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COMMUNICATION ON ENGAGEMENT (COE)

Period covered by this Communication on Engagement

From: October 2016

To: September 2018

Part I. Statement of Continued Support by the Chief Executive Officer

November 28, 2018

To our stakeholders:

I am pleased to confirm that with the change of management to Scholé International, Makini Schools Ltd reaffirms and intends to build on its support to the United Nations Global Compact and its Ten 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 this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Adam Nichols

CEO



Part II. Description of Actions

Actions our organization has taken in support of the Global Compact.

1. HUMAN RIGHTS

- i. In reference to the Convention on the Rights of the Child (CRC) article 3, we are developing and implementing a comprehensive policy on child and occupational safety at our schools, including:
 1. Reducing accidents on site
 2. Improving security procedures on site
 3. Improving responses to emergencies such as fire or injury
 4. Improving responses to child protection issues
 5. Anti-bullying measures
 - A team responsible for all aspects of child safety has been formed.
 - An assessment of the current situation on the ground has been done.
 - Issues identified for immediate attention have been noted and action plans created.
 - A comprehensive plan is being put together for a school-wide training on the child and occupational safety to be conducted in 2019.
 - Logging of any accidents and incidences occurring on site is done daily.
- ii. In reference to the CRC article 13 & 14, at Makini Schools each child is free to practise his or her faith, and to express their opinions without fear of discrimination or punishment. We achieve this:
 - By providing religious education for both Christians and Muslims.
 - Having cultural days where children get to appreciate each other's culture and belief systems, without feeling the need to compromise their own.
 - Makini learners prepare their own assemblies with the journalism clubs, where they exercise their freedom of expression with respect for one another.
- iii. In reference to the CRC article 17 we have:
 - Fully equipped computer labs.
 - Well-stocked libraries.
 - An internet safety policy to protect the children from injurious information.
- iv. In reference to the CRC article 29(a) and 31, we believe it is important that every child has access to a rich and varied co-curricular offer. We offer a broad range of activities and have increased the number of activities included in the school fees e.g. jump rope, chess and hula-hoop.

We are using the following principles to guide what we offer:



Access - all students should have access to a broad range of activities within the school fees.

Progress - all activities should enable students to make visible progress.

Quality - all activities should be quality assured.

2. LABOUR

- i. An anonymous staff survey was conducted to get feedback on what the employees were happy with and what they felt could be better;
- ii. Following the results of the survey, a review of terms and conditions for employees was done;
- iii. We have committed that, as part of the outcome of this review, no salary will go down;
- iv. All staff will receive an initial pay rise in January 2019;
- v. The review includes a comprehensive benchmarking with other schools in the same market, which will bring about further pay rises for the affected employees, in 2019.

3. ENVIRONMENT

- i. Makini Schools has environment and wildlife clubs, which give the students time and space to further enhance their knowledge on the environment and to work on sustainability projects.
- ii. The Kenyan curriculum, which we follow, contains considerable content around stewardship of the environment. The pupils learn about sustainability, deforestation etc.
- iii. Makini School children and staff take part in various environment and community service activities.
 - This year we had some of our learners visiting Raha Children's Home in Yaya and a Samburu village where they donated food, clothing, books etc.
 - Learners participated in the *Hope for Cancer Walk* and *Cycle With the Rhino* - sporting cum fundraising events.
 - One of our campuses took Position 1 nationally in the Schools Green Challenge, coordinated by Micro Enterprises Support Programme Trust - MESPT and Implemented by the Kenya Organization for Environmental Education (KOE). The challenge was aimed at inculcating a greening culture in youth, launched in September 2017.
 - The winning essay on climate change came from Makini's Angela Wanjiru, 6-11 years category, at the first ever Kenya Climate Change Art and Essay Competition.
 - Through the President's Award programme, the learners give back to the community, for example, renovating the St. Nicholas Children's Home during their school holidays.



4. ANTI-CORRUPTION

- i. Makini Schools is an equal opportunity employer. We do not discriminate against race, gender or identity.
- ii. Our procurement services are fairly conducted with a minimum of three quotations presented and consideration given to the business practices of the supplier.
- iii. We have significantly reduced paper-based transaction and have moved to digital banking.
- iv. A more clear budgeting and sign off process has been implemented.

Part III. Measurement of Outcomes

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

1. HUMAN RIGHTS

- i. With the ongoing implementation of the child and occupational safety policy we will achieve:
 - Reduced accidents on site
 - Clearer procedures on reporting accidents and incidents
 - Quicker responses to accidents
 - Quicker responses to emergencies
 - Clear procedures for exit or assembly during emergencies
 - Proper procedures in how cases of bullying are handled
 - The children and staff will be well informed on how to prevent bullying and what constitutes as bullying
 - Counsellors will be equipped to assist a victim of bullying and to assist in rehabilitating those who bully others
 - Logging in accidents offers reliable data on what the most common accidents are, their frequency and how to best prevent them.
- ii. The Makini environment is tolerant to all faiths and respectful of each other's belief systems and culture. We are known for being a school that is family hence the common phrase 'the Makini family'. The warm relationships make the learning and working environment healthy and productive.
- iii. Makini learners are up-to-date with global affairs and are able to make moral judgements on issues that affect humanity and their learning. They are able to carry out their projects at high quality due to the access to information they have, but



without worry that their freedom to access information will injure them – we have not had any reported cases of injurious information being accessed in the school.

- iv. Makini learners have been able to nurture their talents at competitive level, making it to international tournaments. Their talents have enabled them to attain scholarships and access global opportunities and cultural exchanges e.g. two pupils are on academic scholarship at Makini due to their prowess in Jump Rope, recently bringing back 15 medals from the Jump Rope Championships in the United States.

2. LABOUR

- i. Increased job satisfaction and motivation.
- ii. Productivity measured in the positive outcome of projects and programmes carried out both with the academic and non-academic teams.
- iii. Through the Makini Sacco, several members of our support staff have been able to educate their children to university level.

3. ENVIRONMENT

- i. Our children, via the various environment and community service activities and through the President's Award scheme, have demonstrated an innate interest in community affairs, a sense of empathy and concern for their surroundings. They have also kept their learning environment clean and have taken initiative to make their surroundings greener. E.g The project to plant vegetable and flowers in recycled tyres.
- ii. Through their efforts, Makini School students received their Gold Award Certificates from the President of the Republic of Kenya, who is also the Patron of the President's Award Programme.

4. ANTI-CORRUPTION

- i. Higher levels of transparency in how we conduct our business and finances, better record keeping and more accurate reporting.
- ii. Reduced misallocation of school funds.

Scholé

