

THE PEAS PEOPLE & CULTURE CHARTER



WHAT IS PEAS' PEOPLE & CULTURE CHARTER?

- IT ARTICULATES OUR VISION, MISSION AND THE IMPACT WE WANT TO MAKE.
- IT DEFINES THE CULTURE WE ALL WORK TIRELESSLY TO BUILD EVERY DAY.
- IT OUTLINES THE OFFER WE MAKE TO OUR PEOPLE TO ENSURE PEAS IS A FANTASTIC PLACE TO WORK.
- IT CLARIFIES THE EXPECTATIONS WE HAVE OF ALL STAFF, WHICH ARE NECESSARY TO ENSURE THE BEST RESULTS FOR STUDENTS.



OUR VISION

A WORLD WHERE ALL
CHILDREN ENJOY AN
EDUCATION THAT
UNLOCKS THEIR FULL
POTENTIAL.

OUR MISSION

TO EXPAND ACCESS TO
SUSTAINABLY DELIVERED,
QUALITY SECONDARY
EDUCATION ACROSS
AFRICA

WE BUILD GREAT SCHOOLS



WE RUN GREAT SCHOOLS



WE HELP OTHERS RUN GREAT SCHOOLS





OUR IMPACT

EVERYTHING WE DO
CONTRIBUTES TO OUR
THREE 'PILLARS OF
IMPACT'.

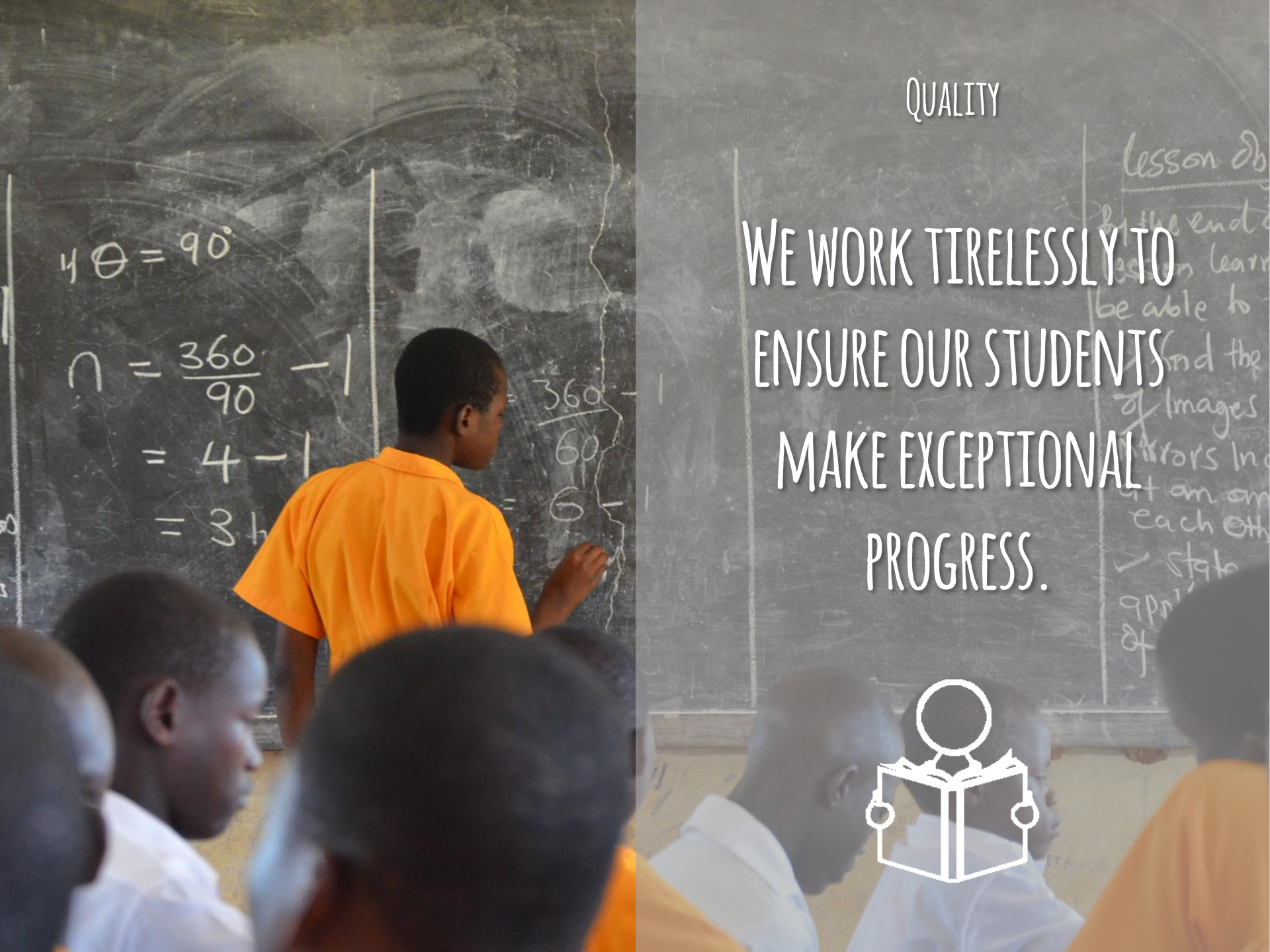
ACCESS

WE PROVIDE
EDUCATION TO THOSE
WHO NEED IT MOST.



QUALITY

WE WORK TIRELESSLY TO
ENSURE OUR STUDENTS
MAKE EXCEPTIONAL
PROGRESS.



SUSTAINABILITY

WE RUN OUR SCHOOLS SO
THEY CAN BECOME
SELF-SUSTAINING.





WHEN RUTH COMPLETED PRIMARY SCHOOL SHE DIDN'T KNOW WHAT HER FUTURE HELD. THERE WERE NO SECONDARY SCHOOLS IN HER AREA, AND THOSE FURTHER AWAY WERE TOO EXPENSIVE, HAD POOR RESULTS, OR DIDN'T SEEM SAFE. IT LOOKED LIKE HER EDUCATION WOULD END AT AGE 11.

THEN RUTH HEARD THAT PEAS WAS OPENING A SCHOOL NEAR HER VILLAGE. WHAT'S MORE, SHE LEARNED THAT PEAS' SCHOOLS EXIST TO PROVIDE QUALITY EDUCATION FOR THOSE WHO NEED IT MOST, INCLUDING GIRLS LIKE RUTH.

RUTH'S STORY

WHEN THE SCHOOL LEADERS VISITED HER HOME TO ENCOURAGE HER TO ENROL THEY EXPLAINED THAT PEAS SCHOOLS ARE AFFORDABLE, OUR TEACHERS ARE PASSIONATE & WELL TRAINED, AND PEAS' FIRST PRIORITY IS TO MAKE OUR SCHOOLS SAFE AND WELCOMING FOR EVERY STUDENT.

NOW RUTH IS IN THE FINAL YEAR AT HER PEAS SCHOOL AND IS ON TRACK TO ACHIEVE GREAT RESULTS. SHE PLANS TO BECOME A TEACHER SO SHE CAN HELP OTHERS FULFIL THEIR POTENTIAL. HER FUTURE LOOKS BRIGHT.

PEAS EXISTS FOR RUTH, AND THE MILLIONS OF OTHER CHILDREN WHO DON'T YET HAVE THE CHOICE TO GO TO A GREAT SECONDARY SCHOOL. WE ARE PROUD TO WORK TIRELESSLY TO HELP CREATE A WORLD WHERE ALL CHILDREN ENJOY AN EDUCATION THAT UNLOCKS THEIR FULL POTENTIAL.

OUR VALUES



Be Entrepreneurial



Focus on Lasting
Change



Adopt a Growth
Mindset



Be Collaborative
not Competitive



Look at the
Evidence



Champion
Empowerment



Be Honest



WHO ARE PEAS?



pe
SMARTAID SCHOOL

SAMLING
SCH

OUR STUDENTS
ARE
PEAS.

SPHK 001

OUR TEACHERS
ARE
PEAS.





OUR STUDENTS'
PARENTS
ARE
PEAS.

OUR EMPLOYEES ARE
PEAS.





OUR MISSION IS AMBITIOUS, AND SO ARE WE.

WE ARE PASSIONATE ABOUT WHAT PEAS DOES AND THE WAY WE DO IT.

OUR PASSION DRIVES US TO DO OUR BEST EVERY DAY, ACHIEVING MORE WITH LESS.

THIS IS BECAUSE OUR STUDENTS COME FIRST, AND EVERYONE AT PEAS STRIVES TO ENSURE THEY GET THE EDUCATION THEY DESERVE.



TO ACHIEVE OUR MISSION,
PEAS MUST HAVE AN EXCEPTIONAL
TEAM AND OUTSTANDING CULTURE.

DRIVE AND SUPPORT ASTONISHING IMPACT – Dedicate your work to expanding access to quality education for those who need it most, in schools and across whole education systems.

ALLOW YOUR PASSION FOR STUDENTS & SCHOOLS TO SHINE – Work with colleagues who all believe our students and schools deserve the very best support they can get, so they can be the very best they can be.

AMAZING PEOPLE ARE OUR BEST PERK – Thrive in a community where no matter the role, team, or context, we are all intrinsically motivated and energised by our values to do our best every day.

PROUDLY EXCEED EXPECTATIONS OF PERFORMANCE – Use all your talents and skills to achieve ambitious goals as part of a fast paced, smart & resourceful team. Receive real recognition when you do something great.

OUR COMMITMENT TO OUR PEOPLE: PEAS' MOST IMPORTANT ASSETS

RECEIVE FAIR AND TRANSPARENT COMPENSATION – take home fair pay and benefits with the confidence that they have been rigorously benchmarked and arranged into transparent salary bands.

GROW TO NEW LEVELS THROUGH REAL PROFESSIONAL DEVELOPMENT – stretch yourself in an environment that gives you exposure to cutting-edge approaches, ongoing feedback, coaching, and high value training.

STRETCH YOUR LEADERSHIP & MANAGERIAL CAPABILITIES RAPIDLY – Benefit from exemplary line managers and leaders who'll mentor your own leadership growth and expose you to PEAS' outstanding tools & processes.

COMMUNICATION IS KEY – Be heard, get feedback, and Keep up to date on the PEAS news that matters. Know that PEAS' leadership will make every effort to ensure you have the info you need to perform.





IT'S A TWO WAY STREET

PEAS' EXPECTATIONS

COMMIT WHOLE HEARTEDLY TO OUR MISSION AND IMPACT – Believe in our mission and be excited about how we work to impact education systems, schools & students. Your commitment and Passion will be contagious.

KEEP STUDENTS & SCHOOLS AT THE HEART OF YOUR WORK – No matter your role, never forget that everything you do will impact students' futures. Always remember that our schools and students come first.

MAKE YOUR COLLEAGUES PROUD TO WORK WITH YOU – Hold yourself and others to the highest possible levels of professionalism. walk the walk by role modelling our values in everything you do.

PROUDLY EXCEED EXPECTATIONS OF PERFORMANCE – We won't achieve our mission with average performance. Take ownership of ambitious individual and team goals. Go above & beyond to achieve exceptional results.

HONESTLY, WE EXPECT A LOT OF OUR PEOPLE: IT'S THE ONLY WAY WE'LL SUCCEED

DARE TO BE BETTER – Be proactive in seizing the opportunities for real professional development. take ownership for your development, and support others to grow fast through exposure to your expertise.

BE THE LEADER THE STUDENTS NEEDS YOU TO BE – Lead in your role by mastering it beyond what you thought possible. as line managers & leadership teams, rise to the responsibility of steering our people to success.

HELP MAKE PEAS FAMOUS FOR FEEDBACK – Value feedback as a powerful tool in your own growth & the growth of others. Be excited to proactively give, receive and act upon constructive feedback in all directions.

COMMUNICATION IS KEY – We are stronger when everyone contributes to the conversation. So make your opinion heard in a way that benefits students. Communicate all the info your colleagues need to perform.

A photograph of three children in school uniforms holding hands in a circle. The child in the center is wearing a brown PEAS backpack. The text is overlaid on the image.

PEAS IS PROUD TO BE A PART OF RUTH'S STORY.

ARE YOU READY TO BE PART OF
OUR JOURNEY?