



LIVE WORLDWISE.

2024/25

Dulwich College Shanghai Pudong

ESG PROGRESS INDICATOR REPORT



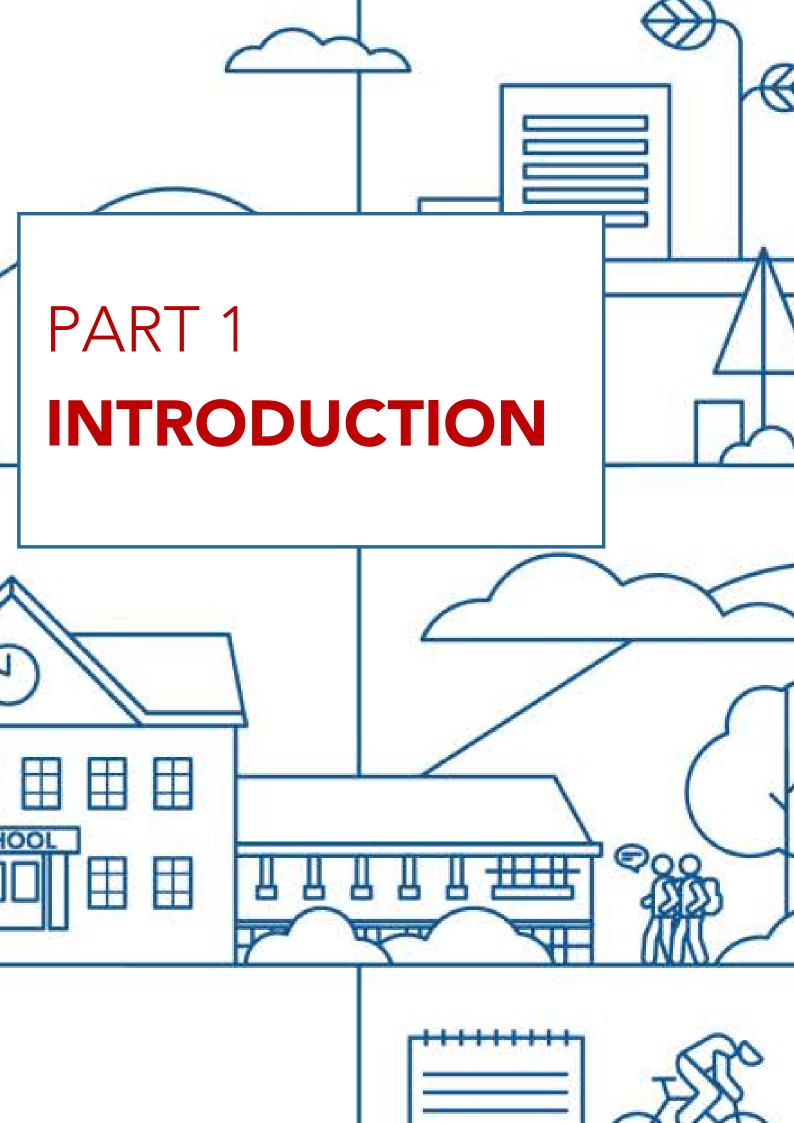


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Welcome from Head of College

At Dulwich College Shanghai Pudong, we are deeply committed to our Environmental, Social and Governance (ESG) goals, and I am proud to say that, as a community, we continue not only to meet but to exceed them. This report highlights the significant progress we have made over the past academic year and showcases the many ways in which our students, staff and families are bringing our vision of Global Citizenship to life.

Our ESG goals, launched in May 2023, were the product of a truly collaborative process, shaped by the voices and values of all members of the community. Since then, they have become embedded across every area of College life – from DUCKS to Senior School – helping guide our shared efforts to celebrate



interculturalism and diversity, inspire social justice and promote sustainability, making a positive difference to people and planet.

This report is more than just a record of success; it reflects who we are and what matters to us. It celebrates the everyday actions and transformative projects that are empowering our students to make informed choices, take inspired action, and become agents of positive change. Nonetheless, we are proud to have had these achievements recognised in the past year with two important national awards: The China Schools Award for Students for Sustainability and the Sustainability & Innovation Award for Social Impact.

I want to thank everyone who has contributed to this important work. Your passion and dedication are what make this such a vibrant and purposeful school community. A special mention must go to our outgoing Director of Global Citizenship, Anthony Reich, who has been a driving force in our community and can be very proud of the legacy he leaves behind. Thank you, Anthony!

I hope you find this report as uplifting and motivating as I do, and I look forward to another exciting year of progress and possibility ahead.

Garry Russell

Head of College





LIVE WORLDWISE.TM

GLOBAL CITIZENSHIP MISSION

Global Citizens LIVE WORLDWISE by doing the right thing and valuing every voice to make a positive difference to people and the planet.

GLOBAL CITIZENSHIP PILLARS —

INTERCULTURALISM & DIVERSITY

Value every voice

I learn about other cultures, respecting everyone for who they are.



SOCIAL JUSTICE

Do the √ight thing

I stand up against injustice, acting ethically to promote equity.



SUSTAINABILITY

Make a difference

I advocate for animals and the environment, protecting the planet for the future.





SERVICE

I am informed, I reflect, I act to make a positive difference.





OUR ESG FRAMEWORK

At Dulwich College Shanghai Pudong, we aim for our staff and students to 'Live Worldwise'. This means Sustainability and Global Citizenship are infused and embedded throughout the College, with a clear goal to encourage our communities to make informed choices, take inspired action and create positive impact.

As part of a holistic education, we are committed to providing purpose-driven learning experiences that are guided by a deep sense of connection to people and the planet. As an organisation, we are also committed to developing, measuring, and maintaining sustainable practices.

Four pillars shape our Environmental, Social and Governance (ESG) goals and outcomes: Learning, Planet, People, and Policy.

LEARNING

We are committed to meaningful and relevant learning that nurtures students as global citizens.

PLANET

We are committed to maximising positive impact and minimising harm, with sustainable and regenerative ideas and practices for the planet.

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PEOPLE

We are committed to working together as a rich and diverse community for the benefit of all.



POLICY

We are committed to building the systems and strong organisational structures to support collective ambition.





The following report shows our progress against our Dulwich Pudong ESG goals, set in 2023 under these pillars, during the last academic year.









LEARNING

The two goals that we created in 2023 for our ESG Learning focus were:

LEARNING



- 1. Pushing beyond talk and creating awareness, to ensure hands-on, Direct-Action opportunities to nurture active global citizens.
- 2. Systematically embedding our Global Citizenship Competencies into the curriculum across the College using *real-world context* where possible.

Embedding Global Citizenship in the Curriculum

Over the last two years, our Global Citizenship competencies have been fully embedded into the curriculum. We offer a wide range of opportunities for students to take part in hands-on purpose-driven learning experiences in the classroom and through co-curricular activities, with many CCAs having a direct link to Global Citizenship.

This is reflected at a strategic level. We updated our College-wide Mission last year to include a clear and specific goal to nurture 'Global Citizens'. Our College Values are also represented in our refreshed Global Citizenship pillars – Interculturalism & Diversity, Social Justice, and Sustainability, underpinned by a shared responsibility to take part in active Service. In addition, the UN Sustainable Development Goals are referenced in classes at all age levels.

And to ensure we are constantly looking for new ways to be socially responsible, our 2024-26 Strategic Plan has a central 'People & Planet' pillar that drives new initiatives, commitment and impact.

According to our most recent annual survey, the vast majority of students agree:

- Dulwich Pudong has a strong commitment to Sustainability and Global Citizenship (83%, up 6%).
- Dulwich Pudong incorporates Sustainability and Global Citizenship themes into the curriculum (79%, up 6%).
- Dulwich Pudong offers sufficient opportunities to engage in Sustainability and Global Citizenship initiatives (75%, up 4%).







Opportunities for Action across the College...

To create a focus across DUCKS, Junior School and Senior School, we organise a wide range of College-wide activities based around our core Global Citizenship pillars during three themed weeks. In 2024/25 these included:

Intercultural & Diversity Week, September

During DEI Week, students engaged in a range of inclusive activities – from identity celebrations and creative challenges to Paralympic-inspired sports and student-led assemblies and Impact Days for older students – promoting empathy, allyship, and a deeper appreciation of diversity within the school community. This incorporated 'Me Day', where students celebrated their identities by showcasing unique elements of their heritage and interests.



Cayden L, Year 8

"During Impact Day, I learnt how we should treat people with disabilities equally and respectfully. We also need to stand up for them when they're struggling."







Social Justice Week, February

Social Justice Week empowered students to explore fairness, equality, and advocacy through age-appropriate stories, reflective discussions, interactive assemblies, peer-led debates, and hands-on projects addressing global issues such as food insecurity and civil discourse.



"I liked the assembly when we talked about zero hunger, and it really made me think about everyone who did not have enough food."

Elyas C, Year 4











Earth Week, April

Earth Week inspired students to take action for the planet through hands-on sustainability projects, creative environmental pledges, renewable energy experiments, and community-wide initiatives focused on reducing waste and protecting natural resources.



Maple Q, Year 5

"I liked Earth Week because it was fun making the challenges and seeing if it works. It was hard, but it was good to see it when it worked."





We also introduced College-wide themed cultural weeks to celebrate diversity within our community, with events co-led by parents, students and community groups. In 2024/25 these included:

Diwali, November

Diwali was celebrated with vibrant community involvement, including traditional storytelling, cultural art activities, parent-led events, colourful decorations, and performances that deepened students' understanding of the festival's significance and cultural traditions.



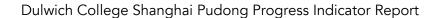
Seora P, Year 4

"I liked the Diwali festival because when the lamps lit up, it was cool."













Qing Ming (Tomb Sweeping), March

Students marked the festival by exploring remembrance traditions from China and around the world through storytelling, interactive cultural activities, crafts such as kite-making, and reflection on themes of heritage, respect, and intergenerational connection.







...and in our Schools

Aside from College-wide events, Global Citizenship topics have been integrated into a wide range of curricular and co-curricular activities in DUCKS, Junior School and Senior School. These include over 50 active Service Learning projects, such as our overseas partnerships between Senior School and The Peace Centre in Uganda and Sanjeewani Primary School in Nepal.



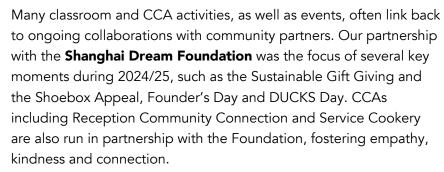






DUCKS

At DUCKS, we help our young learners to explore the planet, learn about sustainability, embrace the College Values, and contribute to our community. These lessons and activities are brought to life through fun, hands-on activities, sometimes led by the school's Eco Duck mascot, that connect with the children's natural curiosity.









"I have a lot of fun playing with them, and they seem happy too."

Alison L, Reception,
member of Reception Community Connection CCA

JUNIOR SCHOOL



Throughout 2024/25, students from every year in Junior School explored connections with our three Global Citizenship pillars. We are dedicated to integrating these important concepts into not only daily lessons but also project work, such as the Year 4 Inventors Fair, to ensure that students understand the importance of these global issues and become more Worldwise.



A key example in Junior School are those initiatives that provide opportunities for migrant children to engage in activities at Dulwich Pudong, including through our work with the Youdao Foundation. As part of a pilot Service Learning project in November, our Year 3 students welcomed peers from **Wenhui School** for a day of learning, teamwork and cultural exchange. Through shared activities, presentations, and community support, they built friendships and deepened their understanding of Global Citizenship.



"I liked when the Youdao school came over, because we demonstrated teamwork and built a car."







SENIOR SCHOOL

In Senior School, students are given greater agency to choose their areas of focus and action. In class, students gain robust insight on topics and issues.



"Every Thursday, during registration, we engage with the GC Journal, which has introduced me to a wide range of concepts related to Global Citizenship. It has prompted me to reflect on whether my actions are truly without impact and whether I need to consider certain habits. As one of the leaders of the MUN CCA, I have also helped to introduce these ideas to other students, raising their awareness of such critical global issues."

Students are given many opportunities to use their research to formulate proposals for studentdirected action, for example reducing single use plastic or water and food waste, often via the Prefect teams.



Amaia C, Year 12, 2025 Global Citizenship Prefect

"As a Prefect, our roles include advocacy, research and raising awareness on topics to the student body. Focusing on areas such as social justice and sustainability, we have hosted many events to further inspire more people in our community to take action."

Our Service CCAs also give students the opportunity to propose and lead their own activities. This is a great way for them to share their enthusiasm and expertise with their peers while continuing to refresh our extracurricular offerings.

A key example is the annual One Voice Summit, an award-winning student-led conference where students from international schools across Shanghai collaborate to develop actionable solutions for pressing social issues.



Grace A, Year 13, 2024 Global Citizenship Prefect

"This year the Global Citizenship portfolio successfully hosted the largest One Voice Summit to date, producing valuable action plans stemming from the themes of responsible production and consumption and AI for social change. These action plans have started to undergo implementation, turning ideas into tangible impacts across 10 different international schools."







Every year, our Senior School students participate in a series of Impact Days which are innovative day-long events designed to allow students deeper engagement with important global issues linked to our Global Citizenship programme. In 2024/25:

Year 7 Impact Day

During Earth Week in April, Year 7 students took part in a meaningful Impact Day exploring the global water crisis. Through workshops and activities, they gained insight and empathy into the issue of water scarcity, inspiring them to think about sustainable solutions and how to make a positive difference.

Year 8 Impact Day

During Intercultural and Diversity Week in September, Year 8 students took part in an inspiring Impact Day. Through creative projects and thoughtful activities, they explored different perspectives and celebrated diversity, promoting inclusivity and allyship across the school community.

Year 9 Impact Day

During Social Justice Week in February, Year 9 students took part in a powerful Impact Day led by Prefects. Through thoughtful discussions based around a P4C (Philosophy for Children) session, and a Speak Up workshop run by the Prefects, they explored civil discourse and gained confidence to stand up for justice and others.

Year 10 Impact Day

During their Impact Day in December, Year 10 students explored four future global scenarios based around the Arup 2050 report, focusing on how humans and the natural world adapt to rapid global changes. They created thoughtful short films to imagine and advocate for a better world, culminating in a celebratory Futures Film Festival.

Year 11 Impact Day

In September, Year 11 students explored how art and photography can inspire change during their Impact Day. They created powerful images and advocacy statements focused on global issues and specific SDG targets, proudly showcasing their creativity and passion for making a difference.

Year 12 Impact Day

During Intercultural and Diversity Week in September, Year 12 students reflected on identity, privilege, and equity. Through independent research, they created thoughtful projects - ranging from films to artwork - encouraging inclusion, allyship, and positive change within the community.

Year 13 Impact Day

During Intercultural and Diversity Week in September, Year 13 students deepened their intercultural understanding and prepared for life beyond Dulwich. Highlights included a UNESCO Story Circle and reflective letters to their future selves, celebrating diverse perspectives and personal growth.















PLANET

The two goals that we created in 2023 for our ESG Planet focus were:

PLANET



- 1. More frequent, embedded and intentional connections with nature to inspire a lifelong love of the planet, including, but not limited to, education outdoors.
- 2. Taking practical, positive steps forward to being a sustainable campus, with a specific focus on responsible consumption.

A Sustainable Campus

Environmental sustainability is built into our daily life across the College. Over the past two years, we have introduced positive measures towards becoming a more sustainable campus. In the last reporting year:

- We reduced our Scope 1 emissions by 9% and our Scope 2 emissions by 8%, overall emissions by over 500 tonnes of (tCO2e).
- Our 'Emission per capita' is the lowest amongst all EiM schools in China.

Many initiatives are led by Sustainability Committee, which includes student leaders from Years 9 to 12 who meet once a term with key stakeholders to create a more sustainable campus through collaborative planning and action.





Jennie T, Year 10, Chair, Sustainability Committee

"The committee's priorities include resource management, carbon offsetting, and strengthening the school community's connection to nature and sustainable practices. Key initiatives this year include the outdoor classroom project, which gives students an opportunity to reconnect with nature and enhance their learning experience. In response to concerns around single-use waste, the committee worked with stakeholders to eliminate disposable cups at the school's coffee bar, encouraging the use of reusable alternatives. In addition, a term-long pilot project was launched in the Maths department to transition from single-use whiteboard markers to refillable ones, with progress being monitored with the intention of further spreading this initiative throughout the school. Many of these initiatives came out of the student-led 2024 One Voice Summit, which focused on responsible consumption. These actions reflect the committee's commitment to practical, student-led sustainability work embedded within school operations. They also highlight the importance of student representation in school policy and decision-making, particularly in areas that impact environmental responsibility."





According to our most recent annual survey, most students are aware of Dulwich Pudong's initiatives to reduce its environmental impact (79%, up 7%). And because students can see the value and application of their ideas, the impact exponentially grows as they realise their voices are heard and they can practically address real-world issues.

Connecting with Nature

We are proud of our green campuses, with gardens, trees, ponds, and outdoor learning spaces. At both the DUCKS and main campus, we have sustainable gardens that students work and plant in, allowing them to see herbs, flowers, trees and vegetables grow.



"Through Wellbeing Walks, we go outside for 10 minutes almost every Wednesday which helps us connect with nature. Being outside, I felt calmer and more peaceful. This activity helped me realise how good it was to spend time outside with nature."

Our **Organic Gardening CCA** at DUCKS is a perfect opportunity for our younger students to spend time outdoors and learn about nature as well as some real-life gardening skills through a series of fun, educational activities.



Qianqian W, Year 2

"My favourite part is planting the delicious vegetables."



In Senior School, through our Waste to Wonder project, students have transformed an unused 210sqm site into a thriving sustainable garden over the past few years, supported by an innovative social enterprise project. In 2024/25, the project won a China Schools Award for Students for Sustainability.

Led by the Gardening Club, students transformed the site through landscaping, planting native species, and promoting biodiversity. Partnering with the Social Enterprise Club, they began composting food waste from the Dining Hall to improve soil quality. Now supported by an industrial composter, the project includes selling DIY gardening kits, funding loans via Kiva, hosting educational tours, and sharing fresh produce with staff - creating a sustainable, student-led initiative that benefits both the environment and community.



"Waste to Wonder showed us that student-led ideas - like turning food waste into impact - can actually create change. We're just getting started!"









Inspiring a Love of Planet

Although sustainability is part of daily life, Earth Week in April acted as an inspirational focal point for action.







At DUCKS, children explored renewable energy through building wind turbines, recyclable cars, and hands-on sustainability-focused activities.



Nate W, Year 1

We have to recycle and make sure the Earth is tidy because this is the only planet we can live on."

At Junior School, students conducted hands-on investigations into solar, kinetic, wind, and hydro power, building models to solve real-world environmental problems.



Felicia H, Year 3

"I like the activities about kinetic energy because we can use sustainable things to make usable things."

At Senior School, activities included a food waste competition, origami pledge workshop, expert talks on energy, and student campaigns promoting water conservation and sustainability.



Hannah H, Year 9

"For Earth Week, the school held a food competition, encouraging students to reduce food waste. The event was closely tied to GC themes, inspiring everyone to be more mindful about reducing food waste."

Spotlight on DUCKS

At DUCKS, sustainability is a key focus, and we take every opportunity to remind our students how their collective efforts can make a difference for the planet. Whether it's reducing food waste, conserving water and energy, or cultivating fruits, vegetables, and herbs in our organic gardens, every moment at DUCKS is a chance to learn and contribute meaningfully.







During **No CARbon November**, DUCKS students embraced sustainability through weekly sustainable travel challenges and demonstrated our College values through meaningful service in action experiences. The month culminated with Happy Shoesday, during which students raised almost RMB 8,000 for the Shanghai Dream Foundation.







In May, Year 2 students enjoyed our first overnight **Eco Camp**, with sustainability-focused activities that helped them learn about ecosystems, biodiversity, and environmental responsibility, while also building confidence and independence as they celebrated the great outdoors together.

















PEOPLE

The two goals that we created in 2023 for our ESG People focus were:

PEOPLE



- 1. Work together as a community collaboratively to adopt a proactive and systemic approach to prioritising our well-being in tangible ways.
- 2. Cultivate empathy and build meaningful connections and relationships with internal and external community partners to nurture impactful global citizens.

Prioritising Wellbeing

We continuously work to enhance a sense of belonging and wellbeing for all. We prioritize wellbeing through a holistic approach that addresses mental, physical, and, in the case of staff, professional needs.

Central to this are our bespoke **Student and Staff Wellbeing Frameworks.** These not only spell out in precise terms what we mean by social wellbeing but also provide an audit tool for regularly assessing our approaches and developing strategies to improve. This includes the concept of digital citizenship, ensuring that all members of our community understand the importance of responsible and ethical behaviour online.

All students take part in **Co-curricular Activities (CCAs)** with nearly 300 options each year. These encourage wellbeing and allow students to develop their interest and talents, with 24 co-curricular activities focused on social responsibility.

















We regularly survey our students, parents, and staff to understand if our approach is succeeding and collect feedback for further improvements. We also use TES Pulse to survey the staff on a bi-monthly basis to gather feedback on wellbeing.

According to our most recent survey, a significant majority of students:

- Feel well cared for at school.
- Feel supported and valued as an individual.
- Feel like there is an adult they can talk to if they are struggling or need help.

Meanwhile, several initiatives have been launched because of our staff feedback, including changes to Professional Learning, working hours and feedback committees.

Diversity, Equity, Inclusion and Justice (DEIJ)

One of our value statements is 'Value Every Voice' and this is embedded throughout our community through our approach to diversity, equity, inclusion and justice (DEIJ) (see further details in the Policy section). As one of our core Global Citizenship pillars, Interculturalism & Diversity is reflected through a range of curricular and co-curricular activities, such as Intercultural & Diversity Week and 'Me Day'.

DEIJ issues are also addressed through Service Learning:

The **Half the Sky** project raises awareness about gender equality and period poverty, organising fundraising campaigns to provide menstrual hygiene products and educational opportunities for girls in rural China.

The **Blue Harbour** initiative supports the autistic community, providing career and life skills training while developing free multimedia resources.

Our **Girls in STEMM** project works with local businesses to encourage more female engagement with STEMM-related industries.











Building Meaningful Connections

We are proud of our rich intercultural community with over 40 nationalities represented among the student body.

We have an active and engaged parent community, led by the Friends of Dulwich (FoD) parent association. Through fundraising events like Used Uniform and Book Sales, and Bake Sales, FoD proudly donated well over RMB 100,000 to various student-led causes in 2024/25.

With over 500 community events each year on our calendar, we are constantly providing opportunities for our community, including our Alumni network, to develop deep relationships and a sense of belonging to support social wellbeing.

A key parent-led event this year was our **Friends of Dulwich World Expo** in October. Students, staff, and parents celebrated diversity through music, dance, food, and cultural activities. The event fostered intercultural understanding and unity, with students and parents sharing knowledge about traditions from around the world.



Dulwich

"The World Expo was a fantastic event to learn from one another in a multicultural community. It was a day filled with learning and laughter while showcasing the spirit of inclusivity and Global Citizenship. It inspired new ideas, forged global connections and left a lasting legacy of unity and progress."











Our **Parent Academy** programme offers parents unique access to the College, with over 180 workshops in 2024/25. This allows parents to engage with staff directly to support their children's learning journey.

Our **House system** also brings all community members together. Staff, students and parents belong to one of four Houses which develops a sense of belonging and allows children to engage across year groups, encouraging mentorship and leadership. In Term 3, we introduced House Fridays where all students and staff wear their House colours with pride.











As already mentioned, we also provide our students with a range of opportunities for active involvement with local communities.

Heart to Heart: Another important community partner for DUCKS, this Shanghai-based charity provides financial support to children in China who suffer from congenital heart disease. Through a fundraising event in April, the DUCKS DASH, over RMB 54,000 was raised to sponsor corrective surgery for three children.











JS Paw: At this Junior School student-led CCA, children learn about animal welfare, taking action through creative projects and fundraising, and building empathy while supporting local causes.





Abril F and Zoe L, Year 5

"We love animals, and JS Paw helped me to learn how to help them and tell others why it matters."





Kidscan: We work with Kidscan, a local children's cancer charity, to raise money and donate other items that support their work with children treated at the Shanghai Children's Medical Center. Our students take the lead in organising school-wide events and other activities.



Anais L, Year 12, Kidscan CCA Student Lead

"The purpose of this CCA is to spread the awareness of childhood cancer and take care of members of our local community. We crochet granny squares, hats, and scarfs to donate to the kids in the hospital, showing our love for the community."









POLICY

The two goals that we created in 2023 for our ESG Policy focus were:

POLICY



- Mapping out steps to further develop and implement our Diversity, Equity, and Inclusion policy to ensure it is embedded within our operations as well as our values as a College.
- 2. As policies are reviewed ensure that they are updated with an Environment Social Governance lens and are made easily accessible to all.

Reflecting our College Values, we are committed to diversity within our team, organisational practices, policies and culture. All policies now include and reflect our Vision, Mission and Values, and in the case of key policies such as Safeguarding are produced bi-lingually.

Embedding Diversity, Equity, Inclusion and Justice

Diversity, equity, inclusion and justice (DEIJ) are embedded within our values at Dulwich Pudong, guided by the principle 'Value Every Voice'.

In developing a tailored DEIJ policy and action plan, finalised in November 2024, we strive to foster a culture of fairness, inclusion, and mutual respect, while also respecting the cultural context in which we choose to live and work in line with our values of inclusivity and respect.

The policy sets out a firm commitment to being an equal opportunity employer and to creating a teaching and learning environment that emphasises the importance of positive relationships, critical dialogue, and the proactive challenge of behaviours that contradict our values.

Practical initiatives include improved physical accessibility across our campuses, updates to our uniform policy to ensure equity, and inclusive language in all official communications.

DEIJ education is recognised as a cornerstone of community growth, aiming to foster individual wellbeing, positive identity development, and respectful connections. Students are encouraged to grow as authentic individuals, with character development grounded in empathy, fairness, creativity, and agency. Through our curriculum and academic framework, as well as activities coordinated by our student leadership team, the College integrates DEIJ concepts to enhance communication, challenge bias, develop critical thinking, and prepare students for a diverse global workforce.







For example, a rolling calendar of cultural theme weeks celebrate the richness of the College community, while DEIJ principles are woven into our Service Learning including our CCA programme.

A zero-indifference approach to conflict is maintained, with strategies such as restorative practices, behaviour agreements, mentorship, and service opportunities used to turn challenges into learning moments. This reflects a whole-school commitment to cultivating an inclusive, equitable, and empowered community.

Other Policy Initiatives

Our Safeguarding Policy, which was updated in 2024/25, and training programme ensures the safety and wellbeing of each child in our care.

We foster a safe working environment through adherence to rigorous health and safety standards. Committees focusing on sustainability, food hygiene, and safety further enhance workplace conditions.

We promote digital literacy around data protection and cyber security to protect our data and systems from potential threats.







Thank you to our Global Citizenship Team!

We would like to thank the following people for their tremendous efforts to promote Global Citizenship in the last academic year.



Anthony Reich, Director of Global Citizenship



Mandy Jacquelin, DUCKS Global Citizenship Coordinator



Kim Kristal, DUCKS Global Citizenship Coordinator



Kathryn Crease, Junior School Global Citizenship Coordinator



Rebecca Hill, Junior School Global Citizenship Coordinator



Daisy Zhang, Senior School Global Citizenship Coordinator



Anique Kruger, Senior School Global Citizenship Coordinator



Selina Ouyang, Support Staff Global Citizenship Administrator



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