

COMMUNICATION ON PROGRESS (COP)

NewGlobe

From: July 2021

To: July 2022

1. Statement of Continued Support by the Chief Executive Officer

1st July 2022

To Our Stakeholders

I am pleased to confirm that [NewGlobe](#) supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we re-confirm our intent to continue to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborations which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals (SDGs).

We launched NewGlobe because we believe every child has the right to a high-quality education. Visionary governments invest in the transformation of public education. They know that doing so unlocks enormous potential, empowering populations to create economic growth, deliver security and drive development. Since 2007, NewGlobe has become a leading implementer of SDG4 in Sub-Saharan Africa, ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all. At present, NewGlobe is educating a million students every day in more than 3,000 - run or supported - Early Childhood Development (ECD), primary and junior secondary schools across Nigeria, Rwanda, Kenya, Liberia, Uganda and India. The vast majority of these students are in government public schools. NewGlobe's commitment to providing technical support to governments in order to transform their public education systems is delivering transformational learning at scale and showing what is possible.

Following the COVID-19 Pandemic, World Bank research shows that 70% of 10 year olds are in Learning Poverty and unable to read a single sentence. [A groundbreaking study](#) by Nobel Prize



winning economist, Professor Micheal Kremer, and his co-authors finds that NewGlobe supported schools deliver ‘among the largest learning gains ever measured in international education’. Professor Kremer finds that ‘attending schools delivering highly standardized education has the potential to produce dramatic learning gains at scale, suggesting that policymakers may wish to explore incorporation of standardization, including standardized lesson plans and teacher feedback and monitoring, in their own systems.’ We have the tools to tackle learning poverty, more visionary leaders are needed to implement them.

NewGlobe is committed to tackling the learning crisis and continuing to support governments to deliver public system transformation, providing greater opportunity for their populations and their nations.

Jay Kimmelman

CEO, NewGlobe



2. Description of Actions

Human Rights



1. NewGlobe is an equal opportunity employer. We make all employment decisions without regard to age, race, colour, religion, sex, gender identity, national origin, tribe, marital status, or any other basis prohibited by applicable laws. This policy applies to all of the terms and conditions of employment. We protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats. We do not tolerate any kind of harassment at the workplace.
2. We ensure that all our employees & contractors are provided safe, suitable and sanitary work facilities. We have in place an occupational health & safety policy that we execute across all our schools and support offices.
3. We have a policy on whistleblowing that allows our employees to escalate serious matters anonymously that impact the group or public interest.
4. We do not condone any form of child abuse in the form of violence, and inhuman treatment and punishment administered to any of its students. This may take the form of physical abuse, sexual abuse, emotional abuse or neglect. Our child protection policy sets out the critical guidelines that all our employees and visitors should adhere to, to protect children and other young people who are the subject of services and care in programmes supported by NewGlobe. It also sets out best practices that we should follow to achieve our objective to safeguard the welfare of all children and young people.
5. We don't manufacture any of the goods that we provide in relation to education. Uniforms, books, teacher computers etc. are procured for school use. Our primary supply chain is for printed materials such as textbooks, teacher tablets, smartphones, school uniforms and limited construction materials used for repair. We do not believe that there is high risk of child labour for any of these items.



Labour

1. NewGlobe does not participate in any form of forced or bonded labour. In each country, we comply with the minimum age for employment for our staff - whether its school staff such as teachers or support office staff.
2. We comply with minimum wage standards across all countries where we operate for all our employees. We also comply with applicable laws governing contract labourers.
3. Conflict management: we have run our own Resolutions Team, that serves to track issues raised by school staff, support staff, or the general public, and ensure that every issue is resolved. By running such an intensive and comprehensive Resolution function, NewGlobe prevents miscommunication, small issues or needs for regular maintenance from becoming more serious issues. With extensive organizational attention on solving issues through the resolution centre, NewGlobe achieves both parent satisfaction and employee satisfaction. In



2019, the organisation was named one of the Top Ten Employers in Africa for those wanting to make a difference in society, and consistently scored above 84% for parent satisfaction. In addition, 91% of parents expressed satisfaction with the @Home learning implemented to ensure children continue learning while out of school due to the COVID-19 pandemic.

4. In addition to our Resolution Team Centre, we run proactive audits to shine specific focus on areas of potential risk, investing in a field-based School Inspection, in place since 2011, that visits 10% of schools daily. The results of these audits are tracked by the Operations and Schools teams, and any failure against standard is logged with the Resolution team for routing and action. In this way, potential issues not yet reported by school staff or other support office staff are caught early by the School Inspection audit team.

5. We have instituted a grievance mechanism for those conflicts or concerns which do not get resolved using our internal processes. This complements our Sexual Harassment & Whistleblowing policies.

6. We respect and enforce the right of workers to exercise their freedom of association to join any organisation, in accordance with applicable laws.

7. We launched NewGlobe.Net, an interactive intranet platform to improve staff cohesion. Launched during COVID-19 pandemic, the platform includes up to date health and safety information.

8. We run a range of reward and recognition programs including the launch of a Teacher Awards Program to reward and incentivise school staff to succeed.





Environment

1. NewGlobe has an environmental & social policy which has been continually updated and we recently updated it to include a NewGlobe Water Remediation Plan and a NewGlobe Environmental & Social Management System.
2. NewGlobe follows environmental guidelines by National Environmental Management Authorities. We have created an Internal Environmental Impact Assessment procedure which has been added to our policy.
3. Our Environmental & Social Management System includes the following procedures:
 - a. procedures for compliance in regulatory requirements
 - b. procedures for contractors collecting sewage
 - c. procedures for ongoing monitoring of food and water quality.
 - d. procedures that ensure an approach to ensure compliance to the World Health Organization document “Water, Sanitation and Hygiene Standards for Schools in Low-cost Settings” (2009) in programmes where NewGlobe is responsible for WASH.
4. Our Occupational Health & Safety Policy also includes a Life, Fire and Safety Master Plan to deal with contingencies by detailing emergency response plans and procedures.
5. NewGlobe does not condone any form of violence, or inhuman treatment and punishment administered to any of its students. This may take the form of physical abuse, sexual abuse, emotional abuse or neglect. Our child protection policy sets out the critical guidelines that all our employees and visitors should adhere to, to protect children and other young people who are the subject of NewGlobe’s services and care. It also sets out best practices that we should follow to achieve our objective to safeguard the welfare of all children and young people.
6. At the onset of the COVID-19 pandemic, we instituted a COVID committee and put in place Safety protocols with frequent communication to staff on health and safety guidelines to ensure safety of staff and prevention of the spread of the coronavirus in the workplace.
7. Subsequently, we instituted a comprehensive Work From Home Policy to ensure staff were able to shelter in place and support governments in their attempts to tackle COVID-19.



Anti-Corruption

1. NewGlobe prohibits employees from engaging in any form of bribery or corruption.
2. We have also set out a detailed policy on conflict of interest that all staff - employees & contractors - are required to adhere.
3. We welcome anonymous feedback on any potential wrongdoing within the organisation through our whistleblowing policy. We offer our employees multiple channels of communication to share confidential data relating to any such wrongdoing.
4. If an employee, upon investigation, is established to have committed any fraudulent activity including engaging in acts of bribery or corruption, they will be subject to summary dismissal. Our disciplinary procedure lays out the process that we would follow prior to reaching such an outcome.
5. NewGlobe adheres to the law as established by the UK Bribery Act, the Foreign Corrupt Practices Act, and all other relevant laws governing bribery and corruption.
6. When any gifts are being purchased for officials and external stakeholders (in accordance with applicable laws and our internal Business Entertainment policy), the expenditure must be legal and not violate the UK Bribery Act or Foreign Corrupt Practices Act or any other act of law or any employee policy.



3. Measurement of Outcomes

1. The breakdown of female versus male employees as of June 2022 are as follows:

Level	Male Employees	Female Employees
Board of Directors	5	3
CEO	1	0
Senior Leadership (In-country)	68	56



Directors/ Global Directors/ Vice Presidents etc.)		
Middle Management	188	144
Skilled workers	1045	1869
Unskilled workers	121	89

2. NewGlobe is focussed on measuring the improvement of learning outcomes in the classrooms that it runs and supports. As a result of innovative teacher and school leaders training and support programmes, we are delivering proven learning gains consistently and at scale, in government school systems.

Nobel Prize Winning Economist Michael Kremer published a groundbreaking study on the methodology used in NewGlobe supported schools. The two year study included 10,000 students from low socioeconomic backgrounds. Its findings suggest that children living in underserved African communities could receive 53% more learning in NewGlobe supported schools. The study finds that after two years, primary school students through Grade 8 are nearly a whole additional year ahead of children taught using standard methods. For early childhood development (ECD) - typically 3 and 5 year olds - children gain nearly an additional year and half of learning; learning in two years what students in other schools learn in three and a half years. In academic terms, NewGlobe increased student learning by 1.35 standard deviations for early childhood learning and 0.81 standard deviations for primary learning. To put these into context, these effect sizes far outpace the 99th percentile of, and represent learning gains in the top 1%, ever, rigorously studied at scale in emerging markets.

Pioneered in Kenya, this integrated approach to teaching, learning and school management has been embraced by visionary governments and brought to support government teachers and school leaders; it continues to show significant learning gains in these contexts. Public sector transformation programmes using this methodology will positively change the development path of individuals and communities globally.



In Edo State's Edo Basic Education Sector Transformation (EdoBEST) program in Nigeria, results indicated students had the equivalent of 54% more schooling in English and 71% more schooling in math, learning in one term than what would have normally been learnt in 1 year. In Lagos State's Excellence in Child Education and Learning (EKOEXCEL) program, students advanced in numeracy twice as fast and in literacy three times as fast as their peers. In the Liberian Education Advancement Program (LEAP), 81% of students in NewGlobe supported schools were proficient or basic readers, compared to only 33% of their peers.

Effectively tackling learning poverty is the challenge of this generation. Every year that passes without system change impedes global development and prosperity.

