



ACS
INTERNATIONAL
SCHOOLS

ANNUAL CHARITY AND FUNDRAISING REPORT 2018–19

READY FOR THE REST OF THEIR LIVES.



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**BOB
MACNAUGHTON**
CHAIR, BOARD
OF TRUSTEES

Dear Friends

It is hard to believe that a year has already passed since ACS International Schools became a UK registered charity. When our school was established in 1967, central to our mission was our founders' commitment to providing high quality, truly international education, which nurtures global thinkers and inspires better solutions to positively impact the communities we serve.

As a charity, ACS remains committed to the highest standards of teaching, pastoral care, facilities and support for our students and to our belief that internationalism and a global outlook remain a cornerstone of a modern education.

We have an ambition to make a lasting positive impact on our community and the wider world. Already, ACS has invested over £800,000 in means-tested bursary places, providing opportunities for students to benefit from an ACS education and, in turn, enriching our community. Looking ahead, I am delighted to say that in our next 2020-21 academic year, over 50 students will benefit from bursary places worth over £1.1m.

Our remit as a charity also involves our commitment to working locally and internationally in partnership with schools and communities to share expertise and resources to enrich the education of our partner communities and ourselves. As these exciting programmes take shape, I look forward to sharing more of these stories with you.

Our spring gala in March 2019 celebrated our transition to a charity and, because we can do so much more together, it also marked the beginning of our philanthropic journey with our parents, alumni, staff and, of course, our students. Through the kind generosity of our community, I'm delighted that £67,000 was raised on the night to support bursaries and capital projects for our three UK schools.

It is an important new milestone in our story. I am pleased to tell you that we have already raised over £395,000 in philanthropic gifts and pledges, all of which we reinvest into facilities for students' learning on the campuses, through bursaries and in support of teaching excellence. This is in addition to the significant sums that ACS invests in these programmes.

We are immensely grateful to our community and alumni for their support to our schools. We are also incredibly appreciative of the families from Cobham, Hillingdon and Egham who have made significant founding gifts to support our bursaries and campus development programmes. You can read more here about what inspires them and about the transformative impact of your generosity to date.

I would like to take this opportunity to thank my colleagues on the board for their support. We are excited about our ambitious plans, which – with your support – will set the blueprint for another successful 50 years.



TIM CAGNEY
CHIEF EXECUTIVE

It has been wonderful to lead ACS through this memorable transition to a charity committed to providing the finest education for our students, and we could not have got to this point without the support of our whole community – parents, international alumni and friends, students and staff. Participation is absolutely fundamental to our success and I am incredibly grateful to every person who has contributed to ACS, whether through giving their time, expertise or giving financially. Your support is already making a difference.

In 2018 we launched ACS International Schools in America Inc, a non-profit tax-exempt entity in the USA. I am thrilled that four alumni from Hillingdon, Cobham and former Knightsbridge campuses have joined the board to raise awareness and support for ACS, allowing more students to benefit from the wonderful opportunities offered by the schools, and help change lives. The board has been raising funds for scholarships this year, enabling deserving young people from financially challenged circumstances across the US to come to ACS schools in the UK for an educational enrichment programme during the summer. We have also established alumni chapters in the US and it is rewarding to have so many engaged and active alumni committed to our development.

In 2019, we were delighted to launch our new brand and striking visual identity, following extensive research and consultation. This signifies a step change in how we represent ACS as we prepare our students to be ready for a rapidly-changing world, where many of their future jobs do not currently exist.

As we start 2020, a key focus for ACS remains to ensure the education we provide our students is relevant for the future challenges and opportunities they face. I look forward to sharing more details of how we will do this in the new year. Providing innovative spaces and resources is vital to inspiring young minds to learn and staff to give their best, and new campus facilities at all UK schools continue to support this. In Doha, ACS will move to our new cutting-edge campus, which opens in August. Our colleagues in Qatar are doing a great job preparing for the move to the new school and there is a great deal of excitement amongst our students, parents and staff.

As I reflect against a global backdrop of uncertainty, our strength as a diverse, international community is more important now than ever. Empowering a new kind of globally-minded and culturally-astute citizen, able to navigate difference and appreciate diversity is exactly what the world needs. You are already helping us make that difference, but imagine how much more we could achieve, together.

On behalf of ACS, thank you for your continued and enduring support.



BUILDING PARTNERSHIPS AND OPPORTUNITIES FOR YOUNG PEOPLE

As a charity, one of ACS International Schools' aims is to become a valued partner to local state schools, businesses and the wider community in the areas our schools serve, and beyond.

The most successful relationships offer mutual benefits. Schools gain access to mentors, tutors, volunteers, products, funding and assistance to get students ready for higher education and the future workforce. Businesses forge stronger connections with students, schools and communities, which often strengthens the academic and professional capabilities of future employees.

Sharing expertise, resources and facilities, providing skills and entrepreneurial knowhow all help narrow the gap for young people between the education system and the world of work, unlocking talent and empowering them to own their economic success.

We are currently loaning our state-of-the-art technology kits to partner schools, giving our students – who are trained in the use of the equipment as part of their service learning work – the opportunity to go into these schools and train teachers and students how to use it. The schools can then experience and experiment with the technology for themselves for a few weeks, all free of charge. A great opportunity for our students and our partners.

The gift of opportunity

Another key part of our work as a charity is our bursary programme. Two years ago, ACS International Schools launched a transformational initiative to provide opportunities to families whose children would benefit from attending one of our UK schools but who may need some financial support to do so.

We offer Middle School bursaries for students aged 11 or 13 and High School bursaries including the International Baccalaureate Diploma, for students aged 16. In 2020–21 over 50 students will benefit from financial awards worth over £1.1m. Our bursary students receive between 10 and 100% of their full fees, with an average award of nearly 90%.

All bursaries are means-tested, and each one is dependent on the student's individual circumstance. In line with our values, we welcome students with enquiring minds, an international mindset, and a desire to make a difference.

On top of what ACS already invests, we are grateful to our parents and alumni whose generosity is helping us reach even more deserving students.

Hear from one of our bursary recipients, Filmon, on page 08.

AT ACS, WE HAVE BOLD PLANS TO EMPOWER STUDENTS AND TEACHERS IN OUR OWN SCHOOLS AND WITHIN THE PARTNERSHIPS WE ARE DEVELOPING THROUGH:



**COMMUNITY
COLLABORATION**



**DIGITAL
INNOVATION**



**TEACHING
EXCELLENCE**

ACS is also building on its existing partnerships, such as the 19 years we have worked with Orbis UK, a charity which fights avoidable blindness around the world. We have been supporting Orbis UK through service learning, where students have been lending their skills through journalism internships to help tell the stories of the charity's work, which in turn provides transformative real-world experiences for the participants.

Gabriel Pucinelli, an ACS Cobham student who did his internship with Orbis UK, said:

"This trip has been life-changing. My experiences have turned me into a more globally-aware, cultured and understanding person. I'll never forget the stories I heard and will always appreciate my new outlook on life."



OUR AMBITIOUS GOALS WILL BE REALISED OVER THE NEXT FIVE YEARS

 **1m**

HOURS OF **STUDENT** OPPORTUNITY BY 2025

100k

REGULAR USERS OF DIGITAL TECHNOLOGY

30k

HOURS OF **TEACHER** OPPORTUNITY BY 2025

90%

OF FEES – AVERAGE BURSARY AWARD

£800k

OF **BURSARIES** AWARDED SINCE 2017

Over **£1m**

WILL BE INVESTED TO SUPPORT **BURSARIES** IN 2020–21

£5m

INVESTMENT INTO STUDENT **BURSARIES** OVER FIVE YEARS **FROM 2018–2023**

35 

BURSARIES AWARDED SINCE 2017

50+

STUDENTS TO BENEFIT FROM **BURSARIES** IN 2020–21



FILMON'S STORY

When a then 16-year-old Filmon Tekle won a bursary to study at ACS Hillingdon in 2017, he could not have predicted the direction and success he would enjoy. Eritrean-born Filmon talks about how his transformational ACS experience got him ready for a creative international career.

ACS is an ocean of cultures. It is very diverse, and I have met people from all over the world. I've always been in love with the idea of travelling and feel as though I have a friend that I can meet wherever I might be. I'm not daunted by the thought of working and studying in other countries now. At ACS, students are encouraged to learn about each other as well as our chosen subjects which means we developed a deeper understanding of other cultures and languages – it's a knowledge for life.

I'm struck by the progress I've made in just two years. I began to consider art and design options at university more seriously. Before IB and ACS, my plan was to go to university in London – but now I've accepted a scholarship in the US to study at Savannah College of Art and Design (SCAD), and will spend my first year at their Hong Kong campus. which is a totally unexpected turn in my life, and one that I love! I feel like I've had a door opened for me at ACS, showing me that there is so much more in the world.

“

I wish I had known about ACS's bursaries when I was younger.

FILMON TEKLE

A WORLD WHERE LEARNING IS LIFELONG.

EDUCATION STRATEGY 2020-25

ACS International Schools launches its new five-year education strategy in 2020. Education Strategy Director, Dr Robert Harrison, explains the challenging backdrop which influences the strategy, in a rapidly-changing future for our students, where an increasingly automated workplace is likely to disrupt many sectors:

“Uniquely human competencies will be vital to understand and exercise wisely on behalf of businesses and societies. Complex problems will require ever-more collaborative, critical and creative management. Our relationships, structures, systems and processes are likely to become even more complicated.

“Central to our vision is that an ACS education inspires every one of our students to become the best possible version of themselves, performing beyond even their own expectations. We believe in transformational learning – developing opportunities that challenge our perspectives and assumptions, and designing experiences that can change us for the better.

Our values are rooted in our commitment to drive positive change, excellence in learning, community engagement and an enriching international experience. We want every student to leave ACS as a confident individual, caring contributor and effective learner.”

Our vision for education will:

- Promote personal and academic challenge through deeper learning
- Recognise personal and workplace skills through learning beyond the classroom
- Prioritise health, safety and wellbeing in our schools
- Celebrate diversity and cultivate a culture of inclusion

We look forward to telling you more soon.

ACS HILLINGDON

FUTURE-PROOFING OUR HERITAGE

The beautiful buildings and green campus of ACS Hillingdon, complemented by our state-of-the-art science and technology centre, already provide an inspiring physical context for learning. Our students' curiosity and creativity are nurtured in varied spaces, indoors and outdoors, that provide stimulus for collaboration, active engagement in their own learning and opportunities to express themselves in varied forms.

As we develop new learning pathways in the arts and, in future, in sports science, we plan to extend our gym, adding a further practice annex with a new fitness suite. This in turn will free up our auditorium for use in performing arts courses and the partnerships that we are developing with LAMDA (London Academy of Music & Dramatic Art) and the Creative Media Skills at Pinewood Studios. In addition, having extensively refurbished the Pavilions, where our youngest students are based, we now plan to refresh the areas that they have available for outdoor explorative play.



MARTIN HALL HEAD OF SCHOOL

As a school community, we are privileged to enjoy beautiful campuses with an abundance of heritage. Hillingdon's mansion house is a stunning Grade-II listed building which needs a lot of care to maintain. Our facilities team have been working hard to upgrade the infrastructure. Ongoing work to preserve the heritage of the school will follow in the future.

With regards to new campus development projects, we now have planning permission for what will become a multi-use hall extension and look forward to working with our parent and alumni community to shape and support the space for students, parents and staff. I would also like to extend my gratitude to the Gazzola family who have established a bursary for a Hillingdon student, and to all our parents who have generously donated to ACS Hillingdon.

READY TO CONTRIBUTE.

A VIRTUOUS CIRCLE

Hermes Gazzola appreciates the value of a bursary first-hand. Growing up in Brazil, receiving financial assistance at school, set the future entrepreneur on a trajectory for success. Now, with daughter, Isabella, attending ACS Hillingdon since 2017, the story has come full circle with Mr Gazzola giving the gift of an ACS education to a Hillingdon student.

Inspired by Hillingdon's "exceptional" academic quality and structure, Hermes immediately knew his family had made the right choice for their daughter. It was the combination of Isabella's ACS experience as well as the opportunities Hermes enjoyed as a bursary recipient himself, that inspired him to transform another young life with this generous gift.

"Receiving a bursary was such a relevant part of my life," says Hermes. "The opportunity of being educated in a healthy environment which challenged me, in addition to the values that my family instilled in me, built a solid foundation which was the base for my future achievements and work ethic."

At his family's heart is the power of philanthropy. His family has supported schools in Brazil for many years, where they have witnessed the life-changing impact a financially-assisted place can bring.



A photograph of two young girls with long brown hair, focused on a project. They are sitting at a desk, looking down at a breadboard with several colored wires (red, yellow, green, blue) connected to it. The girl on the right is wearing a white sweater with a black and white patterned collar. The girl on the left is wearing a light-colored shirt. The background is blurred, showing what appears to be a classroom or lab setting with green and white elements.

“

The values that are promoted by the school are very close to those of our family and we are sure that this environment will get our daughter ready for her future academic and professional choices.

HERMES GAZZOLA



CUTTING EDGE

Design and technology at Egham received a boost after Maple was transformed to develop more space in the technology side facility for our students to use tools such as 3D printers and laser cutters. This investment has created space to design, create, innovate and collaborate, moving from understanding and consuming technology to actually creating it. The facility is ideal for hands-on teaching and learning that is focused on inquiry – a key component of the International Baccalaureate.

ACS
EGHAM



JEREMY LEWIS
HEAD OF SCHOOL

Our Egham campus is a wonderful collection of campus buildings set within a stunning woodland environment, just a stone's throw from one of our Royal Parks, the Savill Garden.

Every day in this 'green and pleasant land' is rewarding, however, in addition to appreciating what we already have, we also have a clear vision for how to develop our campus facilities and teaching spaces to meet the changing needs of our students and the challenging world in which they will eventually work.

This vision includes the development of new teaching spaces that allow flexible and collaborative teaching and learning, increased technical spaces for science, design, drama, arts and music, breakout spaces, learning hubs, and reconfigured libraries.

A guiding principle of the development plans is to consolidate the Upper School and Lower School into respective parts of the campus, but also to create a unified central heart of the campus where all the community can come together. The potential for Egham is truly exciting and we are already in discussions with architects and our Local Authority planning department about some of the early plans.

I would like to thank those parents who have already supported our campus, through their time or by donating. I look forward to sharing more of this vision with our community as plans develop further and key steps in the development process such as council planning, scheduling construction around the school calendar and as our fundraising campaign targets are reached.

READY TO IMAGINE.

FLOURISHING FAMILY

The friendliness of the school was one of the things that attracted Dmitry Leus' family to ACS Egham and it proved the perfect choice for his sons, Artem (11, Grade 6), Ilia (5, Pre-K) and budding lawyer Daniil, who is now studying at the University of Oxford after spending the last few years of his schooling at Egham.

The atmosphere of ACS Egham was particularly appealing to Dmitry and his family, with its vibrant, open international community, they felt it would be the more suitable learning environment for their children.

"My children used to be quite shy and found it difficult to connect with others," explained the financial entrepreneur. "Now it's an amazing feeling that they are so happy. We were particularly worried about our five-year-old because it's very difficult for him to connect with people, but now he goes to school every day with happiness."

Dmitry cites the importance of physical and mental health, and happiness, in his children's lives – acknowledging how their time at ACS Egham has nurtured this. "Anybody can acquire knowledge, but you cannot take health for granted."

Dmitry is a philanthropist supporting education and healthcare charities across the UK. He wanted to support the school by donating to improve campus facilities, which his children will benefit from as they grow.





“

I think the improvement of the campus facilities will help the children to learn more, as the environment they are taught in plays such a big part in their learning. Children are inspired everyday by their surroundings and it will help them to explore and achieve more.

DMITRY LEUS

ACS COBHAM

PITCH PERFECT

We launched our 3G multi-use astroturf games area this autumn. The £1.2m state-of-the-art facility is FIFA and World Rugby-accredited and replaces the former grass pitch. It means that students can compete on the finest pitch surface throughout the changing seasons and also extends extra-curricular club, leisure and team practice times after classes, and over weekends and holidays. A full set of 18-metre tall telescopic floodlights have been installed so that the pitch can be used until 9pm during autumn and winter seasons.

The surface also enables students to train for prestigious international competitions overseas. Students in Grade 4/5 and 6/7 teams are representing ACS – and England – in football, track and swimming at the World School Games in Dubai in January 2020 and they have started training in this space. As a charity, our community partners and charities will also benefit from using the facilities.

Investing in furniture and refurbishment will open up the High School Library to our students, with the layout allowing for more flexible use of space – perfect for group work and self-study.

In the summer 2020, there will be some changes to the layout in the dining servery. This will improve accessibility and also the flow of students through the servery. Our Lower Schools students will enjoy lunch in their dedicated Lower School Village. I would like to thank our parent and alumni community who have supported our school at this early stage in our charitable journey and look forward to sharing our successes throughout the year.





BARNABY SANDOW

HEAD OF SCHOOL

When I first laid eyes on ACS Cobham, my jaw dropped. After an early morning landing at Heathrow, 25 minutes in a taxi, and squeezing through an avenue of overhanging trees, the 128 acres of Surrey woodland opened up and welcomed me in. The potential for our diverse community in this exceptional setting is phenomenal. In line with the ethos of ACS, we have the chance to further develop these unique facilities with the learning of the children at the heart of every space.

Progress is being made on the Village that will house Lower School and Early Childhood. The vista that sweeps down to the lake and forest school will shortly open up and bring outdoor learning onto the doorsteps of the classrooms. In this environment, we will nurture confident individuals who explore with courage and resilience.

This Lower School development will create room for the creation of our senior STEM spaces, where analytical thinking from across science, math and engineering can fuel genuine, purposeful student enquiry. We are aiming to produce a generation of thinkers who are ready to solve problems that we don't even know about; yet. The power of what is possible here is breathtaking. We are only just getting started.



AN EXAMPLE TO OTHER SCHOOLS

“If in our lifetime we have given just one child, with a similar story to Issam, the same fantastic educational and personal opportunities that he was given, then we would be delighted”

Lara and Michael Fares are parents of new ACS Cobham alumnus, Issam, who joined the school in 2016. In autumn 2019, Issam was among the legions of young adults around the world taking the step into university life. Starting his business degree at Hult International Business School in London has been a seamless transition for Issam, but for Lara, it is a day that would not have been possible without ACS Cobham.

“What really stayed with me about ACS is the human side initially that I haven’t seen in any other schools. They were very interested in Issam. It was the first time in my life as a mother of four, that I truly

saw a school that focuses on your strengths rather than focusing on what you can’t do, which, for me, is the major problem with the education system. It made me realise that what ACS was doing, every school should be doing.”

Lara and Michael decided they would like to make a gift to the school to support other young people like Issam who could benefit from an ACS education.

“I feel it’s my duty to give back and I want to inspire parents and former parents to join us to help other deserving young people get ready for a rapidly changing world. I hope that through our gift, I can help someone who may not be able to pay the school fees,” she says, “When you start out in life, like Issam did, feeling like you’re not enough, it can have a negative impact on the rest of your life. It is an understatement to say how important our gift is to give an ACS education that can transform a young life.”

ON TRACK FOR SUCCESS

"I like to think that ACS produces so much more well-rounded human beings: academically and through activities outside the classroom, but also in their development and their notion of ethics and morality."

"We've seen a profound change in our son. His pursuit for education, for excellence, for being part of something he believes in."

Sport was the main draw when it came to educating Hazem Ben Gacem's son. "An obsessed athlete" is how the private equity executive describes 15-year-old Khalil. On their first visit to ACS Cobham, the facilities did not disappoint, as Hazem recalls, likening them at the time to a sports complex.

In just over a year since Khalil joined ACS, there has been a real transformation in him. Excelling on the track and field team has been great training for what Khalil did next: a feat of epic endurance in an 100km 'ultra' marathon in the southern Tunisian desert where scenes from Star Wars were filmed.

When I asked Khalil what motivated him to run the marathon, he said "I find that challenges tell me more about myself."

"When I look at his maturity, his confidence, his clarity of direction, I don't remember being like that as a 15-year-old! For me, schooling is more about the development of character and the person than getting an A grade in math. If the ACS environment can create these future-driven young people, that's fantastic."

Harvard-educated Hazem is committed to supporting international education. With his wife, Karen, they are proud to have become founding donors supporting ACS Cobham. "Their approach to inspiring and motivating children and their humility in their views and perspectives was a great first impression. And when I look at Khalil, and how he's evolving as a young man, there's a certain ethos that the school follows in its development of children and I can see how it bears fruit."

He sees his gift to ACS as "one brick" and something which he hopes will "inspire others to do the same to create momentum. Giving back needs to be something that is part of life. For some it's time, for others it's capital, and for others it's connections, and there is nothing more rewarding."



DOHA

A proud part of our ACS family, ACS Doha opened in Qatar in 2011 and is home to a thriving multi-cultural community of 900 students.

ACS Doha will open its new school with capacity for 2,500 students. The 60,000 sq-metre campus will feature world-class academic, outdoor and recreational facilities, from future-ready science labs and libraries to dedicated buildings for Lower, Middle and High Schools, and ample parking.

Good natural light, fresh air, acoustics and a mix of spaces are all design essentials for a new school. The floorplan has been carefully considered to mirror the characteristics of the way the ACS students learn. Fostering collaboration is key and the space reflects that, with small group rooms and breakout areas.



REINVESTING

During the year, we invested in new IT systems, major capital projects and property improvements funded from the reinvestment of school operating surpluses.

These included:

- Woodlands Boarding House at ACS Cobham
- Fields Boarding House at ACS Cobham
- Science floor extension at ACS Hillingdon
- Traffic lights and road improvements at ACS Egham
- New ACS Doha campus project (opening August 2020)

HELP US TO MAKE A DIFFERENCE

We are committed to investing in our schools to be at the forefront of international education and nurturing our students to become confident individuals in the world. Some great progress already has been made as a new charity, but there is more to do. We all have a stake in our young people's future, and through supporting ACS International Schools, you will help nurture the next generation of thinkers and leaders. Our students are challenged to think as global citizens each day by our educators, so they see themselves as making an important contribution to a more peaceful and sustainable world.

We believe success should be measured by the lives that we change, through cultivating a culture of resilience and inclusion amongst our community. Join us to ensure the best learning environments for our students and creating transformational bursaries for more children and young people to benefit from an ACS education.

ACS welcomes support from individuals, organisations, trusts and foundations and the opportunity to discuss ways in which we can foster relationships with other donors.

Find out more about how you can support us at development@acs-schools.com

Fundraising statement

Following our charity registration on 5 September 2018, ACS has been inspired by the generosity of our parents and alumni supporters at such an early stage in our charitable journey. Without your donations, we simply would not be able to realise our vital schools' development plans to create inspirational learning spaces that enable our students to collaborate, question and explore.

We value the relationships we have with each and every one of our supporters and so it is essential that we carry out all our fundraising activity with the greatest care, transparency and accountability. Fundraising activity is vital for sustaining and generating income for our projects and we are committed to adhering to the CASE Statement of Ethics and the Institute of Fundraising Code of Fundraising Practice.

FINANCIAL STATEMENT

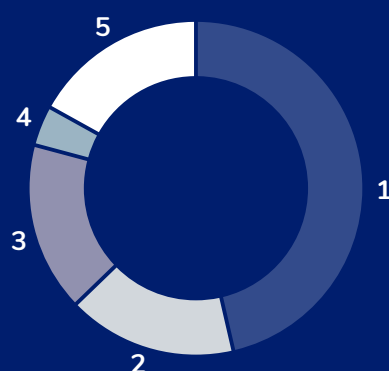
ACS International Schools has enjoyed another satisfactory year of operation. As you may expect, and as with most schools, our main source of income is school fees, which represents 87% of our total income. We work hard to ensure we use our income wisely, to get our students ready for what comes next and to ensure our investments for the future and continued long-term sustainability.

The maximum amount invested is directed to areas that matter most: our students' teaching and learning. Operating efficiently is vital to our success and we are proud to invest significantly in our teachers and staff to deliver a world-class education for tomorrow's global thinkers and doers. Staff costs represent 62% of our total costs and 55% of our total income.

TOTAL INCOME £82.8M

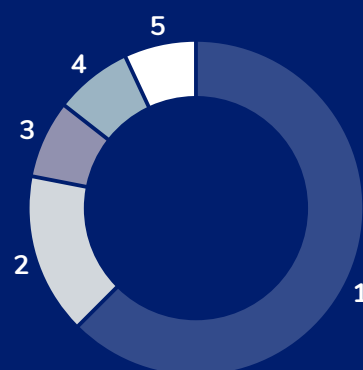
INCOME BREAKDOWN

1	Cobham	£38.3m
2	Hillingdon	£14.4m
3	Egham	£13.8m
4	UK Group Income	£3.0m
5	Doha	£13.3m



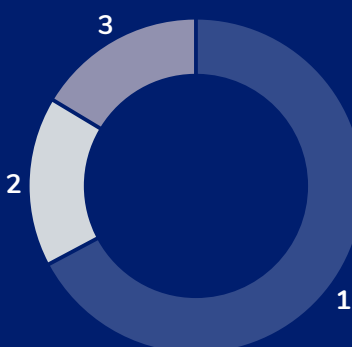
COSTS BREAKDOWN

1	Staff Costs	£45.9m
2	School Operating Costs	£11.6m
3	Estates and Facilities	£5.5m
4	Depreciation	£5.2m
5	Other Costs*	£5.5m



CAPITAL EXPENDITURE BREAKDOWN

1	Major Projects	£10.2m
2	Campus Improvements	£2.5m
3	IT	£2.6m



The financial information on this page is taken from the annual audited accounts for the year 2017–18.

*Educational Services, HR, IT, Finance and Marketing

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ACS
INTERNATIONAL
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ESTABLISHED 1967

ACS International Schools is a charity registered in England and Wales, charity registration number 1179820. In the USA, ACS International Schools in America Inc is an IRS-compliant 501c(3) non-profit tax-exempt organisation, employer identification number: 82-5328814.

