

# REPORT 2022 CS R CORPORATE SOCIAL RESPONSIBILITY





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### 1. CEO'S letter

A company that is socially sustainable responsable is a company firmly committed.

From the very beginning of Novaschool we have been aware of the importance of education not only in the present but especially in the future. We create this future amoung all of us and in Novaschool we have the opportunity to contribute leaving a positive mark on an educational and social, transmitting to our students values, respect and how to look after the environment.

Throughout this RSC report we would like to show you how we have imparted Novaschool Educational Group ac-



tions and measures we have approached regarding corporate social responsibility in our private schools and nurseries.

Going through this past year, we can see we have reached very important milestones in Novaschool and our community.

I believe, it is important to share our vision with you not only as an sustainable entreprise, also our involvement and respect for the environment, as well as becoming aware of our impact on society.

This year starting up a new school in Almeria Novaschool, Novaschool Almeria was attained. Our group continues dedicated to it's expansion and growth.

Another important event that has been the acquisition of our eco-friendly farm that has allowed us to boost our educational model stimulating sustainable agriculture and taking care of the environment besides our pupils are enjoying it very much.

Matters of infrastructure, we continue in our path towards sustainability and generating our own energy. This year we have amplified our solar energy plant in our British school in Cartama, Novaschool, Sunland International, also adding to our Novaschool Almeria as well as the Novaschool sustainable-agro farm. Furthermore, the installations in our school have been certified in energy efficiency with remarkable results.



As always I would like to give a special mention about our commitment, Novaschool as an educational group our purpose is to aim for excellence and quality management. The area of quality are working on the elaboration of the memory EFQM to be evaluated according to the requirements of this prestigious model in order to be approved. Accordance with this, after months of work we have developed the integral liability and risk management, known as the model compliance. With this system in place, Novaschool has demonstrated our commitment which is clearly unmistakeable with the legal standards according to the cooperative enterprise, the best programs, ethics, and meet everybody's expectations in general.

Without a doubt, this year we have accomplished many great achievements. Pushing us to continue working together, to carry on growing together day by day, As professionals of education, building a better future and more sustainable.

Francisco J. Barrionuevo Canto Novaschool CEO's



### 2. Novaschool group

During this last academic year we have achieved two new milestones: one, increasing the educational group with the acquisition of a new school in Almería; two, the acquisition of the Novaschool agro-sustainable farm, which entails the implementation of an educational project that enhances our educational model towards sustainability and care for the environment. Both milestones are in line with our strategic growth and expansion plan.

In all our colleges and nursery, the Novaschool educational project is designed and based on educational excellence and innovation, with the aim of achieving a complete and high education for students, adapted to each level and stage of education from 0 to 18 years.

The Novaschool centers pursue the full development of the personality of the students at an intellectual, artistic and physical level, based on an education in freedom that allows the individual and social fulfillment of the boys and girls, all of which is carefully and meticulously adapted to each age by a qualified team of professionals, paying special attention to the development of childhood stages as these are the basis of personal development.

For us, social responsibility is based on the integration of social values within our educational model, on maintaining transparent management with a high commitment to quality, service and sustainability with our interested families. It is also based on exercising responsible management of human resources, promoting gender equality and opportunities, non-discriminatory treatment, respect for diversity, the insertion of students attention to those in need. - Training and professional development of all the people that make up our group.



### 2.1. Mision

Our mission is to prepare future high-level professionals, with extensive skills for their working life through our educational model based on high academic and sports performance, always from the perspective of pedagogical innovation and the creation of new learning spaces.



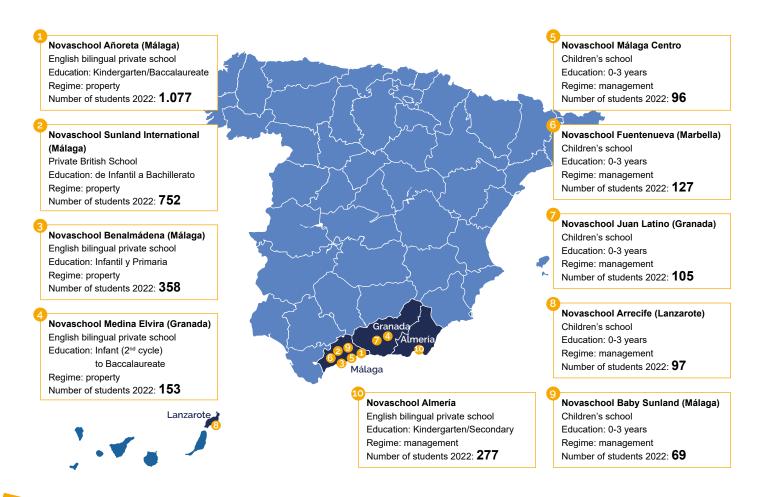
### 2.2. Vission

To continue being a reference group in the educational field, keeping intact our ethical commitments and our values to achieve the improvement of education and culture in varied and changing environments, always betting on innovation.

### 2.3. Novaschool centers

The Novaschool Group, founded in 2007, carries out activities related to teaching, where it offers a teaching that goes from Preschool to Baccalaureate. All schools apply the bilingual Spanish curriculum except Novaschool Sunland International, which applies the British curriculum.

This last year a new school has been acquired in the province of Almería and, therefore, we have united in all aspects. The Novaschool group has a total of ten centres in the Malaga province, Almería y Las Palmas (Lanzarote). Novaschool has private school, bilingual and british curriculum, nursery schools, privates and semi- private:





- Private schools (5): Novaschool Añoreta school, S.L., Novaschool Sunland International, S.A., Novaschool Benalmádena S.L., Novaschool Medina Elvira S.L. y Novaschool Almería S.L.
- Private nursery schools and semi private (5): Novaschool Málaga Centro, Novaschool Fuentenueva, Novaschool Juan Latino, Novaschool Arrecife y Novaschool Baby Sunland (PTA).

All our schools offer the same educative system, we focus mainly on four pillars bilingualism, sports, art and new technologies.

Evolution	of en	rollment	in	school	year	& centres
	- 11				4	

	18-19	19-20	20-21	21-22	22-23
N. Añoreta	864	939	927	1033	1077
N. Sunland	507	569	618	705	752
N. Benalmádena	405	365	331	401	358
N. Medina Elvira	103	116	125	136	153
N. Almería	-	-	-	-	277
N. BabySunland	38	55	34	43	69
N. Juan latino	102	91	111	111	105
N. Fuentenueva	127	127	112	127	127
N. Málaga Centro	101	65	69	93	96
N. Arrecife	97	97	97	97	97
TOTAL S	2344	2424	2424	2718	3092

One of the main competitive advantages of the group, we have focused on new technology, is MyAgora+ a methodology system which is a very comprehensive, with different systems and content especially designed with an integrated educative program. It's a platform with different tools and content, parents and teachers and guardians have access as well as non-teaching staff. Additionally, this platform includes economic and administration of all the schools.



### 2.4. EARN management and flow chart of Novaschool group

From the school of high performance Novaschool (EARN managament) providing a complete all – round service to all the Novaschool Educative Novaschool groups consisting of the following services within the educational sector:



### Private Schools

Group of bitingual, and international private schools in Malaga and Granada where you can obtain a doubte degree (Spanish and English)



### Nursery schools

Within the Novaschool educational group we have five Nursery Schools from 0 to 3 years old in Malaga, Marbella, Granada, Campanillas and Arrecife



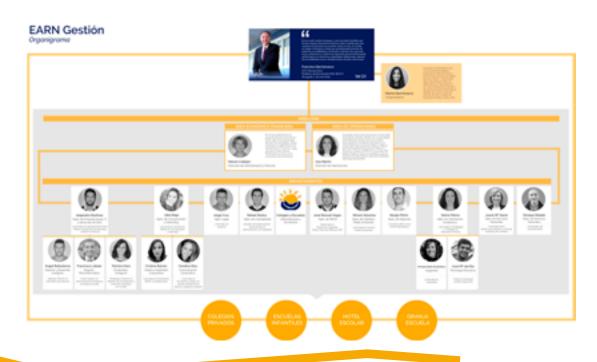
Our school hotel offers our schools and other external schools travel services and school visits of a cultural, nature in Andalusia



Our Agrosustainable Farm is included within the educational model of the Novaschool group, allowing a more real and experiential, knowledge of the curriculum contents

EARN managament has two areas providing services to the Novaschool centre groups: economy and financial area of operations. As so does, the following departments: legal, general services, academic orientation, I.T infrastruture and development of SS.II, communication and marketing, human resources department, quality and sports offering support to the entire Novaschool group.

Looking at our hierarchy chart we can learn more about the structure and people behind the Novaschool educational group who are a great team of professionals from different areas who work side by side who are continually improving and innovating our educational project. <a href="https://novaschool.es/earn-gestion/">https://novaschool.es/earn-gestion/</a>





### 2.5. Our educational concept

Our educational concept is committed to exceeding the teaching - learning and integral process in the entire educative community (families, pupils and teachers). Reinforced thanks to our MyAgora+ Project in which we have been working on for over thirteen years. A new education has resolved the uncertainty, complexity and diversity. For this reason our focal point is directed in developing a better integration and key skills of technology in the process of teaching–learning in each educational stage



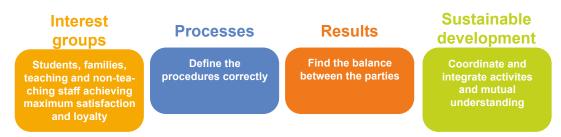
### 2.6. Our system of quality management

Since March 2011 we began our journey with the certification of our private bilingual school Novaschool Añoreta, which has quality and environmental certificates under the international standards UNE-EN ISO 9001 and UNE-EN ISO 14001, granted by AENOR. (Spanish Association for Standardization and Certification) and we have continued working according to the requirements established in the Management System implemented in our centers, which has provided a solid basis for continuous improvement. In March 2018 it was time for Novaschool Sunland International, a British private school that also has both quality and environmental certificates. In 2019, we extended the quality and environmental certifications to our bilingual private school Novaschool Benalmádena. The last certification obtained has been carried out with a follow-up audit in February 2022 and where we obtained the renewal of the certificates.

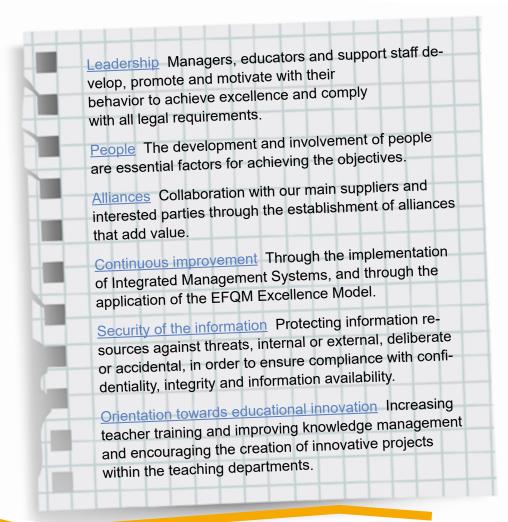
We continue to work in each and every one of the Novaschool educational centers based on the group's comprehensive quality and environmental policy, and each year we set new goals.



Grupo Novaschool is a private educational institution fomed in 1999 that bases its educational model on academic excellence and innovation. Since its inception, all its centers have proposed to respond to the highest level of the needs that today's society demands of the professionals of the future and for this it provides an exceptional educational environment that sets it apart from other educational alternatives. This requires a clear orientation of the organization towards four key factors:



Based on the following, and as a guarantee of achieving the guidelines, at Novaschool we establish the following strategic principles and values:





### **SUPPLIERS**

In the Novaschool educational group, purchases are concentrated through the administration area that is in charge of carrying them out, in addition to controlling and monitoring suppliers, since purchase activity constitutes one of the support functions for the group with an economic, environmental impact and social.

In order to approve and review the status of a supplier, the area has evaluation criteria that are applied to all suppliers in the group and that are reassessed annually to monitor quality.

Since the last review carried out, at the beginning of 2022 there are a total of 241 approved suppliers.

The main purchases of the group are:

- Learning resources (books, licences, stationery...).
- Computer equipment and accessories.
- Food products for the dining room.
- School transport.
- Uniform.
- Cleaning products.
- Maintenance services (elevators, swimming pools, analytical, treatment plant, etc.).
- Supplies (energy, water, gas).



Within Novaschool's policy is the choice of KM 0 suppliers. That is, suppliers that are within a radius of less than 100 kilometers from the company to which they send their products.

This criterion is applied above all to fresh food products, since the main characteristic of KM 0 suppliers is the short distance that exists between the place of production and/or collection to the point of sale or final consumption. In addition, the products they supply are organic and seasonal. Likewise, the transportation and distribution policy that these suppliers follow meets all possible environmental protection measure.





Criteria	Evaluate	Meaning
1.	Sole provider	Those suppliers imposed by the client
		or unique in your service/product.
2.	Conditions	The purchase conditions are given by the availability
		of the products, the rappel that can be negotiated,
		the method of payment and the price of the product.
3.	History of	Those providers who have performed services
	suppliers	in the past with satisfactory results.
4.	Quality	Delivery commitment and material status
	of service	delivered.
5.	Customer	During the provision and afterwards: claims,
	service	guarantees offered, after-sales service, etc.
6.	Variety of	Providers that supply a wide variety of products to
	products	the activity carried out by the organization.
7.	System of quality	Suppliers that have a certified quality system.
	management	
8.	Environmental	Suppliers whose activity is respectful of the
	performance	environment or have implemented an environmental
		management system

### 2.7. EFQM model

The Novaschool educational group has been working since last year (2021-2022) with the preparation of the EFQM report and working closely with the club of excellence, training their team and providing information to obtain the EFQM seal. Our objective is to obtain the evaluation of the educational group and obtain the EFQM assessment according to the criteria of the model, by the end of this academic year 2022-2023. management according to the EFQM model.











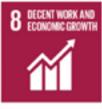
































### 3. Sustainability at Novaschool

Sustainable development is defined as the way to meet the needs of the present without compromising the ability of future generations to meet their own needs. On September 25, 2015, world leaders adopted a total of 17 global objectives, known as the Sustainable Development Goals (SDGs), with the aim of involving all social actors in the fight against poverty, inequality, injustice and climate change, within the framework of a new sustainable development agenda, the 2030 Agenda.

Novaschool is committed to sustainable schools in line with the SDGs. Our main objective is to inform, sensitize and engage students, teachers and other social agents in the community, so that they know in a simple way the 17 Sustainable Development Goals, how they impact our lives and what we can do every day to help our community to achieve them.

Although Education has a fundamental position with SDG 4, at Novaschool we work with all the SDGs, focusing our contribution and measuring the performance of those that are most related to our activity.



Based on the 2030 Agenda and the Sustainable Development Goals, at Novaschool over the last few years we have worked, with special attention, on the development of skills for the implementation of the Sustainable Development Goals, in order to commit and motivate all stakeholders to participate actively.

At Novaschool we are aware of what this means for us as educational centers, and the influence that we can exert on the educational community, students, families and workers, a very important asset of society, to achieve change.

It is vitally important to be able to instill in students values regarding the environment, recycling and sustainability. In this way, it is an obligation for us to instruct them so that they have sustainable habits from a very young age and that these habits last over time, so that they create awareness and respect for the environment and its conservation.

In order to introduce values and knowledge to students, it is necessary for them to live their own experiences and relate directly to their environment. For this reason, our actions are directed in this line, and we place the student as an active part of the learning process, being aware that their decisions will influence both locally and at other broader levels.







As a new milestone for this year, 2022, photovoltaic panels have been incorporated into Novaschool BabySunland, in addition to expanding the panels at Novaschool Sunland. The new Novaschool Almería school also has photovoltaic panels as well as in the new facilities of the Novaschool agro-sustainable farm, where we highlight the implementation of a multitude of projects related to the environment and focusing on the SDGs.

The agro-sustainable farm, located in a natural environment in the Riarán plain (Cártama), becomes for our students a Nature Classroom where learning is always significant. The project, launched in this school year, contemplates scheduled visits once a quarter, from the 2nd cycle of Infant to Baccalaureate, which allow them to cover an infinite number of projects prepared by their tutors and teachers in which they work on direct concepts on energy, water , consumption, environment, recycling, agriculture, etc., which remain in the project.



### 4. Milestones of Novaschool group



### **Economic performnace**

17.213.859,00 € Income

Business turnover **17.213.859,00** €

**5** Schools Nursery schools 5

2.664.349.75 € in provisioning



### **Work practices**

376 Employees

97.34% Permanent 74,5% Female positions 81,3% Female management positions

9.453 hours of training last year



### Staff incentive

250,877,94 €



### **Environment commitment**

9 out of 10 solar photovoltaic panel centres

Each school has a waste separation system in place

One of our center has a waste water treatment plant

3 schools with **Environmental** Certificate ISO 14001 and the restof centers withown certified protocols



### Sustainable agro farm

34 visits carried out by different educational

stages

+ de 2.090 students who have visited the farm agro-

sustainable Novaschool

+ de 83 of these activities were included in our school curriculum



### Social impact

3.092 Enrollments

92% Approved

37.501.48 €

donations and money raised

8,85% out of 10 Family satisfactory

7,51% out of 10 Students satisfactory

8,88% out of 10 **Employee** satisfactory



### 5. Sustainable Development Goals

In the Novaschool educational group, sustainability policies (quality, environment and social responsibility) are aimed at responding to social and environmental concerns from our activities and services, while we manage to satisfy our customers, create employment stability and safety, and be in accordance with the environment by carrying out sustainability activities.

We are aware that we operate within the education sector, and therefore, our greatest commitment is in accordance with SDG 4. However, we also direct our efforts towards other SDGs that we consider have a coherent and objective purpose with our activity and are the following:

	Development goal	Our involvement		Development goal	Our involvement
1 ™unun Maritiri Maritiri	Eradicate poverty in all its forms Worldwide	Doing donations and social actions that contribute to helping the most disadvantaged	8 DECENT WORK AND ECONOMIC GROWTH	Promote sustai- ned, inclusive and sustainable econo- mic growth, full and productive emplo- yment, and decent work for all	Offering stable and quality work in addition to promo- ting the training and training of our staff
3 GOODHEAITH  AND WELL-SEING	Doing donations and social actions that contribute to helping the most disadvantaged	We are aware of the importance of the safety and health of our employees for the correct development of the activity	12 mmm. COO	Guarantee the consumption patternsand production sustainable	Optimizing resources, minimizing consumption, managing waste and using renewable and efficient energy
4 QUALITY EDUCATION	We are aware of the importance of the safety and health of our employees for the correct development of the activity	Our basic pillar, both to transmit to the students how to inculcate it to the staff	16 PEACE JUSTICE AND STROMG INSTITUTIONS	Promote peaceful societies, facilitate access to justice, promote accountability and institutional transparency	Implementation of Compliance throu- ghout the Novas- chool group. Code of ethics and confiden- tiality. Information transparency.
5 CENDER EQUALITY	Achieve gender equality and em- power all women and girls	Equal opportunities in all senses, employment, education, regardless of gender	17 PARTICESSAPS FOR THE GOALS	Strengthen the means of implementation and rekindle the global partnership forsustainable development	Working closely with stakeholders to achieve the best results and reach our goals



### 5.1. ODS 1 Putting an end to poverty

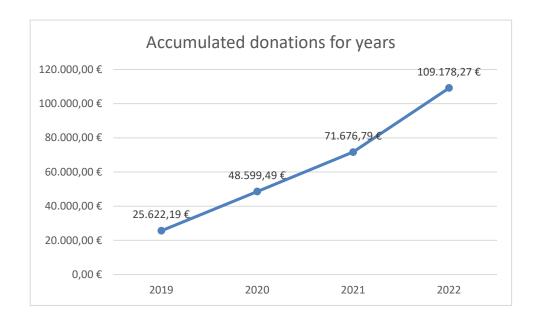


Donations to Foundations and associations from 2019: **37.501,48 €** Scholarships for students 2021: **82.800 €** Scholarships for students 2022: **72.500 €** Collections carried out 21-22: **18.201,48 €** 



Novaschool, as an engine of economic growth, contributes to the eradication of poverty through the creation of employment, the increase in economic mobility in the population (offering a diversity of services), the improvement of infrastructures, the payment of taxes and the provision of accessible products and services.

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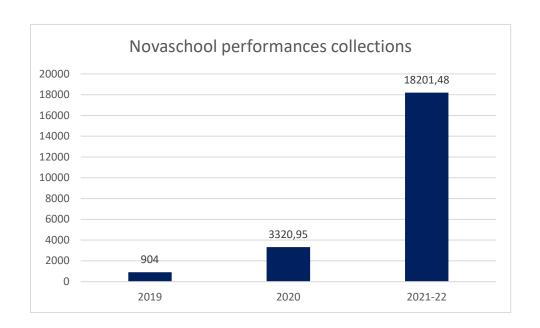


As a novelty, during the 2021-22 academic year the collaboration agreement as UNICEF Friends Schools has been renewed. In this agreement Novaschool reinforces its commitment to disseminate, collaborate and support the different programs carried out by UNICEF in favor of the childhood. That is why during this last academic year, actions of a social and solidarity nature promoted by UNICEF have been organized, directly in the classroom with the students, integrating the entire educational community, professionals and families.

Escuela Amiga de Unicef is a recognition of their daily commitment to the rights of children in educational practice and the initiatives that the centers have carried out to obtain financial resources for UNICEF cooperation programs.

These are the important dates in which we have carried out activities in support of UNICEF:

- January 30th. School Day of Peace and Nonviolence.
- March 22<sup>nd</sup>. World Water Day: we carried out the solidarity race "Gotas Unicef". It is a fundraising race and the donation will go to these Unicef projects.
- November 20th. Universal Day of the Rights of the Child.
- June 5th. Environment day.





### **NOVASCHOOL GROUP ACTIONS**

MANUEL ALCÁNTARA FOUNDATION. The purpose of this foundation is to promote and disseminate the works of the writer and poet from Malaga, promoting cultural and educational activities. In Novaschool an annual contribution of €10,000.00 is made to be able to carry out these actions within the Foundation.

MÁLAGA CHAIR FOUNDATION FOR BUSINESS VIABILITY. This chair was born with the aim of avoiding the flight of talent within an organization. It is a foundation that helps future students in the financial sector, organizes business viability awards, offers forums and related activities such as the creation of a business leadership classroom whose purpose is to create and promote leadership in people, as well as implement values of business ethics and CSR. The annual amount is €600/year.

MUSICAL FOUNDATION OF MÁLAGA. It is a non-profit organization that supports, promotes knowledge and diffusion of classical and cultured music, as well as providing training, promotion and development to young musicians. To this end, different events and activities with a social purpose are carried out at a regional and national level. Novaschool has made a contribution of €7,000 this last year.

		90	nations n	nade to f	oundations
Beneficiary	2019	2020	2021	2022	TOTALS
Fundación Manuel Alcántara	a 10.000	10.000	10.000	10.000	40.000 €
Fundación Viabilidad Empre	sa 600	600		600	1.800 €
Fundación Musical de Málaç	ga 3.500	7.000	7.000	7.000	24.500 €
Donación familias alumnos	7.356	4.877,3	4.877,3	18.201,48	35.312,08 €
Fundación Andrés Olivares	1366,19				1.366,19 €
Nuevo Futuro	1.000				1.000 €
Fundación San Telmo	1.000	500		500	2.000 €
Fundación ESESA	300				300 €
Fundación Estudio de Empre	esas 500				500 €
Fundación Juan Cruzado			1.200	1.200	2.400 €
Total donations per year	25.622,19 €	22.977,3 €	23.077,3 €	37.501,48 €	109.178,27 €
Total donations	25.622,19 € 2	48.599,49 €	71.676,79 €	109.178,27 €:	1.128.502,90 €



**JUAN CRUZADO VERTICE FOUNDATION.** From Novaschool, they have wanted to effectively exercise their Social Responsibility and for this they have participated during this last course with said foundation, specifically with the "Sponsor a Senior Program" to help seniors without financial resources. The amount has been €1,200.

**SAN TELMO FOUNDATION.** San Telmo Business School decided to develop training activities, some of them unique in Europe, which will help Senior Management to make increasingly fair and sensible decisions, and to govern effectively and with respect towards those who collaborate with them. San Telmo's fundamental objective is to develop the managerial skills of the participants in its programs. They also support innovative research on business, political, and social issues that affect organizations across industries and continents. The annual amount of participation is **€500**.

**SOLIDARITY RACE #GOTASUNICEF.** Held on March 22, World Water Day, this charity run implied an economic collection that was allocated entirely to the UNICEF Emergency Ukraine within the action of RSCNovaschool with UKRAINE. The bib donation consists of €3-5 per participant, and a total collection of €6,819.17 was made.

FOOD COLLECTION CAMPAIGN. As every year, in the Christmas period a food collection is carried out by all the educational centers, where all the families participate. This last year, like the previous one, we have participated in the "Great Food Collection 2021", organized by the Spanish Federation of Food Banks (FESBAL), carrying out a collection but this time making an economic donation with virtual money where the Food Banks Food will be in charge of making the necessary purchases. Therefore, Novaschool has participated in the dissemination of said campaign where more than 16 million kilos of food have been collected throughout Spain with more than 1,300,000 beneficiaries.. Novaschool will also add 50% more to the total collected in its centers. Finally, €5,022 was contributed to the great collection. More info>> Also in the food collection this year 2022 there has been a lot of participation and the amount collected has been €7,340, where Novaschool has again put 50% of the proceeds. More info>>





**DAY WITHOUT UNIFORM AT NOVASCHOOL AÑORETA**. Every May 31, this school celebrates the day without uniform where students are allowed to break with the rules and go to school with "street" clothes. In return, they have to pay a fine of between €1 and €3. The purpose is to raise an economic donation for the UNICEF organization as Escuela Amigas de UNICEF. With this action, a total of €1,582.12 was collected in the center.

**CHRISTMAS JERSEY DAY AT NOVASCHOOL SUNLAND.** On December 10, the day of the Christmas sweater is organized in N. Sunland in order to raise money for "Save the Children" and collaborate with this charity, so that the students go to school with their Christmas sweater for a small donation from €1. The total collected was **€402**. Más info>>

**SPORTS FESTIVAL IN NOVASCHOOL AÑORETA.** After two years without being able to do it due to COVID-19, the celebration of the sports festival has been recovered where around 400 students participated with their families in various sports activities: gymkanas, football, volleyball, basketball and swimming. All the money raised in this performance went to "Emergency Ukraine" through UNICEF. The total amount was €1,825.71.

**SPRING FAIR IN NOVASCHOOL SUNLAND.** On the occasion of the arrival of spring, the Spring fair is celebrated in Novaschool Sunland, a party that brings together the entire educational community with the aim of bringing together and enjoying an afternoon tea and snack with students, teachers and families in the school facilities. In this event, attendees were able to enjoy different musical performances by the school choir, as well as having the collaboration of the Málaga Musical Foundation where a string quartet performed film soundtracks.

Several charity performances were held during the gala in order to raise money to donate to Emergency Ukraine through UNICEF, such as the organization of a charity raffle and the sale of plants that could be purchased during the afternoon tea. The total benefits collected were €2,550.27.







	Itcti	ons car	ried out	in rece	nt years
Performances / Collections	2019	2020	2021	2022	Total, years
Acción contra el hambre	904				
Calendario benéfico		750			
Día sin uniforme Añoreta		1.775,05	1.0582,12		
Día del Jersey Navideño Sunland		795,9	402		
La gran recogida		5.022,21	7.340		
Fiesta del Deporte N. Añoreta Unicef		1.825,71			
Spring Fair N. Sunland Unicef		2.550,27			
Carrera solidaria Agua Unicef		6.819,17			
Totals	004	3 320 05	18 201 48	7340	20 766 43

CHRISTMAS SOLIDARITY CAMPAIGN AT NOVASCHOOL SUNLAND. Sixth-Form students organized a charity Christmas drive where the aim was to encourage the families of Novaschool Sunland to prepare boxes with gifts that were distributed to the needy children of Cártama, in collaboration with the Social Services of the municipality of Cártama. They focused on creating some basic indications to adjust the gift to the age of the child and where the amount was approximate for everyone (about €10 of content). destined for "Emergency Ukraine" through UNICEF. The total amount was €1,825.71.

### SOLIDARITY CAMPAIGN OF MATERIALS AND FOOD.

At the end of the second quarter of the 2021-22 academic year, all Novaschool educational centers participated in a "Novaschool materials and food solidarity collection" campaign, where families collaborated in the collection of school supplies, hygiene and food. In collaboration with the Maydan Association (Ukrainian association of the Costa del Sol) in Malaga and the San Cecilio Major Seminary in Granada, they were in charge of collecting the boxes to send them to the border with Ukraine.

# FOOD COLLECTION IN NOVASCHOOL FUENTENUEVA.

On the occasion of World Food Day that is celebrated on October 16, Novaschool Fuentenueva organized a food collection campaign in order to raise awareness about the global problem and strengthen solidarity in the fight against hunger, malnutrition



and poverty. 100 kg were collected. of food that was delivered to the Red Cross of the municipality. This project has been carried out in both 2021 and 2022.



# WORLD FEEDING DAY AT NOVASCHOOL BABYSUNLAND.

World Food Day is celebrated on October 16 with the aim of raising awareness about hunger in the world, and that all people have access to healthy food. At Novaschool BabySunland it has been celebrated as a festival of flavors and sensations in order to generate healthy habits while having fun. We pay special attention to the importance of a healthy, varied and sustainable diet that allows us to be healthy and take care of the Planet.



### STUDENT SCHOLARSHIPS.

At Novaschool Añoreta we have E+D+I Projects (Education + Sport + Innovation) where Certain students are given the opportunity to receive scholarships at the school without involving a high cost to

the families, providing them with many economic advantages (registration, schooling, uniforms, dining room, transportation and even accommodation).

It is noteworthy in these last two academic years (2021-22 and 2022-23) that in addition to the basketball scholarships that were being offered, new scholarships have been launched for students to play golf. This last course there have been a total of 15 students who have a sports scholarship at Novaschool. The average per student in terms of the amount of the scholarship amounts to  $\in$ 3,500 for students without residence and  $\in$ 6,000 for students in residence. The total amount of scholarships that Novaschool has provided during the 2022-23 academic year is  $\in$ 72,500.





Budget invested in scholarships

0	2019-20	2020-21	2021-22	2022-23
Nº scholarships	18	19	17	15
N° scholarship with residence	4	4	7	7
Nº scholarship without residence	e <b>1</b> 4	15	10	8
Annual amount per scholarship holder	8.200 €	8.373 €	8.400 €	8.500 €
Total € annual without residence	9.800 €	88.095 €	59.000 €	48.000 €
Total € annual with residence	12.800 €	13.492 €	23.800 €	24.500 €
TOTAL € SCHOLARSHIPS	92.600 €	101.587 €	82.800 €	72.500 €
Summation € SCHOLARSHIPS	92.600 €	194.187 €	276.987 €	349.487 €

Note: The amounts that have been represented correspond to the average of the year taking into account the average course of the scholarship student (secondary)





### 5.2. ODS 3 Health and wellbeing



100% of our schools and nursery schools with their own kitchen

100% of the students get the healthy passport



Novaschool assumes its responsibility in promoting healthy habits among employees and students and in general in the educational community. To do this, it carries out different actions in this regard, such as providing a healthy menu based on the Mediterranean diet and supervised by a nutritionist; promotes sports practice and a healthy life by facilitating the use of the facilities for all employees; o ensure the health of workers by carrying out medical tests every year in the workplace and reviewing the conditions in the workplace.

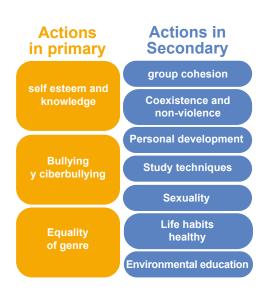
In addition, the emergency and evacuation plans of the centers are reviewed and updated annually, specific training is given to the staff and drills are carried out to improve them and train all users (students/teachers/non-teaching staff).

### **NOVASCHOOL GROUP ACTIONS**

# 1. Talks and activities derived from the PAT (Action Plan Tutorial)

Throughout the 2021-2022 academic year, talks and activities have been carried out to provide our students with advice and information in order to: promote healthy habits, driver education, network safety, prevent the abuse of addictive substances and facilitate adequate sexual education among many others.

Specifically, the Guidance Department works on direct lines of action to educate and take action in different actions that we consider important in primary school, such as:





### 2. KICK OFF: COEXISTENCES OF THE NOVASCHOOL GROUP

At Novaschool we are increasingly aware of the need to carry out educational and recreational-sports activities, outside the usual learning environment, and with the aim of the holistic development of students in everything related to their intra/interpersonal skills. For this purpose, the Annual Coexistence Days (Kick off Novaschool) are held every year so that all students, from 5th grade to Baccalaureate and during the first quarter of each school year and from all Novaschool educational centers, enjoy 2 days at the Novaschool school hotel for a few days of coexistence.

In the 2021-22 academic year, in the annual Kick off coexistence days, the students together with their tutors and the entire guidance team of the Novaschool educational group carried out different activities to promote the bases for the development of the course in a more collaborative way. and participatory, since the program is oriented towards the continuous improvement of the intra and interpersonal skills of each one of the students, in addition to promoting group cohesion. In summary, it works on:

- Develop skills in different scenarios, outside the classroom, where the teacher helps the student to learn by doing, to generate and manage relationships, and even to promote emotional development as an essential complement to cognitive development
- Allow students to develop the ability to build their own knowledge together with the rest of the group.
- Develop communication skills, as well as conflict resolution among students.
- Carry out collaborative work that enriches the relationship between teacher and student, and the joint construction of knowledge through a positive exchange among all.

In addition, activities such as the escape room, hiking, evening evening, and a masterchef were carried out.

During 2022, specifically in November, the annual Kick off gatherings have also been carried out where students, from 5th grade of Primary







to 2<sup>nd</sup> grade of Baccalaureate, participated for another year. This year it is included as a novelty that in each day of Kick off all the students of the same course joined for 2 days at the Hotel Escolar Novaschool in Granada and together with the 5 schools of the Novaschool Group, and participated in the activities that have revolved around the GRAN PRIX NOVASCHOOL contest, including in the program:

- Activities to demonstrate various physical, intellectual and emotional abilities.
- Master Chef, where teams demonstrate their culinary skills.
- Inter-centre sports tournaments: soccer, volleyball, table tennis, mate and chess.
- Discotheque with DJ and awards ceremony.





### 3.- HEALTHY DINING HALL SERVICE

From the school we promote healthy lifestyle habits among students, involving families and acting simultaneously on the school canteen and the academic environment. It is important to highlight that in our schools we have our own kitchen and that every day a team of cooks prepares food for more than 4.000 people, including students, teachers and non-teaching staff, each at their educational center. In addition, various types of menus are offered to meet the needs of the students (any allergy, hypocaloric, vegetarian, gluten-free, etc.).

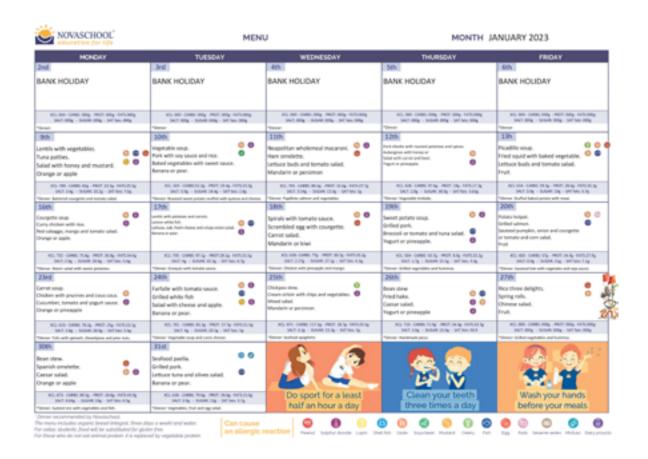


It is a menu based on the food pyramid which ensures a balanced and nutritious diet. It is committed to quality that is guaranteed with the use of natural and fresh products that offer a healthy and balanced cuisine through traditional recipes based on the Mediterranean diet. Each center uses food products purchased in authorized establishments with all quality analyzes to prepare their menus, as dictated by the current regulations of the Ministry of Health.

On the myAgora+ platform, the menu is posted every month so that family members can check at any time what their children are going to eat each day.

This year we continue the World Menus project, and on the last Friday of each month a typical meal from a country is offered. Thus, we have been able to taste the Greek, Mexican, Moroccan, Chinese, Thai, German, Indian menu... with the aim of delving into the typical gastronomy of these area.

In addition, adjustments have been made to promote healthy menus, such as introducing various fruits for dessert (so that students can freely choose according to their tastes), serving salad daily or reducing fried and processed foods.







### 4. HEALTHY PASSPORT

As every year, we continue to promote healthy habits and in the 2nd cycle of Infants we continue to give students a healthy passport where, every time they bring a fruit for breakfast, the passport is filled out. In this way, the school encourages our students to consume healthy foods while feeling motivated and it is they themselves who want to bring fruit to school. Finally, they are presented with a certificate of recognition.

A new milestone for this academic year has been the implementation of the fruit passport in our new Novaschool Almería school. This measure has been welcomed with great enthusiasm by the students of Almería and by the center that also joins the commitment to healthy eating.

### 5. PROMOTION OF SPORTS PRACTICE

At Novaschool we are specialists in instilling the practice of sports among the students and staff of the centers (both teachers and non-teachers) since our centers have sports facilities, gyms and swimming pools available for use.

Through extracurricular activities our students learn to work as a team, improve their social and communication skills, increase creativity, develop positive values such as respect, companionship and responsibility. Together, it favors the improvement of mental health by reducing the risk of suffering from anxiety, stress or depression. For all these activities, we have specialized sports monitors who encourage the practice of sports among students in the different sports schools or extracurricular activities such as football, skating, taekwondo, basketball, judo and swimming, dance or volleyball.



We believe in sport as an educational way of life, knowing that learning is easier from happiness and motivation. That is why, through sport, we seek the values that the teaching team works every day with the youngest: humility, teamwork and creativity, key factors for the development of the lives of each one of them. our students. All this is also possible thanks to our E+D+i Project (Education + Sport + innovation, page 22) which consists of granting scholarships to students, aged between 14 and 17, to compete at the highest level in practice. sports, while combining quality education at the private bilingual school Novaschool Añoreta.





### **SWIMMING AS A SUBJECT**

At Novaschool Añoreta, as every year, for the 1st cycle of Infants, Baby Swimming classes are offered once a week, which the little ones enjoy together with a parent and the advice of an experienced monitor at an early age. In the Infant 2nd Cycle courses they also receive swimming classes in the last term of the course, during 15 school days. Starting in Primary, swimming classes are included in the curriculum, with two hours a week. At Novaschool Sunland swimming is also included in the curriculum during the period of September, October, May and June.



### 7. LOOKING AFTER OUR HEALTH

In recent years, medical elements have been incorporated that allow rapid action in the face of certain eventualities that may occur in the health of the students, such as the existence in the centers of automatic external defibrillators (AED) to quickly diagnose and treat cardiorespiratory arrests, in addition to receiving specific training on these devices among the teaching staff of the centers to be able to act quickly, including first aid and resuscitation actions. This performance has been carried out at Novaschool Añoreta and Novaschool Sunland.



# 8. FIRST AID COURSE FOR PEDIATRIC PATIENTS

In the 2021-22 academic year, Novaschool BabySunland received a first aid course from a nurse specialized in pediatrics, where basic emergency concepts, respiratory and heart rate, and assessment of vital signs in babies and young children were worked on. Cardiopulmonary resuscitation techniques, seizures, choking, allergic reactions, and burns and wounds were also practiced. Since our greatest concern is the well-being of the little ones, we make sure that all the teaching staff at this school are prepared for risky situation.

### 9. FIRST AID COURSE FOR SUNLAND STAFF

At the end of 2022, at Novaschool Sunland it had been proposed to carry out a refresher course for all teaching staff in matters of first aid in order to act in the most correct way in the event of any incident-accident that may occur throughout the course and be prepared to assist students in any emergency situation.

### 10. FAMILY DAY CELEBRATION (MAY 15<sup>TH</sup>)

At the Novaschool BabySunland nursery school and at Novaschool Juan Latino, Family Day was celebrated with a special day since we believe that the family plays a fundamental role in the growth of children and all their family ties. Thus a day was held for families in which they shared a snack in the school gardens. In this way, the involvement of families in the school life of their children is encouraged, while giving them the opportunity to get to know each other and the relationship between their children.



# 11. FRIENDSHIP DAY CELEBRATION (FEBRUARY 14<sup>TH</sup>)

At Novaschool we are aware of how important it is to feel loved, to surround yourself with happy friends, thus boosting self-confidence and self-esteem. For this reason, at Novaschool Fuentenueva and Novaschool Juan Latino, this day was celebrated with enthusiasm to transmit the values of friendship and empathy through fun games and activities such as building a friendship tree under the motto "The most valuable thing in life is not It's not what we have, but who we have." At Novaschool Juan Latino, activities were carried out in which the children actively participated in a mural where they painted their colored hands.



### 12. PRACTICE MINDFULNESS IN OUR SCHOOL

Through the Mindfulness course we focus on our nervous system, concentration and our emotions... This practice helps us to focus thought and connect with the body to learn to listen to it. We know that it is very positive for the well-being of our students and, for this reason, this last academic year 2021-22, in Novaschool Añoreta, in addition to being a subject in the Infant cycles, workshops were given in 3rd grade. At the Novaschool Benalmádena school, in the Infant stage, they have also begun to start this practice using simple exercises that capture the attention of the little ones and help them relax their bodies and calm their minds by learning to manage their emotions, finding peace of mind and being more secure.



# 13. ACTIONS INCLUDED IN THE MASTER PLAN FOR THE COEXISTENCE AND IMPROVEMENT OF SECURITY IN EDUCATIONAL CENTERS AND THEIR ENVIRONMENTS. CARRIED OUT AT NOVASCHOOL SUNLAND

During the 2021-22 academic year at Novaschool Sunland, Civil Guard agents have been visited under the project of the Master Plan for Coexistence and Safety Improvement in Educational Centers and their Environments, where they have held talks aimed at students in which the following topics have been covered:

- Talk about bullying, how to avoid it and how to act if we suffer it or see someone who is a victim of it. These talks specifically address bullying prevention. With them we try to make everyone



aware of the importance of curbing these behaviors. In addition, Novaschool Sunland carries out awareness actions in line with these talks, such as training workshops and educational campaigns. We encourage transparent and fluid communication between the families and the teaching staff of the center to work together in order to avoid episodes of abuse.

We act at different levels, from various perspectives, to prevent and prevent the appearance of cases of bullying within our center. The intervention on our part as professionals is early and acts carefully to put an end to the wall of silence that rises around those who suffer from it. At Novaschool Sunland we promote the values of empathy, respect and solidarity through our ideology and philosophy of the center. We sensitize our students and all school personnel to create a serene environment and avoid any type of conflict that could generate episodes of violence.

- Talk about the improper use of the Internet, the objective of this talk is to make students aware of the disadvantages of the improper use of new technologies. Information, training and prevention are the best methods for them to learn how to use the Internet safely. At Novaschool Sunland we promote these training initiatives with the collaboration of specialized external personnel to guarantee the safety of our students at all times and to provide them with the necessary means to manage potentially risky situations.

# 14. INTERGENERATIONAL PROJECT. NOVASCHOOL MEDINA ELVIRA AND RESIDENCE LOS ÁLAMOS

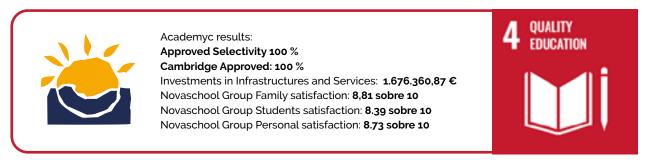
In October 2022, the Entre Álamos Residence for the Elderly celebrated a new edition of the Sports Olympics for the elderly, in which Novaschool Medina Elvira has participated for 4 years together with its residents.

In this project our students work on social skills such as empathy, emotional intelligence, listening skills, assertiveness... Sports activities, games and oriented dynamics were carried out so that the people staying in the residence could participate in these Olympics, enjoying different activities in the company of boys and girls since they are very eager and excited to share fun moments with them.





### 5.3. ODS 4 Quality education



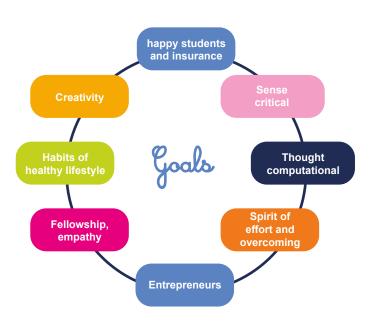
Novaschool is committed to the quality of education and equal opportunities for both its students and its employees. Without a doubt, we have qualified personnel for all sectors of the organization and an opportunity for training growth for personal and professional development.

### **TEACHING MODEL**

The Novaschool educational group has a sustainable school philosophy and is a benchmark in teaching as innovative, technological, bilingual and quality, since our educational model is in a continuous process of innovation, improvement and adaptation to society and the times that we live.

The methodologies used in the Novaschool educational group are focused both in the classroom and in social environments so that the students acquire the concepts and the leading role of learning in all senses. Cooperation is encouraged and both communication and digital skills are developed, since technology is used to reach all communication and teaching frontiers.

Ultimately, the aim is to achieve quality education with the development of a curriculum that determines cultural resources international vocation (bilingualism), comprehensive teaching (sports and healthy lifestyle habits), humanistic approach (sustainability, respect, environment), innovative spirit (creativity, technology) and excellence and quality (commitment and values).





The basic pillars of the Novaschool model focus on:

- 1. International vocation. Bilingualism is one of the fundamental axes that guide the educational and cultural life of our centers. Our international vocation integrates not only the teaching of languages (English/French/German) but also the integration of different cultures in the academic and human development of our students through our educational project and different language immersion programs ethics among others. At Novaschool, we set ourselves the goal of contributing to the growth of free and critical thinking people capable of integrating and contribution an open and plural society.
- 2. Comprehensive and global teaching. Novaschool is committed to a comprehensive and global training of the student focused on the development of capacities and transversal skills with the collaboration and participation of families and staff of the center through a continuous process of information, transparency and continuous communication. Our teaching model encourages the integration of the plurality of each person, the development of diverse abilities and skills beyond academics, including integrating values of sport and art. In this way, our students are encouraged to be an active part in all areas: school, sports, social, cultural and professional.



- 3. Humanistic approach. Our teaching model attends to a holistic development of the human being, respecting their times and training free, happy, empathetic and resilient people, sensitive to the Environment and the community that surrounds them in a responsible manner. We accompany and advise them in their emotional development, strengthening their self-esteem and confidence, actively integrating them into their learning process individually and as a team. In the same way, we encourage their critical thinking through reflection, experimentation, research and dialogue that allows them to ask and solve questions from different ways.
- **4. Innovative spirit.** From our educational centers we promote an innovative spirit from all areas of knowledge to both students and teachers. Both are committed to the creative and flexible development of the teaching-learning process through the application of new methodologies and tools that allow transforming the education at all levels. Our teachers become a lever of change through research and continuous training, increasingly integrating new information and communication technologies in the classroom.



**5. Excellence and quality.** We understand educational excellence from the continuous and joint work of teachers, students and families, promoting a unique teaching model inside and outside the school. Thus, we develop a quality education based on a commitment and common values among the entire educational community. Our model is oriented towards the community, processes, results and sustainable development that is respectful of the environment, establishing principles and values such as leadership, alliances, equality, continuous improvement and orientation towards educational innovation.

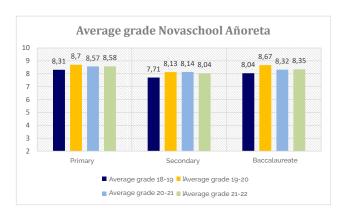
#### **ACADEMIC RESULTS**

Below, we present the academic results of our students enrolled in the Primary, Secondary and Baccalaureate stages of the four Novaschool schools. In the graphs you can check the average grades of the last three courses by educational stages and the percentages of passes in each of the centers.

The data presented is from the bilingual schools: Novaschool Añoreta, Novaschool Benalmádena and Novaschool Medina Elvira. All the information on the academic results of our British curriculum school, Novaschool Sunland, are reflected in another separate graph, since it is a different methodology (Cambridge).

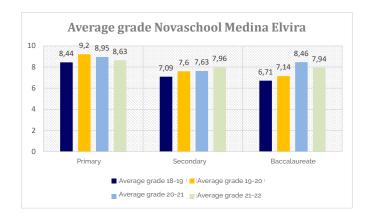
#### UNIVERSITY ENTRY EXAMS DATA

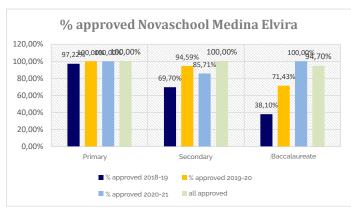
We have a high percentage of students who take the EBAU university entrance exams and pass said exam. As in the schools of Novaschool Añoreta and Novaschool Sunland that, in the last schools years, have obtained 100% pass rates.

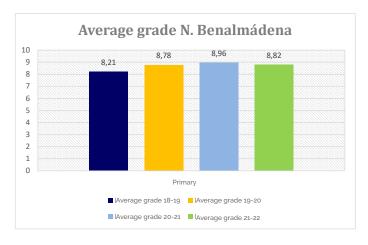


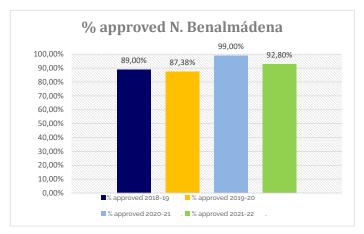




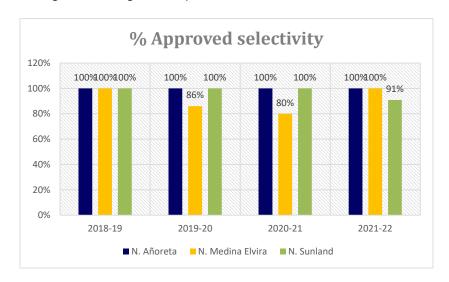




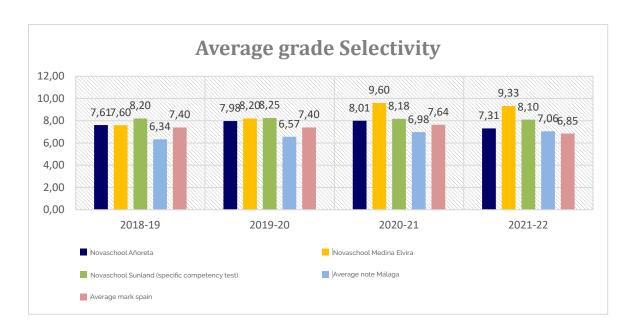


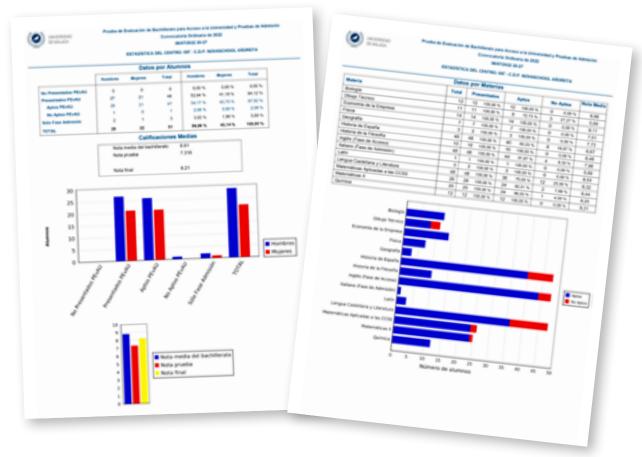


In addition, it is noteworthy that the average grades obtained by our students are, in recent years, higher than the averages in Malaga and Spain.



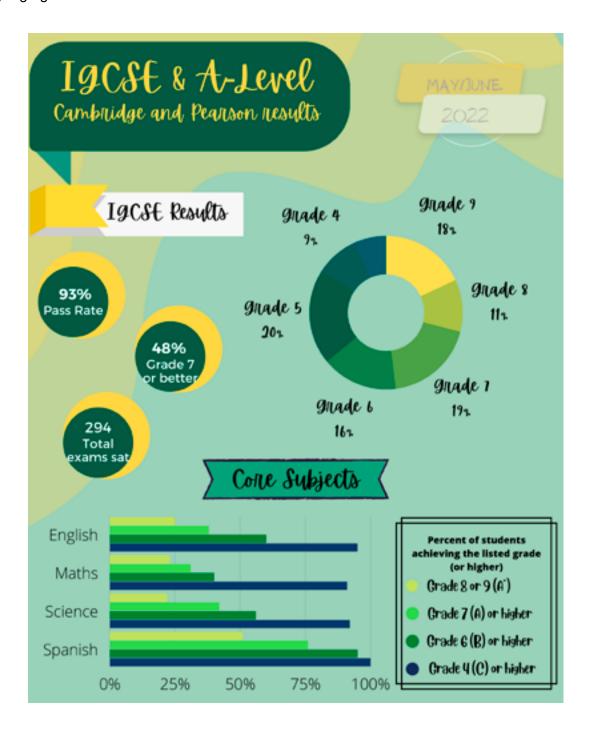




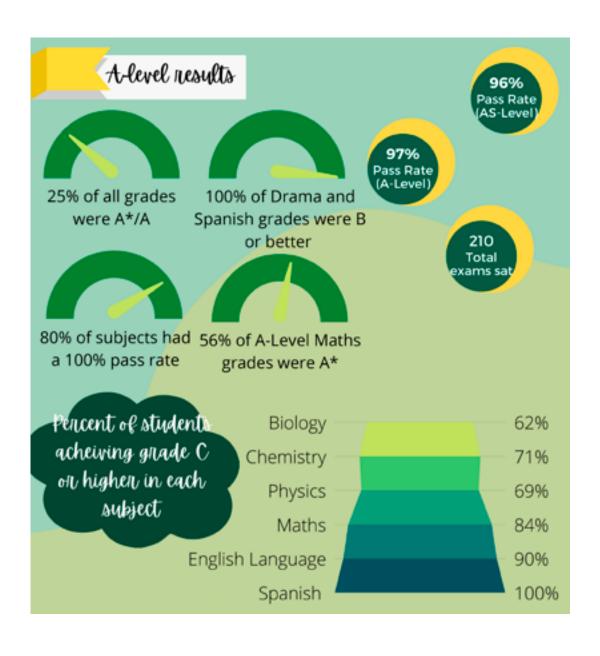




Below we present the academic results in our British center Novaschool Sunland, for the 2021-22 academic year, in which it can be verified that our students obtain a 100% pass rate and achieve very high grades:









#### **EXTERNAL ACKNOWLEDGEMENT**

Acknowledgement	Date	Project	Aim
NAABS inspection at Novaschool	Oct.	NABBS (National	Autorization complete for four years with 1.100
Sunland	2022	Association of British	students
		Schools in Spain)	
Winners and 6th place position of	Sep-22	Andalucía Golf	Organized by the Andalusian Golf Federation,
interscholastic golf association		Tournament	two more students. and two female They repre-
(Andalucia)			sented Novaschool Añoreta and obtained the
			most winning position. and 6th place in women.
Winners of Unidream 2022	jun-22	Unidream 2022	A Year 11 student was classified among the 20
at Novaschool Sunland			winners of the Endesa Foundation Iluminamos
			Talento award for sporting merit and academic
			excellence. The objective of this contest is to provide students of 4th ESO and 1st Baccalau-
			reate an academic orientation at a national and
			international level
Short story contest finalist	jun-22	Short story contest	Students presented a book called "Nuestros
Ayala Foundationa		Fco. Ayala Fundation	recuerdos de Granada 2022".
Third place in II Engineering Building	jun-22	II National Olympics	3rd ESO students from Novaschool Añoreta
Olympics		Engineering Building	reach third position in the national final of the II
			Building Engineering Olympiad.
Finalists in II Engineering Building	may-22	II Andalusian Olympics	Two groups of ESO students from Novaschool
Olympics		Engineering Building	Añoreta went on to the Andalusian semifinal of
			the second edition of these Olympics. Only an
			Andalusian team could go to the final phase,
Paintbrush Contest Awards	jun-22	XIV contest of	which faced schools from all over Spain.  A total of 10 students participated in the con-
Gold at Novaschool Añoreta	Jun-22	paint brush	test and three of our students were awarded in
- Gota at Novaschoot Anoreta		Gold Torre del mar	the following categories:
		dota forre detirial	-Special Prize for Drawing (5th grade of Primary).
			- 2nd prize: (5th grade of Primary).
			-Accessit: (5th grade of Primary).
Minibasket boys team	may-22	l Tournament Rincón	The Minibasket school tema won the cup
CB Novaschool		Basket Novaschool	
1st Price Literary Contest	may-22	Literary Contest in	A 1 <sup>st</sup> ESO student from Novaschool Añoreta
category Flipped-sights		honor of Pablo Aranda	received the first prize in the category
			Flipped-sights.



Acknowledgement	Date	Project	Aim
Winners of the Copa colegial	may-22	Copa Colegial Málaga	The Novaschool CB juniors classified for the
of Málaga 2022		2022	finals and proclamed winners.
2 <sup>nd</sup> Young Start-Up entrepreneurs Atrévete in Novaschool Añoreta	may-22	Start-Up entrepreneurs Atrévete	High school students participated in a youth entrepreneurship meeting organized by Mondragón University, TeamLabs and Sngular, and obtained second place.
Third place 14 - 15 yr olds CB Novaschool team	abr-22	Basketball 2022	The CB team came third placel CB Novaschool l Cto. de Andalucía and classified for Cto. of España
Novaschool Sunland classified in the top 20 best school in Spain	abr-22	Newspaper el Español	El Español publishes its special edition 'Best Schools in Spain', subsidized and private.
Sunland was amoung of Spains best interntional schools in Spain	mar-22	XXIII The top 100 best schools in Spain diario El Mundo	Our school was selected one of the best british schools according to the newspaper El Mundo.
Finalists in the Andalusian Philosophical Olympiad at Novaschool Añoreta	mar-22	XI Philosophical Olym- pics Edition of Andalusia	High School students, finalists in the IX Philosophical Olympiad of Andalusia
Semi finalists basketball	mar-22	provincial basketball team Málaga 2022	The CB Novaschool junior team is proclaimed provincial runner-up of the season
Runners up in the provincial tournament debate	mar-22	III Debate tournament - Junta de Andalucía	Our students won the final, students won the regional stage
Audiovisual about finance education	mar-22	Communication Audiovisual on Financial Education, organized by the Consejo General de Economistas de España	Students recorded the best video with the most likes on Youtube. The video was selected among the top five, moving on to the stage national final, where they finally got come out victorious.
First prize in poetry in Novaschool Añoreta	feb-22	XXV Contest of Poetry for students "Poetas del 27"	A Secondary school student won the first prize in Contest of Poetry «Poetas del 27».
Novaschool Añoreta among the 100 best schools	feb-22	XXIII The 100 best schools in Spain from El Mundo	One more year, Novaschool Añoreta, among the best schools in Spain, according to the report published by the newspaper El Mundo in its special on education.



Acknowledgement	Date	Project	Aim
Participation in a tournament organi-	feb-22	«Málaga Crea Debate»	Our students did not manage to win, but, wi-
zed by the Torrijos Chair of Leadership		2022	thout a doubt, this experience has helped them
and debate and constitutional values			a lot since it was the first time they had partici-
of the UMA			pated in a tournament.
Novaschool Benalmádena came third	ene-22	With "Ecovidrio" y	We came in third place amoung all schools
place in school recycling		"Green Globe""iHasta el	that partipated. We won a voucher of 400 € for
		infinito y más allá!"	school stationary.
Participation in the 1st Phase of	dic-22	LVIII Olimpiada	3 pupils of Novaschool
Math Olympics		Matemática Española	Añoreta presented in the contest
Participation in the School Festival	dic-22	2 <sup>nd</sup> School Festival	Our students competed in the singing conest
of Villancicos Onda Cero in		Christmas carols by	with a song called "Little Stars Novaschool" and
Novaschool Medina Elvira		Onda Cero Granada	sang the song «Te regalo una sonrisa».
Best pupils in Spain	dic-22	Prize Outstanding	Four students receive the highest academic
Novaschool Sunland		Cambridge Learner	recognition Outstanding Cambridge Learner
		Awards	Awards in Spain.
Winners in the II Edition of the	dic-22	Educational contest	Through writing they address the
EIM Learning Short Story Contest		"Caring for the	Sustainable Development Goals (SDGs).
		environment"	
Efficiency Awards Finalists	dic-21	VIII premios Eficiencia	Sunland presented its sustainable school
Energy and Sustainability		Energética y Sostenibili-	project to CATEGORY A: Commitment to Energy
		dad A3E 2021	Efficiency and Sustainability.
Winners in the school contest	nov-21	Organized by the	For the final, 40 projects are selected, among
¿Qué es un Rey para ti?		Spanish Institutional	which were those made by two of our 3 <sup>rd</sup> ESO
		Foundation	students.
Participation in the contest	nov-21	II UMA Mathematics	Two of our students were among the top 30 of
Math Fall		Autumn Contest Edition	this entire contest, organized by the Spanish
			Royal Society of Mathematics together with the
			University of Malaga and the Thales Andalusian
			Society of Mathematical Education.
Participation in the painting contest	nov-21	XIII Contest of	Organized by the artist M <sup>a</sup> Teresa Pombo with
"El pincel de Oro" in Novaschool		paint Pincel de Oro	the collaboration of the Mayor's Office of Torre
Añoreta			del Mar.



#### **INNOVATIVE EDUCATION PROJECT**

**Gamification:** Through gamification projects, the aim is to increase the motivation of the students and achieve a more significant learning of the concepts proposed. Among the gamification projects carried out are:

- **Supermaths.** This project is carried out from 1<sup>st</sup> grade onwards and has been created so that students can put into practice what they have learned in Mathematics through interactive games that they can access through the myAgora+ platform. These exercises are voluntary and are planned to be done at home. To motivate them in the project, they are given a passbook with superpowers.
- "Las aventuras de Telmy" project. Starting in 2nd grade, our students have a new ally... Telmy. This character is an android, arrived on Earth with a very specific mission: to save our planet with the help of our students. This gamification project was developed for the Mathematics area, but it covers other topics such as environmental education, knowledge of the environment and sustainability, and encouragement of reading. From the myAgora+ platform,

Telmy proposes activities motivating learning through play, and students have to meet challenges that are related to other transversal subjects such as responsible consumption, sustainability, equality, etc.).

• "Cazadores de monstruos". During the year 2022, a new gamification project was launched for Primary students. This proposal is developed throughout the course in parallel to the work in the Language area. With this project, the aim is to motivate students with small challenges, so that they can acquire the procedures and skills required in the Language curriculum for this first course. The students have an official Monster Hunters club card that, through games and interactive activities, will be able to overcome the different levels, thus obtaining the twelve monsters to complete the card.

**Flipped Classroom:** At Novaschool we work on pedagogical innovation paying special attention to space, where the classroom becomes an active transformation center. We reinvent the existing spaces, breaking with the traditional format, students can learn anywhere, with spaces that encourage creativity so that they are the creators of the classes. In line with this project, we highlight the creation and use of the videos incorporated in the Novaschool video library, introducing the flipped classroom model with which the traditional way of understanding the class is inverted. <a href="https://www.youtube.com/watch?v=6CLIYmn1Sgo">https://www.youtube.com/watch?v=6CLIYmn1Sgo</a>



Video Library: Related to the previous project, we highlight the Novaschool Video Library, which provides students with the ability to access the content generated or provided by their teachers, in different spaces and appropriate to the sensitivity of each student. The video library has more than



250 videos aimed at all ages, from Pre-school to Baccalaureate. These videos are content that can be viewed by anyone who wants to use them as educational material.

Knowledge management between Novaschool centers: Taking advantage of the fact that Novaschool is a large family where educational concepts are worked on with the same philosophy and objectives, a space was created in the 2022 course in the corporate library, where all the educational resources are gathered, both by educational stage as per school. The scope of this space is to share educational resources and subject schedules (subject schedule, monthly schedule, and didactic schedule) so that all teaching staff can make use of the tasks and work exhibited in the classroom.

**Project-based learning:** Through project-based learning we get our students to actively acquire knowledge and content, while developing skills and abilities.

- Entrepreneurs subject in Primary: AGrouped by work teams, students have to set up their own company. They start their project by conducting a market study, where the teacher explains to his students the importance of knowing who their customers, competitors, the ideal place to set up their business premises may be... From the market study they continue working on the design of their brand, definition of the product, catalog of services, web page, launch and dissemination campaign... In short, children learn in a practical way the meaning of undertaking, they lose their fear of making mistakes, they value the importance of being creative and they are excited when they hear about cases of children who have succeeded by setting up their own company. In addition, with this subject, other subjects such as Language are worked transversally, since they make an exhibition of the final work; Art, where they work on the design of their brand; o Mathematics, since they work on everything related to creating budgets.
- **Proyectos de investigación:** It is a monthly project where a question is raised about a topic (that must be investigated) and where the aim is to motivate the students and invite them to carry out research that surprises everyone, it can be manual work, a costume, a Theatrical performance, a PowerPoint presentation, a mural... remains open to the researcher's imagination and where the answer to the question is not revealed until the final day of presentation of the works, thus the spirit of surprise remains alive. The purpose of these projects is for students to learn through skills, with multiple intelligence, and from emotion, learning a lot and making their own reflections.





- **Platforms of use in Novaschool Sunland:** It deals with the Cambridge methodology and the use of its educational platforms. To carry out the classes in the classroom, the following are used as the main support platforms for the subjects, where the teachers work dynamically with the students:
- **UNIFROG** platform at **Novaschool Sunland:** During this 2022-23 academic year, work will be done with this platform, with the aim of facilitating students and being able to see and compare access to universities worldwide. Since the British curriculum is quite versatile and has a lot of complexity when it comes to selecting universities, with this platform all possible accesses can be simulated.



Name	Course	Subject
BC PHONICS and BUG CLBU PEARSON	Primary	English
ABACUS ACTIVE LEARN	Primary	Math
PURPLE MASH, 2 SIMPLE	Primary	Computing
TWINKL	Foundation	Ebooks, Games
TEACH ICT	Secondary	Computing
COLLINS CONNET	Secondary	Drama

Career Plan Seminars: At the Novaschool Sunland, Añoreta, Medina Elvira and Almería schools, "career plan" seminars are given to students in the 4th year of ESO, 1st and 2nd year of Baccalaureate to receive initial advice on the university careers that are best suited to each of them. In addition, each year the guidance department conducts guidance sessions for students in 3rd and 4th ESO.

The professionals of our "orientation team" have been in charge of planning orientation sessions with the aim of providing students with a first contact with the university system and the labor market so that each student can achieve their goals and thus support and motivate them so that they have more alternatives at their disposal when choosing their career.

In addition, this school year small groups were formed from each center with a total of about 6-7 participants each, and during 3 sessions, throughout the second term, they work with the student on different aspects such as:

- Decision-making regarding the choice of subjects and phases of decision-making.
- Self-knowledge.
- Offer of subjects and the different options.
- The educational system and future itineraries.
- SWOT analysis.
- Reflection on the difficulty in taking of decisions.



#### **Novaschool Sunland RACE DAY 2022:**

Secondary school students enjoyed a job orientation day at the hands of 13 collaborating fathers/mothers who offered to talk about their profession and bring their work and experiences to the classroom. The main pales topics were: engineering/industry, languages, computer science, science climate, urban planning, business/marketing, bail/economics/, medical professions and tourism. The objective is to bring working life closer to students and guide them on their preferences, resolve their doubts and work issues.

#### Novaschool Medina Elvira at the IV University

Fair: In order to offer more information and university guidance regarding the different study plans and innovative options on careers and degrees, the IV University Fair was held in the center, where the highest representatives of various Universities went to the school to offer information about the future career plans that each one of them offers.

The Universities that came to the school to offer expert advice are: Nebrija University, Loyola University, Les Roches, CEU Andalucía, Camilo José Cela University, EIG/ESIC, International School of Management, ESADA.

**Educational reports:** At Novaschool Benalmádena, monthly educational reports are made in order to inform family members of the progress that is being made in the classroom throughout the month. The teachers make a summary of everything that has been worked on by competences (Language, Maths, English, Social CC and Natural CC). In addition, the monthly research question is launched, both environmental and classroom behavior recommendations are included, and information about upcoming events and excursions (if any).

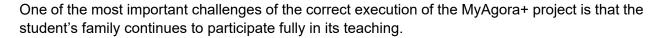
**Educational reports Classroom reinforcement workshops / Clubs.** In Novaschool Benalmádena afternoon workshops are given to students (at no additional cost) where they can reinforce their knowledge or expand their skills, so that students can sign up for workshops that are launched during the course and keep learning. During this academic year 2022-23 they can choose to:

2 <sup>nd</sup> Infant Cycle	Elementary
Crafts	Know How
Learn by doing	Arts & Crafts
Storytelling	Book Club
Musicals	Abacus
Fun Maths	Fun Science
	Investigating



At Novaschool Sunland they have afternoon clubs whose purpose is to reinforce knowledge and support students in certain subjects. With the pandemic, the Primary ones were paralyzed, and in 2022, the English, Mathematics and Drama clubs have been started, which are widely accepted by the students.

myAgora+ tool: The MyAgora+ digital platform has been developed directly by the Novaschool group and serves as a support not only for students and teachers, who upload reinforcement content, but also as a database tool for all our staff. MyAgora+ is a work methodology that integrates different tools specifically designed, developed and integrated for the management of educational and sports centers.



- MyAgora+ family is made up of all the actions and tools aimed at the parents of the students continuing to be an active subject in their teaching process. In the sports field, it allows the creation of collaboration networks between athletes that allow them to share their experiences, achievements, etc.
- MyAgora+ Brains is made up of the set of tools necessary to develop the MyAgora+ project. This section includes the developed infrastructure, making the center's facilities one of the most competitive in educational and sports matters, with its own data processing center, point-to-point connections and Wi-Fi space in classrooms and common areas These tools include:
- One PC per student.
- Classrooms 3.0, equipped with Internet connection and digital whiteboards.
- Telephonic technical assistance and on-site class.
- The myAgora+ access educational platform is the meeting point for the entire educational community. On the one hand, it allows teachers to provide documentation to their students in a wide variety of multimedia formats. Families, in turn, can follow in real time the educational content, the evolution of their children's course, the learning needs, the exchange of information between groups, and all information related to their child during their stage and school development in Novaschool.





Finally, at the administration level of the center, it also allows billing, sales and collection management of all the services and products that are offered. One of the milestones of this last academic year 2021-22 has been the deployment of the myAgora+ 6.11 version, where we can highlight the following updates and improvements:

- Improvements in the administrative module. Some of the improvements have been: include the "Increase in balance" option as a payment method; details have been added to Remittances; Regarding contacts, a color code has been added to facilitate their management.
- Automatic satisfaction surveys that will be sent to families after carrying out any of these actions: making contact with the center or making a visit, making a purchase or after having completed a tutorial.
- Creation of the Employee Portal. In this space all the information referring to the worker is dumped (payslips, vacations, supporting documents, CV, training courses...). Throughout 2022, improvements have been made, such as the visibility of the "Documentation" section for Coordinators, in query mode or the "End date of leave of absence" field has been added. All Novaschool workers will have access to the module through myAgora+.
- Improvements in the Infant School Agenda, allowing families to select each day the departure time within the options allowed by the system.
- The option of sending messages as "Highlights/Important" has been included, only for the Management positions of each center.
- Profile of the teaching staff. Teachers will have access to the "Tools Lists" section where they can consult information of interest and copy exams from one course to another.



All these improvements mean that we obtain notable satisfaction results for the interested parties that make use of the tool, being in this academic year 2021-22, the following:

Values between 0 and 10		
Family satisfaction	8,61	
Personal satisfaction	8,77	
Student Satisfaction	7,84	
Average	8,41	

Culture in the Novaschool educational community: Cultural week and/or Book week. In each one of the Novaschool educational centers has carried out the traditional cultural week where activities related to music, books, theater, art and culture are carried out.

Thus, in Novaschool Benalmádena, a theme was chosen for each day of the week where stories were read, plays were performed and workshops were held depending on the day it played (pirate, Easter, wolf, prehistory...).

At Novaschool in Añoreta, they took advantage of this week to celebrate book week, as a center for Reading Encouragement. The students enjoyed multiple activities related to reading and writing, taking into account creativity and imagination to transport students to the wonderful world where books transport us. Theatrical performances have been carried out, some courses wrote their own literary work or reading book, made themed murals, and even enjoyed school outings to see theatrical performances.

At Novaschool Medina Elvira, the cultural week was celebrated in honor of all the great writers who left us on April 23, 1616 (Cervantes, Shakespeare and Garcilaso de la Vega). The objective was to delve deeper into the lives of these great characters who marked history with activities such as reading workshops, storytelling, reading animations, book creations, puppet workshops and literary oratories.

At Novaschool Sunland they have focused on the book fair, and activities related to promoting reading in the classroom, sale and exhibition of books, as well as theater performances have been organized...



Novaschool Fuentenueva took advantage of this week to travel to different continents through stories. Each day they visited a different continent (seeing its gastronomy, clothing, typical customs and type of buildings). Monday, we visit Asia; Tuesday, Africa; Wednesday, Europe; Thursday, America... and on Friday crafts were made and each student made their own bookmark. The workshops were carried out with puppets, storytellers and marionettes.

In Novaschool Juan Latino they have made a beautiful mural where it is reflected that all boys and girls are born artists. To promote this week of culture, they have highlighted the importance of working on a daily basis surrounded by books, music and art.

At Novaschoo BabySunland they have organized a cultural week dedicating each day to a specific activity. In this way, on Monday they carried out theater activities; Tuesday, music; Wednesday, they made a collective painting "The Starry Night" by Van Gogh; Thursday, to the gastronomy of Italy and on Friday, they celebrated Book Day.

Satisfaction of stakeholders of the educational group. Satisfaction of stakeholders of the educational group. For several years now, the Novaschool educational group has been collecting information from interested parties to obtain an idea about the satisfaction and loyalty of the educational and family community. This information provides transparency for and with all groups and it is a very important tool to continue working on the continuous improvement





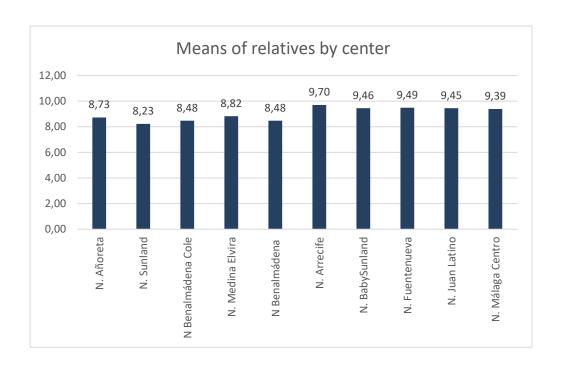
of our schools and colleges, listening to and valuing the opinion on all the services offered. The representation and data obtained this last year has been quite satisfactory since the results are remarkably high.

Data analysis: The methodology used to obtain this information consists of compiling information on satisfaction, dividing it into three groups (family members, teaching and non-teaching staff, and students). In each survey, all the areas of the school are detailed (teachers, facilities, dining

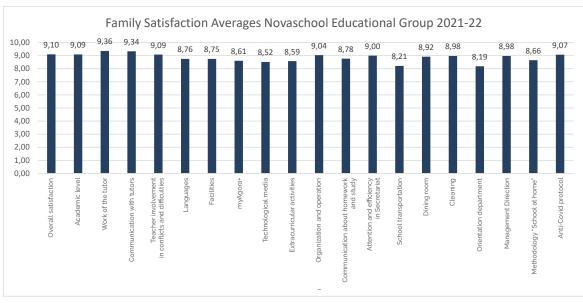


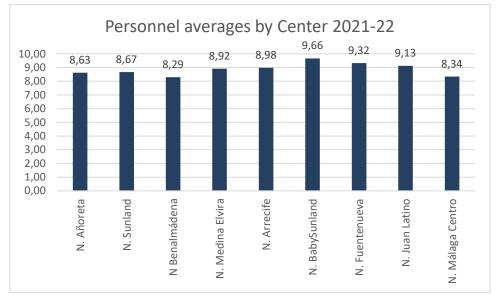
room, extracurricular, cleaning, etc.) so that each interested person can be completed anonymously within the myAgora+ platform. Once the information has been collected, it is analyzed, obtaining an average of the total completed. It should be noted that every year a large number of congratulations and favorable comments are received for the centers.

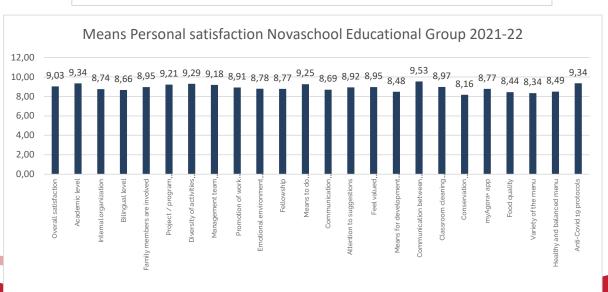
Values between 0 and 10		
Family satisfaction 21-22	8,85	
Personal satisfaction 21-22	8,88	
Student Satisfaction	7,51	
Average satisfaction	8,41	



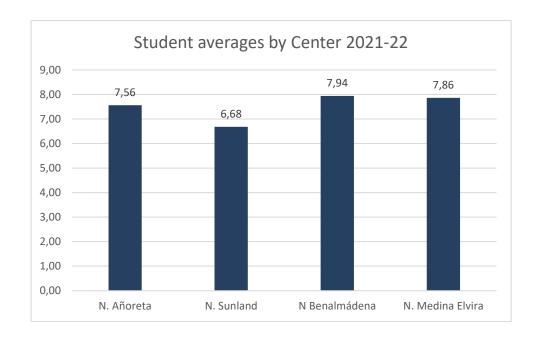


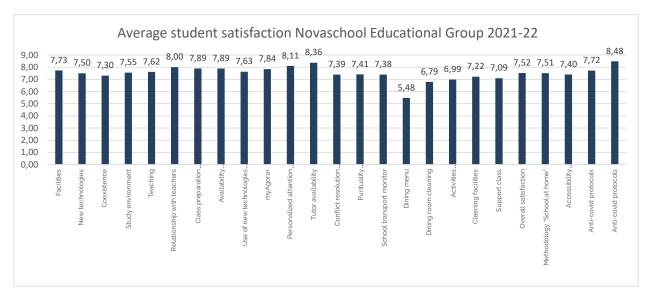












**Certified schools in Quality and MA**. In the Novaschool educational group we are aware of the quality of the processes and procedures of each of our areas, both educational and non-educational, and that support the teaching base in the centers. That is why we have a quality and environmental seal in three of our schools obtained by AENOR and that these procedures are also implemented in the rest of the centers since the work dynamics is the same for the entire group.



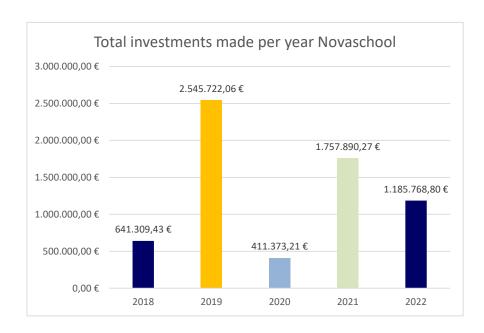
The last certification audit was carried out in February 2022, obtaining results that allow us to continue with the seal of quality and environment that sets us apart.





**Investments infrastructure and services.** In the Novaschool educational group we know that the human team and group of professionals is one of the fundamental pillars to always offer the best quality in our educational services. But it is true, that we do not forget to be continuously innovating, updating and maintaining both the facilities and the materials that we use to achieve the objectives and teaching and educational needs of each of the centers. For this reason, the Novaschool group continuously analyzes the necessary improvements of the different interest groups with the aim of improving the facilities and services and ultimately improving day by day in the functionalities of the organization.

Below is a table showing the amount of investment made in recent years.





### 5.4. ODS 5 Gender equality



25,5% Male workers
74,5% Women workers
13 Women management positions
3 Men management positions
Incentive employee: 182.000 €
Average age: 40,5 años



In the Novaschool group, there is a tendency to reduce the wage gap and, in general, to promote labor flexibility, conciliation and co-responsibility. We can say that at Novaschool we have a higher percentage of women hired and the vast majority of management positions are also held by women. We emphasize that salaries at Novaschool are equitable and depend on the position they occupy and never taking gender into account.

#### **EQUALITY AND ACTIVITIES IN THE CENTRE**

At Novaschool we always educate with gender equality in mind. Thus, students receive sensitive and conscious learning in this regard. To combat sexual inequalities, they work from the class-room and, also, from the guidance department which, within the PAT (Tutorial Action Plan) establishes specific content and work ideas where this topic is dealt with. Work tools are reflected with which to be able to make decisions for the future to promote gender equality.

During the last academic year, various activities have been carried out in the Novaschool centers related to gender equality, such as:

#### Art and knowledge about gender equality.

At Novaschool Añoreta they work on gender equality on a daily basis and they took the opportunity to participate in this initiative organized by the Rincón de la Victoria City Council through the Department of Social Welfare, organizing the III Poster Contest on gender equality, related to May 8 (International Women's Day). The winning canvas gave image to the awareness campaign on equality between men and women in the municipality. This campaign, aimed at Secondary and Baccalaureate students, was enthusiastically accepted in the subject of drawing of our bilingual school Novaschool Añoreta and they got down to work to present their creations.





#### Involvement in female entrepreneurship

Novaschool Añoreta school teachers prepared a session on business models. This seminar, included in the Back2work project, aims to promote female entrepreneurship in Malaga. The initiative is led by the American company Oracle, and the alliance of different business, social and personal agents, including Unicaja and ESIC Business&Marketing School, who voluntarily and non-profit make available to the selected projects, their best skills and knowledge so that these women can bring their business project to a successful conclusion. This initiative took place at the Edufinet facilities (Unicaja Center for Financial Education).

#### Novaschool Medina Elvira, center 11F

This last academic year 2021-22, after the International Day of Women and Girls in Science (February 11), Novaschool Medina Elvira being Centro 11F has celebrated it, throughout the week, carrying out work inside and outside the classroom with Science as its protagonist, a fundamental pillar of the educational project. The students have reproduced women's projects or experiments, the name and work of little-known but very important scientists for history have also been made known. This type of project brings great benefits to students; curiosity, experimentation and observation of the environment is the way in which girls and boys in their early years understand the world around them and are the means that lay the foundations to give meaning to later learning in their lives. Thanks to this initiative, teachers receive annual training that helps us to continue to maintain motivation, enthusiasm and curiosity in this very important matter.



#### **PSHE Program**

At Novaschool Sunland International, like every year, we have the PSHE (personal, social and health education) program that is given to students weekly during the tutoring session. Part of these sessions focus on equality between men and women through discussions, role-play activities, TED talks, guest speakers, class assemblies, and other means to teach them the importance of gender equality.



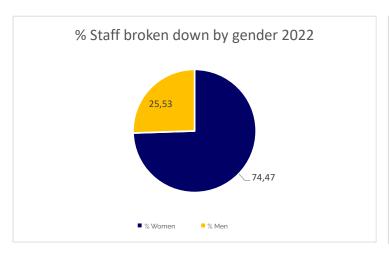
### Working Women's Day at Novaschool Juan Latino

On March 8, the students of the Novaschool Juan Latino nursery school participated in "the tree of respect and equality", painting their hands purple and placing them n the mural in honor of their mothers. In addition, words as important as coeducation, love, strength, perseverance, courage were worked on... Important values that we want to transmit to our little ones.



#### DATA IN THE NOVASCHOOL EDUCATIONAL GROUP

At Novaschool we are aware that, in the education sector, the majority of staff is represented by women, since this sector is more in demand by this gender. The data presented below demonstrates this:

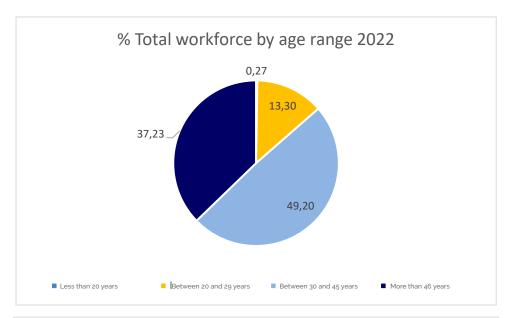


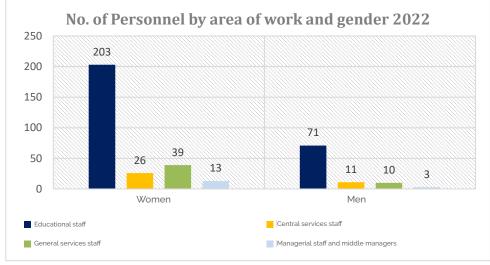


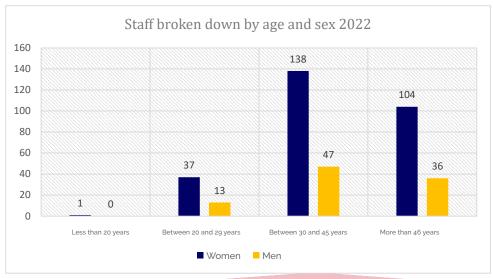
Taking into account the averages of age and sex, in the Novaschool educational group we can verify that the average would be the following:

Average total workforce age 2022-23	40,8
Average age women 2022-23	40,8
Average age men 2022-23	41











#### **EQUALITY PLANS**

To guarantee equal opportunities and discrimination by sex within our Novaschool educational group, we have worked on the I Novaschool Añoreta Equality Plan, valid for 4 years, comprising the period 2021-2025.



The entire production process (recollection of information, questionnaires, evaluations documentation analysis

evaluations, documentation, analysis...) has been carried out in the following plans:

- 1.- Training in equal opportunities in the field of business and HR in order to acquire the most important concepts in terms of equality and improve the knowledge of the people who work in Novaschool, in addition to raising awareness to promote egalitarian behavior in all senses.
- 2.- Selection for the hiring of personnel. In order to improve the situation of those categories where the horizontal segmentation is more evident, facilitating the hiring of those of the least represented sex.
- 3.- Creation and implementation of an external and internal "communication plan" from a gender perspective, working on both texts and images.
- 4.- The implementation of a "Protocol for the prevention of sexual and gender-based harassment in the company", with the aim of adopting measures aimed at avoiding any type of labor discrimination between women and men, as well as promoting working conditions that prevent sexual harassment and harassment based on sex and arbitrate specific procedures for its prevention and to channel complaints or claims that may be made by those who have been subjected to it.

Of all of them, there is a plan that is reviewed quarterly to adjust and complete it. In addition, year after year, we work on the equality plans of the rest of the centers that are directed in the same lines of work to eliminate gender inequalities in the entire educational group.



#### 5.5. ODS 6 Clean water and sanitation



- Water consumption 2022:
- 1.075 m³/trimestre
- Consumption of water average per person 2022: **1,32** m³/person



Novaschool is responsible for the water consumption that takes place in its facilities because it has a direct impact both in peripheral areas and worldwide (due to the great problem of drought), and therefore it has introduced strategies to avoid its depletion and contamination, which includes within the Quality Management System and MA, such as double-load cisterns, drip irrigation system, tap dispensers, awareness signage, proper pipe maintenance, direct training for students to raise awareness and hold them accountable, etc.

In addition, Novaschool Sunland recently installed a sewage treatment plant dual in order to control these waters and properly manage this waste.

Novaschool, like the rest of the taxes, favors water management by being up-to-date with all municipal water supply and sanitation payments.

#### **Solidarity race Gotas UNICEF**

On March 18, both the nursery schools and the schools of the Novaschool educational group celebrated World Water Day, holding a charity race where all the funds were allocated to UNICEF's Ukraine emergency. From Novaschool we know that every drop counts and we know that everyone has the right to access to water, hygiene and sanitation and for this reason, we celebrate our solidarity race in order to support the program proposed by UNICEF as a friendly school.

UNICEF has provided us with the material with images, videos and specific activities, in addition to providing us with the bib where each student has decorated it with a drawing, phrase or a slogan related to World Water Day.

Each one of the centers was transformed into a running circuit where the students participated in this very special day that





combined sport, water management and solidarity. The Novaschool educational community raised €6,819.17 through the race.

#### Water exhibition: every drop, a treasure

During the months of March and April 2022, the Novaschool schools have had the exhibition »Water: Every drop, a treasure». This exhibition, donated by UNICEF, had 10 panels on which the students carried out educational activities related to water, children's rights and sustainable development.

The main objective of this project is to make students of all ages aware of the importance of water in our lives, as well as its proper use and consumption. Thanks to this project, we transfer the teaching and explanation of the importance of water to other aspects such as childhood, sustainable development and ecological planet.

Below is a brief summary of the content of the exhibition and the information displayed on the 10 panels:

- 1. Sustainable development: a challenge for all.
- 2. Water: source of sustainable development.
- 3. Healthy, sufficient and accessible water for all.
- 4. Sanitation: a topic that must be discussed.
- 5. Hygiene: daily gestures of health and dignity.
- 6. Climate crisis: water at risk.
- 7. Participation: together, we work better.
- 8. Drop by drop: We can all help!
- 9. The power of education.

## Waste water treatment plant at Novaschool Sunland

Novaschool is committed to sustainable schools and one of the projects carried out during the previous year was the wastewater treatment plant at Novaschool Sunland. You have to keep in realize that wastewater is a valuable resource from which they can recoup various elements, such as clean

EL DESARROLLO
SOSTEMBRE:
UN REPO DE TODOS

LIGARES

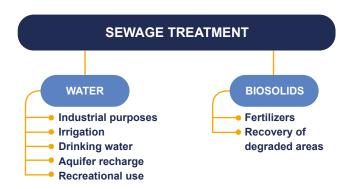
LIGAR

water, energy and nutrients, are expected and are being managed properly in order to reduce and minimize waste and take advantage of resources.

We are aware that wastewater treatment is a necessary and legally required reality. At Novaschool we are having a direct impact on the benefit of the water quality of the rivers and aquifers found in the area, since we prevent environmental and landscape deterioration by pouring the purified water into the stream.



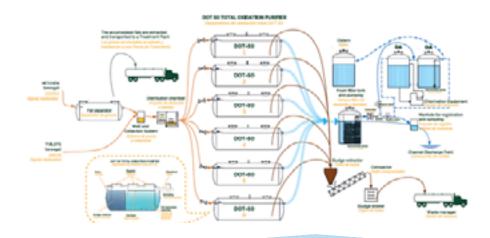
In Novaschool Sunland, 6 DOT-50 treatment plants were installed, which provide service for an estimated population of 1,000 inhabitants.



The environmental improvement of purification involves not only the reduction of polluting discharges into receiving channels, but also raises interesting collateral improvements as a result of the purification process. What we can highlight is that there is a cycling of matter and energy that allows various uses:

- 1.- Reduction of polluting discharge: respect for the environment, since organic matter is oxidized and the nutrient content of the water is reduced.
- 2.- Maintenance of the ecological flow, since the resulting purified water is going to be poured into the stream in the area from the treatment plant.
- 3.- Agricultural uses from the biosolids generated and that are withdrawn by an authorized management company so that they can be used well for agricultural fertilization or recovery of degraded areas.
- 4.- Co-education in the classroom and in-situ: make an installation so that school students can visit and make them aware of the importance of wastewater treatment for the environment.

With this project, the educational group Novaschool has made an investment of €248,825.85.





### Science fair in Atarfe Novaschool Medina Elvira: "PROYECT WATER"



During the months of April and May, two events that unite science and education are held in the province of Grana-

da: the Atarfe Science Fair, organized by different educational institutions, and the Andalusian Science Park Fair.

From Novaschool we have been participating in these meetings for 6 years. For each edition, our students and teachers work on projects that they present at the Fairs, and this last academic year 2021-22, the theme of the project, some of the SDGs have been selected, unifying them for the implementation of Invisible water, where they have chosen the Water as a fundamental key to sustainable development. In the development of this project, a commitment has been made to optimizing resources and caring for water.

"The result of Invisible water can be similar to a small meteorological station for the generation and collection of water. Within it we can find areas that work with renewable energy and others with electricity. These modules can work independently, so they are devices that we can place in different areas depending on the prevailing weather in the area". Mas info>>







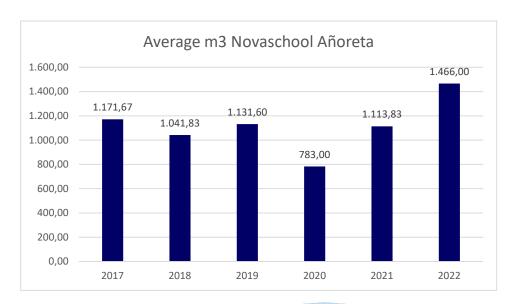
#### WATER CONSUMPTION MONITORING: ISO 14001 CERTIFICATES

Since we began to certify our schools in quality and the environment, consumption monitoring has been collected to establish minimization guidelines, correct use of resources and plan corrective actions in those cases where necessary.

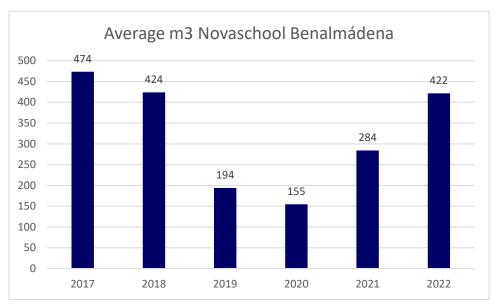
The trend is to make correct use and minimize the consumption of water, raising awareness among the entire educational community and students in each of the educational centers that are part of the Novaschool educational group. Specific actions that have been carried out over the years have been:

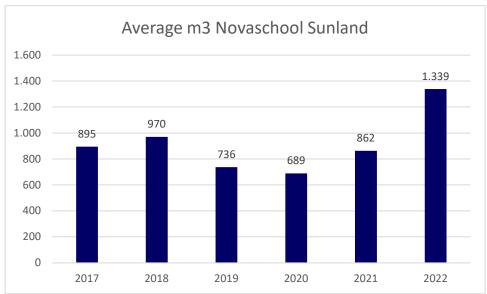
- Put double flush cisterns in all toilets in bathrooms.
- Buy aerators or faucets with flow reduction filters and gradually incorporate them into all the sinks and taps in the Novaschool centers.
- Responsible consumption campaigns have been carried out, placing posters in bathrooms and kitchens.
- Mass mailings are sent to teachers and non-teaching staff with minimization guidelines and recommendations for the responsible use of resources (water, electricity, fuel, gas...).
- Talks were held in the classrooms to reach all the students and make them aware of the sustainability of all subjects, from water to food.
- Revision and repair tasks are carried out on pipes that may be more deteriorated by time.

The follow-ups that are taken refer to the volume of water that is used quarterly (the data is collected with the invoice in m3) and the average consumption per person (where consumption is divided by the total number of people who are in the school, being m3/person). Monitoring of the consumption of each of the certified centers is carried out, in addition to group monitoring, where a similar trend can be observed in the three centers.





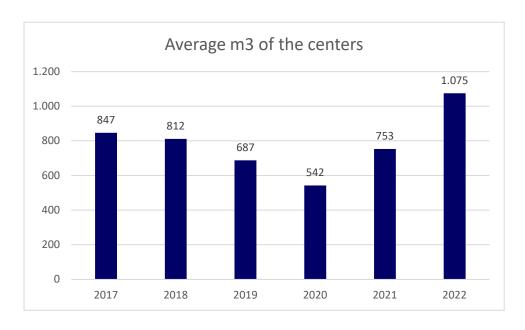




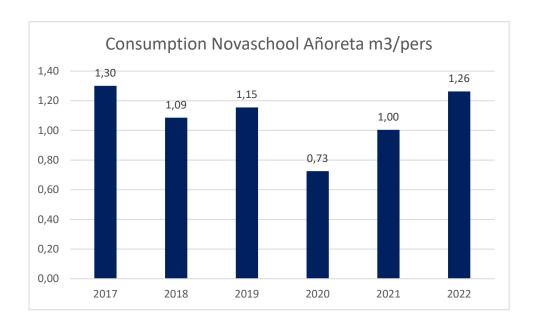
It is evident that both Novaschool Añoreta and Novaschool Sunland are schools with much more staff and also have many more facilities (more bathrooms, swimming pools, and grounds) and therefore the volume of water consumed has been greater.



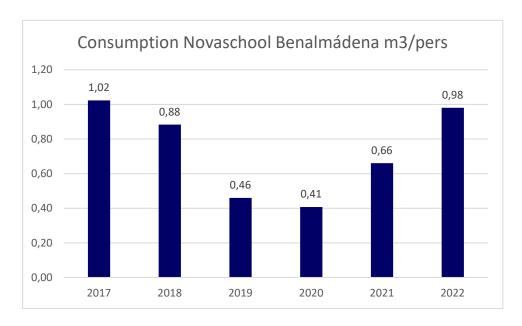
When we average all the data, the following graph would be obtained:

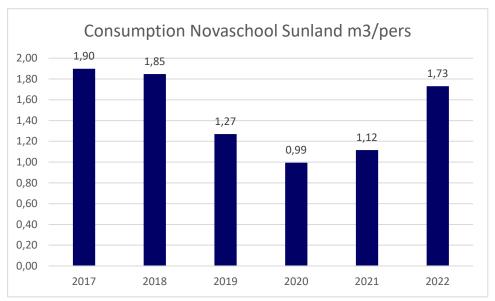


When we value the consumption per person in each of the centers we can see the following:



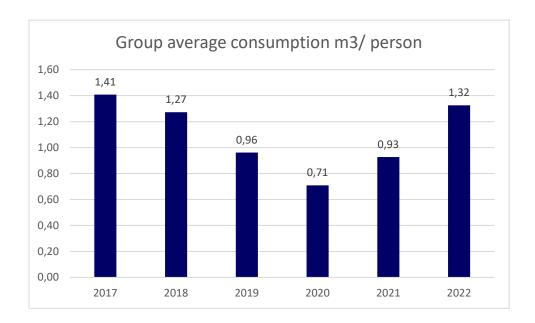








And taking the average of all the centers where the data is collected, we obtain the following graphic:



In the graphs it can be seen that since the implementation of ISO 14001 the trend has been to go down (with all the minimization measures that have been put in place), it must be taken into account that the years 2020 and 2021 are not real since with confinement and pandemic, the drop in consumption has been very noticeable... and we are starting a new cycle again in this last year 2022 where we have more students and teachers in schools and therefore the volume of water is being affected.



### 5.5. ODS 8 Decent work and economic growth



Turnover: 17.213,859 €
Number of employees: 376

Percentage of permanent contract: 97,34%

Percentage of a ful-time employees: 83,38 %

Hours of training: 1.292 h.



As already mentioned in objective no. 1, Novaschool is an organization that continuously thinks about the creation of decent employment for all, which is understood as a way to reduce inequalities and fight poverty, as well as to promote the full development of people and their environment. An important fact is that Novaschool has gone from having a 68% permanent staff last year to 97%, in addition to increasing to 83% full time.

Another year we have worked with our employee incentive program.

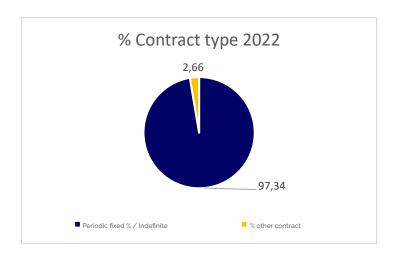
Our company specializing in prevention and employees receive training and risk prevention recommendations All the positions in the organization are assessed by a labor agency as a guarantee of job security. In addition, annual medical check-ups are carried out every year.

#### **ECONOMIC PERFORMANCE**

The social balance collects all the costs and benefits that all the activities that a company generates entail and that have a very direct impact on society as a whole. Among the positive results that a company like Novaschool can mention in its social balance are the creation and maintenance of jobs, the generation of wealth through the payment of taxes and donations through solidarity actions to the community. As of October 2022 we have a total of 376 employees.

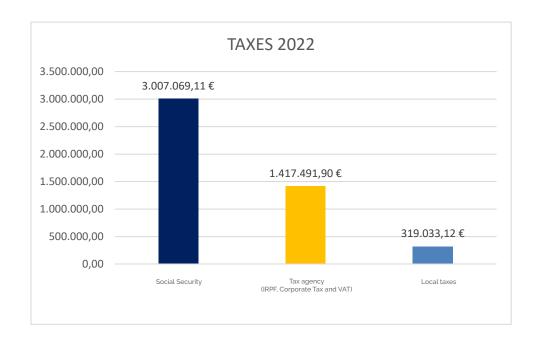
But Novaschool does not stop there, going one step further since, as can be seen in the following graph, Novaschool has raised the % of its staff to 97% permanent employees, thus contributing to the stability of its workers, thus giving an example of a sustainable and responsible company with its internal customer, its workers.



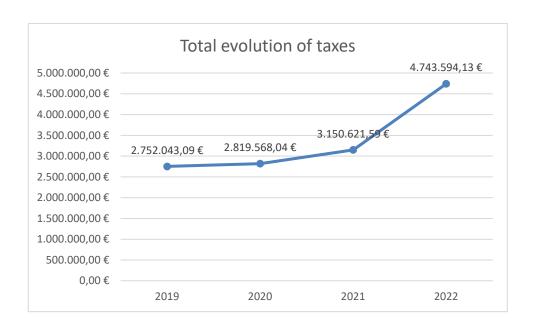


#### **PAYMENT OF TAXES AND TRUBUTES. YEAR 2021**

In 2021, the Novaschool group contributed to the State coffers with the payment of 3.15 million euros in direct and indirect taxes, among which we must highlight:





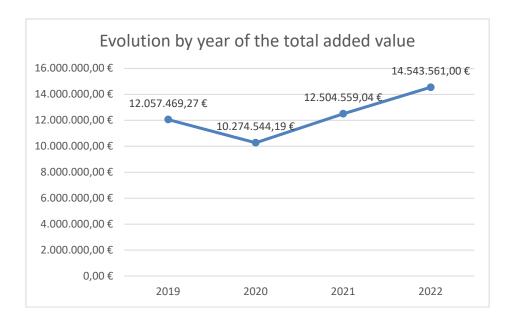


#### **VALUE ADDED**

The concept of Added Value is subsumed in that of Social Balance. This is intended to measure the capacity of the Novaschool Group when it comes to generating income and value beyond those sought by its shareholders. Indeed, items such as wages and salaries or the wage bill are considered an unequivocal way of generating direct wealth, as are supplies items (purchase of products from suppliers), external services (purchase of services from suppliers) or interest (debt service items) that are considered income from which all our stakeholders or interest groups benefit.

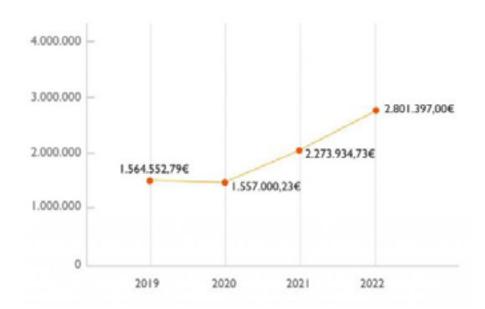






#### **EBITDA**

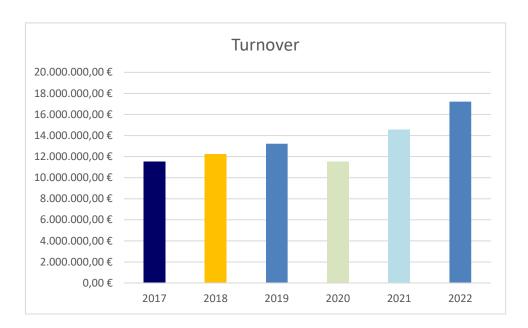
There are many other indicators that show the health of the company. Specifically, we will focus on the EBITDA indicator. Its name comes from the English acronym for Earnings Before Interest, Taxes, Drepreciation and Amortization, whose translation means 'earnings before interest, taxes, depreciation and amortization' of the company.





#### **OVERALL FIGURES**

The turnover determines the volume income of a company in a period of time. This figure includes the amounts from the sale of products and the rendering of services corresponding to the ordinary activities of the company, after deducting bonuses and other reductions on sales. As well as VAT and other taxes directly related to turnover.



#### **EMPLOYEES AND FORMATION**

As indicated by our training procedure implemented in the centers, included in the annual training plan, firstly, the training needs are detected in each area of work and then, the training actions aimed at developing skills are designed.

Depending on the needs detected, both training is carried out by internal personnel and specialized external companies, depending on each case. And they have also adapted to face-to-face and online training.

Access to training is essential for equal opportunities in the workplace, and this last year we can see the number of hours devoted to training:





#### **TURNOVER FIGURES**

- 1. ORP. Training has been carried out for all staff in online mode on Covid19 and action protocols in order to offer the knowledge and measures adopted in each center for the prevention of contagion and for the return to the centers safely. In addition, specific courses have been carried out in each area, such as the risk of legionella for maintenance, food handlers for all kitchen and dining room staff, in addition to providing annual training at the level of risk prevention at the post of I work for all the staff. The emergency and evacuation courses at certified centers have also been deepened.
- **2. Personal data protection.** At Novaschool we are aware of the amount of data that we work with and especially that of a personal nature. For this reason, specific training has been given to all personnel and all documentation has been prepared (records, forms, websites, etc.) and thus guarantee the use of this sensitive data.
- **3. Compliance.** As previously mentioned, Novaschool is the Compliance system and for this it is necessary to train and inform all company personnel.
- **4.** Courses related to training in Cambridge and the Nabss. From Novaschool, teachers are facilitated and encouraged to maintain their continuous training through specific courses, while at the same time holding meetings with other teachers to share good practice strategies in the classroom.



- **5. Specific courses on the myAgora+ platform**, with the purpose of getting the most out of it and facilitating the work of teaching and non-teaching staff who use it, since it is continuously being improved, updated and including modules according to needs (library, tutorials, billing...).
- **6. Training courses for teachers**, related to reading methods, multiple intelligences in the classroom, emotional education, early attention, etc.
- **7. EFQM**. It is working on the EFQM report of the Novaschool educational group and a series of training sessions are being given to the staff so that they have knowledge of the EFQM model and related work at Novaschool.

#### **DESCRIPTION TRAINING ACTION 2022**

#### Primeros auxilios

Piezas sueltas para educadores de primer ciclo infantil

#### Pantallas Promethean

Curso de Legionela

#### Curso de alérgenos

Curso Sistema de gestión Compliance

#### Curso EFQM

Introducción a la Plataforma de Evaluación EFQM Digital

### Curso interno Módulo Administración myAgora+

Jornada Orientación Educativa y metodología MACOFON

#### Educación de Excelencia en colegios educativos

Growth Mindset its not all poster and assemblies

#### **Teaching EAI Pupils**

Quality interactions with children

### Stretch and Challenge in the Primary

Pressure Management and resilience

#### How to be an outstanding middle manager

Reducing low level disruption

### Subject leadership

Curso RGPD en el Grupo Educativo Novaschool

#### **PGCEI**



Classroom Displays workshop

First Aid Training

MyAgora+ Training

Safeguarding

Classroom techniques and ideas

Strategies for differentiation

Marking and Curriculum Coverage

External Exams- creating exams, using thresholds and planning the academic year

Frontline training for tutors and delivering the PSHE programme

Realidad Virtual y Realidad aumentada aplicada al aula.

Master en educación primaria

Certified Microsoft Innovative Educator

IESE La gestión de personas y equipos

Máster en experto Trastorno del espectro autista

Estimulación Sensorial y Atención Temprana

Psicopedagogía de la Inteligencia Emocional.

Tratamiento Educativo de alumnos desatentos. Impulsivos e hiperactivo

#### **SOCIAL INCLUSION**

SeAccording to the General Law on the rights of people with disabilities and their social inclusion (LGD), in its article 42.1, those public and private companies that employ 50 or more workers (total number of employees) are obliged to At least 2% of them have a disability certificate (disability percentage equal to or greater than 33%).

In the Novaschool educational group, we have reserved more than 2% in the hiring of personnel with disabilities to generate job opportunities as well as benefit social inclusion.





#### **EMPLOYEES BENEFITS**

### 1.- Free schooling for the children of Novaschool staff

In order to improve the benefits of our workers, from the Novaschool group, they are given the opportunity to enroll their children in school without paying for school fees. In this way, the workers obtain a remuneration benefit in kind that, in addition, makes it easier for them to reconcile family and work life by having their children in the same school.

### 2. Agreement for the acquisition of Macbook Air to teaching staff

Novaschool always guarantees quality work to all its workers and cares about the resources they need to carry out the work thinking about the efficiency and well-being of the employee. That is why the management has closed an agreement so that the teaching staff can purchase a device (Apple Macbook) subsidized at 60% by Novaschool. The agreement consists in the fact that the device is the property of the worker, but he agrees to use it during his working day as a work tool. This agreement is included in a procedure so that every worker can know how to acquire it and the requirements it entails. Since the company launched this initiative last academic year 2021-22, approximately 10% of employees have benefited from this opportunity.

#### 3.- Sports facilities Novaschool Añoreta

As mentioned in SDG 3 on Health and Well-being, at Novaschool we are specialists in instilling the practice of sports in both students and staff and since our centers have sports facilities, gyms and swimming pools, it is offered to all the personnel who wish to use them to carry out.

#### 4.- Novafest Christmas meeting 2022

After two years without being able to celebrate the annual meeting of workers of the Novaschool group, this meeting will resume in 2022, which coincides with the Christmas holidays. This is an informal event in which all the classmates have the opportunity to face their classmates from other centers and spend a different day beyond the classroom and school anecdotes. Novaschool organizes this meeting so that employees can enjoy a meal with colleagues and makes transportation available to those who need it to attend the event. In the event that people come from more distant places, they are also provided with accommodation (hotels close to the event) so that they can rest after this evening.





#### **HOSTING PLAN**

For the Novaschool educational group, it is essential that the new colleagues who join the company are well received, get to know the company and be able to interact from the beginning with all areas and the rest of the staff.

The reception processes for staff, which have been improved and incorporated into the protocol, are as follows:

- Welcome email and information on access codes to myAgora+ and the employee portal. During this last course, a much more inclusive and direct welcome email to the intranet has been designed, in order to facilitate the work of new recruits, where they can directly access user manuals, content, user guides, recommendations...
- Work has been done on a welcome manual where all the information needed to work at Novaschool is collected.
- Design and inclusion of the new employee portal in Myagora.

Continuing with the technological advances and the commitment to the myAgora+ application, as a work tool in the Novaschool educational group, the IT development team has designed a new module of the employee portal to facilitate the worker any management that has to be carried out related to HR, where on the same platform the employee can request any leave (justified absence, vacations...), download their certificates and payslips, as well as being able to manage their own data to make any changes/modifications/updates that may have to do with with your personal data (training, bank details, address, etc.).

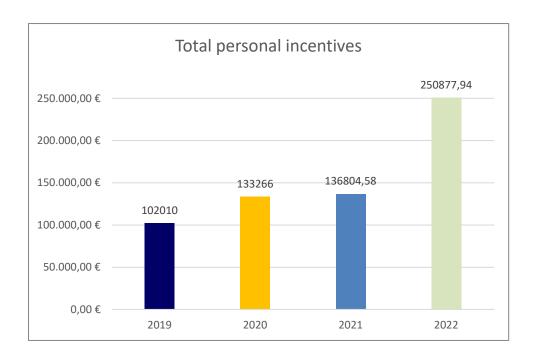
#### PAYMENT SYSTEM

For the last five years, Novaschool has invested a budget item to provide incentives for staff at the end of the course and implement the remuneration policy for employees. The objectives are:

- Compensate the contribution and effort of each of the workers.
- Attract and retain the best talent in the group.
- Improve the performance of the educational group.
- Promote and integrate human teams.
- Recognize and develop the intellectual capacity of the staff.

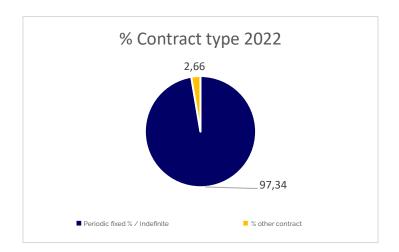
The budget item for this purpose during the 2021-2022 academic year has been: €250,877.94 distributed among employees where professional and personal performance has been assessed depending on each work area.





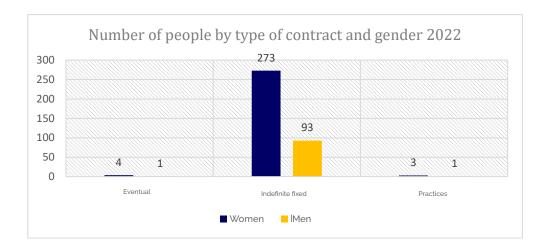
#### **EMPLOYEES CONTRACT**

For the Novaschool educational group, it is essential to ensure quality work and that the worker feels safe and integrated into the organization. For this reason, efforts are always made to formalize types of contracts that provide stability to the staff, such as permanent contracts. Analyzing the types of contract, we show the following graph:

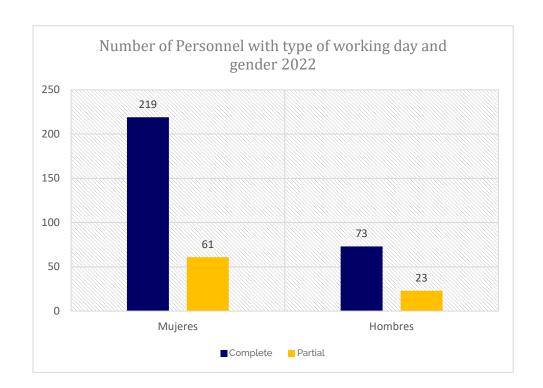




It can be verified that this year 2022 the increase in fixed contracting has risen by 45%, decreasing that of work and service that had been in previous years, as shown in the following graph:



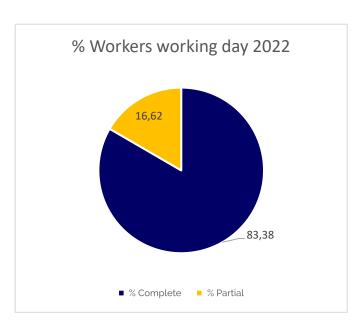
And taking into account the days of the staff, the following can be seen:

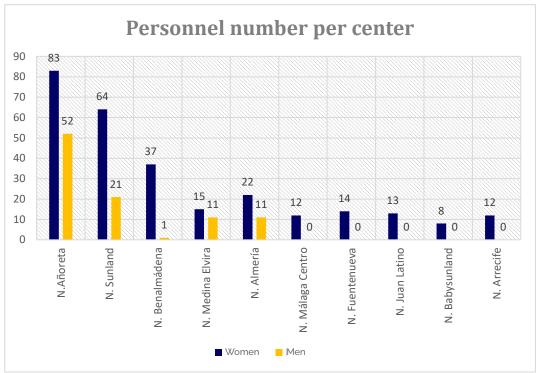




The largest proportion of the 2022 contracts are full-time, highlighting the part-time staff who request it for the care of minors or family members, which are the majority, or jobs related to extracurricular activities, which are hired in weekly hours. In any case, you can see an increase in the % of workers this year, who have been hired full-time.

Representing the number of workers per center we find the following graphic representation:





The schools where we find the greatest number of women are nursery schools, since all of them are working women who are occupying the jobs. While in schools the proportion of men and women is more proportional to the average data of the Novaschool educational group and taking into account the sector where we are, such as education, where the vast majority of jobs are requested by women.



#### **HEALTH AND SAFETY**

Law 31/1995 on the Prevention of Occupational Risks establishes very clearly the duties and obligations to be taken into account to carry out a preventive plan that covers all workers, activities and workplaces.

In order to comply with all the obligations included in the ORP, an external prevention service (SPA) has been contracted that supports the HR department at all times.

When incorporating a new worker, they are always given information about the risks in their job that is previously evaluated by the SPA.

Every year, the Emergency and Evacuation Plans are reviewed and updated in the face of possible risks in the workplace (fire, explosion,...) and for this, evacuation and extinction managers are appointed, and personnel are planned to carry out an evacuation in any center. All of them received the appropriate training to be one hundred percent effective in each of the centers. This year a reminder about the evacuation plan and those responsible for it has been sent by mail again.

#### TRANSPARENCIA DE INFORMACIÓN

The Novaschool educational group has a philosophy of total transparency towards its stakeholders and the general public. All the information regarding the group can be found on the Novaschool website: <a href="https://www.novaschool.es">www.novaschool.es</a>

Blocks of transparency that we can find in the web:

- Presentation
- Organization chart
- Policy
- General description
- Agreements
- CSR
- Annual accounts
- Results of stakeholder surveys
- · Sports project
- Educational project
- News
- Blog





### 5.7. ODS 12 Production and responsible consumption



Amount of coal standard saved: 239.88 tons Amount of CO2 avoided: 284.80 tons Equivalent number of trees planted: 396 Investment in sustainable means: 20.000 € 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

The consumption of resources is associated with the generation of waste and therefore at Novaschool the business models are evolving until they coincide with the concept of "circular economy", that is, a system through which the value of products, materials and Resources are kept active for as long as possible and thus allow the generation of waste to be reduced to a minimum. Novaschool has implemented an environmental management system that takes into account the minimization of any type of waste (plastic, organic, glass, paper, fluorescent bulbs, batteries and electronic material) and the proper management of resources.

#### PRÁCTICAS MEDIOAMBIENTALES

Novaschool envionmental practices are always carried out and focused on minimizing any environmental impact that derives from the actions that are carried out and therefore takes into account:

- Establish specific environmental requirements for suppliers.
- Have a waste plan implemented in the centers.
- Improve the efficiency of energy consumption, implanting photovoltaic solar panels.
- Awareness raising and training for students and workers on caring for the environment (recycled, clean energy...).
- Hire local suppliers, in order to reduce pollution from transport and minimize CO2 emissions.



#### Waste management

Within our colleges and schools, a waste plan has been implemented where it is intended to integrate the entire educational community so that it can be carried out. We start from the collection of waste in the classrooms, common rooms and patios to facilitate the correct separation and from these areas; the waste is transferred to the clean points of the school that are distributed in strategic areas to ensure the correct separation in all parts of the school; Once all the waste is grouped in the clean points, the maintenance staff is in charge of depositing it in the appropriate containers for each one.

Apart from everyday waste (paper/packaging/organic), other types of waste generated in the center are also processed, such as electronics, batteries, fluorescent lights and used cooking oils. This type of waste has its own managers authorized to remove it. In this case, Novaschool works with the authorized waste management company Emma Medioambiental

.

WASTE	DEPOSIT	COLLECTION	TREATMENT
Cartridges	Container in schools	Clean point	Contaminating waste and the mana-
printer			ger performs correct treatment
Batteries	Eco-bins in each	It is communicated to the	Hazardous waste and the manager
	school	management company	performs treatment
Electric appliances	Deposit in the	Clean point	Recycled for new appliances
	central warehouse		
	of the Novaschool		
	Añoreta School		
Paper and	Large containers	Municipal collection	Recycling
paperboard	(blue color)	systems	
Packaging	Large containers	Municipal collection	Recycling
	(yellow color)	systems	
Waste oil	50-liter bottles stored	Deadlines established	Recycling
	in the kitchens of	every 2 months or	
	each center	communicating it to the	
		management company	
Glass	Large containers	Municipal collection	Recycling
	(green color) in	systems	
	kitchen		
Sludge collection	Sludge deposits	Remasur	Manager performs specific treatment



Within this aspect, different actions related to the minimization of waste have been carried out in these last two academic years. These are the actions carried out:

- Launch of online registrations through the myAgora+ platform, reducing 100% of paper for this purpose (registration).
- Launch of authorizations by parents/legal guardians online through the platform, managing to reduce to 100% the paper used for excursions, image authorization, etc.
- Extracurricular registrations and withdrawals have been enabled in the myAgora+ application, contributing to the 100% reduction of paper for this service.
- Incorporation of the online purchase of uniforms, reducing the issuance of invoices in this process.
- 100% plastic bags used in the centers for the purchase of uniforms and books have been replaced by others made from 70% recycled material.
- The certificates can be downloaded directly from myAgora+, without printing.

#### **Energy consumption and photovoltaic energy**

This 2022 academic year, Novaschool has set a new milestone by expanding the photovoltaic facilities in Novaschool Sunland and in the Novaschool agro-sustainable farm, in addition to joining Novaschool Almería with this measure of energy consumption.

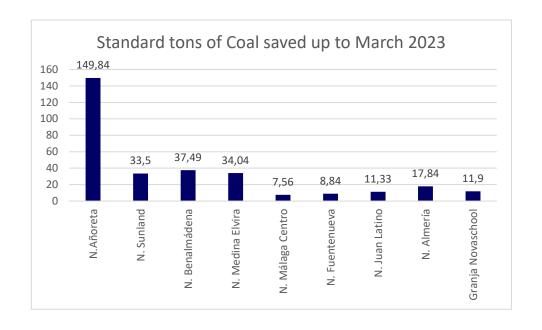
Therefore, 89% of Novaschool centers already have photovoltaic installations.



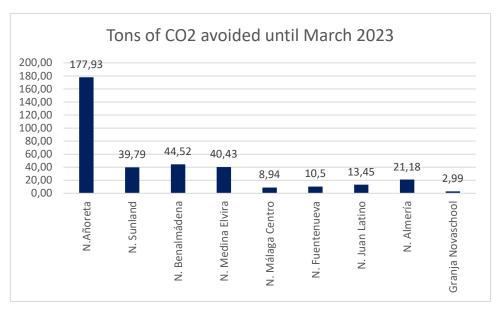


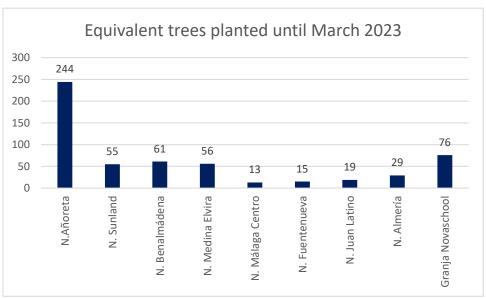
As of September 19, 2022, we have 8 centers with the installation of a photovoltaic plant and as beneficial data for the environment, the following can be highlighted, taking into account the date of installation of each of them:

Novachool	Standard Tons of Coal Saved	Tons avoided CO2	Equivalent trees planted	Performance total in kWh
Añoreta	126,86	150,65	206	317160
Sunland	23,23	27,53	38	58080
Benalmádena	29	34,44	48	72500
Medina Elvira	23,04	27,36	38	57610
Málaga Centro	5,3	6,29	9	13240
Fuentenueva	6,59	7,82	11	16470
Juan Latino	8,02	9,53	14	20060
Almería	17,84	21,18	29	4459000
Novaschool Farm	11,47	2,77	47	5240
Totals	251,35	287,57	440	5019360

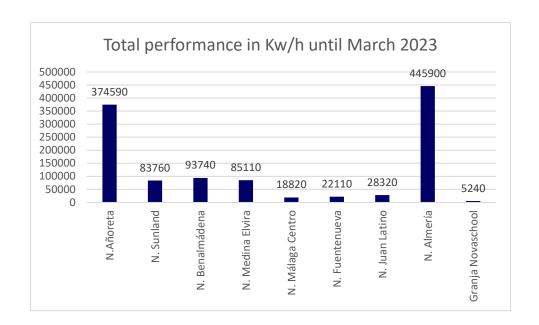








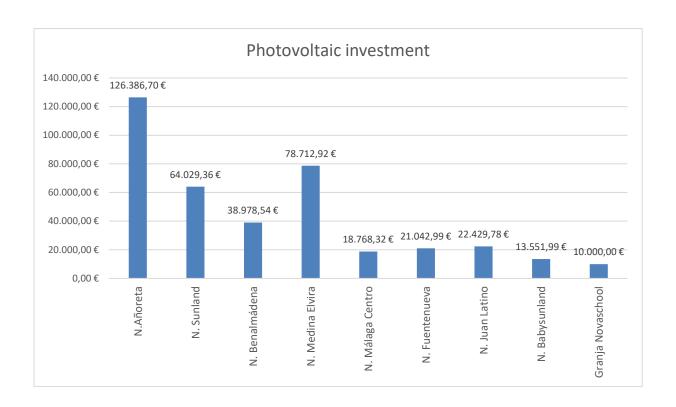




The investments in photovoltaics that have been made are displayed in the following table:

Novaschool	2021	2022
Añoreta	126.386,70 €	
Sunland	44.029,36 €	10.000 €
Benalmádena	38.978,54 €	
Medina Elvira	78.712,92 €	
Málaga Centro	18.768,32 €	
Fuentenueva	21.042,99 €	
Juan Latino	22.429,78 €	
Babysunland	13.551,99 €	
Novaschool Farm		10.000 €
TOTALs	363.900,60 €	20.000 €





#### **ISO 14001 ENVIRONMENTAL CERTIFICATE**

Novaschool does not generate a significant environmental impact due to the characteristics of its services and production processes. Even so, there is a high environmental awareness within the company that is widely disclosed throughout the organization. Its quality and environmental policy culminates in the implementation and subsequent certification of the Comprehensive Quality and Environmental Management System according to ISO 9001:2015 and ISO 14001:2015 standards, as previously indicated, certification that was renewed in February 2022 with a satisfactory audit.

In addition, environmental awareness is also carried out in the classrooms with multiple activities and days for the students.



#### ACTIONS AND PROJECTS IN THE CLASSROOM

#### 1.- Environmental education program: responsible coexistence with companion animals

The program is designed by the Environmental Sustainability Area of the Malaga City Council, within the Biodiversity and Environmental Education Section. The positive relationship between people and animals becomes a correct, responsible coexistence that allows us to relate properly with domestic animals. At the same time, promoting the protection and well-being of pets reminds us of the intrinsic values of this project, such as respect for nature, coexistence and tolerance.

The objectives of the workshop are the following:

- Know and internalize the concept of Responsible Coexistence of Animals (CRA) and Animal Protection (PA) in a playful way.
- Promote respect for animals and people.
- Improve the quality of life of the municipalities through the CRA.
- Know the nature of the companion dog.
- Know the necessary care for a CRA and PA.
- Identify the benefits, responsibilities, needs and potential risks of living with an animal.
- Empathize with animals in a situation of abandonment/animal abuse.
- Raise awareness about the environmental and health problems linked to the non-removal of excrement from public roads, as well as animal abandonment.





#### 2.- Sustainable development goals and CIEDES foundation

Our main objective is to inform, sensitize and engage students, teachers and other social agents in the community, so that they know in a simple way the 17 Sustainable Development Goals, how they impact our lives and what we can do every day to help our community to achieve them.

Through different activities that we carry out in our center, students get to know and reflect on the SDGs, analyze and identify challenges and needs in the environment, and propose ideas to solve them. From the schools, we carry out different projects in which the students design actions that lead them to act in the environment with the intention of improving it. Novaschool Sunland describes itself as a sustainable school and for this purpose, practices are always carried out focused on minimizing any environmental impact that derives from the actions that are carried out:

- Establish specific environmental requirements for suppliers.
- · Have a waste plan in place.
- Improve the efficiency of energy consumption by installing photovoltaic solar panels.
- Awareness raising and training for students on caring for the environment.
- Hire local suppliers, in order to reduce pollution from transportation and minimize CO2 emissions.

#### 3.- A day in nature at the Malpasillo Farm School (Novaschool Medina Elvira).

Finca Malpasillo offered us an endless number of activities and workshops that all the students enjoyed and with which they learned a lot: recognition of the age of animals, food, pastures, types of hair coats, parts of the body, utilities, breeds, etc. They also held awareness workshops on animal care and welfare, making physical contact with the different species and making explanatory references to them.







### 4.- Future class project at Novaschool Medina Elvira

The Future Class is an academic subject that addresses the present and how to build a more sustainable future. It educates students on issues that impact their lives and initiatives, such as the Sustainable Development Goals, which address some of the major issues facing humanity today. It is a class that broadens perspectives and explores possibilities for creating a better future.

This is a class that promotes the development of sustainable systems thinking while expanding the student's knowledge base with cutting-edge information. FCI students gain international practical experience with a direct impact on development and a platform to collaborate with other students from around the world.

#### 5.- Research projects promoting awareness for the environment

Within the subject Earth Sciences and MA of the 2nd year of Baccalaureate (in Novaschool Añoreta) the students carried out research work on designated days related to the Earth (World Snow Day, Ozone Layer Protection Day, Day of the sun...).

Through these projects, they carry out research on the topic they choose and write their own articles and infographics, after which they make a presentation to the rest of their classmates and teachers. With this they demonstrate respect and care for the environment as well as their commitment to sustainable development.

# 6.- Creation of an environmental blog at Novaschool Añoreta

This 2021-22 academic year, within the CTM subject,

our 2nd year Baccalaureate students together with their teacher Rocío Crego, have been publishing the articles of their research and other information of environmental interest in an Environmental Sciences Blog. In addition, this blog has served them as a class tool, through which they have been proposing activities that the students have been carrying out throughout the term.



#### 7.- Self-cultivation in the Novaschool Benalmádena classroom

This type of project helps students internalize values and responsibilities through enjoyment and meaningful learning. It shows them the importance of reusing materials that seem to be useless and that can give them another life. In addition, it is a very useful initiative to carry out at school, since, through individual and group responsibility, they can learn a lot about recycling and growing mushrooms.



In addition, students are involved in the process of preparing materials and organization, doing it themselves. This helps them, later on their own, to carry it out and be able to do it at home.

### 8.- We celebrate the day of the animals in the Nursery Schools

It is very important that from an early age they know that animals must be cared for and loved as one more being. Animals can be an important element for development in all its aspects: physical, cognitive and emotional. Loving animals develops emotional benefits for children. Empathy, affection, solidarity and respect are some of them. Taking care of an animal can help children grow with love and respect for others, not only with animals, but also with nature and people.

At Novaschool Fuentenueva they received visits from different animals to have direct contact with the little ones. Hamsters, fish, silkworms, turtles, and rabbits visited the school.

At the Novaschool Juan Latino nursery school, work has been done with a mural of animals that shows the respect that flora and fauna deserve. They learned everything about wild, domestic, and aquatic animals... Likewise, they took care of plants and learned to appreciate the importance of proper use of water.

At Novaschool BabySunland, some families that work in the animal health sector brought some animals that live in their centers and homes to class. From school we focus on the identification and management of emotions at such an early age, which helps them develop as healthy and emotionally balanced people. For this reason, celebrating this day seems key to developing the learning that comes from being close to and living with animals.







9.- Novaschool Juan Latino with science and environment projects

At Novaschool Juan Latino, the little ones have been able to get closer to our agricultural culture, teaching them how to cultivate and generate water. With recycled materials, a pallet has been built with a route of resources that collects water as a result of seasonal weather processes (dew, fog, rain...). This process waters the various seeds that have been grown.

The students have participated in different ways: painting the pallet with different plastic techniques, also making flowers with cardboard egg cups, sticking stickers on the bottles, drawing raindrops, etc.



#### 10.- Science Week 2022 at Novaschool Sunland

This course 2022, in the week of science, several interesting projects have been planned to stimulate active and creative learning around the topic of sustainable food.

This year's program includes:

- Introduction to the topic through a presentation.
- Design and produce a poster in which the students show their innovative ideas about the food of the future. The poster should explore the types of food we will eat in the future. They could also invent their own food from the future or a device/machine that will make it.
- Participation in a contest: this will take place on Friday, December 10 and the posters will be judged based on the criteria of creativity, content and effective communication.



Among the activities carried out during Science Week 2021 we can mention:

**Year 7:** lemon batteries researching which metals work best.

**Year 9:** the density of different fruits and vegetables to predict whether they would float or sink in water.

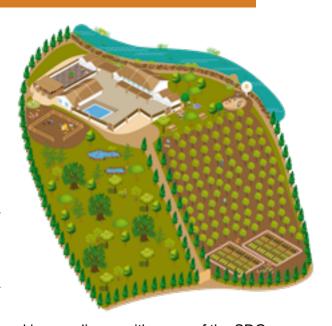
**Year 10:** has been using food (milk) to make plastics (casein plastic). This includes looking at ways that we can find alternatives to crude oil to make plastic and also how this is biodegradable and therefore beneficial for the future of our planet.



### SUSTAINABLE NOVASCHOOL FARM PROJECT

The Novaschool Agrosostenible Farm School reinforces the value proposition offered today by the Novaschool educational group, promoting its educational model towards sustainability and care for the environment. Located in Vega de Riarán, Cártama, it becomes a Nature Classroom where learning is always significant, encouraging students to build their own learning. In this way, Health and Environmental Sciences will take up more space in this new Agro-sustainable Farm project that is integrated into the curricular project of the Novaschool Centers.

This new Nature Classroom will allow us a countless projects that will undoubtedly expand the conlathes of the curriculum of our centers, thus taking a firm step in



everything related to sustainability as a broad concept and in compliance with some of the SDGs (Sustainable Development Goals) promulgated by the UN. The main objective of this project is for Novaschool students to acquire values about the environment, recycling and sustainability.

From the pedagogical point of view, the approach to the rural environment through a nature class-room allows a different conception of the teaching-learning process, due to the fact that students outside the traditional context of the classroom learn while they have fun and make contact through the possibility of observing, touching and experiencing directly, thus becoming aware of their environment in coexistence with classmates and teachers, socializing and learning the benefits of teamwork. All students from the 2nd cycle of Infant to the 2nd Baccalaureate will have 3 full school days during each academic year in these facilities.

During the year 2022, the first visits to the farm were made, distributed and planned by school and educational stages. Thus, an annual calendar is generated where each course will make a quarterly visit to carry out the on-site activities prepared by the teaching staff, taking into account the resources that are in the facilities, such as:

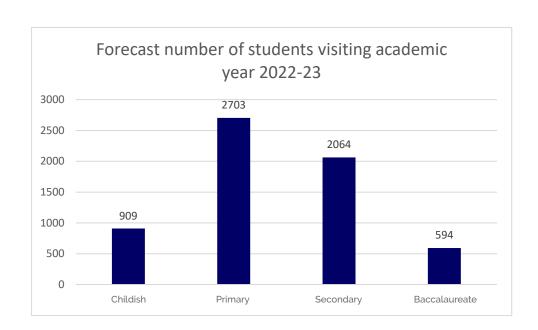
- 1. Animal farm
- 2. Juan Ramón Jiménez Classroom
- 3. Ramón y Cajal Classroom
- 4. Marie Curie Classroom-Laboratory
- 5. Office
- 6. Cultivation Area (orange, lemon and mandarin trees)
- 7. Orchard Area
- 8. Natural recreation area
- 9. Lake area 10
- 10. Swimming pool
- 11. Adjoining river and considered as a Special Area of Conservation according to the Nature plan



Initially, a dossier has been generated with a total of 53 activities that can be developed in the facilities of the agro-sustainable farm and that are structured by educational stages.

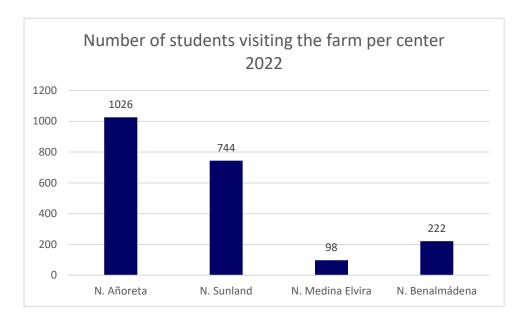


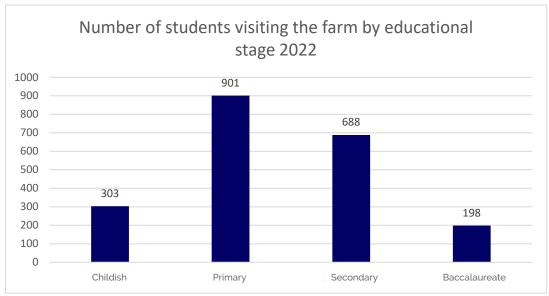
As a milestone for this course 2022-2023 we have a forecast of visits to the farm by the students represented in the following graph:





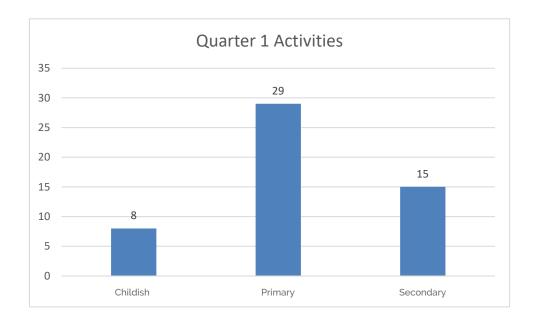
If we focus on the number of visits that have been carried out throughout the first quarter, we can visualize it in the following graphs distributed by educational center or by educational stage:







By compiling the reports of activities carried out on the farm by each of the centers we can see the representation in a graph of all the various activities that have been carried out:



#### **NOVASCHOOL AÑORETA**

The students of 1st Primary have carried out the following activities: Tour to know the Novaschool Agrosustainable School Farm, visit to the animals and what is their diet, where the different species live, care and curiosities. Preparation of the garden and seedbeds: they have planted seeds of tomatoes, peppers, melon and corn, aloe vera and medlar seedlings. Build a Caracoles farm with recycled materials-

The students of 2nd Baccalaureate have carried out the following activities: the tour to know the Novaschool Agrosustainable School Farm, ecological garden making seedbeds, preparation of the 'seeding bed', ridges and fertiliser; manufacture of compost through compost bins and animal manure; expedition along the Fahala River: observing riparian plant species, waterfowl, amphibians and invertebrate reptiles and insects of the area.





#### **NOVASCHOOL SUNLAND INTERNATIONAL**

The students of Y3 and Y4 have been the first this center to visit the farm and have carried out various activities guided by their teachers and tutors. The first one has been to know the animals that live in the Farm. The objective is to learn their names, their characteristics, how is their habitat or food and many more curiosida- des about each of them.

In addition, they have carried out a research workshop in the field visualizing insects, vegetation and rocks. Then, they have drawn up a passport with all the animals, plants, rocks and insects they have found during the day and have labeled and classified them in English.

As a summary, it can be confirmed that at the Novaschool agro-sustainable farm you can work on a multitude of projects and activities to bring



the Sustainable Development Goals closer to the students, depending on their educational stage, since it is very important that they know them and see how consist, become aware of respect for the environment individually and in community to jointly achieve the objectives.

### COEDUCACIÓN DEPURADORA DE AGUAS RESIDUALES

As already mentioned last year, within the didactic programming of each course and adapted to the different levels of learning, Sunland developed an educational program aimed at raising awareness among students and their families of the importance of the use, maintenance and treatment of water as a scarce and essential good for the environment.

During this academic year 2022-23, this program also continues to inform about the participation in the reuse of the school's wastewater as a valuable resource, and the involvement to improve the quality of the waters of the rivers and aquifers in the area.

In the last course, the didactic processes for the little ones were carried out with a basic explanation of the operation of the treatment plant and with an "in situ" visit to the facilities. Their knowle-



dge was reinforced with explanatory videos adapted on the cycles of the water and a drawing competition was organized in which the knowledge acquired was put into practice.

On the other hand, Secondary students are asked to develop their own research, elaboration and exhibition projects with models and posters. In this way, students become familiar with the operation of the treatment plant and its impact on the environment.

This whole project is supported by a detailed explanation (adapted to each training cycle) of the physicochemical-biological processes that occur in each of the tanks and equipment of the treatment plant.

In this way, many knowledge acquired in the interdisciplinary classroom have been put into practice and as a consequence they are more aware of their involvement in the care and maintenance of the environment. Knowing the facilities of the treatment plant previously facilitates the preparation of their projects since they collect documentation in situ.







### OBTAINING ENERGY EFFICIENCY CERTIFICATES FOR BUILDINGS IN NOVASCHOOL AÑORETA

The Energy Rating of Buildings is the official mechanism, both at national and European level, for the evaluation and comparison of energy efficiency and integration of renewable energy in buildings. It is regulated by the Real Decree 235/2013. That is why No-vaschool, this last course marked a new milestone in which it has been evaluated (by specialized and accredited technicians) all its buildings in Novaschool Añoreta to see the performance and effectiveness of the sustainability and renewable energy measures it is implementing.

Different evaluation labels have been obtained that have been assigned to each independent building where it gives us specific information on its energy consumption and CO2 emissions, classifying them within a scale regulated by the RD. The scale ranges from A (for those less energy consumers) to G (the buildings that consume the most energy). Having obtained all the certificates of energy efficiency of the buildings in Novaschool Añoreta between A and C.





### 5.8. ODS 16 Promote just, peaceful and inclusive societies



#### 711 hours of Compliance training

Compliance Certificate

100% of employees sign agreement
of confidentiality and code ethics (375 people)

No oficial claim



Novaschool contributes to a great extent to the achievement of this objective by incorporating transparency processes such as the publication of all its annual economic results, the satisfaction results of interested parties or the personnel and labor insertion data found on the web. Good management practices are also carried out, adequately managing

all the work teams and carrying out regulatory compliance since they are essential to guarantee the legislated limits and the ethical behavior of the organization. To this end, all workers are knowledgeable and sign their ethical and confidentiality commitments. Respect for both colleagues and all interested parties (suppliers, students,...) are essential for compliance with human rights reflected in Novaschool's policy, in the definition of its procedures, avoiding any type of abuse, crime, fraud or violent act in the company.

It is also important to highlight, as previously mentioned, that in order for stakeholders to communicate their needs and demands, they have different channels of communication, such as the myAgora+ platform, suggestion and complaint sheet or satisfaction surveys. This aspect is essential to achieve an effective and responsible organization, since all parties are listened to and continuous improvement is made.

#### IMPLEMENTATION OF THE COMPLIANCE SYSTEM

This same year 2022, Novaschool has advanced with the implementation of the management and regulatory compliance model (Compliance) with the help of a specialized consultancy that has contracted to carry it out.



The last proposed milestone of training and informing all company personnel about this aspect has been 100% completed, since all staff have received training in this regard.

The procedures have already been defined and the operational and legal risks faced by the Novaschool educational group have been identified to prevent, manage, control and have room for reaction in the event of any legal unforeseen event.

The objective of the implementation of the Compliance model in Novaschool is to establish adequate and sufficient policies and procedures to ensure that it and all its members (owners, managers, employees, collaborators, customers, suppliers and other related persons) comply with their legal, regulatory and regulatory obligations, in all administrative, civil and criminal areas.

At Novaschool, with Compliance management we integrate the management processes of economic and financial activities, risks, quality, environment, occupational health and safety, etc., into your operational requirements and procedures.

With all this, Novaschool demonstrates its commitment to legislative, regulatory and regulatory compliance that it applies, as well as the standards of an exemplary corporate governance where best practices, ethics and the expectations of the community in general are implemented.

Among the main actions that have been carried out this last course, has been the obtaining of the certified of the implementation of the processes in the company.









#### CODE OF ETHICS AND CONFIDENTIALITY

The Novaschool educational group is an organization committed to the quality of teaching and all related services. Therefore, in order to improve and comply with the objectives and principles, Novaschool assumes a set of values, principles and rules that are included in a code of ethics, whose mission is to inspire correct conduct and guide the coexistence between people and groups that make up the educational community and and their acquired commitment to respect it.

This code offers a general guide of ethical principles and values that should inspire the normative and regulatory development, as well as its corresponding application, in our organization and the personnel with the external entities that present service or collaborate with it.

All persons who make up the educational community are subject to current legislation and to the statutory and regulatory provisions that concern them, and must observe the fulfillment of the values and general principles, as well as the specific commitments of the defined code of ethics.

This code of ethics is available to any worker in a shared folder in the cloud where all staff have access and is provided so that they can read and know it. In addition, every person hired signs along with the contract a commitment of confidentiality and with it the knowledge and compliance with the established code of ethics.

### STAFF VALUES Comply with and enforce the Organization's Code of Ethics... Respect and enforce the Ideology, the Educational Project and the Fundamental Rules of the Center. Respect the rights of students and favor the cooperation of families. Defend and protect the image of the College, actively contributing to the improvement of its quality. Maintain the confidentiality of the information and personal data that may be known by reason of his position Be careful with the goods placed at your disposal. Have maximum respect for their classmates and for all the people that make up the Educational Community. Promote coexistence, a good atmosphere and promote teamwork. Avoid favorable treatment based on family or personal relationships. Do not allow actions of discrimination.



### 2022 REPORT

### **CENTER VALUES**

- Disseminate for your knowledge the Organization's Ideology and Educational Project.
- Disseminate the principles of training in values, security and privacy.
- Ensure the physical, psychological, emotional safety and privacy of students.
- Ensure that all the organization's activity is carried out in an ethical and responsible manner, to achieve its goals and contribute to its good, being ble with sustainable development and respectful of the environment.
- Ensure compliance with the legislation that is applicable in each case Especially the GDPR for the protection of personal data.
- Always demand the effective application of the Code of Ethics.

### **MANAGEMENT VALUES**

- Carry out a professional, ethical and responsible exercise of its activity.
- Comply with and enforce the Organization's Code of Ethics and to do so make it known.
- Comply with and enforce the rules.
- Maintain the confidentiality of the background, data and documents to which they have access due to their functions in the Organization, even after leaving them.
- Treat staff with dignity, respect and fairness.
- Not to discriminate against the personnel for reasons of race, religion, age, nationality, sex or any other personal or social condition.
- Do not allow any form of violence, harassment or abuse at work.
- Promote the training and professional promotion of staff.
- Guarantee safety and hygiene at work.
- Try to reconcile work with the personal and family life of the staff.
- Select only suppliers whose business practices respect human dignity, do not break the law and do not endanger the Organization's reputation.
- Promote and support solidarity actions.
- Respect human rights and democratic institutions.
- Facilitate the democratic participation of the entire educational community through the establishment of adequate channels for the free expression of proposals, the development of improvement actions, and the promotion of dialogue and transparency.
- The dignity of teaching activities with the provision of the necessary conditions and resources for the proper development of their functions.



# VALUES OF THE TEACHING STAFF

- Adopt all the necessary measures to safeguard the freedom, dignity and physical, psychological and emotional safety of the students.
- Actively contribute to the effective exercise of the constitutional principle of the right to education by students.
- Promote the comprehensive training of students through personalized attention and a relationship of trust that contributes to fostering self-esteem, the will to excel and the development of personal skills.
- Treat students fairly and equitably, without accepting or allowing discriminatory practices for any reason associated with personal, social, economic or any other type of characteristics or situations.
- Adequately attend to the diversity of circumstances and personal situations of the students, offering everyone the chance to develop their abilities and deepen their training in the different fields of knowledge.
- Respect the rights of families and tutors in relation to the education of their children, harmonizing them with the exercise of teaching authority and with the fulfillment of the adopted educational projects.
- Maintain the confidentiality of the information provided in the exercise of their functions by families or guardians.
- Maintain confidentiality of personal data that may be known due to its activity.

- Sustainability and the appropriate and responsible use of means and resources.
- Innovation, quality and excellence in its educational, social, technological and organizational aspects, always betting on the continuous improvement of all processes.
- Collaboration with the social and productive environment through the establishment of institutional links based on cooperation and mutual trust.
- Participate directly or delegated in the organisms on which they depend academically (centre, department, area, etc.) and in the areas of consultation and decision that affect teaching.
- Observe and respect the guidelines regarding academic programming and teaching obligations.
- Responsibly use budget allocations that are under their responsibility for reasons of academic management.
- Maintain equity in the evaluation processes, respecting equal opportunities and the value of merit without any discrimination.
- Respect all members of the educational community and contribute to building a climate of trust, dialogue and teamwork.
- Respect the rules that have been approved.
- Promotion of open knowledge, making it compatible with respect for intellectual authorship in all academic and professional activities. The dissemination of knowledge and adequate recognition of the authorship of the ideas, materials or documents used must be ensured.



#### DATA PROTECTION AND PRIVACY

At Novaschool, everything related to the General Data Protection Regulation (GDPR) has been worked on and, therefore, we ensure a reinforcement of legal certainty and transmit transparency that allows us to guarantee a uniform and high level of protection for natural persons. This implies that the application of the rules for the protection of the fundamental rights and freedoms of natural persons is guaranteed, in relation to the processing of personal data, which is coherent and homogeneous.

Since 2018, with the help of an expert advisor, all the services and actions carried out in Novaschool were reviewed and a roadmap was planned to adapt all the procedures and forms used in the educational group with the aim of in order to meet the requirements defined in the GDPR.

Training has been given to workers with the purpose of making them aware of the correct use of data, procedures and their confidentiality. There is a risk assessment in all areas of the group with the purpose of seeing the most critical points to solve any deviation that could occur. All registration forms and student image consent forms have been improved.

With all this, a responsibility towards the image and the right to protection of all people in contact with the organization is demonstrated.



This year 2022, training courses have been given again to involve staff and take into account the use of personal data both from the applications that are used and from the personal data that is in paper forms, classrooms, images, RRSS and Novaschool website.

It is noteworthy that there has been a communication to suspend the personal data of a couple of people in this 2022-23 academic year and their right to said suspension has been answered and respected without any problem, as specified in the Regulation.



#### **CHANNELS FOR CLAIMS OR COMPLAINTS**

At Novaschool, we have implemented a policy of listening to all interested parties with the purpose of establishing continuous improvements in the group. For this, there is a procedure for the satisfaction of interested parties which explains all the official channels through which any type of complaint/suggestion/opportunity for improvement that you want to propose can be made. The existing channels are:

- MyAgora+, its own application where any family member-student-worker can register the complaint/suggestion/opportunity for improvement/congratulations in the module designed for this purpose.
- Via email to any of the secretariats of the schools.
- By phone, at any phone number of each school.
- · Official procedure for claim forms.
- Websites of the centers, directly in the complaints channel, which is being worked on and is being. You will be able to use it at the end of the 2022-23 academic year.

There is no official claim from the interested parties.

#### PERFORMANCES IN THE CLASSROOM

#### CELEBRATION OF THE DAY OF PEACE AND NON-VIOLENCE TOGETHER WITH UNICEF

The Novaschool educational group is part of the network of UNICEF Friendly Schools, and from our centers we carry out programs and activities proposed by UNICEF. On the occasion of the celebration of the School Day of NO Violence and PEACE, the NGO proposes activities that reinforce our commitment to UNICEF. This year, among the different workshops and activities carried out in the Novaschool centers, we highlight the Peace of Mind Map for the Infant and Primary stages. Through this activity, proposed by UNICEF, we have delved into our emotions.





### 5.9. ODS 17 Partnerships to achieve the goals



Number of Agreements: more than 75

Nº de examinadores Cambridge: 100%

% Cambridge passed: 100%

11% Students participated in projects ERASMUS

25% Teaching staff participated in projects ERASMUS



SDG number 17 does not only concern the economic sphere. Partnerships also include the mobilization and sharing of knowledge, technical capacity, technology, and human resources. And at Novaschool we can define different types of alliances or agreements both with public sector organizations (participation in different events with Town Halls) and with civil society (agreements with different companies), universities (teachers who give classes and conferences at the university, students of the universities that do internships at Novaschool)

and other companies (NAABS, Cambridge, participation in the Erasmus+ program, ...). This generates important opportunities for us to achieve objectives that we could not achieve individually. We also benefit from the generation of knowledge since there is an exchange of experiences and decisions, from the stimulation of innovation, from the strengthening of the supply chain, from the improvement of the reputation of the educational group and from the strengthening of the relationship with the community both socially and educationally.



## AGREEMENTS WITH ENTITIES AND PROFESSIONAL SCHOOLS

Novaschool has reached a collaboration agreement with a multitude of companies from the public and private sectors in order to facilitate the entry and enrollment of their children in Novaschool centers. The workers of these entities can enjoy economic advantages when enrolling their children, such as being exempt from paying the registration fee for the first year.



	AGREEMENTS IN MALAGA	
Museums and cultural	Museo Thyssen (Málaga)	
institutions	Museo Picasso (Málaga)	
Organismos Públicos	Ayuntamiento de Benalmádena	
	Ayuntamiento de Rincón de la Victoria	
	EMT (Empresa Malagueña de transportes)	
Official Colleges	Colegio Oficial de Médicos de Málaga	
	Colegio Oficial de Economistas de Málaga	
	Ilustre Colegio Oficial de Psicología de Andalucía Oriental (COPAO)	
	Colegio Oficial de Enfermería de Málaga	
	Colegio Oficial de Abogados de Málaga	
	Colegio Oficial de Logopedas de Andalucía	
	Colegio Oficial de Ingenieros Técnicos Industriales de Málaga	
	Ilustre Colegio Oficial Farmacéuticos de Málaga	
	Colegio Oficial de Arquitectos de Málaga	
	Colegio Oficial de Aparejadores y Arquitectos Técnicos de Málaga	
Companies	Parque Tecnológico de Andalucía (PTA)	
	Oracle	
	Xanit Hospital Internacional	
	Clínicas Rincón	
	Reserva del Higuerón	
	Caixabank Consumer Finance	
	Corte Inglés (Provincia de Málaga)	
	Renfe	
Others	Escuelas Infantiles Novaschool	
	Sindicato Unificado de Policía (SUP)	
	Comandancia Guardia Civil de Málaga	
	USCA (Unión Sindical de Controladores Aéreos	
	Asociación de Comerciantes y Empresarios de Benalmádena	
	(ACEB)	
	Confederación Española de Policía (CEP)	
	Sindicato de la Policía Nacional Jupol (JUPOL)	



AGREEMENTS IN GRANADA			
Entities and	Puleva		
Professional	Sindicato ACAIP		
	Colegio Oficial de Farmacéuticos C.O.F. de Granada		
Association of	Colegio Oficial de Enfermería Granada		
Granada	Colegio Oficial de Dentistas de Granada		
	Asociación de Empresario Parque Empresarial Juncaril		
	SATSE, Sindicato de Enfermería		
	Sindicato Unificado de Policía (SUP)		
	CSI-F Central Sindical Independiente y de Funcionarios		
	Granada Club de Golf		
	Colegio Oficial de Economistas de Granada		
	Unión Sindical Controladores Aéreos (USCA)		
	DTC Professional		
	Asociación de Empresarios Parque Empresarial Asegra		
	Aguasvira		
	HPKM Abogados		
	TaQa. Asociación Profesional de Guías de Turismo de Granada		
	RENFE		
	Asociación Polaca de Granada «Sami Swoi»		
	Unión Federal de Policía UFPOL		
	Caja Rural de Granada		
	UGT Granada		
	AGIP Granada. Asociación de Guías Intérpretes del Patrimonio de Granada		
	Grupo Trevenque		
	Interbread S.L.		
	Colegio de Ingenieros de Caminos, Canales y Puertos CICCP		
Nursery Schools	Escuela Infantil Duendes (Atarfe – Granada)		
	Escuela Infantil Novaschool Juan Latino		
	Escuela Infantil Patosuca		
	Nursery School Baby Granada		
	Escuela Infantil Cascabel		
Universities	University of the West of Scotland	Universidad de Valencia	
	UGR	Unir	
	Universidad Camilo José Cela	Universidad Alfonso X El Sabio, Madrid.	
	Universidad de Loyola, Córdoba	Universidad Católica de Murcia (UCAM)	
	Universidad de Nebrija	Universidad del Atlántico Medio	
	Universidad Europea de Madrid		



#### NETWORK OF CENTERS NATIONAL SCHOOLS PROJECT

The Novaschool group, as a benchmark in bilingual schools in Spain, provides its students with everything related to Cambridge exams and is therefore registered in the National Project for Cambridge English Schools, which is aimed at schools with the aim of promoting the introduction of exams as a fundamental instrument to support and reinforce bilingualism.

With this project, exams can be taken at the school facilities, benefiting from discounts on exam fees for students. In addition, being able to take the exam in the same center where you study increases the confidence of our students and promotes better academic results, motivating the classmates themselves to make an effort to achieve them. Standardizing these exams within the study plan makes the students assimilate it naturally and their preparation does not cause them excessive nervousness. In addition, there is a support and advice plan for all the teaching staff of the center to adapt the exams and the projection of the course.

#### **UCCAS OFFICIAL CENTER**

Novaschool Sunland is an official UCAS (Universities and Colleges Admissions Service) center, thus making it easier for students to access universities in the United Kingdom. As a UCAS center, those students who decide to carry out their higher studies in the United Kingdom will be able to manage their UCAS Undergraduate application for access to the university through the school itself, from where they are guided and provided with the necessary support throughout the entire university process. application.



#### COLLABORATION BETWEEN SUNLAND Y CAMBRIDGE INTERNATIONAL EXAMINATIONS

Novaschool Sunland International is a Cambridge examinations center and complies with current legislation for such purposes, annually carrying out the regulatory inspections of said British entity, which also includes quality processes and action protocols.



Being a foreign teaching center in Spain, Novaschool Sunland is certified by the British Council and complies with the quality controls required in terms of the level of teaching. At the same time, it complies with the established standards for being a center with a British curriculum that is also regularly inspected and checked by the NABSS, which is the body that regulates British centers in Spain. Throughout the month of October 2022, we received the inspection with a favorable result. 100% of teachers are qualified and prepared as Cambridge teachers and Cambridge examiners.

#### **EBAU PROJECT**

Many Novaschool Sunland students wish to study for their university degree in the UK or at international universities around the world. However, we are also concerned with those students who wish to continue their training in Spanish universities, for which they are required to pass a specific phase of selectivity that qualifies on a maximum of 14 points. At Novaschool Sunland we also think of Year 13 students who are interested in this option and prepare them for said test with specific reinforcement classes.

This project materializes in the fact that the students continue studying their Cambridge A Level subjects, and in parallel they are given an ad-hoc and personalized reinforcement for the 'specific' subjects that they need to work on when facing difficulties. the EBAU test, in its specific phase, since the common phase is reached with a validation process regulated and highly valued by the Ministry of Education in Spain. So, at Novaschool Sunland we have a team of expert teachers, belonging to both Novaschool Sunland itself and its sister center, Novaschool Añoreta.

Without a doubt, this project allows our center to be unique, striving to provide both possible academic routes for our students, and Novaschool Sunland's 'EBAU' project is the ideal catapult to achieve this goal each year.

Experience tells us that students who finish their British studies at Novaschool Sunland go to different types of universities, public, private, national or European, according to their preference, without any problems.

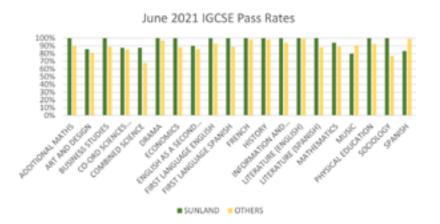
In addition, we can see in our benchmarking studies (our British center compared to the rest of the Cambridge centers) that Novaschool Sunland has the highest average in all subjects during the 2021-2022 academic year:



## 2022 REPORT









#### **ERASMUS+ PROGRAM**

Erasmus is a program that promotes the exchange of students and teachers between European universities/educational centres. Novaschool Añoreta School is currently an Erasmus+ accredited center and has been participating in Erasmus programs since 2003. These are the latest projects in which our students and teachers have participated:

**Overcome Project:** in this project, in which schools from Germany, Slovenia, Finland, Cyprus and Spain (Novaschool Añoreta) participate, students and teachers work on the search for alternatives to improve school performance, promoting a comprehensive approach to teaching and learning. learning from different subjects using Physical Education as the common thread of other subjects (Mathematics, History, English, etc.).

This last academic year 2021-22, Novaschool Añoreta opened its doors to the visit of a group of students from Hungary, within the ERAS-MUS project, to put the German language into practice together with our German students. Various presentations and activities were held in German for both groups.

Thank you for the music project: the objective of this project is to pay tribute to European music and value the rich cultural heritage that we possess. A school from Fram (Slovenia), Lindau (Germany), Venice (Italy) and Novaschool Añoreta from Rincón de la Victoria (Spain) participate in it. Each school chooses three songs that represent their country and interpret them, the teachers playing the instruments and the students singing the songs. During November 2022, the first contact of teachers took place in Fram (Slovenia).

During this year 2022, Novaschool Añoreta will once again be a host school, where we welcome students and teachers from different European schools with which we develop this project. Both the teachers and the students from Germany, Slovenia, Italy and Spain prepare together a concert with emblematic songs from each country and where they have the opportunity to enrich their training and the learning process through concerts and musical activities.

**Forma2 Project:** this project includes two parts: one, dedicated to teachers with the aim of improving their level of English and another, dedicated to fostering the creativity of the students. In addition, it has a section aimed at management teams that consists of observational learning (visit Infant, Primary and Secondary schools to bring improvement proposals for our center).



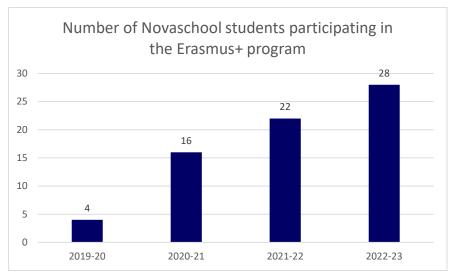
### 2022 REPORT

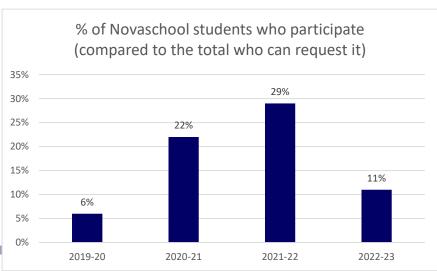
#### **ERASMUS+PROJECT EN DUBLÍN**

At the end of the 2021-22 academic year, part of our Novaschool Añoreta teachers (from all educational stages) traveled to Dublin to participate in the Erasmus+KA1 Vocational Training project with the aim of improving and reaffirming teachers' English. This project is divided into two courses taught by the Everest Language School Dublin academy.

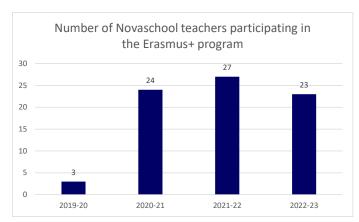
In addition, with our philosophy of transmission of knowledge, these teachers have organized a meeting with the rest of the school teachers at the beginning of 2022-23 to transfer and explain with a presentation the different didactic activities that they carried out in the academy, as well as all cultural activities.

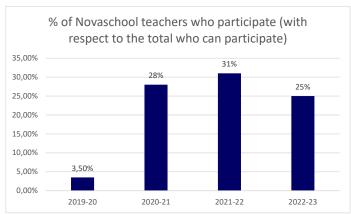
In this regard, it is worth noting the great acceptance that these projects have both by our students and by the teaching staff. It is a great opportunity for cultural exchange from which we all win, since we get to know other ways of working and we make our methodology and our systems of educational excellence known.

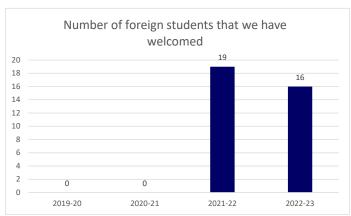


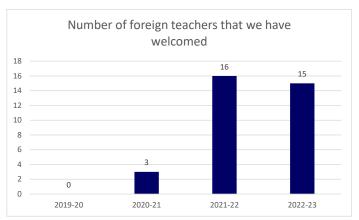












#### LANGUAGE INMERSION PROGRAM

Within the International Area, Novaschool schools in collaboration with Ken's Education Group offer their students different international teaching projects, among which language immersion programs stand out. Through these programs, students are offered the possibility of spending a full semester or school year in Ireland or Canada with the aim of perfecting their language (English and/or French).

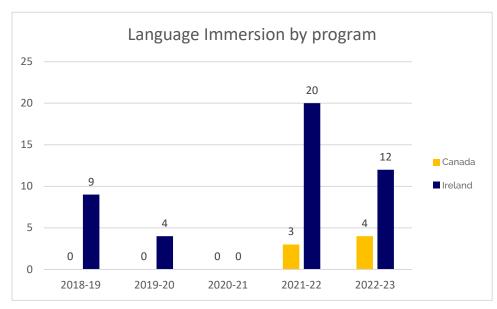
Novaschool maintains agreements with private schools in both Ireland and Canada for those students who wish to do so. In addition, we have agreements with relatives from both countries who host students so that the experience is even more inclusive.

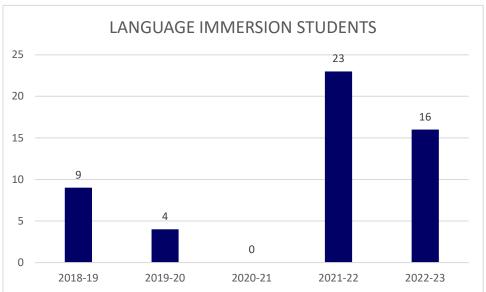
This project is focused on students from 6th grade or Y7.



## 2022 REPORT

This project began in 2018-19 in Ireland and in 2021-22 the Canadian program was offered. The monitoring indicators show the following graph, taking into account that the year 2020-21 was not carried out due to the pandemic:



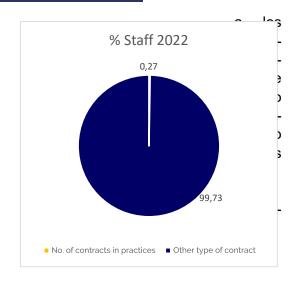




#### AGREEMENTS WITH UNIVERSITIES AND INTERNSHIP CONTRACT

Novaschool, con la finalidad de dar oportunidad más jóvenes, realiza contratos en prácticas para llas personas que han acabado sus estudios versitarios y necesitan empezar su vida laboral. Novaschool continúan su formación con un conlaboral de prácticas donde se les ofrece una nidad para finalmente contratarlos pasado el pede prácticas, ofreciéndole las mismas oportunique al resto de trabajadores/as.

One person recently had an internship contract at chool, corresponding to 0.27% of the jobs.



#### **INTERNSHIP CONTRACTS**

In addition to the internship contracts, Novaschool has agreements with the Universities so that students can do internships in the different centers. These contracts allow those students who have not yet finished their degree, to learn about our way of working and the methodology we follow in a quality work environment.

Every year we have more than 50 people doing internships in the different schools and Novaschool schools.

### NOVASCHOOL MÁLAGA CENTER ENTIDAD COLABORATING ENTITY OF THE MALAGA FESTIVAL 22



The Novaschool Málaga Centro nursery school collaborates with the Malaga Festival to promote family reconciliation during the event. Through the organization of the Malaga Film Festival, interested persons request this service directly from the Festival. In this way, Novaschool Málaga Centro, located in the heart of the city and very close to the Cervantes Theater (the Festival venue), becomes the official children's playroom of the Málaga Festival every year.



### NOVASCHOOL SUNLAND ADDRESS PARTICIPATES IN WEBINAR FROM "SUR IN ENGLAND" TO EXCHANGE VISION AND EXPERIENCES

This SUR in English webinar is being held on the occasion of the new special edition »Education and Learning» of SUR in English. For this reason, last March, the newspaper brought together directors of international schools and study centers at a round table whose title was International Education on the Costa del Sol: the way forward.

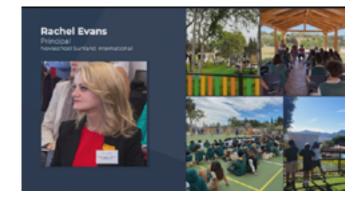


During this session, Rachel Evans, director of Novaschool Sunland International, discussed with the rest of the participants different aspects that affect international educational centers on the Costa del Sol.

In addition, the different projects that have been launched this year from the educational group have been shared, among which the Novaschool Agrosostenible Farm School and the Coexistence Days at the Novaschool School Hotel stand out, as well as Novaschool's commitment to promote an educational model towards sustainability and care for the environment with sustainable schools.

## PARTICIPATION IN THE INTERVIEW SHOW BLANKA TALKS ORGANIZED BY THE INTERNATIONAL EDUCATIONAL GROUP ACADEMY

Blanka Talks, Promoted by the international educational group AcadeMedia, it is a new interview program by and for teachers from all over the world developed by the Swedish school Drottning Blanka in collaboration with the Varkey Foundation. The idea is to create a space for conversations about the challenges and experiences that often unite teachers from different countries.



The director of the British school Novaschool Sunland, Rachel Evans, shared her vision and

dreams as director and teacher of an international educational center in Malaga (Spain). They discussed how they value the current educational system and the importance of the role of the teacher; the importance of maintaining inspiration as a source of motivation both professionally and personally and how we can maintain that motivation; about how to teach students to move forward once they finish their school stage, accompanying them on their way to adulthood.



### NOVASCHOOL RENEWS ITS COLLABORATION AGREEMENT AS UNICEF FRIENDLY SCHOOLS

Unicef Friendly School is a recognition of the daily commitment to children's rights in educational practice and the initiatives that the centers have carried out to obtain financial resources for UNICEF cooperation programs.

With this agreement, Novaschool renews its commitment to disseminate, collaborate and support the different programs carried out by UNICEF in favor of children.

For all of us who are part of Novaschool, a network of educational centers that has a large educational community, it is very important to carry out actions of solidarity, respect and care for children. We are aware of the power of education and how we can influence society, for this reason in our mission as an educational community we have marked as the main objective to transmit and exercise an education in values.

During the past academic year 2021-22, common actions were already carried out with Unicef that have been described in this Report, such as the Day of Non-Violence and Peace (SDG 16) and World Water Day (SDG 6).

In this 2022-23 academic year, the common actions that we have set ourselves together with Unicef are the following:

November 20<sup>th</sup> - World Children's Day.

January 30<sup>th</sup> - School Day of Nonviolence and Peace.

March 22<sup>nd</sup> - World Water Day.

June 5<sup>th</sup> - Environment Day.



