

DAS
Sustainability
Year 2021-22



As I look back on 2021, I am immensely proud of the way our corporate rose to the challenges presented by the pandemic while confronting the many other issues that emerged during a year like no other.

We are proud of the progress we have made and, drawing on the values which our schools follow. We are committed to raising our ambitions. We have evaluated and updated our governance processes, serving our children for a better tomorrow.



Stephanie Mathew
CSR & Community Engagement
Executive

CSR Report

Year 2021-22

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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), Aspire Indian International School (AIIS), Aspire Bilingual School (ABSK) and DAS Academy will be included in this report under Dar Al Salam Education.

REPORT PARAMETERS

▶ 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.

LEADERSHIP COMMITMENT

Education is the highway to development and schools are at the front lines in the battle against social and economic marginalization. We prioritize multiple domains in our organisation to create a real impact through our CSR activities in fields of early childhood care, career counselling, adolescent issues, mental health awareness, entrepreneurship skill development, with sector specific training and digital literacy.



Mr. K. O. Mathew
Chairman

Education is about opening minds, creating new knowledge. It is an expansive endeavor. In theory, education should provide us with the understanding and capacity of what it means to be a citizen of the world. Students today are complex and reflect the complexity of our society. They have different needs, they have different backgrounds, and they require different approaches to teaching and learning. That said, the challenge we now face is how to create expansive curiosity about who we are teaching and what brings them to education, while taking into account their academics and development as citizens. It starts in the classroom. How they care for one another in the classroom can dictate how they function in and care for their respective communities.

K.O. Mathew

Chairman
Dar Al Salam Schools

LEADERSHIP COMMITMENT

As an educational company, we're determined to keep intensifying a meaningful impact across all dimensions of education, social, corporate governance and ethics, ranging from employees to students, parents, supply chain partners, as well as communities and institutions at local and global levels. By weaving sustainability and societal impact into all facets of our business, we create long-term value for all stakeholders.



Mr. Ahmed Al Falah
Vice Chairman

In terms of society, we believe that, through the inclusion of diverse talents, we will be able to collaborate and create innovation in data and technology in the digital age to realize a sustainable society and support people's wellbeing. In addition to strengthening and developing of our talents, we aim to enhance employee engagement by creating a culture in which every employee can contribute in solving social issues, and a work environment in which diversity, equity and inclusion are fostered thereby achieving both business growth and a sustainable society. Looking forward, we want to continue to develop our endeavours and will therefore set our objectives on an ongoing basis to ensure constant progress.

Ahmed Al Falah

Vice Chairman
Dar Al Salam Schools

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.

	HONOUR Honour our word by fulfilling commitments
	RESPECT Respect people by treating others the way we wish to be treated
	EXCELLENCE Respect people by treating others the way we wish to be treated
	SUSTAINABILITY Act sustainably by being prudent, thinking ahead and growing with courage

ABOUT DAR AL SALAM EDUCATION

Dar Al Salam is a private company operating in the education industry offering a multitude of curriculum for K-12 students. Our establishment owns Indian Central School, Pakistan English School, Aspire Indian International School and Aspire Bilingual School. Our schools offer the CBSE, Common Core, IGSCCE curriculums and inclusive education boasting a combined student strength of over 8000 – proudly making us one of the largest school groups with a blend of Kuwaiti and expat community in the country. Over nearly two decades, we have cultivated a legacy of stellar performance across our growing school portfolio continuing to leverage digital infrastructure, manage effective teams and develop innovative operations.



Indian Central School



Aspire Indian International School



Pakistan English School



Aspire Bilingual School

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:



Strengthening Communities

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



Nurturing the Environment

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



Providing Collaborative Opportunities

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

UPHOLDING HIGHEST PROFESSIONAL STANDARDS

We live in extraordinary times. Never before were opportunities intrinsically huge and neither were challenges daunting. It took a virus to teach us that in this age of disruptions.



**Mr. K. M. Sundaram
Corporate Manager**

We must upskill, innovate and flourish while remaining connected. As a corporate, we remain fueled by lofty aspirations in tandem with the highest ethical practices. Our employees have time and again proved that a plausible impossibility is better than a convincing possibility.

The journey was arduous but then nothing noteworthy comes easy and we have lakhs of highly satisfied students and parents across the community who vouch for our deepest commitment to giving the best.

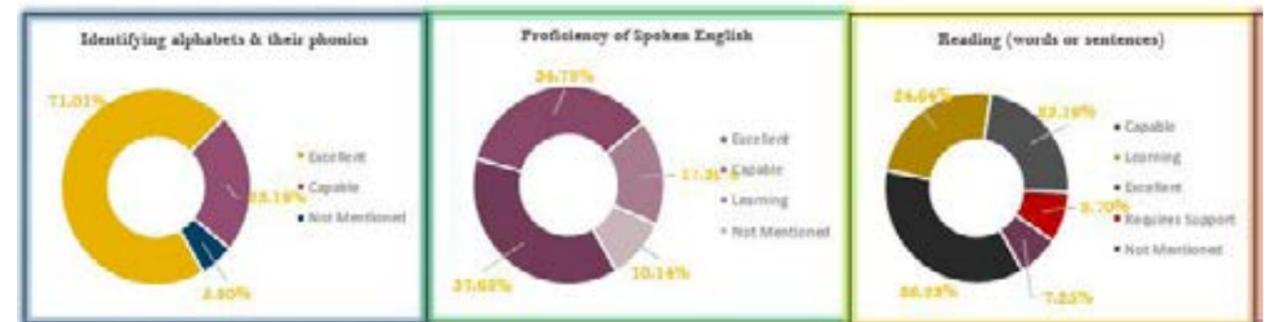
In our DAS Schools, personalized learning, mental agility and physical fitness create the right degree of motivation to benefit the community. The DAS focus has been different. We train ourselves in learnability-learn new ideas and use them to solve unstructured problems. At the core of our value driven initiatives lies the belief that in the universal bond of sharing lies our humaneness to be socially empowered.

K.M. Sundaram
Mr. K. M. Sundaram
Corporate Manager

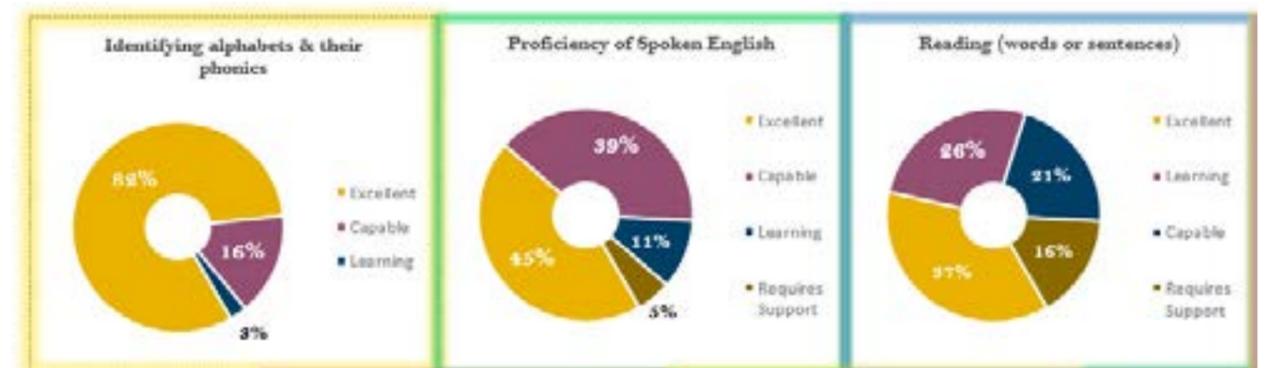
STRENGTHENING COMMUNITIES

We have initiated parent student surveys, asking families and students to participate in providing us an insight into their expectations. The survey gives school leaders a better understanding of what members of their school community think about their school. The information collected by the survey is designed to support a dialogue among all members of the school community about how to make the school a better place to learn.

Indian Central School



Aspire Indian International School



Pakistan English School



CREATING A BETTER ENVIRONMENT



Creating a supportive and understanding learning environment is particularly important when discussion activities deal with sensitive issues in relation to mental health and wellbeing.

In order to provide a safe and engaging learning environment for students, we collaborate with students to develop a group agreement that sets the parameters for class discussions and reflect on their own role in discussions, acting as a facilitator of the conversation to help to generate many viewpoints

OUR TEACHERS ADVOCATE SOCIAL RESPONSIBILITY



Through our school culture, our teachers believe that it is their responsibility to provide a nurturing and welcoming learning environment for all her students, and to take seriously the position of influence that she is in.



A teacher can influence what her students talk about, how they think and what they become. Social responsibility demands that a teacher not only cares about her students; she must understand how she fits into her community.



It is not enough for a teacher to be aware of social justice issues; she also should discuss these issues with her students.



Timely localised and international topics — including the inequitable distribution of wealth and power, marginalized populations, gender and social inequality, the environment, and social services has been talked about in a safe, open-minded environment. These discussions promote tolerance and unbiased thinking in students.

PROVIDING QUALITY EDUCATION



Aspire Bilingual School held its first KG2 Graduation Ceremony on 2nd June 2022. The splendid and opulent graduation ceremony commenced with an address by Principal Ms. Charmaine Graves.

For parents as audience, it was a moment to reminisce their childhood through the eyes of their beloved little sparklers. It was indeed a magical journey that took them through time and space to see the beauty and wonder of a child's innocence.

The graduation ceremony was punctuated by words of wisdom from the Guests of Honour and dignitaries wishing the young little buds forth on the road to primary schooling.



PROVIDING QUALITY EDUCATION

Indian Central School posts a glorious academic achievement in Grade X and XII results for Academic Year 2021-2022 as declared by CBSE. Students of Indian Central School accomplished remarkable aggregate scores in the CBSE Board Examination 2022. The result at a glance proves the extraordinary commitment, perseverance, and endurance on the part of students and teachers by thriving against all odds.



GRADE X BOARD RESULTS 2021 - 22

SCHOOL TOPPERS



FARHAN AL ZAYED

99.2%
496/500



JENEIL JOY PURAMCHERAYIL

98.4%
492/500



ALBY MARIAM THOMAS

98%
490/500

PROVIDING QUALITY EDUCATION

Mr. K. O.Mathew, Chairman of Indian Central School, commended students for their remarkable achievement and lauded the efforts of teachers for their complete dedication and genuine commitment. DAS Management extends its appreciation to teachers for their unfailing support and guidance throughout the year. With verve, vitality and vigour to at its brim, Dar Al Salam extends hearty congratulations to all its students for their meritorious achievement in outstanding Board Examination results.

GRADE XII BOARD RESULTS 2021 - 22

SCHOOL TOPPERS

SCIENCE STREAM TOPPERS

			
NEVIN THOMAS SAM	HAJERA MOHAMED ASIK	SHAIK AISHA SIDDIQHA	ANN MARIYA BENNICHI
95.6% 478/500	95.6% 478/500	94.6% 473/500	94.4% 472/500

COMMERCE STREAM TOPPERS

		
LIYA MARIYA JOSEPH	SOUISDEB	JOEL VINCENT EMMANUEL
96% 480/500	95.8% 479/500	95.2% 476/500

HUMANITIES STREAM TOPPERS

		
JESSICA ELIN VARGHESE	HUSSAINA VAKHEEL	MANJOT SINGH
93.6%	93.2%	86.8%



Nurturing the Environment

Students at Aspire Indian International School celebrated Environment Day marching the slogan Go Green all across its extensive campus. Environment safety and making it green is a urgent need of today. We need to restore the naturality speeder than we have destroyed it.

Misbalancing the natural cycle of the environment is leading towards the destruction of life from this planet. It is necessary to understand the importance of healthy environment by not cutting trees, reducing pollution and maintaining greenery around us.



DAS CARES

Encouraging the Spirit of Giving Dar Al Salam Schools established an annual CSR initiative, DAS Cares through which students, supported by Management, parents, teachers and non-teaching staff, are taught the value of charity, encouraging them to grow up with a healthy sense of compassion and sharing with others less fortunate.

Students were encouraged to contribute unused household items, grocery, stationery, household medical supplies and handy gadgets towards the initiative which they distributed to deserving and hardworking community workers. Around 160 kits were distributed in events organized at multiple

locations across three of the four school campuses on 10th, 11th and 18th May. Each event commenced with the recitation of soulful poetry themed 'The Spirit of Giving' by students. Handmade gratitude cards were also placed in each of the kits as an appreciation of the efforts toward beneficiaries such as construction workers, labour and domestic workers.

The schools ensured students were involved in every process of the initiative starting from making contributions, packaging, creating gratitude cards to distribution and organizing the event. The initiative received an overwhelming response from the community with efforts by both students and staff of the schools.



DAS ACADEMY

Discover Arts Sports

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.



Indoor Table Tennis Area



Cricket Nets



Kickboxing Studio



Swimming Pool

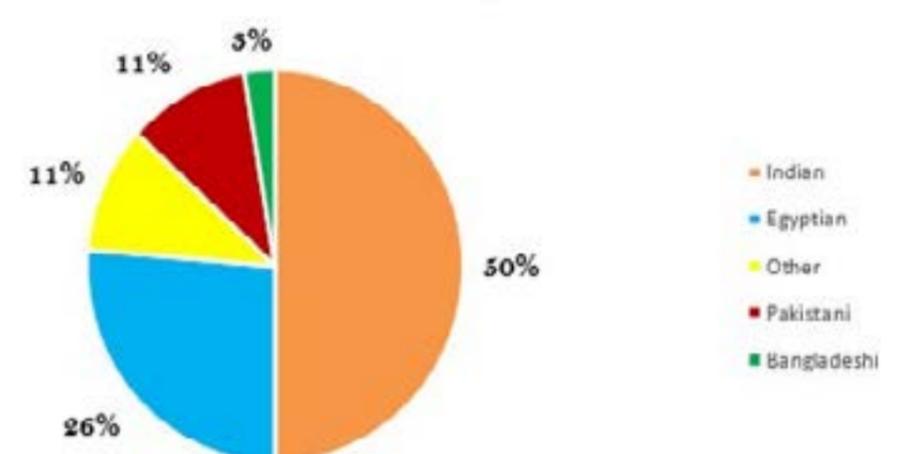
OUR TALENT

We have employees representing a wealth of cultural backgrounds and different nationalities. Employees from India, Egypt, Canada, Lebanon, Pakistan and many other countries bring in their diverse culture and values, enriching our school environment with a global experience.

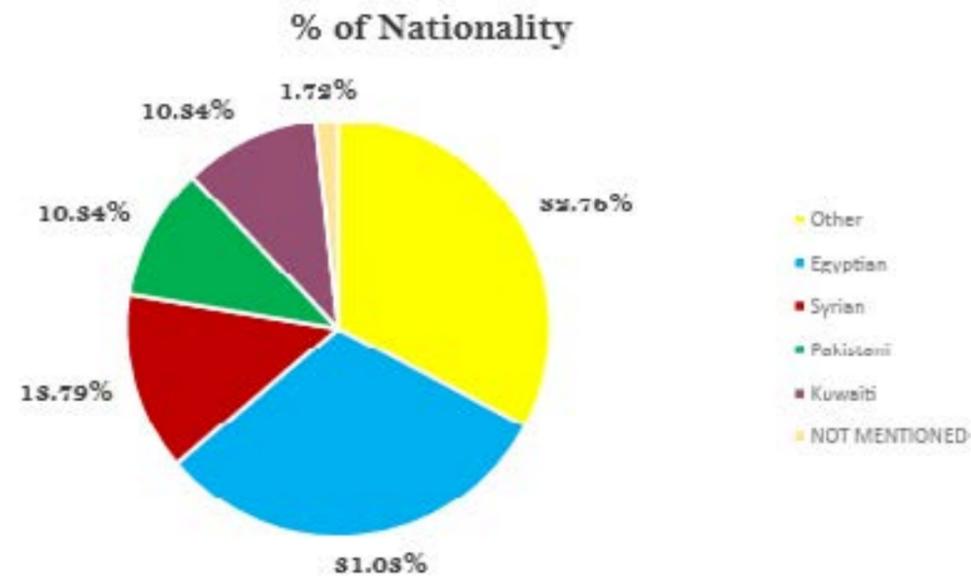


Aspire Indian International School

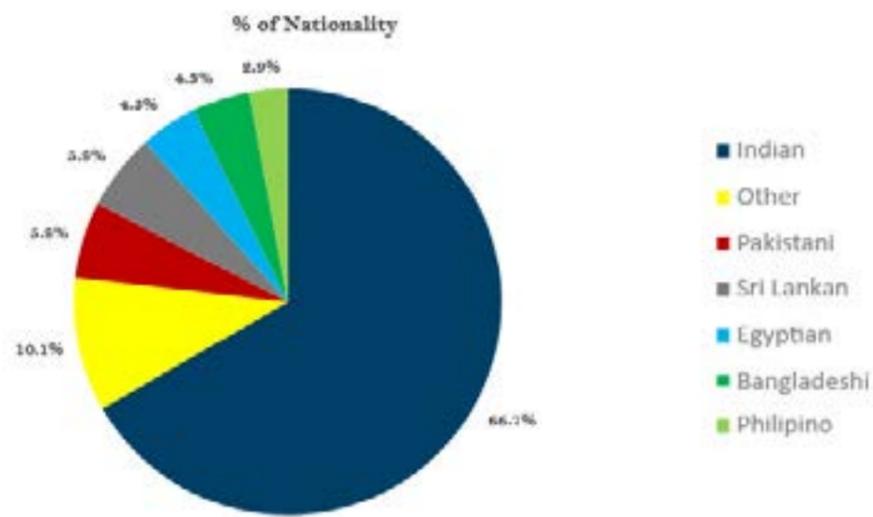
% of Nationality



Pakistan English School



Indian Central School



“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.”

Stephanie Mathew
CSR & Community Engagement Executive



<https://www.icskwt.com/>

<https://www.peskuwait.com/>

<https://www.aiiskwt.com/>



<https://www.absk.edu.kwt.com>

<https://www.dasacademykwt.com/>