

Decision of the Chairman of the Department of Education and Knowledge No. (27) of 2025

Regarding the Schedule of Violations and Administrative Fines Related

to the Policies of Private Schools and Partnership Schools

The Chairman of the Department of Education and Knowledge

- Having reviewed Law No. (1) of 1974 regarding the reorganization of the government apparatus in the Emirate of Abu Dhabi and its amendments,
- And Law No. (9) of 2018 regarding the establishment of the Department of Education and Knowledge,
- And the decision of the Chairman of the Executive Council No. (26) of 2013, regarding the regulatory regulations for private schools in the Emirate of Abu Dhabi,
- And the decision of the Chairman of the Executive Council No. (24) of 2018 regarding additional competencies for the Department of Education and Knowledge,
- And the decision of the Chairman of the Department of Education and Knowledge No. (46) of 2024 regarding the adoption of policies for private schools and partnership schools,
- And based on what was presented to the Executive Council, and its approval. The following is decided:

Article One

The schedule of violations and administrative fines attached to this decision shall be implemented and applied to private schools and partnership schools in the Emirate of Abu Dhabi, in addition to the administrative penalties that the Department may impose on these schools in accordance with the applicable legislation.

Article Two

A repeat violation is the re-commission of the violation within one year from the date of the first commission of the violation, and the stricter fine shall be applied in case of repetition as shown in the schedule attached to this decision.

Article Three

This decision shall be published in the Official Gazette and shall come into effect from the date of its publication.

Sara Awad Isa Musallam

Chairman of the Department of Education and Knowledge

Issued in Abu Dhabi on: August 25, 2025

Attachments: Schedule of Violations and Administrative Fines

Schedule of Violations and Administrative Fines

Description of Violation	Administrative Fine Value (in AED)		
	First time	Second time	Third time and more
Violations and Administrative Fines Related to the Physical Education and School Sports Policy			
School's failure to establish a framework for sports culture, as per the Department's requirements.	5,000	10,000	15,000
School's failure to communicate with teachers, coaches, and parents to raise their awareness about their role in supporting the development of sports	5,000	10,000	15,000

Description of Violation	Administrative Fine Value (in AED)		
	First time	Second time	Third time and more
culture among students through physical education and school sports.			
School's failure to ensure that physical education teachers, coaches, and volunteers have signed the school's student protection policy.	5,000	10,000	15,000
School's failure to maintain health and safety records for all incidents that occur during physical education classes and school sports.	5,000	10,000	15,000
School's failure to share the required indicator reports related to the evaluation of the effectiveness of the physical education and school sports policy with the Department and according to its requirements.	5,000	10,000	15,000
School's failure to develop a physical education and school sports policy in compliance with the Department's requirements.	15,000	25,000	50,000
School's failure to develop a strategy aimed at engaging every student in moderate to vigorous physical activities (MVPA) for at least 30 minutes daily through physical education and school sports.	15,000	25,000	50,000

Description of Violation	Administrative Fine Value (in AED)		
	First time	Second time	Third time and more
School's failure to assign a student an alternative role (e.g., team captain, referee, or scorekeeper) if the required activity restricts the student's active participation.	15,000	25,000	50,000
School's failure to provide opportunities for girls/young women, students with additional educational needs, less active students, and gifted students to participate in physical education classes and school sports programs like their peers.	15,000	25,000	50,000
School's failure to provide opportunities for all students to participate in competitions held within the school and between schools.	15,000	25,000	50,000
School's failure to provide the opportunity for students to participate in all matches and competitions organized by the Department or any other government entity.	15,000	25,000	50,000
School's failure to ensure physical education teachers undergo 75 hours of annual training at the level of subject-specific continuous professional development as per the Department's requirements.	15,000	25,000	50,000

Description of Violation	Administrative Fine Value (in AED)		
	First time	Second time	Third time and more
School's failure to ensure that physical education teachers, coaches, and volunteers have undergone the necessary training related to student protection and safeguarding.	15,000	25,000	50,000
School's failure to conduct a risk assessment for any physical education or school sports activities.	15,000	25,000	50,000
School's failure to ensure that physical education teachers make the required adjustments to the content and resources of physical education classes.	15,000	25,000	50,000
School's failure to allocate at least 60 minutes per week for physical education classes provided throughout the year for all students.	50,000	75,000	100,000
School's failure to develop and implement a comprehensive physical education curriculum as per the Department's requirements.	50,000	75,000	100,000
School's failure to establish procedures for handling incidents that occur during physical education classes and activities.	50,000	75,000	100,000
School's failure to establish mechanisms to verify that its facilities are free from	50,000	75,000	100,000

Description of Violation	Administrative Fine Value (in AED)		
	First time	Second time	Third time and more
hazards and to ensure they are safe for use.			
School's failure to ensure that physical education teachers and coaches are aware of students' health conditions that may be affected by participation in sports activities and school sports.	50,000	75,000	100,000
School's failure to modify the content of activities and the equipment used to reduce the risk of injury, thereby ensuring the participation of students with health conditions in sports activities.	50,000	75,000	100,000
School's failure to ensure the provision of drinking water (fluids) to students before, during, and after activities.	50,000	75,000	100,000
School's failure to establish protective measures for sun protection.	50,000	75,000	100,000
School's failure to comply with the gender-specific requirements in sports and swimming as outlined in the Department's co-education policy.	100,000	125,000	150,000

Violations and Administrative Fines Related to the Career and University Guidance Policy

School's failure to develop internal qualitative and quantitative indicators and mechanisms to measure the	5,000	10,000	15,000
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Description of Violation	Administrative Fine Value (in AED)		
	First time	Second time	Third time and more
efficiency of the career and university guidance program services.			
School's failure to share the career and university guidance program indicators (student coverage, counselor-to-student ratio, graduate destinations, and top three destinations) with the Department annually as required.	5,000	10,000	15,000
School's failure to develop a career and university guidance policy in compliance with the Department's requirements.	15,000	25,000	50,000
School's failure to provide opportunities for students to develop necessary career skills through the career and university guidance program, via enrichment programs, school activities, and external programs and seminars.	15,000	25,000	50,000
School's failure to communicate with alumni to create a culture of community engagement, enhance the connection between alumni and the community, provide mentorship, and build professional relationships.	15,000	25,000	50,000
School's failure to communicate with parents of Cycle 3 students regarding their children's pathways and post-secondary options.	15,000	25,000	50,000

Description of Violation	Administrative Fine Value (in AED)		
	First time	Second time	Third time and more
School's failure to define the roles and responsibilities of the career and university guidance counselor in line with the Department's requirements.	15,000	25,000	50,000
School's failure to ensure the career and university guidance counselor attends all events and continuous professional development opportunities specified by the Department.	15,000	25,000	50,000
School's failure to provide opportunities to raise awareness of different career concepts for Cycle 2 within the school's applied career and university guidance program.	50,000	75,000	100,000
School's failure to support Cycle 3 students in identifying their pathways and in submitting post-secondary applications.	50,000	75,000	100,000
School's failure to provide at least one full-time career and university guidance counselor during critical periods such as school holidays.	50,000	75,000	100,000
School's failure to appoint at least one full-time career and university guidance counselor.	50,000	75,000	100,000
	50,000	75,000	100,000

Description of Violation	Administrative Fine Value (in AED)		
	First time	Second time	Third time and more
School's failure to provide continuous professional training and development for the career and university guidance counselor in line with the Department's requirements.			
School's failure to implement a comprehensive career and university guidance program in line with the Department's requirements.	100,000	125,000	150,000

Violations and Administrative Fines Related to the Employment Policy (Staff Acceptance Criteria)

Allowing any employee (external candidate) to commence work before obtaining a work permit issued by the Department.	15,000	25,000	50,000
Employees' non-compliance with the contents of appointment notifications or work permits issued by the Department.	15,000	25,000	50,000
Allowing any employee (internal candidate) to commence work before obtaining an appointment notification issued by the Department.	50,000	75,000	100,000
Failure to comply with the appointment of a school principal.	100,000	125,000	150,000