



## **Communication on Engagement (CoE) Education Development Trust**



### **Period covered by this Communication on Engagement**

August 2021 to August 2023

# Table of Contents

<b>Part I. Statement of Continued Support by the Chief Executive</b>	<b>3</b>
<b>Part II. Description of Actions</b>	<b>4</b>
<b>Part III. Measurement of Outcomes</b>	<b>12</b>



# Part 1 Statement of Continued Support by the Chief Executive

July 2023

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 as well as the Sustainable Development Goals (SDGs) – particularly SDG 4 (quality education) and SDG 8 (decent work and economic growth). 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 internal and external channels of communication.

Yours sincerely,

Patrick Brazier  
Chief Executive



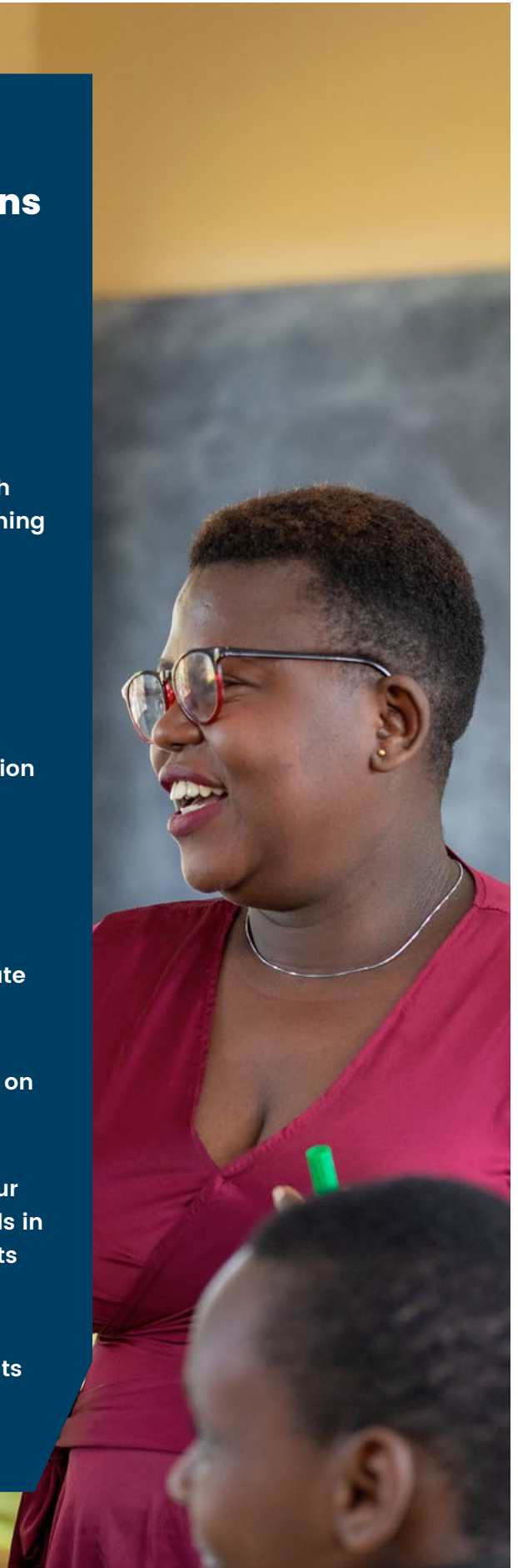
## Part 2 Description of Actions

### 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 of this commitment, both within and outside our organisation. We have done so in the following ways:

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 set up a hub on our intranet for staff to access information and key documents linked to our commitment to the UN Global Compact. This commitment is also introduced within our corporate induction process for all staff.
3. We have highlighted our commitment to the UN Global Compact in our annual trustees' report and on our website.
4. We have developed a plan to further embed the Principles in our policy and practice and expand our commitment to the Sustainable Development Goals in 2023-2025, building on work which already supports these Principles.

Below, we detail our relevant policies and commitments as they relate to each of the Principles.



# Principles—Human Rights

- 1 Businesses should support and respect the protection of internationally proclaimed human rights.**
- 2 Make sure that they are not complicit in human rights abuses.**

## Our relevant policies:

- » Anti-slavery policy and statement
- » Global safeguarding policies
- » Protection from sexual exploitation, abuse and harassment policy
- » Whistleblowing policy

## Policy commitment:

We have a policy framework in place to ensure we regularly review our policies in accordance with any applicable legal timeframes. To maximise engagement, we may consult staff on changes and ensure that their views are considered and reflected in any updates. We also seek assurance on our compliance when appropriate.

At Education Development Trust, we are 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, so that all employees are free from exploitation and discrimination and enjoy conditions of freedom, security, and equity.

Through our policies, we support and respect the protection of internationally proclaimed human rights and make sure our organisation is not complicit in human rights abuses.

## How we demonstrate our commitment as an organisation

To reduce any risks in relation to modern slavery, including the risk of exploitation of workers in our supply chains, we will conduct an annual review of our anti-slavery policy and statement and have an action plan for taking forward the results of our UK Government Modern Slavery Assessment completed in 2022.

Safeguarding is a priority for us at Education Development Trust. Our safeguarding committee comprising members of the trustee board and leadership team meets quarterly. The committee oversees all safeguarding activities to ensure compliance with statutory requirements, monitoring standards and progress in safeguarding practice throughout the organisation. 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 continued to use our serious incident case management and reporting system to ensure that concerns are promptly raised and addressed and monitored effectively.

The rollout of our organisational safeguarding e-learning module has provided a strong foundation which teams 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 pace with the challenging wider context.

## Sharing our commitments outside the organisation

Our robust due diligence criteria are applied to assess a potential partner organisation's ability to protect direct and indirect beneficiaries, and staff from sexual exploitation and abuse and harassment (SEAH) and all other forms of abuse. Our standalone protection from sexual exploitation, abuse and harassment policy was reviewed in June 2022 and will be reviewed again in June 2024. Our whistleblowing policy and procedures (last reviewed in March 2023) enable all our people and partners to raise legitimate concerns without fear of reprisal and with the confidence that all concerns will be addressed promptly and appropriately.

As part of our **due diligence questionnaire** we ask about the policies that potential partners and suppliers have in place as follows:

### Policy/procedure

- » Equality and diversity policy
- » Anti-bribery, fraud and corruption policy
- » Data protection policy
- » Modern slavery policy
- » Privacy /confidentiality policy
- » Whistleblowing policy
- » Safeguarding children, young people and vulnerable adults policy
- » IT security policy
- » Health and safety policy
- » Environmental policy

If potential partners/suppliers do not hold any of the above policies, we ask them to adopt Education Development Trust's policy or offer our support to put the relevant policy in place.



# Principles—Labour

- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.**
- 4 The elimination of all forms of forced and compulsory labour.**
- 5 The effective abolition of child labour.**
- 6 The elimination of discrimination in respect of employment and occupation.**

## Our relevant policies:

- » Anti-slavery policy and statement
- » Due-diligence policies and procedures
- » Whistleblowing policy
- » Global inclusion and diversity policy

## Policy commitment:

We have a policy framework in place to ensure we regularly review our policies in accordance with any applicable legal timeframes. To maximise engagement, we may consult staff on changes and ensure that their views are considered and reflected in any updates. We also seek assurance on our compliance when appropriate.

## How we demonstrate our commitment as an organisation

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. We also have other information channels such as organisation-wide teams for discussion and collective information sharing forums such as EDT Live.

For all staff globally to thrive and to reach their full potential, we work 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 launched an inclusion and diversity strategy to support our policy. We are also embedding our employee wellbeing action plan, key components of which are mental health and inclusion. It has also resulted in the development of dedicated inclusion and diversity groups (focused on, for example, ethnicity, gender, and neurodiversity); and changes to the way we advertise and recruit for new and existing staff vacancies. For example, Employability and Careers programmes in the UK have removed qualifications from essential criteria in job descriptions and are prepared to recruit against experience or through apprenticeships.

'Inclusion' is one of Education Development Trust's core values. The expectations in this area are covered in staff inductions and mandatory training for all staff.

We continue to 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.

Meanwhile, our anti-slavery policy prohibits the use of modern slavery, child labour and human trafficking in our operations and supply chain. We aim 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 also 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.

### Sharing our commitments outside the organisation

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

We build upon our internal awareness of the importance of inclusion and diversity across the organisation in all the work that we do and the programmes we deliver externally. 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. Our work shows a commitment to demonstrating Social Value, both with internal staff and the beneficiaries of our proposed programmes (as stipulated in our submissions to UK government contract procurement).

Many of our programmes work directly with those who face discrimination or exclusion – for example, on the basis of gender – which may affect their current or future employment prospects. We are working to support the development of female leaders, for example in Rwanda, where 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. Similarly, we know that levelling up educational opportunities for girls around the world is key to unlocking their potential to lead more fulfilling lives, have better employment opportunities, 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.

Similarly, many of our programmes are designed to particularly benefit learners in communities which are disadvantaged and may face discrimination. 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 Co-Sponsors of the Race Equality in Education All-Party Parliamentary Group in the UK parliament.





# Principles—Environment



- 7 Businesses should support a precautionary approach to environmental challenges.**
- 8 Undertake initiatives to promote greater environmental responsibility.**
- 9 Encourage the development and diffusion of environmentally friendly technologies.**

## Our relevant policies:

- » Sustainable Development Policy
- » Carbon Reduction Strategy

## Policy commitment:

We have a policy framework in place to ensure we regularly review our policies in accordance with any applicable legal timeframes. To maximise engagement, we may also consult staff on changes and ensure that their views are considered and reflected in any updates. We also seek assurance on our compliance when appropriate.

## How we demonstrate our commitment as an organisation

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 emissions in the Trustees' Annual Report. We continually seek to improve the quality and accuracy of this data, to facilitate more targeted reduction strategies.

**We have an organisational commitment to the environment**, agreed in 2021. The following principal actions from that commitment, alongside new actions, continue to have a direct impact on the energy efficiency of the organisation:

**We have transferred to 100% renewable energy tariffs** for electricity at all our school sites, head office and two satellite offices in the UK. This arrangement is set to continue until at least 2025.

**We are conducting a further review of our Travel Approval Policy** and process this year, to ensure our approach to travel is as considerate of climate change as possible, whilst remaining business-practical and appropriate to our clients' needs.

**We are maintaining and growing our sustainability working groups** to support our Sustainability Policy and share good practice through the organisation. We have appointed an Environmental Lead who will, in addition to driving forward these groups, be responsible for setting up further engagement with our schools and the wider EDT group.

Across our global property portfolio, we consider the environmental impact of operations. During mobilisation and refurbishment projects, we seek to install energy-efficient technology such as LED lighting. When we close down projects, we seek to reduce waste, adopting the hierarchy of reduce, reuse, recycle.

Our cycle to work scheme in the UK also promotes cycling as an environmentally friendly alternative to cars and public transport and supports staff to purchase equipment.

### **Sharing our commitments outside the organisation**

Our UK schools play a vital role in educating pupils on environmental issues. They undertake many awareness-raising projects, such as annual 'earth days'. Schools will continue to apply for relevant Green Awards as external assurance of their environmental and sustainable credentials.

Our research and consultancy team is also continuing with a work programme focused on education and climate change. This has a broad scope, which includes:

Supporting technical expertise on a Foreign, Commonwealth and Development Office policy paper: 'Addressing the climate, environment, and biodiversity crises in and through girls' education'

Our own research exploring the impact of climate change on schools and learning in Turkana County, Kenya, and considering how to engage learners and schools in building resilience to climate change in the future. We are already working on similar reports looking at the wider Kenyan context and the Rwandan context.

Our UK-based North East Ambition programme also continues to include work to support business clients on matters relating to environmental impact and sustainability.



**Our Greening Education Partnership working groups meet quarterly (Greening Schools, Greening Curriculum, Greening Teaching and Greening Communities)**

**We are a member of UKFIET's Environmental Justice Steering Committee**

# Principles—Anti-corruption

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

### **Our relevant policies:**

- » Code of conduct policy
- » Whistleblowing policy
- » Anti-bribery and corruption policy
- » Gifts and Hospitality policy

### **Policy commitment:**

We have a policy framework in place to ensure we regularly review our policies in accordance with any appropriate legal timeframes. To maximise engagement, we may also consult staff on changes and ensure that their views are considered and reflected in any updates. We also seek assurance on our compliance when appropriate.

### **How we demonstrate our commitment as an organisation**

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 and corruption 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. Employees must comply with requirements to raise matters of concern, to avoid or declare potential conflicts of interest with rules 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 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 and corruption 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.

### **Sharing our commitments outside the organisation**

We run anti-corruption and bribery sensitisation programmes as part of our partner and key supplier induction process.

# Part 3 Measurement of Outcomes

At Education Development Trust, we strive to change education for good around the world, grounding our work in research and evidence of what works. We demonstrate our impacts in an **annual impact report** which is available on our website, [edt.org](http://edt.org).

## Labour

Our work to meet Principle 6 (the elimination of discrimination in respect of employment and occupation) is shared and demonstrated in our programme delivery. In our programme in Kent, for example, school leaders participated in a programme called 'Peer Review for Improving Inclusion'. 89% said the training had really helped them understand the peer review process and 82% said they are ready to implement peer review in their own school.

In our Employability and Careers work, 42% of the learners we worked with were from vulnerable and disadvantaged groups, which remain the priority audience for our interventions.

Inclusion data from our Future Teaching Scholars programme shows it has been consistently accessible for BAME scholars.

	BAME of Live Scholars	BAME of All Scholars
Cohort 1	8	13
Cohort 2	9	10
Cohort 3	6	7
Cohort 4	3	3
Total scholars:	129	168
<b>% of BAME:</b>	<b>20.20%</b>	<b>19.60</b>



## Human rights (including safeguarding)

In our programmes, we have seen improvements in safeguarding in the reporting period up to our last impact report. In our TARGET schools in Ethiopia, for example, 47% of school leaders indicated strong improvements in safeguarding (compared with 17% in other schools) and between 93% and 100% of students (depending on district) said that they always feel safe at school, compared to 50% in other schools.

## Environment

A lot of our outcomes were measured and reported within our Impact Report, which included a dedicated section on environment and sustainability, showing we planned for managing these in the wake of the Covid-19 pandemic.



**92%**

**reduction in  
emissions from  
electricity**



**70%**

**lower travel-  
related emissions  
compared to 2019**

Our UK emission data for 2021-22 showed an 8% reduction in emissions from fuel combustion (gas and fleet vehicles) and a 92% reduction in emissions from electricity purchased and used by EDT, compared to 2020-21.

In 2021-22, 98% of EDT's UK electricity was from 100% renewable sources, compared with 80% in 2020-21, saving 85.1 tonnes of carbon emissions (compared with 78.8 tonnes the previous year)

Our Carbon Reduction Plan 2022 sets out in detail the path we are taking to demonstrate our commitment to achieving UK Net Zero emissions by 2040.



## Furthering our impact through our expertise

Education Development Trust uses its broad expertise within education systems to further the aims of Global Compact. This is led by our research and consultancy service who work globally endeavouring to shine a light on promising practice. They work with like minded organisations and information on our past and current research activities can be found our website, [edt.org](https://edt.org).

Much of our research and insights focuses on issues relating to supporting vulnerable or marginalised individuals, and so may be appropriate reading for those seeking to further the aims of UN Global Compact local networks in their countries.

For example, our project delivery and research shaped a chapter in a new book about the challenges around Sustainable Development Goal 4 (to 'ensure inclusive and equitable quality education and promote lifelong learning opportunities for all'). This book, *Systems Thinking* by NORRAG features insights from the following programmes;

- » In Kenya, Wasichana Wetu Wafaulu (Let Our Girls Succeed), an FCDO-funded programme led by EDT.
- » In Rwanda, the FCDO-funded Building Learning Foundations programme led by the Rwanda Basic Education Board and EDT.
- » In India, STiR Education's teacher network model.





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