quality of education provided. Teachers are leaders in the classrooms positively promote good ethics and values. Elite ASP School leaders must create a healthy environment and must promote the Professional Code of Ethics through fairness, respect, equality and trust, and through standing firmly against oppression, discrimination, racism, prejudice and favoritism among staff, between staff and students or among students. School leaders must put in place a system to deal with oppression, discrimination, racism, abuse or any other improper behavior, Which includes dealing with job applicants and Parents/Guardians wishing to enroll their children at the School. For example, the leader shall ensure that all appointments or promotions of staff are done objectively without the influence of personal preferences, and based on the most suitable characteristics and personal skills that match the position’s requirements. School Leaders must consider individual rights as much as possible during the decision making processes and the exercise of authority.

School leaders consider, as much as possible, the participation of members of the School community in its decision-making processes, discussion of ideas and exercise of authority.

**ROLES AND RESPONSIBILITIES:**

School’s Principal and Board of Trustees will:

- Review the procedures necessary to bring their leadership fully in line with this

policy.

- Provide training and development to School leaders and potential leaders to meet

the expectations stated in this policy.

- Share a copy of the Professional Code of Ethics with all Educators, as written

guidelines that will act as a reference and support in all day-to-day actions and

Decision-making processes.

- Ensure a consistent practice of ethical principles in the School and taking action

when staff fail to adhere to such principles during the performance of their duties.

- Build ethical leadership capacity of potential leaders consistent with this policy.

- Carry out self-evaluation and gathering evidence about how others judge their

leadership, for example through offering those in their teams the opportunity to

participate in feedback to assess their leadership.

- Put in place audits mechanisms to ensure that Schools are free of unethical

practices.