

Stellar Sustainability

Year 2020-21



Stephanie Mathew

Community Engagement Executive



This report is designed to showcase activities that correspond with corporate social responsibility and community engagement for the Stellar Education that were conducted over the year. By reporting our activities various members of our community can attain relevant insight into our corporate social responsibility efforts, in terms of community engagement and philanthropy, on behalf of our group of schools.



CSR Report

Year 2020-21

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About Our Report

For us, at our six schools, corporate social responsibility is the influence that social and environmental efforts have on the value we provide to our community through a focused CSR program. Sustainability and community engagement are synonyms of CSR and will be used interchangeably in this report.

CSR commitments by Canadian Bilingual School (CBS), Creative Children's International School (CCIS), Indian Central School (ICS), Pakistan English School (PES), Aspire Indian International School (AIIS), Aspire Bilingual School (ABSK) and DAS Academy will be included in this report under Stellar Education.

Report Parameters

This is our first Corporate Social Responsibility (CSR) report and will study our sustainability path so far and mark the onward journey. It is our intention that this report provides our stakeholders with an insight and understanding of the CSR initiatives of our group of schools, highlight our performance, and set a road map for the direction ahead.

Each of our school teams were consulted on their area of expertise with their thoughts put into the report before a final sign off by Senior Management.

We have used Global Reporting Initiative (GRI) Sustainability Reporting Guidelines, version 'G3' for guidance in creating this report.

K.O. Mathew

Leadership Commitment



In 18 years of being in education and developing schools, our institutions have never done better continuing to prosper in the face of Covid-19 and the irrefutable challenges brought with it. We have always embraced adversity and are intentionally proactive in our approach.

Two years ago, we were among the first schools to adopt online classrooms by way of digital learning through MS Teams. In doing so, we were able to offer our students the ability to learn without interruption.

We have discovered the mutual benefits in building on our corporate social responsibility efforts and overall strategy for all our stakeholders. We are mindful of meeting individuals, students, educators and families where they are at. As a leader, I see tremendous value in reaching out to members of our community and serving them in ways they deserve.

This report casts light on our progressive journey paving the way for our future as influential leaders in education. Thank you for being a part of our growing school network and the journey that lies ahead.

Sincerely,

K.O. Mathew

Maha Al Turkait

Leadership Commitment



Welcome to the first Sustainability Report which describes our continued commitment and progress toward achieving a cleaner, safer, healthier working environment and positively impacting lives in our community and Kuwait as a whole.

You will see that sustainability touched every cornerstone of our business in all schools under Stellar Education, moreover the report demonstrates our fundamental commitment as a responsible business to transparency.

Although I am pleased with the progress of present efforts, I look forward to enhancing the reporting of our sustainability efforts by quantifying our sustainability goals and reporting against them. They will be a valuable guide in helping Stellar group to achieve greater corporate citizenship.

I am confident we have built a solid foundation and are in a strong position to make necessary progress in the coming years. My best wishes to Stellar Education in this journey.

Regards,
Maha Al Turkait



Mission Statement

As committed educators, our vision is to provide holistic education within a conducive environment that nurtures generations of students with compassion, curiosity and creativity. We nurture our students to be creative thinkers and problem solvers that contribute compassionately to global society.

We make it our mission to nourish young minds by cultivating a passion for learning and innovation. We truly believe that by engaging in team sports and in performance arts that our students build character and pride for their culture, helping them become responsible citizens toward the development of their community and country.

We use our core values as unwavering guiding principles embedded in the way we conduct ourselves. Our core values are consistently used in daily communications at all levels within our schools and externally.

Living Our Values

**Honour our
word by
fulfilling
commitments**

Honour

**Respect people
by treating
others the way
we wish to be
treated**

Respect

**Act with
excellence and
sense of
urgency by
thinking fast**

Excellence

**Act sustainably
by being
prudent,
thinking ahead
and growing
with courage**

Sustainability

About Stellar Education

Stellar Education, formerly known as Al-Ammary Educational Services, is an education management group established in 2003 offering education excellence to students preparing them for life. Over nearly two decades, we have built a legacy of stellar performance across our growing school portfolio continuing to leverage digital infrastructure, managing effective teams and developing innovative operations.



Indian Central School



Canadian Bilingual School



Pakistan English School



Creative Children International School



Aspire Indian International School

Stellar Education owns and operates private K-12 and special education schools in Kuwait. Our schools employ over 550 staff and educate nearly 10,000 students.

Corporate Social Responsibility

Strategy and Management

Before embarking in education, our legacy healthcare business shared in a considerable history of community engagement although not as a strategic program. Our heritage serves as the touchstone of our formalised Corporate Social Responsibility (CSR) strategy. In 2018, we began conceptualising our CSR strategy by building on best practices that have worked well for us in the past. However, these were inclined to be short-term activities rather than an activity with a true purpose. As our community engagement program develops, our strategy is to align our core values, school vision and mission with our long-term strategic goals. As a result, we have decided to focus our resources and attention on:

1. Strengthening Communities

- a. Building respect and a team spirit between our educational institutions amassed by various cultural communities.
- b. Forging synergies by pooling resource across our school communities.

2. Nurturing the Environment

- a. Acting responsibly to protect our country and planet by making consistent efforts to consume only the resources we need and not more
- b. Taking initiative to reduce the waste of water, energy and electricity in an effort to bring down our schools' carbon footprint

3. Providing Collaborative Opportunities

- a. Involving administrators, business office staff, educators and students in opportunities to give of their time, effort and skills toward a greater cause
- b. Volunteering time toward school events

Upholding Highest Professional Standards



We are a value-driven organization, and our training in and awareness of professional standards are built upon this foundation. Stellar Education communicates applicable requirements to its employees through a series of in-person and online trainings.

We ensure consistency in all documentation of our operational processes. In terms of supplier stakeholder relations, we undertake fair agreements and hold ourselves accountable to terms and conditions upon making a commitment.

-Mr. Subin Sebastian
General Manager

We have introduced automated systems for performance reviews and maintaining integrity at various levels. Review meetings are conducted weekly to improve the academic, extracurricular, administrative, CSR, branding and marketing activities. Weekly reports from meetings are generated and any concerning issues that are raised are addressed in a timely manner.



Reflecting on the Work We Do

School Administrators



Corporate social responsibility programs play an important role towards involving the whole child. They can be used as a teaching tool and even incorporated into the curriculum. They can aid in social-emotional learning by developing empathy and care for others.

By practicing corporate social responsibility, schools can be conscious of the kind of impact they have on all aspects of society, including educational, social and environmental.

-Mrs. Gihan Mohamed Hassan

*Principal
Canadian Bilingual School*

CSR activities engage both staff and students introducing our community to the public on how we operate and the services we provide for special needs. In order to be sustainable, schools should have CSR policies in their delivery system to allow collaborators, partners and sponsors from other industries to support the growing special needs community in Kuwait. Eventually, we will achieve the objectives of the triple bottom line that will make us a socially responsible educational institution. We will continue to remain focused on our social objective that is the welfare and wellbeing of our students through the environmental objective of sustainable green infrastructures and technologies that support teaching and learning processes in order to achieve our economic objective of business sustainability.

-Mrs. Karima Zaidane

*Principal
Creative Children International School*



Reflecting on the Work We Do

School Administrators

Schools should influence the student population toward social responsibility by imparting values, aspirations and compassion for their community. In spite of virtual learning, this year our students enthusiastically participated in an Art competition by Al Mulla and an Environment Competition by Bubyan Bank showcasing their talent. Moreover, these were made possible with incredible support from Management, Vice Principals and our Teachers through the division of labour and equal opportunities across team projects.

-Mrs. Sanober Farrukh

Principal

Pakistan English School



In this virtual academic year, we had limitations to organize academic and co-academic programs but barring these limitations we have done our best to connect with students and families not only academically but on co-academic and on humanitarian grounds too. Distribution of food packet for the needy, webinars for parents with the tactics of dealing with Covid, coping with the confinement at home for students are a few to mention.

-Dr. Shanta Maria James

Principal

Indian Central School

It is the responsibility of a school to build the character of its students to not only withstand hardships but helping them fulfil needs of society and propagating ideas that promote changes in all fields of life. Schools should weave the idea of social responsibility in the fabric of academic structure because a small act can make a significant difference. In these difficult times with virtual learning, our school has committed to providing its best in terms of learning and developing a positive mind.

-Mrs. Anju Dheman

Principal

Aspire Indian International School



Strengthening Communities

As educators, our responsibility is educating and working with families to support the development of children for future success. Schools play an important role in supporting the educational, social and emotional development of children by recognising their role within cultural and social norms of the society in which they live as well as their role, at a larger context, within the global community. For our students and families those connections to aspects outside the walls of our schools are critical in terms of students experiencing opportunities they otherwise would not have and by doing so seeing the impact of our schools as a positive force within the community.



Our schools are committed to an inclusive environment which celebrates diversity as a key factor in enriching our students' experiences. Our admissions process is tailored to gather information about potential students to better understand their needs and thus match them with the best-suited curriculum and school. Our admissions team have clear vision and mission statements relating to the ethos, rationale and goals of each department, and these beliefs are embedded in the teaching fabric of every school.

Creating a Better Environment

In another step towards ensuring the health and safety of the students, staff and community, we have been successful in the removal of abandoned vehicles in and around the Dar Al Salam schools' premises. Schools and its premises are always a sensitive area and need extra care and support from the local authorities and administration to run smoothly. The lifting of vehicles from in and around the school's premises has come as a relief to the school and the community. This has facilitated an easy and safe entry and exit to the schools. The schools provide support that is stationed at multiple exit and entry points. Specific parking space has been allocated to parents and school visitors to ensure hassle free movement of vehicles.



Providing Quality Education

Our schools make a real difference, by believing every student can achieve excellence in an atmosphere that is both encouraging and challenging. Stellar schools offer students the best resources and facilities, along with the efficiency and vibrancy of an experienced teaching staff. By instilling perpetual values, we create opportunities for students to develop their full, all-round potential. Our high standards and academic excellence groom our students to be responsible world citizens.



Nurturing the Environment

Shaping Environmental Sustainability

Environmental consciousness and need for action have been embedded into our curriculum and are studied within the classroom environment, which in turn influences how green and environmentally sustainable our school operates. This atmosphere provides specific relevance for students by being able to apply their theoretical knowledge in real-life situations. Issues surrounding sustainable development are also explored taking various cases as examples.



DAS Academy

Discover Arts Sports

DAS Academy offers science, music, arts, dance and sports courses that bring out the best in children through passion, practice and performance. Embodying our management ethos of instilling healthy lifestyle virtues in the foundational years of children, we provide a student-safe, student-friendly, and student-centric environment that is conducive to physical, psychological, and social development of students of all ages. Strategically located in the Abbasiya School Complex, program offerings at DAS Academy cater primarily to students as well as the community.



Our Talent

Stellar Education is committed to its social responsibility to respect human resources and obligations towards them. We promote and respect dignity and human rights of our people through our thoughtfully curated policies and procedures.



Our staff are encouraged to develop professionally in their careers by improving their daily, administrative and leadership skills. Teachers receive and participate in focused professional development courses twice a year.

Our schools have a motivating appraisal system for all staff to ensure that they achieve the desired expectations. Staff are committed to taking online trainings and workshops to develop their skills and knowledge, increase their confidence which in turn enables them to complete work more efficiently and effectively. This way they can grow within the organization, align their goals and invest their time areas for development.



Stephanie Mathew

Community Engagement Executive

Integrating sustainability into the culture and operations of Stellar Education has helped our schools thrive on their journey that began over a decade ago, inspired by students and driven by parent-faculty-staff partnerships. Each step of this journey has included important milestones—achievements that were made possible owing to the creativity and innovations of our stakeholders at every one of our schools and central administrative departments.



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