



COMMUNICATION ON ENGAGEMENT

Period covered by this COE : **2015 - 2016**

INTRODUCTION

Braeburn Schools is a group of 16 co-educational international schools spread over 9 campuses in Kenya and Tanzania with over 3,600 pupils from over 60 nationalities. The Schools provide world class teaching Curriculum of England and Wales with examinations in IGCSE, GCE, BTEC, IBCP and IB Diploma.

The group schools actively value and celebrate diversity, nurturing personal growth by providing a friendly and supportive environment.

Part I – Statement of continued support by the Managing Director

August, 2016

To our stakeholders

BRAEBURN SCHOOLS COMMUNICATION ON ENGAGEMENT

I am pleased for confirm that Braeburn Schools Limited reaffirms its support to the United Nations Global Compact and its 10 principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global compact. We welcome feedback on its contents.

In the communication of Engagement, we describe the actions that Braeburn has taken to support the UN Global Compact and its Principles as suggested for organisation like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Yours sincerely

Rob Williams

Braeburn Group Managing Director

Part II – Description of Actions.

Action :

Incorporate the Global Compact principles into internal operations and communicate progress following the COE (Communication on Engagement) requirements.

Human Rights

Principle 1 : *Business should support and respect the protection of internationally proclaimed human rights;*

Principles 2 : *Make sure that they are not complicit in human rights abuses*

Braeburn Schools have in place Employment Policies and Education Policies that serve as guidelines to govern the procedures and practices of the Company to ensure all our schools are committed to respecting the rights and dignity of all people. Staff, students and those acting on behalf of the schools are expected to maintain ethical standards as well as observing the applicable policies, practices, government regulations and professional standards at all times. Those in supervisory positions are expected to assume the responsibility of ensuring that their conduct and that of those they supervise complies with the company policies

Labour

Principle 3 : *Business should uphold the freedom of association and the effective recognition of the right to collective bargaining*

Principle 4 : *The elimination of all forms of forced and compulsory labour.*

Principle 5 : *The effective abolition of child labour;*

Principle 6 : *The elimination of discrimination in respect of employment and occupation*

Five of our schools being CIS accredited members, Braeburn is committed to the welfare of their staff and in addition there is a forum for addressing working terms and conditions of employment. This is done in part through a collective bargaining with staff through their shop stewards and trade union representatives where they are given the opportunity to air concerns pertaining to their welfare. The issues are then discussed through the agreed policy formulation into a Collective Agreement.

Braeburn respects the rule of law. For the dignity and welfare of all its staff, Labour and Employment Laws of the country are fully observed.

Braeburn Schools are committed to the principle of equal opportunity in education and employment. It is committed to being an inclusive employer and advancing gender equality and does not discriminate against any individual in the administration of its educational policies, admission policies and employment policies or scholarship programmes. We support and develop the potential of our employees through trainings and motivational talks.

Environment

Principles 7 - *Businesses should support a precautionary approach to environmental challenges;*

Principles 8 - *Undertake initiatives to promote greater responsibility*

Principles 9 - *Encourage the development and diffusion of environmentally friendly technologies.*

All Braeburn schools are NEMA (National Environment Management Authority) compliant. Our schools actively value and celebrate diversity, nurturing personal growth by providing a friendly and supportive environment. All our students develop the skills, attitudes and awareness necessary to become successful learners, confident individuals and responsible citizens. The company also encourages internal employment promotion practices in all our schools.

Braeburn schools offer the Curriculum of England and Wales with emphasis on protecting the environment and promoting greater environmental awareness. It is conscious of the responsibility to conserve resources and find ways to use resources more effectively to reduce the environmental burden of waste generation. We have engaged the services of Taka Taka Solutions Company to help manage the waste produced in the schools by recycling as much as possible. The first review report shows that out of all the waste produced in the last few months, 97% has been recycled.

Anti-Corruption

Principle 10 – *Business should work against corruption in all its forms including extortion and bribery.*

Braeburn is a corruption free zone and all its staff are aware of this. CCTV cameras have been installed in all our schools. We insist on honesty, integrity and fairness at all times when conducting business and services for or on behalf of the Braeburn Schools. Accepting bribes or giving bribes is totally unacceptable and prohibited.

Part III – Measurement of outcomes

The most relevant qualitative and/or quantitative indicators to measure the outcome of the activities described in Part II

Braeburn has ensured an environment for all employees that is fair, humane, and respectful that support and reward employee on the basis of relevant considerations such as ability and effort. The end results have shown a happy and motivated team of staff.

Braeburn policies have been made available to all its staff and the implementation stage has been a smooth task due to the positive approach shown by the staff and all those involved. This reflects a more responsible workforce that is aware of its rights, privileges and responsibilities. The conducive environment that is friendly to all those associated with Braeburn and the transparency in all its dealings has helped Braeburn in its commitment to sustainability.

The security measures implemented recently is an obvious assurance to all those in Braeburn to enjoy a peace of mind knowing that the company has taken responsibility to protect their welfare.

Braeburn specialises in Teacher Training development for International Education and has partnered with University of Nottingham - UK to offer an International Post Graduate Certificate in Education (PGCEi) programme. This is a programme of professional enrichment for educators working in countries other than the UK. This partnership is an added advantage and value to Braeburn's continued support for the Global compact principles.

Braeburn has played a major role in advocating for the formation of Kenya Independent International Schools Association (KAIIS). The association was formed to bring together, encourage, promote and protect the interests of the member schools in Kenya. Over 20 International schools have registered for membership. This is a result of the commitment shown by KAIIS executive committee led by Braeburn.

Our commitment to engage the principles of the Global compact has played a major role in shaping and sustaining the present approach from those employed or associated with Braeburn Group.

Braeburn shall continue to support the United Nations Global Compact and its Principles.