

Global Schools Forum - Membership Agreement

This Membership Agreement consists of two parts:

Part A: Outline of Commitment

Part B: Terms and Conditions of Membership

Please read both sections carefully and sign where indicated.

A. Outline of Commitment

About GSF

Global Schools Forum (GSF) works to strengthen global education through supporting non-state organisations in developing countries who serve children from low-income backgrounds. We are a membership organisation united by a common vision of a world in which all children are able to access quality education.

GSF is a catalytic platform for education organisations to improve education quality and scale impact. We do this through networking and professional development opportunities, evidence aggregation and generation, support to entrepreneurs to scale evidenced innovations in partnership with governments, and strategic policy engagement.

Currently, GSF's network of 65 member organizations spans 51 countries across Africa, Asia, and South America, and collectively run or support 30,000 schools that provide quality education to over 5 million children. Our members' commitment to collaboration and positive engagement will contribute globally to a more equitable educational system.

Our Vision

A world where **all children have access to quality education.**

Our Mission

Strengthen the education sector by working with non-state organisations in developing countries who are serving children from middle- and low-income backgrounds.

Our Commitment To Our Members

1 *What we offer*

GSF is dedicated to supporting and representing non-state education providers serving low- and middle-income children, to strengthen their role in the education system globally and maximise the number of children accessing high-quality education.

We do this through:

1. ***A Learning Network***

GSF Connections. Our connections will enable you to learn and form partnerships. In the past 18 months, we have facilitated 140 connections between members, funders, and experts.

GSF Learning Opportunities. Participate in our exclusive and carefully curated learning offers on increasing learning outcomes, improving organisation effectiveness, scaling innovative practices and accessing funding.

GSF Communities of Practice. Learn with and from other practitioners on topics such as approaches to foundational learning and building skills for school to work transition.

GSF Annual Meeting. Take part in this multi-day event which in its last edition brought together 175 educators, funders, policy makers and other ecosystem partners.

2. *A platform for evidence*

GSF databases and evidence products. Become a part of our efforts to compile, make sense of, and share disparate evidence in the sector, including on foundational literacy and numeracy, scaling education innovation, education financing, and government partnerships.

GSF standard-setting for cost-effectiveness and assessment. Benefit from guidance on standardized education impact and cost measurement, and assessment standards.

3. *A forum for policy engagement*

GSF Policy Engagement. Learn about the policy processes of all major funder organisations, and how to forge equitable government partnerships.

4. *Further funding and innovation support opportunities*

GSF Funding. Avail flexible funding to scale your innovative practices through our Impact@Scale Labs.

GSF Funder Connections. Further to the funding and coaching available through the Labs, we will connect you to suitable funders that can facilitate scale-up.

GSF Innovation Support Opportunities. Gain access to new partnerships for innovation. Last year, three of our members won prizes in the “Scalable Innovations for Blended Learning” Solveathon.

We are dedicated to constantly improving our offer to our members. We continuously develop and refine our services based on emerging member needs and feedback.

2 *How we act - our values*

Our community is shaped by our values. At GSF, we commit to upholding these values and creating a culture that is in line with them.

We are transparent and inclusive

- Our membership criteria are clear and simple; cost is not a barrier for entry
- We share information to support the efforts of operators, intermediaries and partnering governments
- Our words and actions are characterised by integrity

We are urgent and outcomes-oriented

- Our actions reflect the urgency and importance of our members’ efforts to put children first.
- We provide a high-quality and relevant member offer.

We operate with kindness and humility

- We understand that people with different experiences and contexts can challenge and strengthen our notions of what is possible
- We seek out feedback and look for best practices to continuously improve the quality of our work. We know there are many different solutions to the challenge we’re trying to solve, and we seek counsel and best practices

Your Commitment to Our Community

1 *Commitment to diversity and inclusion*

GSF recognises that our membership represents an incredible diversity of staff and students in terms of race, ethnicity, religion, gender, socioeconomic status, and sexual orientation. As an organisation, we appreciate the different ideas, perspectives and values this diversity brings, recognising that it makes us stronger in service of our shared mission. We value each and every member and their contributions equally.

We want GSF to be a community in which all our members are welcomed, included, respected, valued, and enabled to fully participate. We expect our members to understand GSF's commitment to diversity and inclusion, and to commit to operating in line with this within the GSF community.

In addition, GSF members are expected to adopt the highest standards of fairness and integrity and no member shall act in a manner detrimental to the interests of students, school communities, the wider public, other members or GSF.

2 *Commitment to participation*

GSF is a community of like-minded members that are interested in discussing, sharing, and collaborating to strengthen schools, school networks, and the non-state sector more broadly.

Our network is at its most dynamic and thriving when its members are engaged and willing to collaborate for the mutual benefit of the sector. GSF therefore expects that its members will:

- Participate and contribute to discussions, events, and forums
- Bring their knowledge and expertise to GSF and actively share best practice with other members
- Disseminate information and learnings within their schools and networks to maximise impact
- Be ambassadors of GSF and invite others to join
- Make recommendations to improve existing services or suggest new ones

B. Terms & Conditions of Membership

Membership is voluntary and GSF is not a governing body for schools or a regulator of member organisations. Membership is organisational not individual. While GSF recognises the autonomy of schools and school networks, members that join GSF undertake to comply with the conditions and requirements set out below.

1. New membership

Membership is open to pre-primary, primary and secondary schools, and school networks in low- and middle-income countries serving children from low-income backgrounds and to intermediary organisations working with schools like these. Requests for membership are reviewed by the GSF team for eligibility based on the information provided in the membership form, gained from the due diligence phone call and references.

If concerns are raised that the behaviour of the applicant is detrimental to their schools (or portfolio of schools) staff, students, the system more widely or any other issue that raises concerns for the Board, then further information may be required during the application process. Please note that membership is at the discretion of GSF leadership.

Once membership has been approved, members have access to the full range of products and services offered by GSF and will be invited to participate in all GSF offers.

2. Membership renewal

GSF membership is automatically renewed annually, until members request to cancel it.

Implementation of a Child Protection Policy within the first year and completion of the GSF Annual Survey/Census are both conditions of GSF membership. If these conditions are not met, membership will not be continued.

3. Membership cancellation

If a member requests to cancel their membership, this takes immediate effect from the date the cancellation request is received in writing by the GSF team, and all member benefits and rights cease at that time.

GSF reserves the right to cancel membership at any time for reasons that contravene this agreement, including but not limited to cases of child abuse or neglect, harassment, fraud, etc. In cases such as these, a review process will be undertaken prior to cancellation and the member will be informed of this.

4. Annual fees

GSF intends to be partially self-sustainable through the annual collection of membership fees. GSF is planning to introduce membership fees in the future. Fees will be tiered based on the self-reported operating budget of the member and will be paid annually. New members receive free membership for the first year, requiring payment in subsequent years. Members will be provided clear guidance on the fee structure at least six months prior to the introduction of the annual fee payment and can decide to continue with GSF at that time.

5. Privacy and Information

All information shared with GSF will be held according to our [Privacy Notice](#) and the sharing guidelines detailed below.

GSF is committed to protecting the personal data of its members. GSF does not provide member specific data to external partners unless prior written permission is granted by the member, except for general information that is already disclosed and available in the public domain (such as organisation logo, name

of CEO/Founder, countries of operation, total schools in network/portfolio, number of students in network/portfolio, hyperlink to member's website).

5.1. Membership form

All members complete a membership application form. Members agree that basic information such as organisation logo, name of CEO/Founder, countries of operation, total schools in network/portfolio, number of students in network/portfolio, and a link to the member's website, can be shared on the GSF website.

5.2. Annual Census

Members are expected to complete the GSF annual census by March/April each year so GSF can collate, analyse, and share the data anonymously on the GSF website and with the sector.

GSF reserves the right to share fully anonymised data collected through the Annual Census. Please see GSF's [Privacy Notice](#) for more information.

5.3. Documentation and policies

5.3.1. Child Protection Policy

GSF has a Child Protection policy, which details its commitment to ensuring the safety and protection of all children. In addition, GSF requires all members to have the right structures and processes in place to ensure the safety and protection of all children directly or indirectly in their care.

In signing this agreement, you will also be asked to confirm that you have an active child protection policy for your organisation.

5.3.2. Admissions Policy

If a member has selective admissions to any of their schools, they will also be required to share their admissions policy as part of the membership application process.

5.3.3. Other

Other documentation may be requested if there are concerns raised about members.

5.4. Information to non-members

Members will ensure that products, information, and documents received from GSF, other GSF members or via any GSF collaborative platforms are not directly or indirectly disclosed or shared with non-member organisations without the written permission of the person or organisation who shared, delivered or provided them.

5.5. Communication

GSF seeks to communicate transparently and regularly with members, enabling them to maximise their membership experience and actively engage in the GSF community. Communication will comply with the latest Data Protection and GDPR requirements and will be for the legitimate purposes of the membership.

5.6. Use of media

On occasion GSF will request the use of photographs or other media from members for our internal and external communication. When using photos from Members, GSF will request written confirmation from the Member that they have appropriate consent for the images they are sharing to be used in marketing and publicity. Any images used shall respect each child's dignity and identity. This means that images will be anonymised in so much as the children will not be named or will be given pseudonyms, and their specific location will not be listed.

GSF will only use images of children where we are confident that appropriate consent has been gained from the organisation sharing the photos with us or where the photos were taken.

6. School registration and licensing

GSF is fundamentally committed to working alongside government. It is the expectation that members comply with relevant national and local school registration systems. Members that are running schools are required to be registered and licensed to operate their schools in their country(ies) of operation. Members that are Intermediary Organisations are expected to know which portfolio schools are registered to operate and be supporting the remainder to register where possible. Membership can be granted in cases where compliance with licensing requirements and positive engagement with government are demonstrated even if licenses are not yet in place. If concerns are raised about members' compliance with government regulations, GSF will use discretion to inform their decision-making processes.

7. Advertising

Members will ensure that advertising, articles, speeches, notices, or any forms of publication are governed by professional ethics.

8. Governance and management

The GSF Board retains the leadership and decision-making responsibility. GSF is managed by a small team, headed by the CEO and reporting to the Board; the GSF team will submit Progress Reports to the GSF Board, at quarterly Board meetings.

- 8.1. The Board currently comprises representatives from Ark, Kaizenvest, IDP Foundation, Teach For All, UBS Foundation, World Bank as well as from three GSF member organisations. Members will be advised of governance changes and may be invited to join the Board as member representatives. These terms and conditions will be updated at the time of change.

9. Liability

GSF does not take responsibility for the actions of members or any of its affiliates, directors, officers, employees or agents (the "**Operators**"). GSF shall not be liable for any claim, demand, action, liability, damages, cost, loss or expense arising from any actions of the Operators (including, without limitation, legal fees, costs and expenses). Membership of GSF is not necessarily an endorsement of an organisation.

GSF has zero tolerance for corruption, discrimination, and mistreatment of staff and students. If GSF is notified of such activities, or other behaviours and situations that raise concerns, in member organisations the GSF Board would take immediate recourse. If any behaviour or action of a GSF member brings GSF into disrepute, the GSF Board will take the necessary steps to protect the reputation and work of GSF.

10. GSF representation

GSF is not a trade association and does not represent individual members. Member organisations cannot refer to GSF in the event of a conflict with other members, and the expectation is that the GSF name would not be used beyond what can be reasonably expected.

11. Updates to this document

GSF will regularly review this document and update it as the organisation grows and develops.

CHILD PROTECTION POLICY CONFIRMATION

Please read and initial the statement below to confirm that it applies to your organisation:

Confirmation	Initials
We (the member) have Child Protection policies and procedures in place that are appropriate for the context in which our organisation operates.	

CONFIRMATION OF MEMBERSHIP

In signing this agreement, we confirm that we wish to become members of GSF. In line with GSF's vision and mission, we will play our part in ensuring all children, regardless of their background, are able to access quality education.

We have read and understand the **Outline of Commitment** and agree to uphold, within the community, the expectations of members outlined there:

- We understand GSF's commitment to diversity and inclusion, and we will operate in line with this within the GSF community.
- We commit to participating in the GSF community; contributing, sharing and learning together with other GSF members to strengthen the non-state education sector through our membership of GSF.

We have read and agree to the **Terms & Conditions** stated above and confirm that we will disclose to GSF any major Child Protection issues that occur during our period of membership.

Name of Organisation applying for membership: _____

Name(s) of Individual Appointees (Typically members of the Senior Management Team):

1

2

3