



COMMUNICATION ON ENGAGEMENT

Period covered by this COE : **2016 - 2018**

INTRODUCTION

Braeburn Schools is a group of 16 co-educational international schools spread over 9 campuses in Kenya and Tanzania with over 4000 pupils from over 60 nationalities. The Schools provide world class teaching Curriculum of England and Wales with examinations in IGCSE, GCE, BTEC, IB – Certificate and Diploma Programs

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

July 2018

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

Andy Hill
Braeburn Group Managing Director

Part II – Description of Actions.

Action :

Incorporate the United Nations 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 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 comply 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*

Braeburn continue to maintain high standards in education and employment. Five of our schools are CIS accredited schools, and are COBIS & AISA members. Currently, 3 schools are undergoing inspections to gain British Schools Overseas (BSO) status. Our commitment to the welfare of staff is certain and in addition there is a forum for addressing working terms and conditions of employment which is done in part, through a collective bargaining with staff through their shop stewards and trade union representatives. The issues are then discussed through the agreed policy formulation into a Collective Bargaining 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. For best practice, Braeburn has ensured all its employees have a police clearance certificate and national identification documents to eliminate any form of child labour within our campuses.

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, admission 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. We 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. Braeburn has engaged the services of Taka Taka Solutions Company to help manage the waste produced in the schools by recycling as much as possible. 96% of waste has been recycled.

Recently we started enviro-friendly recycling of electronic equipment through Enviro-Serve which strictly adheres to international standards established by the United Nations Environmental Program and the WEEE directive 2002/95/EC.

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. In addition, Braeburn has a whistleblowing policy for employees to raise legitimate concerns where they have reasonable belief that a fellow employee has allowed private interests to override the interests of the schools.

Part III – Measurement of outcomes

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

Since becoming a UN Global Compact participant, Braeburn has ensured that all those doing dealings with them are aware of their commitment to support the UNGC principles in shaping the world we want. For good practice Braeburn has ensured that all their staff have undertaken Child Protection and Safeguarding training. All those working in our schools share a common objective to help keep the children safe from harm and abuse. The safety and welfare of the child have been placed above all other considerations.

Braeburn has ensured an environment for all employees that is fair, humane, and respectful, one 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 schools have policies that help to run and govern the schools and these have been made available to all its staff. Policy reviews has been a continuing journey to ensure that matters pertaining to the welfare of the children and all the stakeholders are covered in these policies. 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 that they 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 brings 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 and effort by the KAIIS executive committee led by Braeburn. The KAIIS vision is to promote and represent the best interests of independent international schools, winning recognition for their value and contribution as outstanding educators of children, as a thriving business sector and as an important component in the development of the country.

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

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