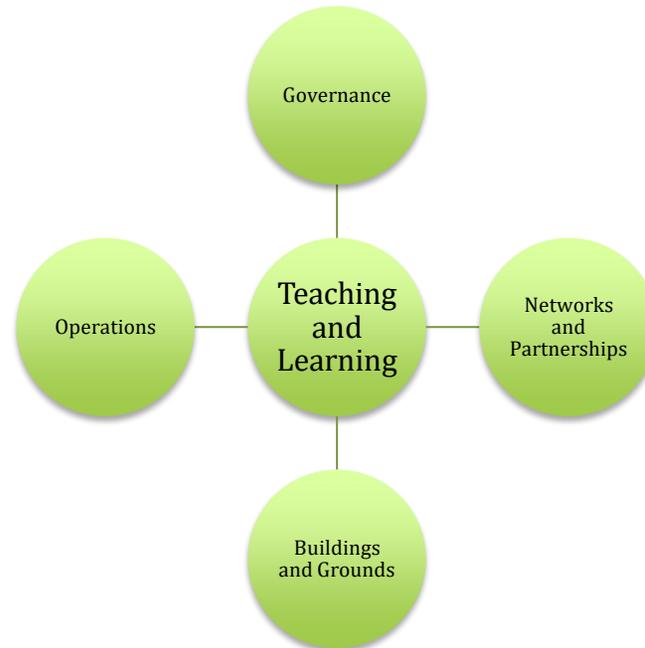


Traidhos Three-Generation Community Sustainability self-assessment audit October 2017

Why have we done this?

The Traidhos vision has at its heart sustainability:

We are an international community of learners, across generations working together for a sustainable future.



Each of the Traidhos components: Prem International School, Visiting Schools Program, Barge Program, Camp Program, Farm Program and Cooking Academy are also driven to operate sustainably and to embed sustainability in the learning situations that they promote. We are committed to improving our operations so that our institution as well as the learning that takes place reflects our desire to be global citizens and to live today for a sustainable future. We aim for sustainability as a mindset.

Building on what has gone before

Under David Baird, Traidhos first completed the Compass Education self-assessment using an early version of the self-assessment tool. Following that whole campus self assessment, workshops were carried out for teaching staff, and in each section of the community eg housekeepers, gardeners, accounts staff etc so that each department could understand that the departmental, operational or group management choices they make contribute to the vision we are all moving towards. Over the past three years, there has been no Traidhos Sustainability working group operating and much of the traction that was leading to the beginnings of early departmental policies has been lost.

The 2016-17 self-assessment presented, was carried out to identify an overall picture of where Traidhos is in regards to making decisions, operating and embedding the mindset of sustainability into everyday operations.

Method

The Compass Education Self Assessment was used as a basis for investigation. The Compass Assessment is a diagnostic assessment tool, used for gauging relative and absolute strengths and weaknesses with regards to a whole-school/ whole campus approach to sustainability. The results are used to guide interventions to strengthen and further integrate sustainability as an orienting framework for management and operations.

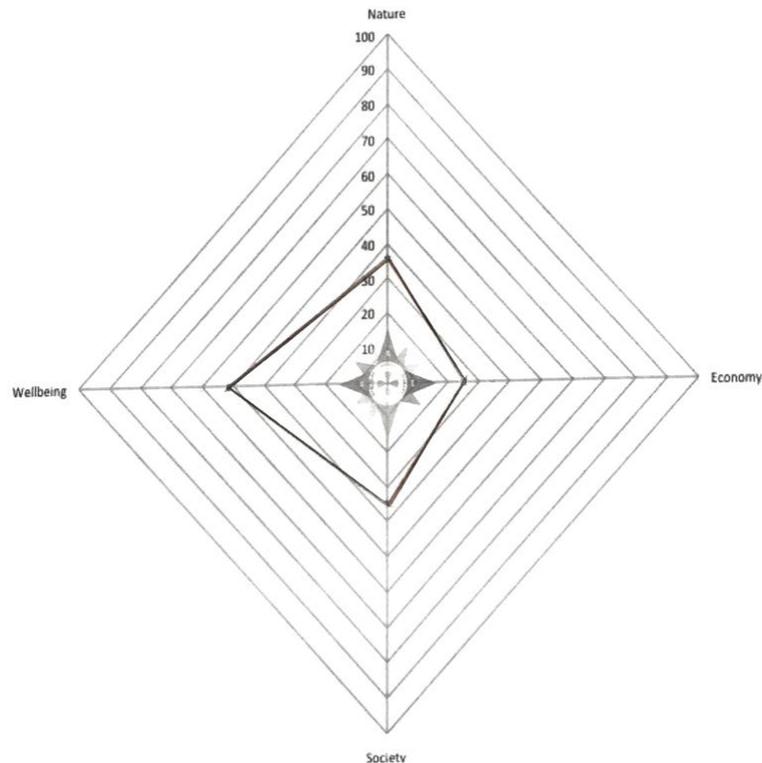
Working with Mike Horrocks who is a Level 2 Compass Facilitator, we interviewed key stakeholders* across campus to assess the perception of the current state of practice in each department. The resulting information was collated to provide an overview of how well we are measuring up to our Mission.

Traidhos Three Generation Sustainability Self Assessment Scoring Sheet

	Nature Domain Indicator	SCORE 0-3	Economy Domain Indicator	SCORE 0-3	Society Domain Indicator	SCORE 0-3	Wellbeing Domain Indicator	SCORE 0-3
1	Water Use & Management	1	Considered Consumption And Production	1	Inclusivity in Decision-Making & School Governance	1	Sense of Purpose & Resiliency	2
2	Habitat, Biodiversity, and Ecosystem Services	1	Energy & Water Use	1	Equity and Inclusion	1	Individual Wellness	1
3	Green Energy Sourcing	1	Value for Ethical Business Practice	1	Social Cohesion	2	Health And Safety	2
4	Green House Gas Emissions	1	Fair And Equitable Remuneration	1	Sense Of Place& Belonging	0	Balanced Working/Learning Conditions	1
5	Waste Management	2	Investment in the Sustainability of School Facilities	1	Community Engagement & Partnerships	2	Interpersonal And Self Relationships	2
6	Environmental Compliance	1	Socially Responsible Investments (External)	0	Global Citizenship	1	Social And Emotional Learning	2
7	Connection with Nature	1	Community Contributions (financial and in-kind)	1	Authentic Service & Action	1	Growth and Development	1
	Total Score	8		6		8		11
	Sustainability Index = (Total Score/21)*100	38		28.5		38		52.4

SUSTAINABILITY ASSESSMENT SCORING GRAPH

Compass Point	Sustainability Index Score
Nature	38
Society	38
Economy	28.5
Wellbeing	52.4
Overall	39.2



The findings suggested that Traidhos is aware of the desire to operate towards our vision, but that we lack strong policy to give consistency to the initiatives that we start or an over view to coordinate initiatives across campus. We lack any consideration of working towards international standards or of measuring our resource use, reporting or working to improve operations. Instead there are isolated pockets of good practice.

Most attention appears to have been given to developing aspects of well-being, but even in that domain there is room for development.

C

Make some of the information discovered, about current good practice, or about water on campus or school vans etc available so that students, parents, visitors know what is happening and feel more motivated to play their part or could use such background information as the basis for a personal project or some other curriculum related study.

Summary of Self Assessment

Term	Definition
Sustainability	A set of systems conditions in which people and the planet can flourish indefinitely (Compass Education)
Traidhos Three-Generation Community	Everyone who works and learns on the Traidhos Campus. This includes Prem students, parents, teachers, TAs, Program staff, support staff, visiting students and visiting teachers
Portals	5 interacting domains that make up the Traidhos Community
Compass of sustainability	A tool to allow the systemic, holistic nature of sustainability to be considered.

Scoring Scale from Compass Education

0	Nothing had been done on campus in regards to this indicator. There is no action, no policy or work plan, and monitoring and reporting system in place in any area of the Traidhos Community.
1	Some action and activities have been undertaken in this indicator. However, there are no explicit policy directives, nor any monitoring, tracking, reporting, nor formally structured Traidhos-wide programmes. Only some stakeholders (e.g. students, teachers, staff, etc.) are involved with this indicator.
2	Beginning of more formal or structure activity (e.g. existence of goal, targets, coordinated action, some monitoring and reporting, etc.), but not fully integrated into all areas of the campus. i.e. not every department, building, program, school level is implementing.)
3	Fully operationalized and integrated programme. This includes campus-wide policy, goals, measurable targets and indicators, work plans, teams, and monitoring and reporting systems

Portal Summary of Self Assessment

Learning and Teaching

Indicators		Compass Education scoring 2017	Evidence for giving this score	What next? Initial Ideas for improving this indicator
	Aspirational Vision			
N7 Connection with Nature	Traidhos Three-Generation Community prioritizes and fosters an experiential based learning process that ensures that all students, parents and staff have access to green places and continuous engagement with nature. The community does this through optimizing outdoor learning environments on campus, as well as providing ample opportunity for students to experience nature outside of the formal school learning environment.	1	<ul style="list-style-type: none"> • Traidhos Farm – participation by Prem students and Programs participants • EY garden • Learning outside the classroom around campus – Prem PYP, MYP, VSP, Camps • Exploria eg Farm Fun, Nature Detective • No authentic student interaction with gardeners to maintain grounds • local community walks and bike rides organised in the past but the number offered has been limited due to staff availability, despite a continued interest from participants. • TTG Engagement with local communities • Discussions about using Ping River as a learning focus 	<p>Plan and implement additional strong links with units of enquiry for students to learn experientially around campus so that experiences are embedded in curriculum</p> <p>TTG work with PSC to create opportunities for parental engagement in local area and campus activities facilitated by TTG</p>
S4 Sense of Place and Belonging	Traidhos ensures that all participants are actively engaged with	0	<ul style="list-style-type: none"> • There has been a growing sense of separation between the school and Programs, with a break down of communication especially over the use of previously 	Rebuild a feeling of community with a common aim, provide opportunities to learn with and from TTG and Prem

	<p>their local environment, community and campus in a variety of ways that effectively builds a sense of place and belonging. Traidhos also strives to build understanding and empathy among teaching staff, parents and students with the host country</p>		<p>shared spaces</p> <ul style="list-style-type: none"> • Beginning attempts to better integrate skills and expertise of VSP/TTG, so that Programs can be seen as an asset on campus • There appears to be little screening of staff prior to offering employment regarding their belief in the core principle upon which Traidhos was built. • Despite a large campus with lots of outdoor space, there is no park or other communal outdoor space to relax and/or socialise in other than the small area created by VSP near cluster 14. • There is not much outdoor seating around campus in green spaces. • Thailand cultural activities/festivals / celebrations encouraged on campus • VSP links to local visits • More Thai artists could contribute through the Visiting Artists Program 	<p>Seek further links to local community through interacting with artists and community visits</p>
<p>S5 Community Engagement and Partnerships</p>	<p>Traidhos works to have strong partnerships with outside community stakeholders – including local and international schools, government agencies, non-profit organizations, businesses and/or other community groups – to work together towards overall sustainable community</p>	<p>2</p>	<ul style="list-style-type: none"> • We place importance on maintaining long-term relationships with our suppliers. • Monthly Community Market • Curriculum links with local foundations, global organisations • Over-reliance on a few organisations, need to diversify partnerships • Community service and service learning projects through VSP returning to different communities each year 	<p>Create policy as to how to select a supplier, partner in learning</p> <p>Develop the way we deliver community service</p>

	development and improvement. Traidhos openly shares its knowledge and experience with others to assist them to effectively participate in sustainable development.			
S6 Global Citizenship	Traidhos prioritizes global citizenship, social responsibility through its mission statement, and puts priority on programme participants demonstrating intercultural understanding and competence so that they can successfully engage with diverse peoples for transformational outcomes.	1	<ul style="list-style-type: none"> • The Prem written curriculum identifies a lot of work pertaining to Global Citizenship but there appears little impact on students fully embracing the concept of global citizen in the affective domain • TTG Programs give students the opportunity to reflect after new experiences and to engage with different people but difficult to measure impact • There is no coordinated campus-wide system in place for donating old clothes. • Despite welcoming a lot of schools from other countries, Prem does not run any school trips abroad. • School Clubs come and go as staff change eg Roots and Shoots, MUN 	<p>Develop how to make an impact to live as a global citizen</p> <p>Create policy /coordinate campus wide to facilitate peoples' desire to help</p>
S7 Authentic Service Action	Traidhos inspires and supports visiting students and Prem students and other members of the community to understand themselves and their	1	<ul style="list-style-type: none"> • Traidhos Gives time and resources through VSP community Service to some external foundations. • There is a staff Traidhos group that takes donations to rural areas once per year. • Many staff are part of a local villagers group, donating food, blankets, shoes, stationery etc. • Prem Students are involved in many authentic projects 	<p>Coordinate campus wide activity so people know what is happening</p> <p>Promote student – lead activity</p> <p>Tell the stories to make known what we do</p>

	place in the world, develop sustainable and mutually beneficial relationships with community, and are empowered to act through service to others based on their learning.		<p>that they are passionate about.</p> <ul style="list-style-type: none"> • VSP runs around 30 community service projects for visiting schools. The projects are chosen after a discussion with people from the target community about what they need. 	
W1 Sense of Purpose and Resiliency	Traidhos provides opportunities and supports students of all ages to participate in selecting learning strategies and goals to pursue that gives them sense of purpose and meaning, while nurturing and supporting students abilities to develop resiliency skills in order to handle setbacks and challenges. Traidhos' programmes provide opportunities for students to make meaningful contributions to their home schools and local community life.	2	<ul style="list-style-type: none"> • Small group work on the farm • Adult learning opportunities and parent workshops • Exploria Programs eg Hand to Paw, Operation Smile etc • Activities develop students to be caring and aware of others • Do our students feel empowered to know they can change the world? 	Develop communication between groups on campus
W2	Traidhos supports the overall mental and		<ul style="list-style-type: none"> • No overall policy to support wellness eg Chum Shop, parents handing out snacks on campus 	Revisit Chum shop stock policy Create policy about foods served

<p>Individual Wellness</p>	<p>physical wellbeing of students, teachers and staff, and puts a priority on individual wellness. An emphasis on the importance of personal wellness is clearly articulated and integrated into all aspects of school-life.</p>	<p>1</p>	<ul style="list-style-type: none"> • Nurses report increase in tooth decay • Vans are big and comfortable. Need policy to look at all aspects of van selection decision • Cafeteria staff have annual health check. • Food in the cafeteria kitchen is stored separately in seven different categories. There are separate areas for food preparation. • Food committee meets regularly to discuss any changes that should be made to the food served in the cafeteria. Healthy food is considered a priority, although the preferences of those eating there is also important, including those with special dietary needs such as vegetarians and the need to reflect the cultural diversity of students. All chicken is halal. The salad dressings uses olive oil. No MSG is used in any dish. • There are not many activities run for boarding students that encourage physical activity/ natural spaces • There is no club running or promoting of events that take people out into the many natural spaces in the local area • TTG offered activities including mindfulness but with no overall plan 	<p>across campus to improve consistency while recognizing needs of different user groups</p>
<p>W6 Social and Emotional Learning</p>	<p>Traidhos prioritizes social and emotional learning through co-curriculum by supporting the development of intrapersonal skills, positive self-image, and resiliency, and involvement in community service. Students report high</p>	<p>2</p>	<p>School counselors on campus is a positive addition ATL in the classroom with an increasing number of students requiring support A lot of work in this area takes place at all levels, PYP, MYP, DP Internet policy exists in Boarding houses to help manage internet access TTG staff aware of visiting students being outside of their comfort zone</p>	

	<p>levels of emotional wellbeing and satisfaction with their experiences at Traidhos and are happy being on campus. Staff respond to student social emotional needs.</p>			
<p>W7 Growth and Development</p>	<p>Traidhos places strong emphasis on personal growth and development for all members of the community so that they can continue to improve themselves pursue their interest and passions, and develop a personal growth mindset.</p>	<p>1</p>	<ul style="list-style-type: none"> • Changes to Exploria allows students to pursue a passion over several terms • Plans to provide certified courses for G9+ students to work towards during Exploria to recognize their development / achievement in an area • In the past Housekeeping staff have received the opportunity to have English lessons and shadowing in a local resort. • Housekeeping staff have opportunity to work in different areas and roles around campus to give them more experience and keep work interesting. • PD is focused on key staff . By law, at least 50% of staff must receive in-house training every year and a report of this must be sent, including the training curriculum. 	<p>Implement Exploria leading to a certificate / qualification</p> <p>Review and create a system for TTG staff to develop language and IT skills from in-house facilitators</p>

Buildings and Grounds

Indicators		Compass Education scoring 2017	Evidence	What next? Initial Ideas for improving this indicator
	Vision			
N2 Habitat, Biodiversity and Ecosystem Services	Traidhos Three-Generation Community activities do not degrade or have negative impacts on natural habitats and biodiversity, on or off campus. Traidhos Three-Generation Community also actively works to restore and increase natural green space and ecosystem health.	1	<ul style="list-style-type: none"> • Since 2013 pest control has been carried out using natural products and not man-made chemicals It has proven successful. No artificial pesticide is used to help the plants grow on the Traidhos campus. • The fertiliser used on campus plants as well as the golf and cricket grass is Yara Mila 15-15-15. • The species of plants grown on campus is decided in consultation with ML Tri according to kinds of plants which will be successful • ornamental trees take preference over trees with edible parts on campus. • There is a policy for donated trees to be native species to attract biodiversity. • Any animals that compromise health and student safety that can be removed are caught and taken off campus but not killed There was a case of pigeon culling as there were too many nesting in the buildings causing mites and cases of cats being removed • There are many non-native plant species grown on campus, which do not contribute to the biodiversity of the campus. • Chalk is used to deter pests from living areas and some trees, including snails, rats, ants and termites. • There are a lot of indoor plants on campus to help clean the air. • There is a no pets policy on campus. • The water in the <i>klong</i> does not appear to attract many water birds 	<p>Create and Publish an agreed plan for replacing trees including increasing native species</p> <p>Make the reasons for “no pets” policy understood</p> <p>Publish information about campus pest control and deterrents to squash rumours</p>

<p>N3 Green Energy Sourcing</p>	<p>Traidhos Three-Generation Community strives to source and use clean and renewable energy sources for 50% electricity and energy consumption. This can be self-generated / produced by the school itself, or derived from outside energy sources.</p>	<p>1</p>	<ul style="list-style-type: none"> • Clusters 1, 2 and 10-14 use solar water heaters. No other solar energy is used • The green passenger buggy operates on electricity whilst the white one is powered by petrol. • Electricity comes from the national grid. • There is no specific budget given to using renewable energy sources despite research on LED light replacement and rainwater harvesting • Past studies about LED lighting; and rainwater harvesting for the laundry, get forgotten 	<p>Make a plan for how buildings will be developed to have more energy saving lights and air cons. Publish to community</p> <p>Make known the data about energy consumption on campus</p>
<p>E5 Investment in the Sustainability of campus Facilities</p>	<p>Traidhos continually invests in construction, upgrading and retrofitting its facilities, materials, and equipment to decrease environmental impact and increase the social emotional development, learning, and individual wellbeing of students and the entire Traidhos community.</p>	<p>1</p>	<ul style="list-style-type: none"> • Larger suppliers are preferred when making purchases as they tend to have good practice and will often have their own schemes of social/ env. responsibility, although we do not ask about these schemes. • When making a purchase, the quality of the product is decided by whoever requests it rather than the purchasing department. • Rather than have a policy for replacing equipment on a regular basis, we look at individual items and assess whether they need to be replaced based on condition and cost of repair. • All vans must be less than five years old. This is written into the drivers' contracts. Compared to five years ago, more people are using the vans • There is a new electronic system in place for reporting repair jobs. • Thai staff have a new cafeteria and bathroom area 	<p>Publish the plan so that people know there is a plan and that alternative ideas are planned for long term.</p> <p>Research the ethos of our suppliers and make decisions of who we purchase from based on a planned criteria</p>

Governance

Indicators	Compass	Evidence	What next?
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		Educatio n scoring 2017		Initial Ideas for improving this indicator
	Vision			
N6 Environment Compliance Standards	Traidhos meets and strives to go beyond all local environmental compliance standards, with full active participation of the entire community in meeting these standards, including waste water discharge, solid waste management, air emissions, hazardous materials storage and disposal, etc.	1	<ul style="list-style-type: none"> We look at local suppliers before purchasing from further afield. When purchasing supplies we look for products that do not include foam in their packaging. Recyclable materials are preferred. Whist we do recycle paper that we use, the paper that we buy is only part recycled fiber Whilst most equipment is available in Thailand, there is some that is ordered from other countries. Locally sourced and environmentally friendly construction materials are used when possible. EM is used less now than in the past for floor cleaners and dish soap in the school Some companies have come to pitch their bio products but they have been too expensive. No policy document to guide purchasing 	<p>Create policy document to support purchasing dept</p> <p>Publish information about the cleaning materials</p> <p>Use Em based cleaners with evidence that they clean properly</p>
E3 Value for Ethical Business Practice		1	<ul style="list-style-type: none"> There is no policy coming from the top to encourage reduction in energy usage in departments. Purchasing of cafeteria food: Chicken and eggs served in the cafeteria is bought from Saha Farms Co., which sells only halal chicken and promotes farming chickens without the use of hormone supplements. Sausage, bacon, ham, milk and cheese are bought from Inter Company. Fish is from the fresh market in Mae Rim. Bread and some cheese is from Rimping. Cake is made on site. Fruit and most vegetables are bought from 	<p>Collect data on energy consumption, set targets and motivate people to reduce usage</p>

			<p>Meuang Mai market in the city. Sauces are from Makro and Bun Jaroen. Around 30-40% of salad ingredients come from Krapood and Three-Generation Farms and the rest is from Doi Kham. Soy bean oil is used for cooking rather than palm oil as it is considered a lower cost to the environment.</p>	
<p>E4 Fair and Equitable Remuneration</p>	<p>Traidhos ensures that all contracted employees receive fair and equitable remuneration for their services that meet or exceed standards within their sector, including both monetary and non-monetary benefits (e.g. social security, health, holiday time, breaks, access to appropriate campus facilities, etc.)</p>	<p>1</p>	<ul style="list-style-type: none"> • Most staff working over eight hours in a day receive time and a half for the extra hours worked. • Staff are allowed a one-hour break in the middle of eight hours of work. Security staff work twelve-hour shifts from 7am to 7pm or 7pm to 7am and also receive a one-hour break. • During break time staff who do not eat in the cafeteria go to a variety of places for lunch. The dining area next to Maintenance has been redecorated and upgraded • Most Thai staff receive 6 days' vacation per year on top of the 16 national holidays. They are permitted 15 days of business leave and 30 days of sick leave per year following Labour law • Despite being a legal requirement, not all staff are paid extra for working overtime or on national holidays. The number of hours worked by some of these staff members exceeds the legal limit. • Most Thai staff do not get the same access to the swimming pool as foreign staff • most Thai staff do not have access to the fitness room golf or tennis facilities. They are welcome to use the library but it is not popular as it is mostly in English. They are free to use the medical centre as well as the ambulance. The football field by the cafeteria is available for use 	<p>Review access to campus facilities for employees</p> <p>Review skill development using in house expertise</p>

			<p>by Thai staff Thai staff are free to use the campus internet.</p> <ul style="list-style-type: none"> • Language and in the past swimming lessons have been available for Thai staff but computer lessons are not. • Around 15% of Thai staff are allowed to eat in the cafeteria. There is a discount for staff at the Club. • Staff would be interested in language and computer lessons if offered. • Thai staff are invited to campus events • It is suspected that around 80-90% of Thai staff “like” their job, with common reasons being it is close to home and there is a feeling of being part of a family here. Some staff would prefer there to be more interaction between departments. • Around 35% of income goes on wages. • Unskilled workers receive 300* baht per day, semi skilled workers receive more and supervisors more again. There are about ten gardening staff who do not have contracts (“daily workers”) that receive 280 baht per day. All wages are paid on time. <p><i>*The national minimum wage went from 300 baht to 305 baht in 2017, after the interview providing this information took place</i></p> <ul style="list-style-type: none"> • Thai staff receive 200-300 baht remuneration if they are required to travel to an expensive area. • A meal in the cafeteria costs 50 baht for Thai staff, 75 baht for foreign staff and 200 baht for non-staff. 	
E6 Socially Responsible	External investment decisions based on criteria of environment,	0 N/A	<ul style="list-style-type: none"> • All investments are internal. 	

Investments (External)	social (ethical) and financial sustainability – i.e. profit through positive impact on the environment and human wellbeing.			
S1 Inclusive Decision-Making and Governance	Traidhos engages the whole community in the establishment and operationalization of policies, programmes, and projects (at various levels of consultation). Traidhos stakeholders participate in monitoring and evaluation of the implementation of these policies, programmes and projects and have the means to provide feedback to Traidhos leadership.	1	<ul style="list-style-type: none"> • In the past there was a sustainability committee but not recently. • people have little or no knowledge of what happens on campus • Many projects aimed at improving sustainability that are started fail because the key staff involved leave and no one is assigned to take over the project. There is a lack of an overseeing body for such projects that works towards ensuring continuity. 	<p>Involve people who are interested across campus in planned development to live our vision more fully</p> <p>Communicate what is happening and set targets that can be reported on to be able to celebrate success</p>
W4 Balanced Working/Learning Conditions	Traidhos sets priority on ensuring that community members have a balanced and positive working & learning environment that creates opportunities for creativity, and emotional and academic excellence. - i.e. the built environment, personal space, time allowance, and communication channels - facilitate	1	<p>Balance between class and Exploria activities</p> <p>Buildings have communal undercrofts</p> <p>The fence is more than a physical barrier</p> <p>Not many seats to enjoy the campus from</p> <p>Well-maintained grounds with plenty of trees and green spaces</p> <p>VSP classrooms and salas are great spaces</p>	

	people engagement and participation with others, as well as providing space for personal time and reflection.			
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Operations

Indicators		Compass Education scoring 2017	Evidence	What next? Initial Ideas for improving this indicator
	Vision			
N1 Water Use and Management	Traidhos Three-Generation Community prioritizes the conservation of water throughout the campus' various facilities via procedures, established behavioral norms, and technology utilization, as well as ensuring the sufficient delivery of clean, safe water for human consumption purposes continuously.	1	<ul style="list-style-type: none"> • Both the tap water and drinking water comes from a well about 120-135m underground. The water source is expected to be good for approx. twenty years. • The running water in the <i>klongs</i> comes from rainwater as well as nearby paddy fields. In the dry season water is pumped from the Mae Rim River, which does not require permission. Our <i>klong</i> water exits back into the same river. It is not tested before it exits the campus. • There is a <i>klong</i> that runs between the main campus and Premburi that diverts some water that would otherwise come in from paddy fields do reduce the amount of chemicals entering the main <i>klongs</i>. • The water in the swimming pool is a closed system. It is tested for pH and is chlorinated. • No policy exists about water checking process in these campus water bodies • Tap water is tested regularly 	<p>Manage bodies of water more responsibly.</p> <p>Monitor water consumption and work to reduce it</p> <p>Policy for toilets, washing machines etc that are efficient in the volume of water they use</p>
N4	Traidhos Three-	1	<ul style="list-style-type: none"> • Buildings are designed to reduce energy usage, for example: 	Measure carbon and

<p>Greenhouse Gas Emissions</p>	<p>Generation Community actively works to reduce its carbon and other green house gas emissions, with a goal of no net contribution to the accumulation of greenhouse gases in the atmosphere (i.e. the school is carbon neutral). This includes all emission related activities, particularly electricity use, transportation, construction, and other community activities.</p>		<ul style="list-style-type: none"> - Air flow is considered and white roofs are used to reduce heat trapped. - The shape of the roof is considered for temperature control. - Natural lighting is maximized. • We do not measure air pollution created by the campus. • There is no limit to the number of cars on campus. • Vans are shared when convenient. • Drivers are instructed to turn off their engines when stationary. • The routes taken by school vans are planned to be the most fuel efficient, although there are often empty seats in vans transporting younger students as they are sometimes driven to school by family members without notifying the school in advance. • There is no policy to offset the carbon footprint of air miles travelled 	<p>greenhouse gas emissions</p> <p>Set targets to reduce emissions</p>
<p>N5 Waste Management</p>	<p>All members of the Traidhos community work together to continually reduce the generation of waste in all categories and areas throughout the entire community. This is carried out through the curriculum, co-curriculum, Programs, operations and management, and is accomplished through reduced resource</p>	<p>2</p>	<ul style="list-style-type: none"> • Old photocopier parts are sold back to our supplier. • Old television sets, computers and refrigerators are sold once unusable. The money from this is put back into the school. • Batteries are taken to be sorted appropriately. • Before Aug 2017, 60% of toilets fed into septic tanks that have microorganisms added yearly to treat. They are pumped by an external company twice per year. 40% of toilets fed directly into the environment.. Late 2017, provision of additional septic tanks were added. • Tree wood that has been cut down is sold and money returned to gardening department costs • Staff have been requested to use safe cleaning materials. Cleaning materials used come with a guarantee from the manufacturer that they are safe to dispose of into a normal drainage system and anything that is not suitable to be thrown 	<p>Publish information about what happens to all campus waste</p> <p>Set targets to reduce</p> <p>Reduce packaged goods available on campus</p>

	<p>consumption, and through reusing and recycling of waste. The overall long-term goal is to be a zero waste community.</p>		<p>outside is disposed of in toilets.</p> <ul style="list-style-type: none"> • paper, metal, plastic, glass and Tetra Pak cartons are recycled and sold to middle man. General waste not put into recycling bins is still separated later. • If there is too much waste food created for the farm to use the surplus is sold. • Cafeteria food waste: Three-Generation Farm is taking plate waste and preparation waste eg pineapple and watermelon peelings and for pigs and fertilizer. The leftover salad is thrown out daily. • Grey water system is being renovated with filters installed (cafeteria, housekeeping and the swimming pool washing machines) before entering the system of campus water bodies and klongs • Some of the smaller <i>klongs</i> running by footpaths have filtering plants in them but not all. • Lack of policy document to ensure good practices 	
<p>E1 Considered Consumption and Production</p>	<p>Traidhos' purchasing, procurement, consumption, and production of materials, resources, and services strive to align principles of sustainable consumption and production (e.g. avoiding social and environmental external impacts). This includes stationary, paper, energy, water, clean</p>	<p>1</p>	<ul style="list-style-type: none"> • Ingredients for cafeteria food are bought at markets in Mae Rim and Chiang Mai • Printer ink cartridges can be refilled once and are subsequently sold as waste. • There are 22 vans. 12 are designated for the school, 2 for staff and 8 for any other journeys that need doing. There are no big buses used for school runs because it would take too long to make all the stops necessary for so many passengers. • The gym has been renovated so that it is air conditioned. • There are no policies regarding the purchase of environmentally friendly products, such as washing powder, cleaning products and electrical items. • The Farm does not use all the produce that is produced. • No policy 	<p>Create written purchasing policy to inform procurement</p> <p>Make better use of farm produce</p> <p>Ensure all new buildings and all building renovation plans follow a check list to maximize energy consumption</p>

	materials, food, office equipment, sport equipment, etc.			
E2 Energy and Water Use	Traidhos prioritizes energy and water conservation and reduction of electricity and water consumption through daily behavioral habits and procedures, through installation of various energy efficiency technology and equipment. Traidhos fosters the value of ethical business practice in all endeavors, including values of social entrepreneurship, corporate social responsibility, socially responsible investments, and considered innovation.	1	<ul style="list-style-type: none"> • Washing machines use about 100 litres of well water per cycle. We use Electrola machines because they are good quality but up to now energy usage was not considered. Priority is given to low cost over low energy usage. • There is no system in place for reducing energy usage from washing machines or dryers. • In about 2011/2 toilets were replaced for new ones that use less water. • Every night around 15,000W are used per hour for a period of eight hours. • We are unable to isolate energy usage from air conditioning but some of the units are quite old. New buildings are fitted with units that have a 35-40% lower energy consumption and they also use low energy lighting. • Whilst personal energy use is ultimately up to the individual there are schemes in place to reduce personal energy use such as signage on campus, ceiling fans in some meeting rooms and the ongoing replacement of light bulbs to more energy efficient ones. Boarding is a high consumer of energy on campus. • Lights and electric kettles are often turned on in offices even on days that nobody is working. • Electric kettles are filled up daily no matter how much water is used and can therefore take a very long time to reboil every day. • Student initiatives eg after G5 exhibition projects 	<p>Research energy efficient appliances and plan to replace campus equipment with more energy efficient as things need replacing</p> <p>Maintain energy use awareness across campus</p>
S2 Equity and Inclusion	Traidhos gives priority to providing opportunities equally for all individuals and groups within Traidhos Community	1	<ul style="list-style-type: none"> • Wheelchair access has been introduced to the swimming pool and medical centre and soon will be to the auditorium. The bottom floor of the school is wheelchair accessible. • There is no lift giving access to classrooms on upper floors • There are toilets for people with disabilities in several locations on campus. 	

	<p>through the most appropriate means possible. Traidhos also strives to ensure that all visitors - have the same chance for full participation in programs throughout their stay, independent of their circumstances of origin.</p>		<ul style="list-style-type: none"> • There is soon to be a review of policy in Transport due to difficulties arising from different types of driving license. • The option of renting an allotment on the Farm is very expensive and not made well known to new staff. • International staff receive more benefits than Thai staff • There is no designated prayer room • Department heads and foreign staff get BUPA medical insurance. A higher rate must be paid for foreign staff 	
<p>W3 Health and Safety</p>	<p>Traidhos ensures the health and safety of everyone on campus, so that all community members feel healthy and feel safe at all times and in all activities connected with the school. This includes aspects of nutrition physical exercise, balance lifestyle, mental health promotion and awareness, and personal safety (e.g. free from bullying, violence, unlawful and risky cyber activity, unhealthy and unsafe facilities, and other un-necessary risks and unintended</p>	<p>2</p>	<ul style="list-style-type: none"> • There is a checklist for building safety that maintenance complete every month. • We do not have a policy for checking food bought for serving in the cafeteria for chemicals. • Well water is treated before becoming tap water • Drinking water is checked monthly and sent to a lab if results are unclear. • Drinking water filters are changed every year. • We follow international safety standards when it comes to water cleanliness. • <i>Klong</i> water has been tested in the past and was not deemed dangerous. • Dangerous materials such as asbestos are avoided. • Hazardous materials are kept locked away. • Housekeeping staff are trained in safety at work. They wear protective clothing when necessary. • Cleaning products are used that have been confirmed as safe to use around children. • drivers undergo medical check ups • Thai staff generally undergo a health check once per year. Staff safety is monitored by K Viroj. • There are policies in place for checking safety equipment on a 	<p>Develop SOPs to provide consistency of good practice</p>

	accidents).		<p>regular basis, such as fire extinguishers and emergency lights. These checks are carried out by K Viroj and K Sakchai</p> <ul style="list-style-type: none"> • An external organisation checks the cafeteria for cleanliness. • All staff pay social security. 5% is paid by the employee and 5% by the employer. 	
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Indicators		Compass Education scoring 2017	Evidence	What next? Initial Ideas for improving this indicator
	Vision			
E7 Community Contributions (Financial and In-Kind)	Traidhos Community annually supports the outside community through financial contributions in different areas; including student scholarships, grants for social and environmental projects through service learning and other channels, etc.; as well as in selection of product/service provision contracts with local businesses.	1	<ul style="list-style-type: none"> • Traidhos organises events on Wan Dek / Children’s Day for Nongplaman village. • Scholarships/bursaries are available for some students. • Prem student initiatives and CAS <p>VSP community Service contributions to local community</p>	<p>Coordinate and publish information about contributions made in the community</p> <p>Seek ways to receive grants to further projects</p> <p>Review how Traidhos might support local business more</p>

<p>S3 Social Cohesion</p>	<p>Traidhos activity works to ensure cohesion and positive relationships among the different ethnic, religious, nationality, gender, age, ability and job roles of people who make up the internal Traidhos community as well as visitors participating in Traidhos Programmes. Traidhos has strong conflict prevention and resolution policies and programmes in place, which are continuously monitored, evaluated and updated as required</p>	<p>2</p>	<ul style="list-style-type: none"> • K Tu, who is an active member of the local external community as well as at Traidhos, suggests the general opinion of locals about Traidhos is that they are glad to have more opportunities for work, appreciate any activities they can participate in that are run by Traidhos and are able to spread word of some local products more easily by having Traidhos located in the near vicinity . Villagers do not like the increased traffic through the village, with some people driving quite fast. • Some locally made snacks are sold in Chum Shop • Local people can sell products at the monthly Community Market. • There is an annual team building day run for Thai staff • Space on campus can be made available when requested, for prayer • Transport is arranged for Boarders to attend religious services • Cafeteria able to cater to different diets 	<p>Formalize current good practice with a policy of good practice to ensure consistency</p> <p>Look for further ways to engage with immediate community</p>
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Networks and Partnerships

<p>W5 Interpersonal and Self</p>	<p>Traidhos cultivates positive relations and trust among all of the community</p>	<p>2</p>	<p>K Tu is of the opinion that there is not much conflict between Thai staff. The policy for dealing with conflict is to follow recommendations from others and talk problems through.</p>	
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Relationship	so that Visiting Students, staff and Prem students have a strong sense of comfort and safety from both physical and emotional abuse and criticism, during activities and have the opportunity to develop trusting and supportive personal relationships with teachers and other students.			
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- People interviewed
Aj Alun, Adam P, K Chumporn, K Dao, K Daeng, K Jay, K Kai, K Keng, K Kung, Lynda, Mike C, Mike H, K Net, K Ning, Nurse, parents, Aj Preben, K Sakchai, K Sit, teachers, K Tu, K Viroj