



DAS 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 DAS Schools 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 four 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 Indian Central School (ICS), Pakistan English School (PES) and Aspire Indian International School (AIIS) and DAS Academy will be included in this report under Dar Al Salam 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 choose to be 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. In our commitment towards hearing our community, we encourage you to come forward with your thoughts and insights toward our community engagement initiatives. Your views hold value and are crucial in the future of our schools.

Sincerely,

K.O. Mathew

Ahmed Al Falah

Leadership Commitment



We at Dar Al Salam are keen about sustainable development initiatives that enrich our school and wider community. Starting with our mission of providing quality education during the academic year 20/21, we have strived to quickly roll-out E-learning throughout the pandemic and ensured that learning never stops for our students.

We continued improving and developing of our E-learning curriculum and training our talented team of educators to be equipped for teaching throughout the challenging realities we faced. Health & wellbeing of our students and staff have been an ongoing priority and we are very thankful to the Kuwaiti Government and proud of all the Ministry of Health teams that have facilitated the vaccination roll-out plans. Hopefully enabling us to be safe & sound and back on campus for the next academic year 21/22.

Sincerely,
Ahmed Al Falah



Mission Statement

Being on the educational forefront, our vision is to provide holistic education within a conducive environment that nurtures future generations with compassion, curiosity and creativity. Our students learn to be creative thinkers that compassionately contribute 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 building sports and in performance arts that our students build character and pride toward their culture, helping them become responsible citizens that contribute 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 Dar Al Salam Education

Dar Al Salam is a private company operating in the education industry offering a multitude of curricula for K-12 students. Indian Central School, Pakistan English School and Aspire Indian International School are all part of Dar Al Salam Schools. Collectively, our schools offer the CBSE, FBISE, Cambridge and IGSCCE curriculums boasting a combined student strength of over 8000 – proudly making us one of the largest school groups with a multitude of nationalities in our community. Over nearly two decades, we have cultivated a legacy of consistent performance across our growing school portfolio continuing to leverage digital infrastructure, managing effective teams and developing innovative operations.



Indian Central School



Aspire Indian International School



Pakistan English School

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. Dar Al Salam 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. Sundaram Kumaravelu
Corporate Manager



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 Bubyank 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. DAS 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 curricula 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

Achieve Lead Succeed

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

Dar Al Salam Schools are committed to 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 Dar Al Salam Education has helped our schools thrive on their journey that began over two decades 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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