

ANGLO AMERICAN SOUTH AFRICA EDUCATION PROGRAMME

Working together to improve learners' educational outcomes

The goal of our Education Programme is to support improved educational outcomes of children in the communities local to our operations.

At Anglo American, we know that one of the best investments we can make in our country is to give our children access to quality education. Through education we can help eliminate the triple challenges that the National Development Plan 2030 aims to address - poverty, inequality and unemployment.

In line with our strategic imperatives of building thriving communities and being an active corporate citizen that engages with the real challenges facing

South Africa, we are refocusing our investments in education towards enhancing the provision of inclusive, quality education to children in our local communities.

2018 marks Nelson Mandela's 100th birthday. We are proud to launch this Education Programme in the year that we will remember and commemorate this great leader who was passionate about education.



The Anglo American South Africa Education Programme, an initiative of our new Group Sustainability Strategy, is a holistic approach to education, from early childhood learning through to matric. In partnership with the Department of Basic Education, our goal is to improve the educational outcomes of the learners in our local communities. With experienced partners, we will provide support to School Management Teams, School Governing Bodies, Principals and Heads of Department. Where needed, we will support teachers to improve their knowledge and teaching techniques.

The Education Programme will be implemented over a five-year period, 2018 to 2022. Ongoing monitoring and evaluation systems have been embedded in the programme from the start.



Our Sustainability Strategy is focused on three global sustainability pillars, namely: being a trusted corporate leader, enabling thriving communities and ensuring a healthy environment. Under our thriving communities pillar, we have set ourselves a stretch goal of having schools in our host communities in the top 20 percent of state schools in the country.

The aim is to apply and implement proven approaches and models that have shown to improve the educational outcomes of learners through empirical evidence.


OUR LEARNER FOCUSED TARGETS


Through providing essential infrastructure upgrades and training to practitioners to provide high quality early stimulation appropriate to the child's age, our learner focussed targets are:

Early Childhood Development

A **90%**
B **C** of learners (aged 5 years) should meet the minimum requirements for school readiness.

Primary School

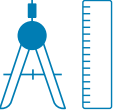
 **90%**
of Gr.3 learners pass with at least 50% in Numeracy and Literacy.


 **75%**
of Gr.6 learners pass with at least 50% in Mathematics and English First Additional Language.

Secondary School

 **90%**
Matriculant pass rate in participating schools.

 **50%**
Bachelor degree pass (University entrance).

 **65%**
Gr.12 learners pass with at least 50% in Mathematics.

 **65%**
Gr.9 learners pass with at least 50% in English First Additional Language.



WHERE WILL THE PROGRAMME BE IMPLEMENTED?

The Anglo American South Africa Education Programme will focus on 100 Early Childhood Development sites and 100 primary and secondary schools local to Anglo American operations

in the Northern Cape, Limpopo and Mpumalanga. Many of the schools around our operations are no-fee schools, with many of them requiring support and assistance.



A HOLISTIC, WHOLE SCHOOL SYSTEMIC APPROACH IN 8 STEPS

1. Build relationships, earn trust and garner support from the community, Department of Basic Education (DBE), teachers' unions and Department of Social Development.
2. Undertake situational and needs analyses, as well as baseline studies to obtain an understanding of each school's performance, strengths and areas of improvement.
3. Engage school Governing Bodies, School Management Teams and educators who develop and own their school strategy and values, and are ready for change.
4. Put in place the essential basic infrastructure and administrative equipment.
5. A functional school environment should consist of equipped principals, efficient processes, clear roles and accountability as well as management of the curriculum.
6. Through training, workshops and intensive classroom coaching, teachers should gain improved knowledge of the content and pedagogical skills.
7. Parents and guardians should be supportive and involved in their children's schooling and hold the school governing body accountable.
8. Support learners directly to improve quality results at matric level.

For more information, please visit angloamerican.co.za and join the conversation by using #SAEducation