

UN Global Compact Communication on Engagement

Period covered by this Communication on Engagement

From: November 2018

To: August 2021

Part I. Statement of Continued Support by the Chief Executive

26th August 2021

To our stakeholders:

I am pleased to confirm that Education Development Trust reaffirms 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.

As an organisation, Education Development's Trust's purpose resonates with the principles of the UN's Global Compact. We strive to change education for good around the world, grounding our work in research and evidence of what works. We support leaders to raise standards, improve school performance, develop great teachers and open career pathways – transforming lives and futures.

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



Yours sincerely,
Patrick Brazier
Chief Executive

Part II. Description of Actions

INTRODUCTION

At Education Development Trust, we are a values-led organisation and are committed to ensuring that our strategy, culture and day-to-day operations align with the ten principles of the UN Global Compact. Since joining in 2018, we have looked for opportunities to promote and raise awareness.

1. We have added a strapline to the standard email signature used by our staff globally stating Education Development Trust's commitment to the UN Global Compact.
2. We have highlighted our commitment to the UN Global Compact in our annual trustees' report.
3. We have joined the Global Compact Leaders' Summit and have encouraged staff to participate in similar events.
4. We have developed a plan for 2021-23 to further embed the principles in our policy and practice.

HUMAN RIGHTS

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

Principle 2: make sure that they are not complicit in human rights abuses.

Education Development Trust supports and respects the protection of internationally proclaimed human rights and makes sure it is not complicit in human rights abuses through the application of its anti-slavery policy statement and its safeguarding policies.

Education Development Trust is committed to providing a work environment where the human rights of all employees are upheld, and they are treated with dignity and respect. We adhere to international human rights principles aimed at promoting and protecting human rights including the United Nations Convention on the Rights of the Child, the United Nations Declaration of Human Rights, the International Labour Organisation's declaration of fundamental principles and rights at work and the Ethical Trading Initiative where all employees are free from exploitation and discrimination and enjoy conditions of freedom, security, and equity.

Whilst many of our existing policies reflect these fundamental principles we are developing a corporate plan to ensure that these principles are communicated throughout our global organisation.

To reduce the risks in relation to modern slavery, including the risk of exploitation of workers in our supply chains, we have recently undertaken a thorough review of our anti-slavery policy and statement and have recently completed a UK Government Modern Slavery Assessment.

Safeguarding is a priority for Education Development Trust. We have a safeguarding committee comprising members of the trustee board and leadership team. The committee oversees all safeguarding activities to ensure compliance with statutory requirements, monitoring standards and progress in safeguarding practice throughout the organisation. Education Development Trust's safeguarding policies were recently consolidated into a single global safeguarding policy to encompass our UK and international work. Our programmes have local safeguarding frameworks and reporting procedures, to ensure that all our beneficiaries receive the same level of protection and care, and we have recently introduced a serious incident case management and reporting system to ensure that concerns are promptly raised and addressed and monitored effectively.

We have reviewed and adapted our safeguarding arrangements to ensure the continuing safety of the pupils and beneficiaries we work with through a period of online and remote delivery, during the covid-19 pandemic. The rollout of our organisational safeguarding e-learning module provided a strong

foundation from which teams could adapt for their respective safeguarding arrangements. Every business area has engaged with their regional e-learning module or other online training, ensuring that knowledge and practice have kept up with the challenging wider context.

Our robust due diligence criteria are applied to assess a potential partner organisation's ability to protect beneficiaries, indirect beneficiaries and staff from sexual exploitation and abuse and harassment (SEAH) and all other forms of abuse – and we have developed a standalone protection from sexual exploitation, abuse and harassment policy.

Our **whistleblowing policy** and procedures enable all our people and partners to raise legitimate concerns without fear of reprisal and with the confidence that all concerns are addressed promptly and appropriately. We reviewed the policy in 2021 and made revisions to strengthen the whistleblowing policy. Work is ongoing to promote the policy via external and internal channels.

LABOUR

Principle 3: Businesses 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; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Education Development Trust has a number of permanent staff consultation channels across the globe including Team Careers in the employability and careers business in the UK which covers the management of organisational change and formal staff communication for over 400 staff and a Brunei based employee forum which focuses on formal staff communication across a dispersed teacher workforce of over 200 staff. In addition, employee consultation forums are set up in the UK when required, to address the management of organisational change.

Education Development Trust's anti-slavery policy prohibits the use of modern slavery, child labour and human trafficking in our operations and supply chain. We make all reasonable efforts to identify any concerns relating to slavery, child labour and human trafficking, and are committed to implementing systems and controls to ensure modern slavery does not take place in our organisation or our supply chains; we expect our suppliers to hold their own suppliers to the same standards. The anti-slavery policy is kept under annual review, and all new staff are inducted into the policy.

We undertake due diligence on new partners / subcontractors / suppliers and implement a robust whistleblowing procedure that ensures all reports are managed promptly and effectively to a satisfactory conclusion.

During a year in which ongoing discrimination within society has been highlighted, we are keenly aware of the importance of inclusion and diversity across our organisation and all of the work that we do. We believe that our programmes and interventions are very powerful, though not the only, tools that we have to make a difference to the lives of those in disadvantaged groups.

For all staff globally to thrive and to reach their full potential, we are working to create an inclusive and supportive environment in which differences are valued and where all staff have access to opportunity equally, regardless of their background. To achieve this aim, we have been highly engaged internally considering inclusion and diversity within our own organisation and our leadership. We have created an inclusion and diversity task force, with representation from across the organisation. The group has been working on solutions as to how we make our staff and leadership more representative of the communities we serve, particularly in the UK. As part of this work, an inclusion and diversity strategy has been published, and unconscious bias training has been rolled out to staff globally. Additional staff workshops will be rolled out in FY21/22 to further embed this crucial messaging. We have also

approved a new employee wellbeing action plan, key components of which are mental health and inclusion. An additional organisational 'value' focussed on Inclusion has also recently been introduced.

At Education Development Trust, we know that girls' education is one of the challenges of our times. Levelling up educational opportunities for girls around the world is key to unlocking the potential of girls to lead more fulfilling lives and fully contribute to the economy and society. Our passion for girls' education is matched by our experience and expertise, with a deep evidence base and extensive experience in delivering programmes that benefit girls in different ways across the world. We are working to support the development of female leaders, for example in Rwanda, we have worked closely with the Rwanda Education Board to develop new career pathways for female teachers in lower primary schools, leading to the creation of school subject leader positions.

In the UK, where the disadvantage that ethnic minority children experience is a systemic issue, many of our programmes particularly benefit those communities. We are also a sponsor of the All Party Parliamentary Group on Racial Equality in Education in the UK parliament.

Our colleagues have been particularly engaged with the fact that our inclusion and diversity focus needs to extend further beyond what we do, into who we are, and this has been one of our six key strategic priorities for 2020/21.

In 2020 we undertook our first dedicated Inclusion & Diversity employee survey, the results of which provided the foundation for the Inclusion & Diversity strategy. Actions implemented as a result of gathering a better understanding of staff concerns include: increased focus on improved diversity data; the development of special interest groups (e.g. Ethnicity, Gender, Mental Health); and changes to the way we advertise and recruit for new and existing staff vacancies.

We also conduct regular anonymous employee engagement surveys to ensure that we are listening to our people, that we understand the challenges they face and are aware of any concerns they have in the workplace. The results of the surveys are reported to the leadership team and the trustee board; and we seek to systematically respond to the feedback coming out of the survey.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Our environmental policy and procedures encourage our employees to consider their impact on the environment whilst carrying out Education Development Trust operations

In the UK, we are compliant with both the Energy Saving Opportunity Scheme (ESOS) regulations and the Streamlined Energy Carbon Reporting (SECR) regulations. We report on carbon and emissions in the Trustees' Annual Report. We continually seek to improve the quality and accuracy of this data, to facilitate more targeted reduction strategies.

Education Development Trust energy efficiency has been positively impacted by the covid-19 situation which has reduced occupation of buildings and company transport significantly since March 2020. In addition, the organisation has undertaken the following principal actions which have had a direct impact on the energy efficiency of the organisation:

- Transferred to 100% renewable energy tariffs for electricity at all of our school sites, head office and two satellite offices in the UK.
 - Instigated a review of commercial travel, both domestic and international, with the intention of ensuring our approach to travel is as considerate of climate change as possible, whilst remaining business-practical and appropriate to our clients' needs – reflected in a new travel approval policy.
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- Established a working group to develop a sustainability strategy for our careers work in the UK.

Across our global property portfolio, we consider the environmental impact of operations. During mobilisation/refurbishment projects, we seek to install energy efficient technology such as LED lighting. During close down, we seek to reduce waste, adopting the hierarchy of reduce, reuse, recycle. We consider sustainability, for example investing in a borehole and solar panels at the International School of Cape Town.

As we recover from covid-19, we are exploring new ways of working, adopting hybrid approaches which will reduce the environmental impact of commuting. We promote virtual collaboration to minimise unnecessary travel. Our cycle to work scheme in the UK promotes cycling as an alternative and supports staff to purchase equipment.

Our UK schools play a vital role in educating pupils on environmental issues. They undertake many awareness projects such as annual 'earth days'. St Andrews school was also a Green School Award Winner.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

The key policies that inform our work against corruption are our code of conduct policy that provides guidance and raises awareness of the standards and behaviour we expect from all our employees, our whistleblowing policy explaining when and how to report violations, our anti-bribery policy and our gifts and hospitality policy.

The code of conduct brings together from other corporate policies the key standards in the prevention and detection of corruption that employees must comply with requirements to raise matters of concern and to avoid or declare potential conflicts of interest and concerning the offer or acceptance of gifts and hospitality.

The whistleblowing policy informs employees of their right and duty to raise any matters of concern which they may have and sets out the mechanism by which they and other third parties are able to report potential incidents including bribery or corruption. All allegations concerning bribery or corruption are investigated and appropriate action is taken.

The anti-bribery policy prohibits the payment or receipt of unlawful incentives or facilitating payments in the course of business. The gifts and hospitality policy states our commitment to be impartial and honest in the conduct of official business, to reject improper business practices and to maintain a register of gifts that have been deemed acceptable.

In addition to these policies, we have procedures and controls to address a range of corruption-related risks, embedded in our handbooks and operating procedures for due diligence and sub-contracting, finance, human resources and procurement.

Training is provided to employees on our approach to preventing bribery and corruption at induction and at specific sessions on the code of conduct and anti-corruption. Communications from leaders reinforce these commitments to remind employees of their obligations. We run anti-corruption and bribery sensitisation programmes as part of our partner and key supplier induction process.

Part III. Measurement of Outcomes

HUMAN RIGHTS

- All new employees complete mandatory safeguarding eLearning training as part of their safeguarding induction programme. Completion data is monitored by the Safeguarding Committee to ensure full compliance across the organisation.
- A global safeguarding community of practice made up of safeguarding leads from across the business meets monthly to share learning as a knowledge sharing and capacity building forum.
- A suite of safeguarding training, including safer recruitment, child and adult protection and online safety are provided to all staff via eLearning and direct delivery methods.
- A serious incident case management and recording system enables tracking of trends, which informs the development of policy and procedure e.g. protection from sexual exploitation, abuse and harassment Policy. The system ensures that each concern is promptly addressed and monitored to a satisfactory conclusion by the safeguarding committee
- A reviewed whistleblowing policy and procedure provides clarity on reporting routes and assurance to disclosers that there are no recriminations for reporting concerns or wrongdoing.

LABOUR

Across the organisation:

- Despite the global covid-19 pandemic and its associated challenges, we have maintained an employee satisfaction score above +75, with the most recent scoring (June 2021) telling us that 82% of staff are 'satisfied' or 'very satisfied'
- To ensure equitable access to our organisation from non-traditional recruitment channels and to support existing staff progression, we are actively engaging with the UK apprenticeship schemes, and have increased the number of apprentices across our business units. Apprenticeships range from Children and Young People's Workforce (Level: 2), Associate Project Manager *(Level: 4) and Project Manager (Degree Level: 6), through to Senior leader (Level: 7) programmes.
- Through focused efforts by the Inclusion & Diversity Task Force in 2020/21, we have increased the percentage of diversity data held on system from 5% to 90+% of employees
- More than 70% of our staff globally have completed Unconscious Bias training to date, with the balance scheduled to complete by the end of 2021

In Rwanda, we have worked closely with the Rwanda Education Board to develop new career pathways for female teachers in lower primary schools, leading to the creation of school subject leader (SSL) positions. In February 2020, we completed the selection of candidates for these roles, with 72% of postholders being female – in line with the proportion of female primary teachers in the country. We also worked with almost 300 sector learning facilitators and district teaching advisors nationwide to raise awareness of gender issues.

In the UK:

- 24% of our Future Teaching Scholars cohort recorded their ethnicity as BAME, compared to the national population of 14%
- 27% of pupils in the 750 schools enrolled in our SPP programme are from minority ethnic groups
- 73% of pupils in the 80 schools taking part in the CLC's STEM activities and teacher CPD are from minority ethnic groups

ENVIRONMENT

Education Development Trust have reduced gross emissions from the consumption of purchased electricity via a qualifying green electricity tariff by 9.4%. This equates to a carbon saving of 9.24 tonnes of CO₂e for financial year 2019/20.

A base-line UK energy consumption rate has been established to enable future monitoring.

ANTI-CORRUPTION

Through our potentially reportable serious incident reporting mechanism, we actively capture, monitor and report all potential cases of corruption. These are generated at the project level and escalated through departmental / regional consolidation with oversight by the audit and finance committee of the board of trustees.

We provide timely and proactive reports of potential and confirmed incidents of corrupt activities to clients and the Charity Commission, our regulator in the UK.

We conduct due diligence on potential employees, including DBS checks and police checks based on the requirements and risk exposure of the role. In our operations in Sub-Saharan Africa we use an online verification platform, World Check One, to screen potential suppliers and sub-contractors against various sanctions, financial crime and politically exposed persons lists.

Our outsourced internal audit function independently verifies controls, processes and transactional details to ensure avenues of corrupt activities are closed or highlighted.

We are developing an online anti-corruption training module to be rolled out during financial year 2021/22, which will be available to staff and suppliers.