EDUCATION SUB-SAHARAN AFRICA

England & Wales · Charity number 1166958

Details

Other names	ESSA
Status	Registered
Legal form	Charitable company
Company number	10101086
Registered	2016-05-05
Register	View on the Charity Commission register

Contact

Address	Clarkson Hyde Chancery House St. Nicholas Way Sutton SM1 1JB
Phone	+447551742384
Email	info@essa-africa.org
Website	www.essa-africa.org

Activities

Objects: THE OBJECT OF THE CHARITY IS FOR THE PUBLIC BENEFIT TO ADVANCE EDUCATION IN SUB-SAHARAN AFRICA.

Activities: The object of the Charity is for the public benefit to advance education in Sub-Saharan Africa. ESSA will play a vital role in transforming education: boosting the work of others, focusing on impact and outcomes and spreading best practice. In this way we aim to improve the effectiveness of investment in education, especially where systems are most challenged.

Downloaded from opencharities.uk/ew/1166958

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Other Charities Or Voluntary Bodies

Geography

- Botswana
- Burkina Faso
- Burundi
- Cameroon
- Eswatini
- Ethiopia
- Ghana
- Ivory Coast
- Kenya
- Lesotho
- Malawi
- Mali
- Mauritius
- Mozambique
- Namibia
- Niger
- Nigeria
- Rwanda
- Senegal
- South Africa
- Tanzania
- Togo
- Uganda
- Zambia
- Zimbabwe

Downloaded from opencharities.uk/ew/1166958

Finances

Period end	Income	Expenditure	Assets	Employees
2024-09-30	£1,451,070	£1,655,623	£748,210	27
2023-09-30	£1,315,317	£1,194,285	£874,392	15
2022-09-30	£1,286,647	£1,050,997	£877,545	15
2021-09-30	£794,597	£871,622	£641,895	10
2020-09-30	£973,760	£823,759	£718,920	6

Trustees

Name	Role	Appointed
Abdelrahman Hassan		2024-03-21
Baidy Dieng		2025-10-01
CHRISTOPHER FOY		2016-04-04
Jonathan Ane		2023-03-09
PATRICK EAMONN ROANIN DUNNE		2016-04-04
Professor Elsie Effah Kaufmann		2023-06-24
Professor Hellen Inyega		2024-09-12

Downloaded from opencharities.uk/ew/1166958

EDUCATION SUB-SAHARAN AFRICA

England & Wales - Charity number 1166958

Accounts

ESSA
Education Sub Saharan Africa

ANNUAL REPORT

AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH SEPTEMBER 2024

Acknowledgement and Organisation Registration Details

Published by: ESSA

www.essa-africa.org

@essa_africa

Education Sub Saharan Africa (ESSA)

UK Charity Registration No. 1166958

UK Company Registration No. 10101086 (England and Wales)

Ghana Non-profit Organisation Licence No. NPOS/GRO1/LNO552/23

Ghana Company Registration No. CG034110622

Graphic Design and Layout by: Daniel Kamau

Photos: @ESSA

ANNUAL REPORT
AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED
30TH SEPTEMBER 2024

PHOTO CREDIT: SEYHMUSKINO VIA PEXELS

List of Abbreviations

AAU	Association of African Universities
ACSL	African Centre for School Leadership
ADEA	Association for the Development of Education in Africa
AERD	African Education Research Database
APHRC	African Population and Health Research Centre
ARUA	African Research Universities Alliance
ASH	African Scholarship Hub
CIES	Comparative and International Education Society
DAF	Demographics of African Faculty
EAC	East African Community
ECD	Early Childhood Development
EE4A	Education Evidence for Action
EERA	Enhancing Education Research in Africa
ESSA	Education Sub Saharan Africa
FL	Foundational Learning
FRC	Financial Reporting Council
GDPR	General Data Protection Regulation
GES	Ghana Education Service
GPE	Global Partnership for Education
HEI	Higher Education Institutions
ICERDA	International Conference on Education Research for Development in Africa
IDRC	International Development Research Centre
IUCEA	Inter-University Council for East Africa
LiT	Leaders in Teaching
MEL	Monitoring, Evaluation, and Learning
NPO	Non-Profit Organisation
OBE	Order of the British Empire
PRB	Population Reference Bureau
REAL	Research for Equitable Access and Learning
STR	Student-to-Teacher Ratios
USA	United States of America
USAID	United States Agency for International Development
VVOB	Vlaamse Vereniging voor Ontwikkelingssamenwerking en Technische Bijstand (Flemish Association for Development Cooperation and Technical Assistance)

Contents

01 **Letter from the Chair** 06

02 **About ESSA** 07
ESSA's Values 08
Equity, Diversity, and Inclusion 08

03 **Growing our impact** 09

04 **Meeting our goals** 10

05 **Impact Across Our Values** 11
Evidence-based 11
Solutions-Focused 14
Strengthening Trust 16
Always Learning 17

06 **Amplifying Our Impact** 18

07 **Future Plans** 18

08 **Partners and Funders Who Worked with Us in 2023/2024** 19

09 **Financial Review** 21

10 **Join Us in Shaping the Future of Education** 47

01

Letter from the Chair

Dear Friends,

As we reflect on the 2023/2024 financial year, I want to take a moment to thank you for your unwavering support. This year has been one of growth, collaboration, and real progress, and we could not have achieved any of that without you. At the same time, education systems in Africa continue to face extreme challenges as recovery from the Covid-19 pandemic continues and domestic budgets face extraordinary pressure from high inflation. Through our work we aim to contribute to a better understanding of these systems and smarter investments with constrained budgets.

A big focus for us this year has been on strengthening our partnerships and building new ones that would help us use evidence and data to drive change in education outcomes across Sub-Saharan Africa. Through our Enhancing Education Research in Africa (EERA) initiative, in collaboration with Southern Hemisphere, we worked alongside more than 600 African researchers to develop eight evidence-based solutions that will help reshape the future of education on the continent. This is an exciting step forward in supporting African researchers and ensuring their work leads to real impact.

We also made important strides with our Demographics of African Faculty initiative, providing critical data on the shortages of faculty across the East African Community. For instance, Kenya will need an additional 25,961 faculty members by 2030 to meet current goals for student-teacher ratio. These insights are helping to shape policies that will address the challenges we face in education today.

We focused on building trust with our partners and amplifying the voices of African researchers. One key highlight was our participation in the African Centre for School Leadership Summit in Rwanda, which focused on the role of strong leadership in driving lasting educational reform. It is clear to me that by working together, we can make a real difference.

We also worked hard to put evidence into action. In collaboration with the REAL Centre at the University of Cambridge, UK, we hosted Grant Proposal Writing Workshops in Nairobi and Accra, delivered by INASP and APHRC. Forty-six researchers from 13 African countries learned essential skills to secure funding for their work. These workshops empower local researchers to lead change in their countries and ensure that the solutions we create are both sustainable and impactful.

We also welcomed new team members in Ghana, Kenya, and Uganda, as well as two exceptional new trustees—Professor Hellen Inyega and Abdelrahman Hassan—whose expertise will guide us as we continue to grow.

None of our successes would have been possible without the hard work and dedication of our incredible team, as well as the invaluable guidance of our board. As we look ahead, I invite you to continue supporting us in scaling these successes. Together, we can play our part in ensuring that every young person in Sub-Saharan Africa has access to the quality education they deserve.

Thank you once again for being such an important part of this journey.

Sincerely,

Patrick Dunne, OBE

Chair, ESSA

02

About **ESSA**

ESSA is a charity established and registered in the United Kingdom in 2016 and in Ghana in 2022. We improve education using evidence and data from Africa in research, advocacy and programme design. We take a systems approach by identifying challenges and co-designing solutions in partnership with local education researchers, higher education leaders, policymakers, funders, and employers to improve education outcomes for young people. Our research generates actionable insights that inform decisions, policies and practice and strengthen education systems.

ESSA stands out in three ways:

1. We are committed to actionable evidence and data: Our commitment to evidence is at the core of our mission. We collaborate with local researchers, universities, and partners to understand education matters in Africa, transforming data into actionable insights that drive change.

2. We have a deep understanding of African universities and colleges: We have invested time to understand the strengths, challenges, and structures of universities and colleges in Africa. We support policymakers to design and implement reforms that use data to improve the quality of education in universities and colleges.

3. We promote African education researchers and their research: African-led research represents only 3% of global research output. We strengthen the field of education research in Africa, raising the visibility of researchers and their work and increasing collaboration.

ESSA's Values

Evidence-driven

We are driven by data and evidence to find what works best, building an evidence alliance for education in Africa.

Solutions-focused

We seek the highest impact for young people and educators in Africa with the cost-effective funds we invest.

Strengthening trust

We are accountable to young people and educators in Africa.

Always Learning

We listen and learn from people's first-hand experiences about education and work across Africa.

Equity, Diversity, and Inclusion

ESSA works towards a world in which everyone has opportunities to develop their skills and talents and the chance to reach their full potential. We are committed to ensuring that within our work and our organisation, we do all we can to eliminate discriminatory practices, to improve diversity, inclusivity, and equality of opportunity, and to promote understanding and build good relations between people from diverse backgrounds. Our impact is increased by us working collaboratively with and across diverse cultures.

03

Growing **our impact**

In the past financial year, we have made progress in expanding our impact, particularly by enhancing our core areas of research, advocacy, and operations. Our focus on deepening engagement in key regions has allowed us to strengthen our efforts and drive meaningful change in the countries we serve.

We also took important steps in strengthening our organisational culture, which is key to supporting our growing impact. A collaborative effort led to the co-creation of guidance for new joiners, ensuring that all team members are seamlessly integrated into our values-driven workplace and contributing to our mission from day one. This initiative is helping to build a unified, supportive environment that fosters collaboration and learning at every level.

As we continue to expand our impact, we also recognise the importance of growing the team and board to support our mission. This year, we expanded our staff presence across Africa, with our footprint now spanning five countries—Ghana, Kenya, Senegal, Togo, and Uganda—and maintaining those in Germany and the UK.

Our team has grown from 26 to 28 members, further strengthening our capacity to deliver on critical priorities. This growth directly supports our ability to increase our impact in Africa.

To support this growth, we also welcomed two distinguished trustees to our board: Professor Hellen Inyega, an expert in literacy and early childhood education, and Abdelrahman Hassan, a leader in social impact investment. Their expertise will play a vital role in guiding our strategic direction and strengthening the effectiveness of our work. We also expressed our gratitude to Joel Kibazo for his lasting contributions to both the board and the organisation, as he stepped down in 2024.

These developments reflect our ongoing commitment to growth in impact. We are proud of the progress we have made in expanding our reach and capacity, and we look forward to continuing to build on this momentum as we work toward lasting, meaningful change.

Strategic evolution

At the end of the 2022/23 financial year ESSA's board met in person over two days to reflect on delivery against its 2021-2026 strategy. Based on nearly three years of lessons, the board resolved to adapt the strategy by:

- Taking a more country-focused approach to prioritising our work, first in Ghana and Kenya with a desire to expand to more focus countries by the end of the strategic period.
- Doubling down on the focus areas where we have had most impact in the first half of the strategic period: supporting education researchers in Africa and improving use of data in higher education systems.

04

Meeting **our goals**

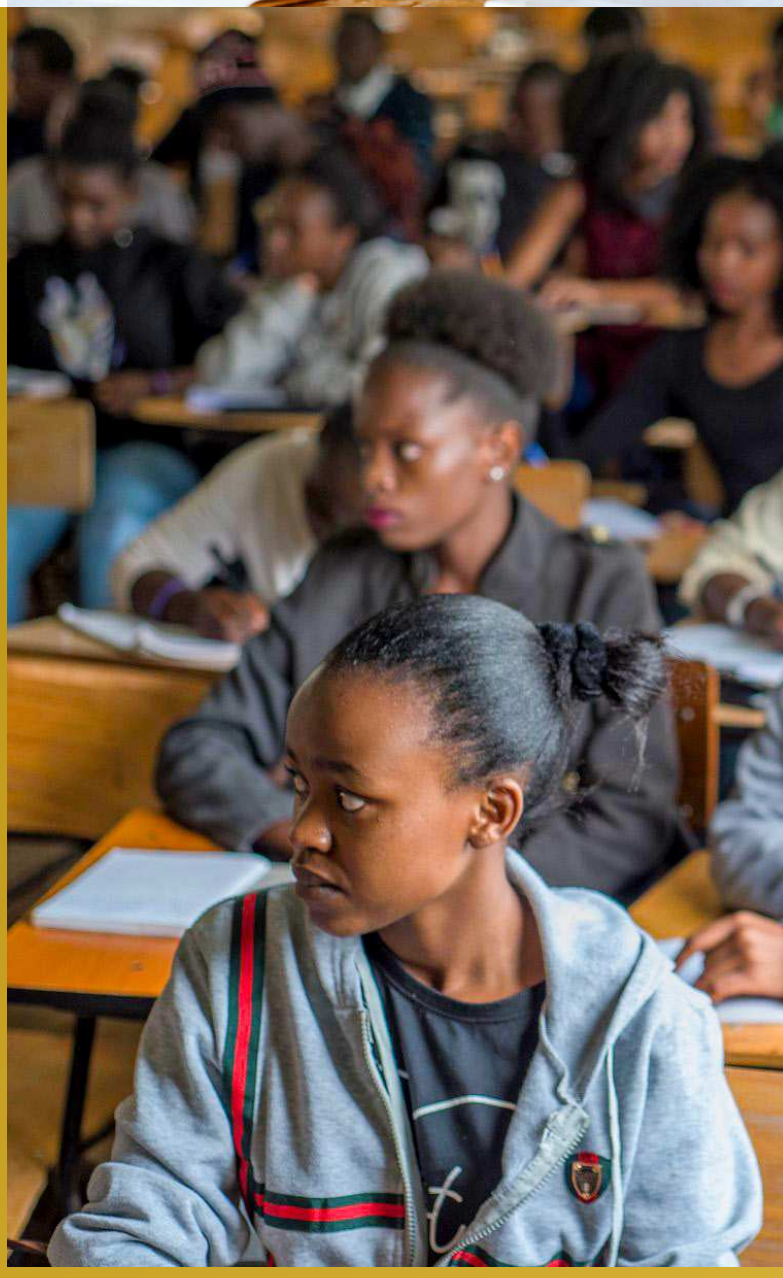
PHOTO CREDIT: SEYHMUSKINO VIA PEXELS

For the financial year 2023/24 ESSA board and executive agreed three goals to strengthen ESSA's ability to deliver impact and our evolving strategy. These were:

- Strengthen the team by filing skills gaps, investing in emerging leaders and improving our systems and processes.
- Achieving full cost recovery from all of our funding partnerships to ensure long-term sustainability.
- Seeing measurable impact.

We are pleased to report that we made good progress against all of these goals in this financial year with particular highlights being: strengthening the levels of policy expertise on the team with the recruitment of Dr Daniel Omanyo as our Research and Policy Manager for East Africa; getting renewed and new financial support from mission-aligned partners (Carnegie Corporation of New York, Conrad N. Hilton Foundation and the Bill & Melinda Gates Foundation); and, standardising our approach to tracking outputs and outcomes for our focus projects.

In the year ahead we are prioritising pursuing country-specific strategies in Ghana and Kenya, increasing our direct grant-making to education researchers in Africa and expanding senior leadership capacity to ensure effective delivery of a larger portfolio.



05
Impact Across **Our Values**

At ESSA, we believe that how we work is just as crucial as what we do in creating lasting impact. Guided by our core values—**Evidence-based, Solutions-focused, Strengthening Trust, and Always Learning—**we have made progress over the past year, advancing alongside our partners. These values are not merely principles; they are the foundation of our actions and outcomes, ensuring that every step we take is purposeful and impactful. Below, we highlight key examples of how these values have shaped our work and fueled our growth.

We invite you to explore ESSA's progress in each of our values on the following pages.

Evidence-based

a. Building a Sustainable Education Research Ecosystem in Africa: EERA progress

In 2024, the Enhancing Education Research in Africa (EERA) project, in partnership with Southern Hemisphere, made significant milestones in advancing African-led education research. A major milestone was the release of the **Situational Analysis Report on the State of Education Research in Africa**, which positioned ESSA (and its partners) as a leading voice in the field. The report highlighted the promising growth of research publications in Africa while also addressing the challenges and opportunities within the sector. It resonated deeply with stakeholders, including researchers, media sparking important discussions about the future of education research on the continent.

Comments on the Release of the EERA Situational Analysis Report:

"This is a beautiful analysis because, as I look into the key findings as an African researcher, I can relate to this reality. A step in the right direction. There is every reason to champion and support education research in Africa for the region's education and related benefits to grow, and one day match the developed regions of the World. Great report with great insights! Thanks, ESSA, and Southern Hemisphere for leading such an important and informative piece of work."

Building on this momentum, ESSA hosted two virtual consultative workshops in April 2024, engaging over 100 participants from Anglophone, Francophone, and Lusophone regions. These workshops identified key interventions needed to strengthen education research in Africa and underscored the need for greater support and collaboration among African researchers. In May, ESSA convened a session with over 40 deans of education from Kenyan universities to share insights from the EERA process, which highlighted a shared commitment to enhancing research capacity and leadership within institutions.

Comments on the EERA Virtual Workshops:

"This initiative is truly inspiring! Education is the cornerstone of progress, and I am glad to be part of a community dedicated to shaping the future of education research in Africa. The EERA project's commitment to harnessing the collective expertise of Africa's education research community is truly inspiring. It is heartening to see diverse stakeholders coming together to shape the future of education research on the continent. The focus on advocating for increased funding and support for education research in Africa is crucial for sustainable impact."

ESSA's visibility and influence continued to grow through strategic engagements at key regional and international conferences. Notably, our session on **"Localising Education Research"** at the **African Philanthropy Conference** in Zimbabwe garnered strong positive feedback from funders such as Echidna Giving and Imaginable Futures. These engagements helped amplify African researchers' voices and further solidifying ESSA's role as a key advocate for locally driven education research.

In addition to these engagements, the EERA project received significant media coverage in outlets such as **University World News** and **The Higher Education Times**, which helped elevate ESSA's profile and ensured the wide dissemination of our findings to regional and global audiences.

ESSA's continued engagement with partners such as **Imaginable Futures**, **Echidna Giving**, and the **Jacobs Foundation** signals strong momentum for the next phase of the project. With over 600 African education researchers contributing their insights, ESSA has developed **eight evidence-based intervention solutions** designed to tackle critical challenges and expand the reach of education research across Africa.

Reflecting on 2024, the EERA project has laid a solid foundation for a more sustainable and impactful research ecosystem. The relationships built, the strategies developed, and the visibility gained will continue to shape the future of education research in Africa for years to come.

b. Addressing Faculty Shortages: Advancing Higher Education in East Africa through the DAF EAC Project

In November 2023, we launched Phase 2 of the Demographics of African Faculty in the East African Community (DAF EAC) project, funded by Carnegie Corporation of New York. This phase builds on the foundational insights from Phase 1 (2021-2023) and lessons learned from the 2018 pilot in Ghana, with a focused effort to address the critical faculty shortages and data gaps that continue to challenge higher education institutions across East Africa.

Phase 1 revealed stark faculty shortages in the EAC region, highlighting an urgent need for comprehensive data to inform effective policy and decision-making. Phase 2 marks a pivotal step forward—closing these data gaps while fostering a culture of data-driven decision-making, which is essential for creating a unified strategy to strengthen higher education across the region.

This project is not merely about collecting numbers; it is about using that data to drive policies that can significantly improve the quality and equity of education. In collaboration with the EAC consortium consisting of the Inter-University Council for East Africa, the Population Reference Bureau, and the Association of African Universities, ESSA has released policy briefs that outline key statistics and provide recommendations for tackling critical faculty challenges, including gender parity, staffing, and funding in higher education.

Findings included the key policy notes below:

By 2030, **Kenya** will need an additional

25,961

faculty members to meet the country's current student-teacher ratio goals.

Tanzania faces a shortfall of

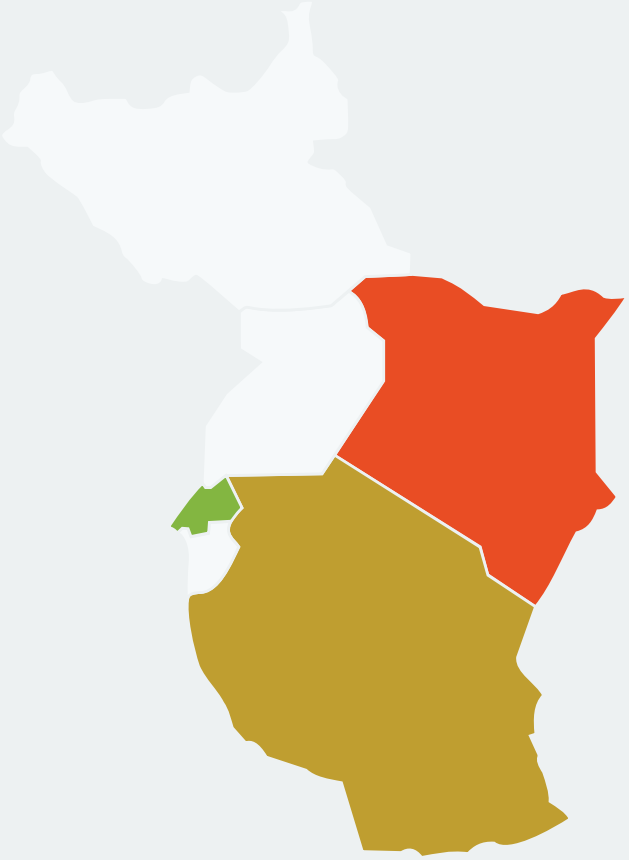
33,291

faculty members to reach its policy norms.

In **Rwanda**, an estimated

12,573

additional faculty members will be necessary to meet projected student-teacher ratio requirements.



A clear pattern emerges: education courses across the region have particularly high student-faculty ratios, posing a significant challenge for ensuring teacher quality.

These figures represent a critical call to action. The DAF EAC project's findings are a stepping stone towards shaping evidence-based solutions that will drive the growth and sustainability of higher education in the EAC. By closing these data gaps and improving data management, Phase 2 will continue to strengthen the region's higher education system, ensuring it meets the growing demand for quality, equitable education.

Prof. Gaspard Banyankimbona, Executive Secretary of the Inter-University Council for East Africa (IUCEA), emphasised the importance of this work:

> The findings of the first phase of DAF EAC portrayed a dire situation and an overall weak culture for higher education data collection and management in the EAC countries. The commitment to redress the situation aligns with IUCEA's mandate to advise Partner States on all matters of higher education and research. Phase 2 of this project will promote a culture of data collection and management, applying emerging technologies and fostering good practices in higher education across the region."

As we move forward, Phase 2's impact will continue to shape the future of higher education in the EAC—an effort that is essential for the region's sustainable growth and educational equity.

Solutions-Focused

c. Advancing African education research: A year of practical solutions and progress

The years 2023 and 2024 have been pivotal for advancing African-led education research and researchers who focus on Early Childhood Development (ECD) and Foundational Learning (FL). Building on the evidence we have gathered and the trust we have built with these Africa-based researchers, together with our partner REAL Centre, we have implemented practical solutions that strengthened partnerships, empowered researchers, and increased the visibility of African-led research.

As we reflect on this transformative year, we can see clear progress in driving change across Africa's education systems.

In October 2023, Nairobi hosted a landmark workshop with the REAL Centre, bringing together 53 African education researchers. Together, we developed practical strategies to advance ECD and FL in Africa. Two insightful articles by Sophie Edwards (DEVEX) and Nangamso Mtsatse spotlighted our workshop, illustrating our commitment to advancing the visibility of African education research. Furthermore, a blog, authored by Amina Yekhlef, Dr John Mugo, Dr Mary Chepkemoi, and Petrine Addae posted by the Association for the Development of Education in Africa, highlighted the importance of partnerships in building a robust knowledge foundation that contributes to sustainable solutions. These external endorsements affirmed our mission to advance evidence-based solutions, amplifying ESSA and the REAL Centre's profiles and positions in contributing to improving the quality of education in Africa.

March 2024 saw further opportunities to amplify African research. At the Comparative and International Education Society (CIES) Conference in the USA, we shared key insights on how funding can strengthen research capacity. Similarly, in Tanzania, ESSA partnered with the REAL Centre for the Eastern Africa Regional Early Childhood Development Conference, where we presented a comparative analysis of ECD research. To support participation, we funded ten African researchers, enabling them to present their work and engage with key stakeholders.

In June and July 2024, we focused on equipping researchers with the skills needed to secure funding and drive impactful research. In partnership with the REAL Centre, INASP, and the African Population and Health Research Centre, we hosted Grant Proposal Writing Workshops in Nairobi and Accra. These workshops, attended by 46 researchers from 13 African countries, helped participants to build the skills necessary to secure grants and collaborate effectively. A WhatsApp group was formed to facilitate ongoing support and knowledge-sharing.

Voices of workshop participants:

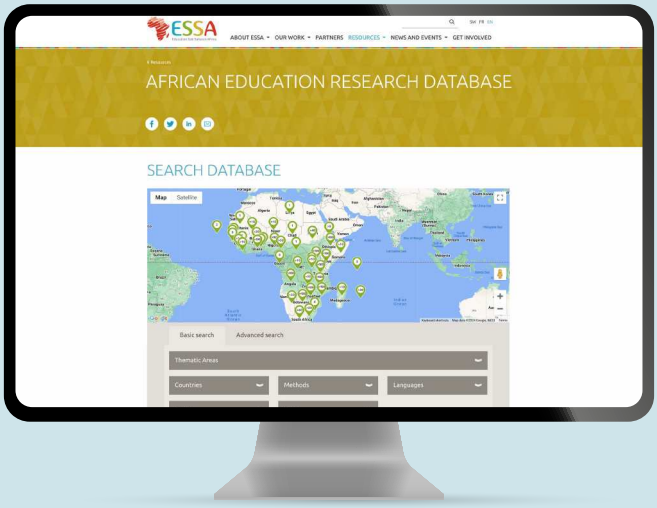
> The workshop exceeded my expectations! I gained practical skills in grant writing and collaboration, and the step-by-step methodology and interactive approach really helped me understand how to design, compete for, and win funding. I never expected to improve my research skills as much as I did, and I now feel more confident in supervising my students."

> I have learned so much! The creation of groups to work on actual calls made it easy to apply what we learned in real time. I feel more equipped to write and submit successful proposals."

> In the short term, I am planning to share this knowledge with my colleagues and organise a seminar. I will also work on refining and submitting a proposal for funding, and I plan to train the PhD students I supervise."

> Looking ahead, I am excited to keep applying for grants, collaborating with others, and publishing high-quality research. I also plan to establish a research consortium in my department, share knowledge with early career researchers, and keep applying for funding. The workshop has set me on a path to continuously improve my grant writing and research."

The **African Education Research Database (AERD)**, co-developed by ESSA and the REAL Centre, grew significantly. We added 1,703 new publications, bringing the total to approximately 6,500 entries. To make the database even more accessible, we added new keywords and functionalities such as searching across multiple years. We also launched a step-by-step video guide, available on our website, newsletter, and social media platforms. The feedback has been overwhelmingly positive, with users praising the multilingual interface.



Feedback from AERD users:

"I explored the AERD, and it's incredibly insightful. It will be my go-to resource for education evidence from now on. I appreciate the effort—great job and congratulations!"

"This is invaluable for anyone looking to conduct research or understand specific educational issues in any given country. It is something we should all take pride in. Thank you for creating this."

"It's fantastic to have a dedicated database for this work. I particularly appreciate the multilingual search interface, especially the inclusion of Swahili—such a thoughtful and impressive feature."

"It's wonderful to see an article on learning through play in an African context featured on the ESSA site. It truly highlights the relevance of localised research."

August 2024 saw a series of strategic engagements that connected researchers, policymakers, and funders. In Senegal, we hosted a Research Dissemination and Networking Event, emphasising the importance of local research in shaping education policies. In Kenya, ESSA partnered with Innovations for Poverty Action to help the Ministry of Education develop an Education Evidence Hub to improve the collection and use of high-quality data. At the East Africa Community Regional Education Learning Initiative Conference in Tanzania, ESSA shared evidence-based strategies for improving learning outcomes and took part in a panel discussion on the challenges and opportunities in African education research, hosted by Education.org.

From October 2023 to September 2024, ESSA's work demonstrated the power of African-led research to inform policy and improve education outcomes. Each milestone, whether through workshops, conferences, or partnerships, has brought us closer to our vision of a knowledge ecosystem that prioritises evidence and collaboration.

As we move forward, we are excited about the ongoing support from the Conrad N. Hilton Foundation and the Gates Foundation. Their funding will allow us to offer catalytic grants, helping researchers turn their ideas into actionable solutions. We look forward to continuing our work in 2025 and beyond.

d. Enabling local solutions: Driving change in African education through collaborative research

In 2024, one of our most impactful collaborations was with T-TEL Ghana, alongside other partners in the Secondary Education Reform (Leaders in Teaching) programme. Together, we have shifted the focus of research from theory to action, supporting local governments and researchers to take the lead in shaping educational strategies. By embedding solutions in local contexts, we have contributed to fostering a more responsive and sustainable approach to education reform.

A pivotal moment came during a key round of fieldwork for the LiT project when officials from the Ghana Education Service (GES) joined the data collection process. This move was crucial in building trust and ensuring transparency, allowing the findings—however challenging—to be embraced and acted upon. Bringing government stakeholders into the process strengthened collaboration and increased buy-in, ensuring our solutions resonate locally.

Our solutions-focused approach in 2024 was demonstrated through several key achievements in Africa:

- **Shaping Local Strategies:** Through our partnership with T-TEL, we have not only conducted research but have co-created strategies led by local governments and researchers. This ensures our solutions are sustainable and aligned with national priorities.
- **Strategic Workshop for Collaborative Change:** A workshop in 2024 served as critical platform for open dialogue and problem-solving between research and government partners. These workshops marked a shift in our role, supporting local leaders to take full ownership of the research process and outcomes.
- **Research Insights Driving Change:** We successfully finalised 11 comprehensive research reports in 2024, each rich with insights that are already influencing education policy and practice across Africa. These reports provide actionable roadmaps for stakeholders aiming to improve student outcomes.
- **Enhancing Teacher Collaboration:** In partnership with T-TEL and the Ghana Ministry of Education, we supported a study on the effectiveness of Professional Learning Communities in senior high schools. This research is driving conversations on improving teacher collaboration, a crucial factor in raising the quality of education.

Strengthening Trust

e. Building strong partnerships for Transformative education

Trust is critical to ensuring that evidence is used, and throughout 2024, we worked to connect more and strengthen trust with our partners and stakeholders in and outside Africa.

In February, ESSA, alongside VVOB and ADEA, gathered in Kenya to discuss and plan for the Implementation Phase of the African Centre for School Leadership (ACSL), given the success of the ACSL Inception Phase (2020-2021) and Foundation Phase (2022 to 2024) led by VVOB. ESSA took the lead in ensuring the research was grounded in African expertise, marking the beginning of a promising collaboration that would drive future change. During the workshop, the Mastercard Foundation joined as a potential funder, offering us the platform to present our vision for ACSL. What began as an initial concept quickly evolved into a compelling proposal, which, alongside ADEA and VVOB, was submitted for funding. We were thrilled when the Mastercard Foundation approved the grant which was critical to strengthening and extending our partnership with both ADEA and VVOB. This partnership ensures ESSA's role at the forefront of research on school leadership over the next six years, a critical step in advancing educational outcomes across the continent.

In September, we participated in the ACSL Summit in Rwanda, which highlighted the important role of leadership in tackling Africa's educational challenges. The summit underscored the importance of trust and collaboration, key elements of the ACSL initiative. As we look forward to implementing and scaling this work, the strong relationships we have cultivated will be central to our efforts in strengthening leadership across schools in Africa.

Parallel to our work with ACSL, we have also been delighted to join a coalition focused on improving the use of African-led research in the field of EdTech. Supported by the International Development Research Centre (IDRC), ESSA is now working with ADEA and the EdTech Hub to advance research in this rapidly evolving field of educational technology, with a focus on Foundational Learning.

Through these collaborations with educators, researchers, funders, and ministries, ESSA continues to grow its reputation as a trusted partner to ensure that Africa-based researchers are central to shaping and delivering local research.

PHOTO CREDIT: TOPSPHERE-MEDIA VIA UNSPLASH

Always Learning

f. Always Learning: Adapting and evolving for impact

True to our commitment to continuous growth, we embraced the **Always Learning** mindset throughout this year. In addition to the excellent work being done by our staff who focus on ESSA's internal and external monitoring, evaluation, and learning, we began the process of recruiting colleagues with skills and experience in policy and advocacy, to ensure that our research and advocacy efforts drive meaningful change in the education sector. This strategic shift was essential in translating our research into actionable outcomes, fostering a stronger connection between research and impact.

We placed a strong emphasis on the development of emerging leaders within our team. By equipping them with the skills and experience needed to take on key roles in managing partnerships and advancing our mission, we ensured that ESSA remains adaptable and aligned with our long-term goals. This focus on leadership development also enables us to stay agile and ready to respond to new challenges as they arise, while maintaining our commitment to our mission.

Throughout this year, we also made connections and developed meaningful conversations with young people across Africa, ensuring we as an organisation continue to learn from young people themselves. Through our innovative use of X-Spaces (formerly Twitter), we had a fruitful conversation focusing on access to scholarships in Africa and the role of ESSA's African Scholarship Hub in bridging the gap. These discussions resonated strongly with our audience, expanding our brand presence on X and deepening our engagement with a diverse and enthusiastic community.

However, we recognised that access to education alone was not enough. Guided by the insights we gained from these conversations; we learned that young people need the right support to transition from school to the workforce. This realisation led to the facilitation of a critical conversation between CEOs in Ghana on 24 January, hosted by our trustees Jonathan and Elsie. During this event, seven CEOs (including Theresa Ayoade, CEO, Charterhouse) discussed strategies to tackle critical skills shortages and boost youth employability across the region.

These work strands reflect our belief that learning is an ongoing journey—not just for students but for organisations like ESSA. This mindset drove us to innovate and evolve our strategies, ensuring our work remains impactful and responsive to the changing needs of young people across Africa.

As we continue to embrace the Always Learning mindset, ESSA remains committed to evolving our strategies, deepening our impact, and ensuring that every young person in Africa has the tools, skills, and opportunities to thrive in an ever-changing world.

06

Amplifying **Our Impact**

We refined our communications strategy to better reflect our evolving vision and amplify our impact in ESSA's focus countries such as Ghana and Kenya. Collaborating with **Imaginable Futures**, we improved our messaging, making it sharper and more focused on how we communicate our story and impact. This refined narrative was rolled out across various channels, including emails, virtual meetings, and in-person interactions, helping us to forge stronger connections with our audiences and show our growing presence. Additionally, we developed a comprehensive crisis communications plan, enhancing our ability to respond swiftly and effectively to unforeseen events, ensuring we can protect our reputation and respond with agility during times of crisis.

Our visibility continued to grow in 2024, culminating in recognitions such as being featured in the **Citi Global Perspectives and Solutions Report**. This acknowledgement highlighted ESSA's pioneering work in evidence-based solutions for African education, further reinforcing our profile and supporting our advocacy efforts.

Dr. Pauline Essah, our Chief Impact Officer, was invited to contribute to the Goal 4 Podcast, which explores the United Nation's Sustainable Development Goal 4. The podcast features experts discussing what works in education systems and where change is needed. Dr. Essah shared ESSA's insights on the challenges and benefits of gathering data and building evidence to drive reform.

This opportunity, along with features in Times Higher Education, University World News, DEVEX, and leading newsletters, has significantly increased ESSA's visibility. It has allowed us to reach key stakeholders, shape conversations around education reform, and further our mission to elevate African-led research in education.

07

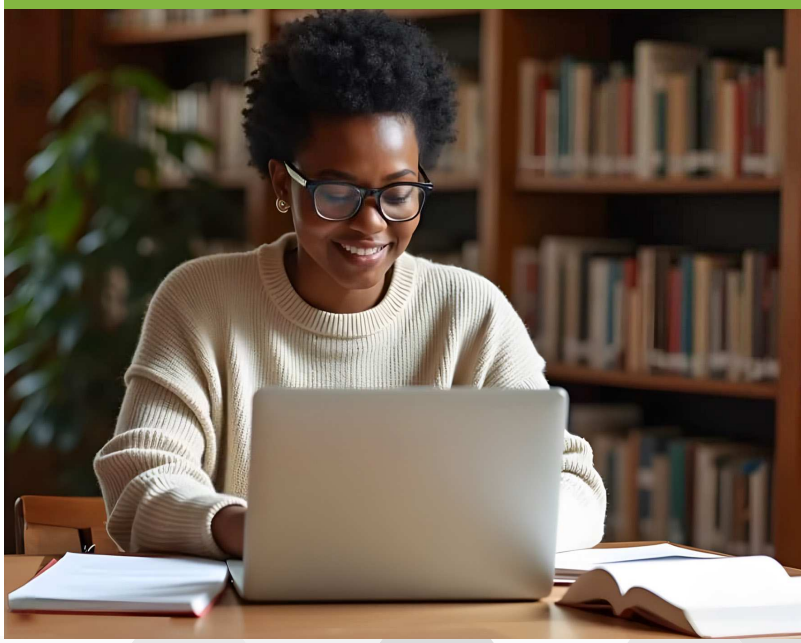
Future **Plans**

In the coming year, we are excited to build on the successes of 2023/24 and further deepen our impact.

In 2024/25, we will launch our first research grants for Africa-based education researchers, focused on early childhood development and foundational learning to support the generation of new policy-relevant research. We are also looking forward to building communities of researchers in the fields of school leadership and EdTech and lay the groundwork for funding African-led research in these areas as well.

We will also be further developing our work on the Demographics of African Faculty and enhancing education research in Africa. We hope that this year funders and policymakers in higher education and research will make use of this work to move towards more and smarter investments in the field.

To ensure we are maximising opportunities for positive change, we are forming a new Policy, Advocacy and Impact team, focused on bridging the gap between research, policy, and practice and understanding the impact of our work. We also aim to secure increased unrestricted funding in the coming year and will actively advocate for support to help us achieve these goals.



08

Partners and Funders
Who Worked with Us in 2023/2024

We extend our heartfelt gratitude to the incredible partners and funders who supported and collaborated with us throughout the financial year. Your contributions have been invaluable in driving our mission forward.

We are deeply grateful for the invaluable contributions of the dedicated individuals who have guided our work this year.

For our Early Childhood Development and Foundational Learning project, we successfully established an Advisory Group whose expertise and guidance were critical to the project's success. We extend our heartfelt thanks to:

Professor Mavis Dako-Gyeke
(University of Ghana)

Professor Belay Hagos
(Addis Ababa University)

Dr Mary Goretti Nakabugo
(Uwezo Uganda)

Professor Efua Irene Amenyah Sarr
(Gaston Berger University, Senegal)

Their wisdom and insights were instrumental in shaping our approach and ensuring impactful outcomes.

For the EERA project, our Steering Group has been fundamental in ensuring effective and strategic use of resources. These experts are driving progress to strengthen education research across Africa:

Dr Modupe Adefeso-Olateju
(Brookings Institution)

Dr Moses Ngware
(African Population and Health Research Center)

Prof Mwenda Ntarangwi
(United States International University – Africa)

Dr Ndeye Massata Ndiaye
(Virtual University of Senegal)

Dr Nokuthula Mchunu
(National Research Foundation, South Africa)

We thank each of them for their dedication and commitment to advancing education research in Africa. Together, we are building a stronger ecosystem for evidence-based reform.

Thank you for your unwavering support in helping us make a difference.

09
Financial Review

Income

ESSA's income for 2023/24 was £1,451,070, an increase of 10% on 2022/23. Most of our income are grants from larger donors, with whom we have very strong relationships, and continue to develop projects in partnership.

Our major funding partnerships following this model, are with the Carnegie Corporation of New York which started in the 2020/21 financial year, and with the Conrad N. Hilton Foundation and the Bill & Melinda Gates Foundation which both started in the 2021/22 financial year primarily in support of our work on raising the profile of African researchers. Two significant new partners came on board during the 2022/23 financial year; the first was the inaugural grant to our Ghanaian entity as partner on a 5-year Mastercard Foundation funded project "Leaders in Teaching" led by Transforming Teaching Education and Learning (T-TEL), with the primary goal of enhancing teacher training, retention, and motivation at the senior high school level in Ghana; the second a consortium of funders (Imaginable Futures, Echidna Giving and the Jacobs Foundation) in support of a continent-wide consultation entitled **"Enhancing Education Research in Africa".**

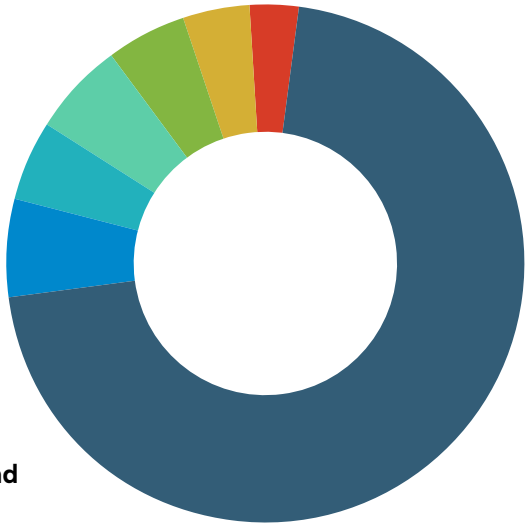
The 2023/24 financial year has seen significant renewals to support the deepening of the work funded by the Carnegie Corporation of New York, the Conrad N. Hilton Foundation and the Bill & Melinda Gates Foundation.

In addition to these renewals, we formed two significant new consortia which both had funding secured after the end of the financial year and start in January 2025. The first is the Africa Centre for School Leadership which will scale up operations in 2025 with support from the MasterCard Foundation. This effort will be undertaken as a consortium led by VVOB and including ESSA and ADEA. The second is a consortium of ESSA, ADEA and the EdTech Hub, funded by the International Development Centre of Canada to strengthen educational technologies' use and policies in Africa towards inclusive learning.

While much of our success in fundraising has been in restricted funds, we continue to diversify through targeted approaches to potential corporate partners and donors open to investing in organisational development with the hope of receiving unrestricted support, being conscious of the current economic challenges. We are particularly grateful to Imaginable Futures for continuous support over the years in this regard.

ESSA's fundraising practice is in accordance with the Fundraising Regulator's Guidance Code on Fundraising Practice. No complaints have ever been received concerning ESSA's fundraising activities. ESSA has not had any practice of unreasonable intrusion on a person's privacy, of unreasonable persistence nor has it placed undue pressure on anybody to give money. We do not work with commercial participators.

Expenditure



Total expenditure for the year was £1,655,623, with 86% funded from restricted income. Expenditure increased by 39% as we expanded our work across our four focus areas, particularly in building a knowledge ecosystem for education, supported by the Conrad N. Hilton Foundation and the Bill & Melinda Gates Foundation.

Expenditure on fundraising primarily covered staff time dedicated to researching, engaging, and building relationships with donors. To allow the research team to focus on their core roles, we continued to employ a dedicated Business and Programme Development Manager.

Reserves

The charity's reserves policy aims to maintain funds equivalent to **three months of core organisational expenditure,** including salaries. Currently, this amounts to approximately **£200k.** The Trustees consider this level of reserves sufficient to sustain the charity's activities in the event of a significant drop in funding while exploring additional fundraising opportunities.

Reserves are typically **unrestricted**, and the charity's financial planning and fundraising efforts aim to grow these reserves. However, the policy acknowledges that **core costs can also be covered by restricted funding.**

As at 30th September 2024, reserves were £751,700 (2023: £819,635) and £1,469 (2023: £178,942) for restricted and unrestricted funds, respectively. The unrestricted funds value has fallen, but this snapshot masks the real situation for two reasons: first, the timing of fund transfers has the effect of understating unrestricted reserves committed to ESSA as at 30th September 2024. Secondly, funders of approximately £300k of nominally restricted funding reserves (from the Conrad N. Hilton Foundation, Enhancing Education Research in Africa (EERA), Carnegie Corporation, GPE-KIX, and T-TEL) has been identified as available to support core costs. The practical effect therefore is a level of funding that would ensure continuity of operations in line with policy.

Going concern

The timing of year end is unfortunate in that the snapshot as at 30th September 2024 shows ESSA as having very minimal unrestricted reserves. However, post year end our unrestricted reserves have recovered very quickly, and received a significant further boost with the signed agreement of a three year renewal for continued unrestricted support of $500k from Imaginable Futures.

During the past financial year, we worked extremely hard building on existing relationships and were also successful in securing funding from a number of new partners. We secured follow on grants with Hilton and

Gates – the latter of which we received funds for just after year end. They both include an indirect portion of the grant to be treated as unrestricted.

We also secured a significant new grant for ACSL (African Centre for School Leadership) through a consortium with VVOB, a Belgian NGO. This grant of USD 7.6m over six years includes USD 700k for administrative overheads. The donor is the Mastercard Foundation who allow the overheads to be treated freely as unrestricted funds. In addition, we continue the T-TEL grant also funded by Mastercard and also containing provision for unrestricted funds.

Despite uncertainties around the US economy at this time, ESSA considers it is significantly protected by funding decisions already made. From CNHF and BMGF we have already received agreed funding at the outset and are encouraged by committed support from these and other important philanthropists who have extended their confidence in ESSA. The Mastercard Foundation is a Canadian organisation so that provides some level of diversification of our income sources.

In sum, appraisal of ESSA's financial position, including post year end developments, is very positive. Major philanthropic donors are deepening their engagement with ESSA; with important tranches of funding at the outset; and fair treatment of essential indirect costs without which ESSA could not make the impact on outcomes which justifies the confidence of our donors.

In the context of the above, the Trustees have assessed the organisation's financial sustainability, including fundraising prospects and cash flow projections through to September 2026. Forecasts based on secured income satisfy the Trustees that if, in a worst-case scenario, there were to be no further funding, ESSA would have financial runway to at least September 2026. During this period, the Executive will continue to pursue additional income streams to enable ESSA to extend its reach and impact well beyond this date.

On this basis, the trustees are satisfied that it is appropriate to prepare the 2023/24 financial statements on a going concern basis.

Structure, Governance, and Management

Legal Structure

The charity is a company limited by guarantee incorporated under the Companies Act 2006 as a private company and is governed by its Memorandum and Articles of Association dated 4th April 2016 (Company Number 10101086). It was entered on the Registers of Charities on 5th May 2016.

Education Sub Saharan Africa LBG is registered as a company limited by guarantee in Ghana (Company number CG034110622) and a non-profit in Ghana (non-profit licence number NPOS/GRO1/LNO552/23), with the oversight of a National Board of Trustees. The Board of Trustees in Ghana is comprised entirely of current and former Trustees and representatives of the Senior Leadership Team of the charity, and it is through this mechanism that ESSA is considered to have control.

Selection and Appointment of Trustees

Suitable candidates are identified as being Trustees for the board. The first step in recruiting trustees is for the board and leadership team to establish the search criteria and agree a selection process dependent upon the need. Telephone referencing is also undertaken personally by the Chair before an appointment is formalised.

It is our aim to have a diverse and inclusive board, and this is reflected in the current membership.

None of the Trustees has any beneficial interest in the company.

Trustee induction and training

All new Trustees receive a structured induction programme, covering all aspects of the role and the organisation. As part of this they are given copies of ESSA's Memorandum and Articles of Association, governance document, strategy, business plan, the previous year's annual accounts, the current year's budget, code of conduct and any relevant committees' terms of reference.

New Trustees must complete and sign a declaration of interest, anti-bribery policy, fit and proper person's declaration and ESSA's code of conduct.

Risk management

The charity operates a comprehensive annual planning and budgeting process, approved by the Trustees. Financial performance is monitored against targets, with regular reports comparing actual results to the phased budget and linking financial performance to resource and activity levels. From inception, ESSA has taken a dynamic budgeting approach, ensuring responsiveness to change throughout the year.

The charity has risk management policies and procedures to identify and evaluate risks arising from both ongoing operations and strategic developments. Significant risks are highlighted for consideration and monitoring by the Audit & Risk Committee and reported to the Board of Trustees. All major risks identified through these procedures have been reviewed, with our top risks outlined below:

RISK	MITIGATION STRATEGY
i. Organisation growth is putting pressure on management capacity.	An additional member has been recruited, expanding the Senior Leadership Team to four members in 2025.
ii. Being unable to recruit and retain the staff we need to carry out our work. This could have an operational impact on key projects and priorities.	With the exception of Senior Leadership roles, ESSA and ESSA LBG have generally managed to recruit staff through advertising roles through our networks and social media. However, should we need to recruit to more specialist posts this may not always be the case. ESSA's policy has always been to pitch remuneration for key employees slightly higher than would normally be expected for a small organisation to attract and retain them. Detailed appraisals are carried out, pay is reviewed annually, working conditions are constantly reviewed and ESSA conducts exit interviews. In addition, ESSA's documentation of its plans, programmes and procedures would mitigate the disruption in the event of an unexpected loss of any member of staff. There has also been direction from the board of Trustees to ensure that we are slightly over rather than understaffed as ESSA's staff are its most valuable resource. This directive will be borne in mind when recruiting to fill vacancies.

RISK	MITIGATION STRATEGY
iii. Delays leading to late programme implementation/kick-off or underspent funds.	We have learned from previous projects where unexpected delays have arisen following the need to obtain ethical clearances from partner organisations or due to complicated internal processes on their part. These risks delaying our work, leading to late commencement of activities or the possibility of grant underspends as our activities are pushed back past funding end dates. Where possible we build some additional time into our programme plans to allow for these delays. Wherever this happens, we keep donors apprised of the situation and potential delays as far as possible and bring forward work that doesn't depend on these partnerships.
iv. The complexity of a coalition operating without a standard model to follow will throw up unexpected challenges.	ESSA has expanded its presence in Africa, establishing a registered entity in Ghana with the intention to explore other registrations. Uniting these entities into a cohesive coalition presents a significant challenge for the Senior Leadership Team, particularly as they lack prior experience in such efforts. This places additional demands on the CEO and DFO, especially in managing entity-specific requirements and those of the coalition as a whole.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit and that the activities carried out by the charity during the year were all undertaken in order to further the charity's aims for the benefit of the charity's beneficiaries.

Organisation structure

ESSA's CEO is appointed by the Trustees to manage the day-to-day operations of the charity. Powers are delegated to the Senior Leadership Team under a schedule of reserved powers approved by the board. ESSA's Senior Leadership Team is comprised of the Chief Executive Officer, Director of Finance and Operations, and Director of Research and Programmes.

ESSA controls one African based entity and all activity is managed by the Senior Leadership Team of ESSA. All financial records for the entity are maintained by the entity and full consolidated accounts have been prepared for the year ending 30 September 2024.

Remuneration policy for Senior Leadership Team

A Remuneration Committee was established during the financial year 2021/22. The pay of the Charity's CEO and Senior Leadership Team is recommended by the Remuneration Committee and approved by the Board of Trustees. The salary is set to be competitive and benchmarked against similar charitable organisations.

Corporate Directory

Trustees

- Jonathan Ane
- Patrick Dunne, Chair
- Christopher Foy, Treasurer
- Abdelrahman Hassan (appointed at the March 2024 board)
- Hellen Inyega (appointed at the September 2024 board)
- Elsie Effah Kaufmann
- Joel Kibazo (resigned 27th June 2024)
- Nancy Matimu (resigned 1st April 2025)
- Kendi Ntwiga (resigned 1st January 2024)

Senior Leadership Team

- Lucy Heady, Chief Executive Officer
- John Ali, Director of Finance and Operations
- Pauline Essah, Director of Research and Programmes

Charity number

1166958

Company number

10101086

Registered office

3rd Floor

Chancery House

St Nicholas Way

Sutton

Surrey

SM1 1JB

Auditors

Crowe U.K. LLP

55 Ludgate Hill

London

EC4M 7JW

Bankers

C. Hoare & Co

37 Fleet Street

London

EC4P 4DQ

Solicitors

Bates Wells Braithwaite

10 Queen Street Place

London

Statement of Trustees' Responsibilities

The trustees, who are also the directors of ESSA for the purpose of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the group for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

As far as each of the trustees of the group at the date of approval of this report is aware there is no relevant audit information (information needed by the charitable group's auditor in connection with preparing the audit report) of which the charitable group's auditor is unaware. Each trustee has taken all the steps that he/she should have taken as a trustee to make himself/herself aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information. This report has been prepared under the exemptions available to small companies under the Companies Act 2006.

Auditor

In accordance with the company's articles, a resolution proposing that Crowe U.K. LLP be reappointed as auditor of the company and group will be put at a General Meeting.

The trustees' report was approved on behalf of the board of trustees.

Patrick Dunne

Chair of Trustees

Dated: 4 June 2025

Independent Auditor's Report to The Members and Trustees of Education Sub Saharan Africa

Opinion

We have audited the financial statements of Education Sub Saharan Africa ('the charitable company') and its subsidiary ('the group') for the year ended 30 September 2024 which comprise the consolidated statement of financial activities, the consolidated and charitable company balance sheets, the consolidated cash flow statement and notes to the financial statements, including significant accounts policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 30 September 2024 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken during our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained during the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 27, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and group for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, taxation legislation and employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income, allocation of income and expenditure to restricted funds, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Board of Trustees about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, detailed substantive testing of income and expenditure, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Dipesh Chhatralia

Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP

Statutory Auditor

London

6 June 2025

Financial Statements and Notes

Consolidated Statement of Financial Activities (incorporating Income and Expenditure Account)

For the Year Ended 30 September 2024

				2023/24	2022/23
		Restricted funds	Unrestricted funds	**Total Funds**	**Total Funds**
	Note	£	£	**£**	**£**
Income					
Donations and grants	2	1,418,225	16,735	**1,434,960**	**1,282,566**
Provision of services		-	15,671	**15,671**	**31,600**
Other income		-	439	**439**	**1,151**
Total Income		**1,418,225**	**32,844**	**1,451,070**	**1,315,317**
Expenditure					
Raising Funds	3	5,065	76,732	**81,797**	**74,363**
Charitable activities	3	1,425,373	148,453	**1,573,826**	**1,119,922**
Total Expenditure		**1,430,438**	**225,185**	**1,655,623**	**1,194,285**
Net income/(expenditure)		(12,213)	(192,341)	**(204,553)**	**121,032**
Transfers between funds	10	(55,722)	55,722	**-**	**-**
Net movement in funds		(67,935)	(136,619)	**(204,553)**	**121,032**
Reconciliation of funds:					
Total funds as at 1 October 2023	10	819,635	178,942	**998,577**	**877,545**
Effect of hyperinflation on b/f funds	10	-	(40,855)	**(40,855)**	**-**
Total funds as at 30 September 2024		**751,700**	**1,469**	**753,169**	**998,577**

The statement of financial activities includes all gains and losses recognised in the year.
The opening funds have been restated to reflect the impact of applying IAS 29 for the first time.

All income and expenditure derive from continuing activities.

ESSA uses the exemption conferred by section 408 of the Companies Act 2006 in not preparing a separate Income and Expenditure Account for ESSA as a separate entity. The net income/(expenditure) for ESSA alone for the year to 30 September 2024 was (£126,182) (2022/23: (£3,153).

Balance Sheet

For the Year Ended 30 September 2024

		Consolidated		Charity	
		2023/24	**2022/23**	**2023/24**	**2022/23**
	Note	**£**	**£**	**£**	**£**
Fixed Assets					
Tangible fixed assets	7	6,456	**5,250**	3,984	3,778
Total Fixed Assets	7	6,456	**5,250**	3,984	3,778
Current Assets					
Debtors	8	38,544	**403,657**	239,903	**269,288**
Cash at bank and in hand		765,841	**721,322**	544,446	**707,980**
Total Current Assets		**804,385**	**1,124,979**	**784,349**	**977,268**
Creditors: amounts falling due within one year	9	(57,672)	**(131,653)**	(40,123)	**(106,654)**
Net current assets		**746,713**	**993,326**	**744,226**	**870,614**
Net assets		**753,169**	**998,576**	**748,210**	**874,392**
Funds of the charity:					
Restricted funds	10	751,700	**819,634**	704,014	**689,900**
Unrestricted funds	10	1,469	**178,942**	44,196	**184,492**
Total funds		**753,169**	**998,576**	**748,210**	**874,392**

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Trustees on 4 June 2025.

Patrick Dunne

Chair of Trustees

Consolidated Statement of Cash Flows

For the Year Ended 30 September 2024

		2023/24	2022/23
	Note	**£**	**£**
Cash flows from Operating Activities			
Net cash generated from (used by) operating activities	12	**113,698**	**(121,596)**
Cash Flows from investing Activities			
Purchase of tangible fixed assets		(3,623)	(5,071)
Net cash provided by (used in) investing activities		**(3,623)**	**(5,071)**
Cashflows from Financing Activities			**-**
Bank Interest received		439	
Net cash used in financing activities		**439**	
Change in cash and cash equivalents in the year		110,514	(126,667)
Cash and cash equivalents brought forward		721,322	888,895
Unrealised gain/(loss) from exchange rate changes on cash held in foreign currency		(65,995)	(40,906)
Cash and cash equivalents carried forward		**765,841**	**721,322**

ESSA uses the exemption conferred by section 1.12 of FRS102 in not preparing a separate cash flow statement for ESSA as a separate entity.

1. Accounting policies

Registration

Education Sub-Saharan Africa is a private company limited by guarantee incorporated in England and Wales. The registered office is 3rd Floor, Chancery House, St Nicholas Way, Sutton, Surrey, SM1 1JB.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's Articles of Incorporation, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound value.

Assets and liabilities denominated in foreign currencies are translated into sterling at the rate of exchange prevailing at the balance sheet date. Transactions in foreign currencies are recorded at the rate prevailing at the date of the transactions. All differences are taken through the Statement of financial activities. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Due to hyperinflation in Ghana all transactions through the Ghana entity (including income and expenditure) are adjusted by indexation at the year-end. On consolidation these foreign currency transactions are translated at the rates of exchange ruling at the balance sheet date. All material differences are taken to the general reserves.

ESSA has an overseas legal entity in Ghana. This entity is fully controlled by ESSA and its accounts are consolidated within the accounts of ESSA.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

The Trustees have assessed the organisation's financial sustainability, including fundraising prospects and cash flow projections through to September 2026. Forecasts based on secured income satisfy the Trustees that if, in a worst-case scenario, there were to be no further funding, ESSA would have financial runway to at least September 2026. During this period, the Executive will continue to pursue additional income streams to enable ESSA to extend its reach and impact well beyond this date. On this basis, the trustees are satisfied that it is appropriate to prepare the 2023/24 financial statements on a going concern basis.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are funds subject to specific expenditure instructions which are laid out by the donor that fall within the wider purposes of the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from grants is recognised on an accruals basis and included in the Statement of financial activities when the charity is entitled to the income, when receipt is probable, and when it can be measured reliably. Grants that are subject to performance-related conditions or subject to funder conditions related to the timing of expenditure are deferred until those conditions are met.

Donated goods and services are recognised as income when they are received and used by ESSA. The goods and services are measured at fair value to ESSA.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Grants are recognised as a liability once the charity has a legal or a constructive obligation to make a distribution to a third party.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings.

Support costs have all been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs

related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Services received on an 'in kind' basis are accounted for at the cost the charity would otherwise have to pay for the same services.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	25% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term liquid investments with original maturities of three months or less, and bank overdrafts.

1.8 Financial instruments

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.11 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The following matters contain assumptions or estimates affecting income at the balance sheet date:

Note 2 Donations and grants – Grants receivable.

Note 3 Analysis of expenditure – Grant expenditure.

2. Donations and grants

	Restricted funds	Unrestricted funds	Total	Total
	2023/24	2023/24	2023/24	2022/23
	£	£	£	£
Gifts and donations	-	16,735	16,735	50,378
Grants receivable	1,418,225	-	1,418,225	1,232,188
	1,418,225	16,735	1,434,960	1,282,566

3. Analysis of expenditure

	Activities directly undertaken	Grant funding of activities	Support costs	Total	Total
	2023/24	2023/24	2023/24	2023/24	2022/23
	£	£	£	£	£
Raising funds:					
Costs of raising donation & grant income	5,065	-	76,733	81,798	74,363
Charitable activities:					
Quality of university and college education	18,079	80,877	1,107	100,063	163,332
Young people's transition from education into work	35,201	-	1,112	36,313	23,120
Building a knowledge ecosystem for education	812,593	177,873	32,069	1,022,535	750,876
Monitoring, Evaluation and Learning	120,288	-	20,110	140,398	62,698
Increasing the influence of our research	167,289	-	41,232	208,521	78,990
Foreign exchange loss	-	-	65,995	65,995	40,906
Total	**1,518,515**	**258,750**	**238,358**	**1,655,623**	**1,194,285**

Grants were awarded to 4 (2022/23: 5) organisations; no grants were made to individuals. A full list of recipients is provided below:

Organisation	2023/24
	£
Association of African Universities	7,986
Inter-University Council for East Africa	43,436
Population Reference Bureau	29,455
The REAL Centre (University of Cambridge)	95,452
Southern Hemisphere	68,555
Zizi Afrique Foundation	13,866
TOTAL	258,750

Future commitments

Future commitments relating to charitable work carried out by other organisations on behalf of ESSA, amount to £154,909 (2022/23: £101,943). These represent contracts signed before 30 September 2024 for payments in future years.

4. Support and governance costs

	Raising funds	Charitable activities	Total	Total
	2023/24	2023/24	2023/24	2022/23
	£	£	£	£
Personnel costs	55,573	60,319	115,892	20,356
Other support costs	21,159	6,230	27,390	26,592
Governance costs	-	29,081	29,081	35,931
Foreign exchange losses/(gains)	-	65,995	65,995	40,906
Total expenditure	76,732	161,625	238,358	123,785

Governance costs

	Raising funds	Charitable activities	Total	Total
	2023/24	2023/24	2023/24	2022/23
	£	£	£	£
Legal and professional	-	1,918	1,918	3,928
Board meetings	-	26	26	5,885
Audit	-	27,857	27,857	26,118
Total expenditure	-	29,801	29,801	35,931

Audit costs relating to the audit of the Charity amount to £23,160 (2022/23: £19,020). The remaining costs are for the audit of ESSA's African entity.

5. Trustees

None of the Trustees (or any persons connected with them) received any remuneration during the year (2022/23: 0). Trustees' expenses, covering costs directly incurred by Trustees and those paid on their behalf by ESSA, amounted to nil for the year (2022/23: £2,311 for 2 Trustees).

6. Staff costs

	Consolidated	Consolidated
	2023/24	2022/23
	£	£
Staff costs:		
Wages and salaries	780,933	627,239
Social security costs	62,118	45,966
Pension costs	17,828	10,896
Total expenditure	860,879	684,101

No redundancy payments were made during the year (2022/23: 0).

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	Consolidated	Charity	
	2023/24	2023/24	2022/23
	No.	No.	No.
£60,000 - £69,999	-	-	-
£70,000 - £79,999	-	-	2
£80,000 - £89,999	1	1	-
£90,000 - £99,999	-	-	-
£100,000 - £109,999	1	1	1

The total employee benefits including pension contributions and employer's national insurance for key management personnel were £337,052 (2022/23: £286,754).

The average number of employees (headcount based on number of staff employed) during the year was:

	Consolidated	Charity	Consolidated	Charity
	2023/24	2023/24	2022 /23	2022 /23
	No.	No.	No.	No.
Management and administration	4	3	4	4
Project management and support costs	24	12	14	11
Total	28	15	18	15

7. Tangible fixed assets

	2023/24	
	Computers	
	Consolidated	Charity
	£	£
COST:		
At 1 October 2023	10,478	8,873
Additions	3,623	1,906
Disposals	(5,407)	(5,407)
At 30 September 2024	8,694	5,372
DEPRECIATION:		
At 1 October 2023	5,228	5,095
Charge for the year	2,417	1,700
Disposals	(5,407)	(5,407)
At 30 September 2024	2,327	1,388
Net book value:		
At 30 September 2024	6,456	3,984
At 30 September 2023	5,250	3,778

8. Debtors

	Group		Charity	
	2023/24	**2022/23**	**2023/24**	**2022/23**
	£	**£**	**£**	£
ESSA LBG	-	-	203,365	76,870
Prepayments	7,572	69,653	5,565	69,462
Accounts receivable	30,208	211,048	30,208	-
Accrued income	764	122,956	765	122,956
	38,544	**403,657**	**239,903**	**269,288**

9. Creditors: amounts falling due within one year

	Group		Charity	
	2023/24	**2022/23**	**2023/24**	**2022/23**
	£	**£**	**£**	£
Other taxation and social security	2,423	15,663	2,351	1,795
Trade creditors	2,126	61,789	494	61,532
Other creditors	1,718	3,275	1,718	3,274
Accruals and deferred income	51,405	50,926	35,560	40,054
	57,672	**131,653**	**40,123**	**106,655**

Deferred income relates to income received from donors which is subject to restrictions that prevent their use until a later date. There was no deferred income in the current year (2022/23: £8,400).

10. Movements in funds

Statement of funds – Current Year

	Brought forward	Income	Expenditure	Foreign Exchange	Transfers	Carried forward
	£	£	£	£	£	£
Unrestricted Funds						
General fund	178,942	32,845	(159,190)	(65,995)	55,722	42,324
Adjustment for hyperinflation	(40,855)					(40,855)
Total Unrestricted Funds	138,087*	32,845	(159,190)	(65,995)	55,722	1,469
**The above is restated for the effects of hyperinflation*						
Restricted Funds:						
Enhancing Education Research in Africa (EERA)	106,792	39,348	(148,504)	-		(2,364)
GPE-KIX	-	21,620	(30,870)	-		(9,250)
Transforming Teaching, Education and Learning (T-TEL)	128,743	213,843	(226,525)	-	(21,384)	94,677
BAC InHive	-	35,995	(36,313)	-		(318)
Carnegie Corp of New York	(166)	218,017	(101,091)	-		116,760
Bill & Melinda Gates Foundation	60,894	270,730	(324,889)	-	(6,735)	0
Global Social Impact Challenge	1,296	-	(1,172)	-	(124)	0
Conrad N. Hilton Foundation	522,075	618,672	(561,073)	-	(27,479)	552,195
Total Restricted Funds	819,634*	1,418,225	(1,430,437)	-	(55,722)	751,700
**The above is restated for the effects of hyperinflation*						
TOTAL FUNDS	957,722	1,451,590	(1,589,627)	(65,995)	-	753,169

- Restricted funds represent income received that can only be used for particular purposes specified by donors.
- Unrestricted funds represent general unrestricted funds which can be used at the discretion of the organisation to further their overall objectives.
- Part of income received from donors is an indirect fee. Where donors have confirmed that these fees are unrestricted, they are transferred from restricted to unrestricted funds.
- EERA, GPE-KIX and BAC-IN projects show a deficit as at the Balance Sheet date. This is due only to timing difference. The next income tranches EERA and GPE-KIX have been received post Balance Sheet date.

Due to our operations in Ghana, we have been required this year to apply IAS 29 – Financial Reporting in *Hyperflationary Economies* as Ghana is considered to be a hyperinflationary economy. One of the requirements of the standard is the revaluation of our brought forward reserves with the resulting exchange difference being taken through unrestricted funds brough forward.

Enhancing Education Research in Africa (EERA):

This project is funded by Echidna Giving, Imaginable Futures and the Jacobs Foundation over 18 months (from June 2023 to November 2024), covering East Africa, West Africa, and Southern Africa. The primary purpose being to work with African researchers to determine the prerequisites for establishing a strong and sustainable African education research system, led by local researchers and supported by locally generated evidence that can be used both locally and internationally to enhance education.

Global Partnership for Education (GPE-KIX):

This funding supports the work of the Unlocking Data Initiative, a consortium of partners including ESSA, eBASE (Cameroon), CERT (Malawi), Zizi Afrique Foundation (Kenya) and the EdTech Hub (global). The work focuses on increasing access to education data for policy-relevant analysis by researchers.

Transforming Teaching, Education and Learning (T-TEL):

ESSA is one of 14 partners in a consortium led by T-TEL to deliver the Leaders in Teaching (LiT) Programme, funded by the MasterCard Foundation. The primary goal of the programme is enhancing teacher training, retention, and motivation at the senior high school level in Ghana, with ESSA's role being to act as a learning partner which involves providing evidence derived from research and evaluation to enhance the implementation of the programme.

BAC-IN

The Building Alumni Communities through Impact Networks (BAC-IN) works with partner universities to strengthen alumni networks. The work is led by the NGO InHive and ESSA acts as the Monitoring, Evaluation, Research and Learning partner.

Carnegie Corporation of New York (DAF EAC):

This is a 2-year project funded by the Carnegie Corporation of New York to expand our previous Demographics of Faculty work in Ghana to the East African Community as part of a consortium with the Association of African Universities, the Inter-University Council for East Africa and Population Reference Bureau. The project finished in June 2023. We have received approval and funding to continue the project in a phase 2 starting in November 2023.

Bill & Melinda Gates Foundation:

This project seeks to identify and connect African education researchers who are working to improve the foundational learning of African primary school children. ESSA is partnering with the REAL Centre again to map researchers, their institutions and the evidence they are producing in four countries: Ghana, Kenya, Senegal and Tanzania.

Global Social Challenge:

This was a grant given for the purpose of kickstarting our African-based fundraising activity following the launch of ESSA LBG in Ghana.

Conrad N. Hilton Foundation:

This project focuses on understanding the ecosystem of Early Childhood Development (ECD) researchers and their needs in Ghana, Kenya, Tanzania, and Uganda (with desk-based research for Mozambique). ESSA is collaborating with the Research for Equitable Access and Learning (REAL) Centre to implement this project.

Statement of funds – Prior Year

	Brought forward	Income	Expenditure	Gains/ (Losses)	Carried forward
	£	£	£	£	£
Unrestricted funds					
Total unrestricted funds	57,457	440,032	(277,756)	(40,791)	178,942
Restricted Funds:					
Enhancing Education Research in Africa (EERA)	-	138,953	(32,161)	-	106,792
Transforming Teaching, Education and Learning (T-TEL)	-	189,943	(61,202)	2	128,743
Carnegie Corporation of New York (DAF EAC)	111,455	-	(111,504)	(117)	(166)
Conrad N. Hilton Foundation	417,441	546,389	(441,754)	-	**522,076**
Bill & Melinda Gates Foundation	271,616	-	(210,722)	-	60,894
Global Social Impact Challenge	19,576	-	(18,280)	-	**1,296**
Total restricted funds	820,088	875,285	(875,623)	(115)	819,635
TOTAL FUNDS	877,545	1,315,317	(1,153,379)	(40,906)	998,577

Global Partnership for Education (GPE-KIX):

This funding supports the work of the Unlocking Data Initiative, a consortium of partners including ESSA, eBASE (Cameroon), CERT (Malawi), Zizi Afrique Foundation (Kenya) and the EdTech Hub (global). The work focuses on increasing access to education data for policy-relevant analysis by researchers.

BAC-IN:

The Building Alumni Communities through Impact Networks (BAC-IN) works with partner universities to strengthen alumni networks. The work is led by the NGO InHive and ESSA acts as the Monitoring, Evaluation, Research and Learning partner.

11. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Total
	2023/24	2023/24	2023/24	2022/23
	£	£	£	£
Fund balances at 30 September 2024 are represented by:				
Tangible assets	6,456	-	6,456	5,250
Current assets/(liabilities)	(4,987)	751,700	746,713	993,327
	1,469	751,700	753,169	998,577

12. Reconciliation of net movement in funds to net cash flow from operating activities

	2023/24	2022/23
	£	£
Surplus/(deficit) for the year	(204,553)	121,032
Adjustment for:		
Depreciation charge	2,417	1,682
Unrealised (gain)/loss from exchange rate changes on cash held in foreign currency	65,995	40,906
Revaluations	(40,855)	-
Interest income	(439)	-
(Increase)/decrease in debtors	365,113	(285,925)
Increase/(decrease) in creditors	(73,980)	709
Net cash used by operating activities	113,698	(121,596)

13. Related party transactions

Donations totalling £14,000 were received from related parties during the year.

Education Sub Saharan Africa was registered as a Company Limited by Guarantee (LBG) (Registration No. CG034110622) in Ghana in June 2022, and as a Non-Profit in Ghana (Non-profit Organisation Licence No. NPOS/GRO1/LNO552/23) in March 2023, with the oversight of a National Board of Trustees. The Board of Trustees in Ghana is comprised entirely of current and former Trustees and representatives of the Senior Leadership Team of the charity, and it is through this mechanism that ESSA is considered to have control.

ESSA pays some staff costs and other expenses on behalf of LBG and these are charged back to LBG via an intercompany account. In the year ESSA paid ESSA LBG staff costs of £89,578 (2023: £31,892) and other expenses of £16,021 (2023: £680).

ESSA LBG also pays some staff costs on behalf of ESSA. In the year ESSA LBG paid ESSA staff costs of £45,490 (2023: £25,445).

ESSA LBG receives some funding directly from donors of which is used to cover costs paid by ESSA and is transferred back to ESSA to cover these costs via an intercompany account. In the year ESSA received income from ESSA LBG of £59,782 (2023: £25,214).

ESSA also transfers funds to ESSA LBG to cover operational running costs and in the year this income to ESSA LBG was £297,946 (2023: 58,939).

As at 30th September 2024 the net position of these transactions was that ESSA was owed £203,365 (2023: £76,870) by ESSA LBG.

	ESSA LBG	
	2023/24	2022/23
	£	£
Assets	225,874	226,052
Liabilities	(220,914)	(101,867)
Equity	4,960	124,185
Income	314,868	246,511
Expenditure	397,633	122,326
FX gain	4,395	-
Surplus/(Deficit)	(78,370)	124,185
FX difference on opening funds due to hyperinflation	(40,855)	-
Net movement in funds	(119,225)	124,185

10

Join Us in Shaping **the Future of Education**

Are you an employer, funder, researcher, educator, policymaker, or young person? We would love to collaborate with you. Explore evidence, contribute to impactful initiatives, and support our work to transform education in Sub-Saharan Africa.

Visit our website to learn how you can join us:

www.essa-africa.org

Stay connected with us on social media:

ESSA - Education Sub Saharan Africa

Education Sub Saharan Africa (ESSA)

@ESSA_Africa

ANNUAL REPORT

AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH SEPTEMBER 2024

PHOTO CREDIT: SAFARI-CONSOLER VIA PEXELS

Published by:

Education Sub Saharan Africa
X: @essa_africa
Website: www.essa-africa.org

ESSA
Education Sub Saharan Africa

EDUCATION SUB-SAHARAN AFRICA

England & Wales - Charity number 1166958

Accounts

ESSA
Education Sub Saharan Africa

ANNUAL REPORT

AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH SEPTEMBER 2023

Acknowledgement and Organisation Registration Details

Published by: ESSA

www.essa-africa.org
@essa_africa
Education Sub Saharan Africa (ESSA)

Charity Registration No. 1166958
Company Registration No. 10101086 (England and Wales)

Ghana Non-profit Organisation Licence No. NPOS/GRO1/LNO552/23

Company Registration No. CG034110622

Graphic Design and Layout by: Daniel Kamau
Photos: @ESSA

ANNUAL REPORT

AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED
30TH SEPTEMBER 2023

Contents

SECTION 1	**Letter from the Chair**	06
SECTION 2	**About ESSA**	08
	2.1 ESSA's Values	09
	2.2 Equity, Diversity, and Inclusion	09
	2.3 Our Objectives	10
SECTION 3	**Strengthening Our Organisation**	11
SECTION 4	**Impact Across Our Focus Areas**	12
	4.1 Strengthening the knowledge ecosystem	13
	4.2 Improving quality of tertiary education	17
	4.3 Improving the transition from education to work	24
	4.4 Increasing access to tertiary education	27
SECTION 5	**ESSA in the News**	28
SECTION 6	**Future Plans**	32
SECTION 7	**Partners and Funders Who Worked with Us in 2022/2023**	33
SECTION 8	**Financial Review**	34
SECTION 9	**Independent Auditor's Report**	41
SECTION 10	**Financial Statements and Notes**	45
SECTION 11	**Connect With Us**	63

List of Abbreviations

AAU	Association of African Universities
ADEA	Association for the Development of Education in Africa
AERD	African Education Research Database
ASH	African Scholarship Hub
CEO	Chief Executive Officer
COREVIP	Conference of Rectors, Vice-Chancellors and Presidents of African Universities
DAF	Demographics of African Faculty
EAC	East African Community
ECD	Early Childhood Development
EERA	Enhancing Education Research in Africa
ESSA	Education Sub Saharan Africa
FL	Foundational Learning
FRC	Financial Reporting Council
GDPR	General Data Protection Regulation
GTEC	Ghana Tertiary Education Commission
ICT	Information Communication and Technology
IDRC	International Development Research Centre
IT	Information Technology
LEAP	Leveraging Evidence for Action to Promote change
LiT	Leaders in Teaching
MEL	Monitoring, Evaluation, and Learning
MIT	Massachusetts Institute of Technology
NORRAG	Network for International Policies and Cooperation in Education and Training
NPO	Non-Profit Organisation
OBE	Order of the British Empire
PASGR	Partnership for African Social and Governance Research
PedaL	Pedagogical Leadership in Africa
PRB	Population Reference Bureau
REAL	Research for Equitable Access and Learning
STR	Student-to-Teacher Ratios
TVET	Technical and Vocational Training
UKFIET	The United Kingdom Forum for International Education and Training
VVOB	Vlaamse Vereniging voor Ontwikkelingssamenwerking en Technische Bijstand (Flemish Association for Development Cooperation and Technical Assistance)

SECTION 1

Letter from **the Chair**

Dear friends,

I am delighted to present the Annual Report and Financial Statements for the year 2022/23 on behalf of the ESSA board. This financial year has been marked by significant growth for ESSA both in terms of team size and impact, and we extend our heartfelt gratitude to all our partners without whom this would not have been possible. This year is particularly special as it marks the first full year of operations for ESSA LBG, our registered entity in Ghana. Therefore, this report presents the consolidated accounts for operations in both Ghana and the UK for the first time. Throughout this period of growth and change, we have remained rooted in our values – evidence-based, strengthening trust, solutions-focused, and always learning – as we strive to generate actionable insights that inform policies and practice and strengthen education systems.

As we approached the midpoint of our 2021–2026 Strategic Plan, we took the time to review the successes and challenges so far. Based on these reflections we have resolved to focus on identifying country-focused strategies for our work, starting with Ghana and Kenya. Our aspiration is that by 2026, ESSA would have contributed to catalysing impactful change in the education system, using evidence and data.

ESSA's work on the Demographics of African Faculty (DAF) has always been a particular passion of mine and so I have been delighted to see us deepen understanding of faculty challenges in the East Africa Community (EAC). Supported by the Carnegie Corporation of New York and in collaboration with the Association of African Universities (AAU), PopulationReference Bureau (PRB), and the Inter-University Council for East Africa (IUCEA), the research revealed the huge challenges facing the region. Using local policy guidelines, universities and colleges alone in the EAC would need collectively to recruit more than 35,000 lecturers to meet the desired student to teacher ratios and support their research agendas. This work is an example of what partners can do when there is great trust and collaboration – and we are glad to continue this work over the next two years, with a focus on fostering a culture of data collection to support evidence-based solutions and reforms.

This was also the year that saw our work to strengthen education research in Africa really take off. In collaboration with the Research for Equitable Access and Learning (REAL) Centre, we raised the profile of research focused on Early Childhood Development and Foundational Learning, and convened researchers to understand their needs and priorities. With this deep understanding it is now time to move to action and so we were delighted to kick off a collaboration with Southern Hemisphere that aims to identify pathways to establishing a robust education research ecosystem. We started consultations on Enhancing Education Research in Africa (EERA). This work is supported by Echidna Giving, Imaginable Futures, and the Jacobs Foundation.

A personal highlight was going to the launch of our report, *'What Next? Enhancing African Students Transition to Employment through Effective Career Services,'* in Ghana, in June. We generated this report in collaboration with The Education Collaborative at Ashesi University and Kepler in Rwanda, with financial support from Dubai Cares. The vibrant conversation between employers, university leaders (including our own board member Professor Elsie Effah Kaufmann) and young people was a wonderful example in how evidence can drive an action-oriented conversation with many participants identifying steps they themselves could take to ensure young people transition from school-to-work.

We would not have achieved all these milestones without the hard work, dedication, and advice from our highly talented and hard working team and Board. It has been such a pleasure to see the tremendous growth of our team, expanding from 14 to 26 members spread across Germany, Ghana, Kenya, Senegal, Togo, Uganda and United Kingdom. It was also heartening to welcome two new trustees-Mr Jonathan Ane and Professor Elsie Effah Kaufmann-who bring a wealth of experience in business, research, and policy.

These are just the highlights of what we achieved together in the year 2022/23 and I invite you to read more in our annual report. I hope you will be inspired by what we have achieved and the potential of what we can do with more support in 2024.

Sincerely,

Patrick Dunne

Chair, ESSA

SECTION 2

About ESSA

Education Sub Saharan Africa

ESSA is a charity established and registered in the United Kingdom in 2016 and in Ghana in 2022. Our vision is high-quality education that enables young people in Africa to achieve their ambitions and strengthens society. ESSA's mission starts with universities and colleges. We take a systems approach to identifying and addressing challenges by working in partnership with local education researchers, higher education leaders, policymakers, funders, and employers to improve outcomes for young people. Our research generates actionable insights that inform policies and practice and strengthen education systems.

ESSA stands out in three ways:

1. **We are committed to actionable evidence and data:** Our commitment to evidence is at the core of our mission. We collaborate with local researchers, universities, and partners to understand education matters in Africa, transforming data into actionable insights that drive change.
2. **We have a deep understanding of African universities and colleges:** We have invested time to understand the strengths, challenges, and structures of universities and colleges in Africa. We support policymakers to design and implement reforms that use data to improve the quality of education in universities and colleges.
3. **We promote African education researchers and their research:** African-led research represents only 3% of global research output. We strengthen the field of education research in Africa, raising the visibility of researchers and their work and increasing collaboration.

2.1 ESSA's Values

Evidence-driven: We are driven by data and evidence to find what works best, building an evidence alliance for education in Africa.

Strengthening trust: We are accountable to young people and educators in Africa.

Solutions-focused: We seek the highest impact for young people and educators in Africa with the cost-effective funds we invest.

Always learning: We listen and learn from people's first-hand experiences about education and work across Africa.

2.2 Equity, Diversity, and Inclusion

ESSA works towards a world in which everyone has opportunities to develop their skills and talents and the chance to reach their full potential. We are committed to ensuring that within our work and our organisation, we do all we can to eliminate discriminatory practices, to improve diversity, inclusivity, and equality of opportunity, and to promote understanding and build good relations between people from diverse backgrounds. Our impact is increased by us working collaboratively with and across diverse cultures.

2.3 Our Objectives

Our objectives for 2021–2026 are:

- **To connect evidence on delivering quality education with education leaders and policymakers.**
  This area focuses on improving the quality of university and college education. A priority theme for us is to raise the profile of the need for investment in faculty and foster a culture of data collection and collaboration, supporting evidence-based reforms.

- **To join up employers with universities and colleges to implement evidence-based approaches to help young people transition into work.**
  In this domain, we investigate how universities and colleges in Africa can help students transition to jobs. Our focus is on forging collaborations between employers and academic institutions to implement evidence-based strategies, ensuring a seamless transition for young individuals entering the job market.

- **To contribute to a sustainable knowledge ecosystem for education by raising the profile of African education researchers and increasing access to relevant data.**
  This aspect focuses on advancing a more open, quality, and locally led research ecosystem that provides African researchers with the necessary conditions to thrive. We contribute to a sustainable knowledge ecosystem for education by raising the profile of African education researchers and increasing access to relevant data.

- **To maximise the return on investment of scholarships, loans, and grants by building the evidence base and working with funders.**
  This area focuses on increasing access to university and college. We know that less than 10% of young people in Africa join university or college, even though the global average is 40%, with the cost of education being one of the main barriers.

Strengthening our Organisation

In the past financial year, our organisational growth was significant. We strategically expanded our staff presence in Africa. Our footprint now spans five countries—Ghana, Kenya, Senegal, Togo, and Uganda, with our team growing from 14 to 26 members, boosting capacity in research, advocacy, and operations. Notably, the Ghana team is now entirely employed through ESSA LBG, a testament to our commitment to fostering local talent.

Similarly, we welcomed distinguished individuals to the ESSA board, enriching our leadership. In March, Jonathan Ane, Chief Executive Officer (CEO) of Kulana Limited joined us, bringing extensive experience in financial services, telecommunications, and publishing. In June, Professor Elsie Effah Kaufmann, a renowned Ghanaian academic and biomedical engineer, joined us. As we embrace new additions, we express heartfelt gratitude to Joachim Rogall and Dolika Banda, who stepped down from ESSA's board after a combined eight years, leaving an indelible mark.

ESSA is a distributed organisation without physical offices which enables us to be highly cost effective and environmentally responsible. During the year we took the first opportunity we could since the pandemic to come together in person as a board and team. The aim being to reflect on progress, consider a range of opportunities as well as boost the impact of a major event we were running in Ghana on building stronger connections between employers and Universities and colleges.

At our in-person board meeting in Nairobi, Kenya, we undertook a mid-strategy reassessment and refinement of our focus areas. A critical decision was made to invest time during the 2023/24 financial year in developing country-focused strategies for Ghana and Kenya, to build out our capacities in advocacy and technology and to continue to invest in critical central human resource and finance functions.

We are committed to monitoring, evaluation, and learning (MEL), embodying a culture of 'always learning.' This commitment is reflected in various aspects of our work:

- DAF EAC training impact: 12 IUCEA-appointed researchers trained on faculty demographics data collection saw improved outcomes through enhanced coordination and proactive material sharing, a result of our MEL support.
- **African Education Research Database** (AERD) enhancements: Feedback from AERD users prompted ongoing improvements, including the refinement of the search function, demonstrating our commitment to a user-centric approach.
- Inclusive Event Practices: Responding to stakeholder feedback, we now provide French translation and interpretation for events where feasible, exemplified by the virtual ECD and FL workshop, enhancing accessibility to a broader audience.

SECTION 4

Impact Across our **Focus Areas**

The ESSA strategy for 2021–2026 is based on a model of creating a bridge from evidence and data to impact across four focus areas:

Strengthening the knowledge ecosystem

Improving the quality of tertiary education

Improving the transition from education to work

Increasing access to tertiary education

Progress was made across the strategy, but the standout areas of success were strengthening the knowledge ecosystem and improving the quality of higher education. We invite you to read more about ESSA's progress in each of the focus areas on the following pages.

4.1 Strengthening the knowledge ecosystem

We are making progress with strengthening education research in Africa

Throughout this financial year, our efforts in supporting African education researchers have developed enormously, expanding our reach, engagement, and influence. In collaboration with our implementing partner, the REAL Centre at the University of Cambridge, we continued implementing work supported by two significant partnerships.

Firstly, with the Conrad N. Hilton Foundation, we worked to elevate the visibility of researchers dedicated to early childhood development. This collaboration focuses on creating awareness and increased investment in research conducted by Africa-based researchers focusing on the education and development of the youngest children on the continent.

In our second partnership with the Bill & Melinda Gates Foundation, we embarked on a mission to identify and connect African education researchers dedicated to enhancing foundational learning among primary schoolchildren in Africa. This work aims to map education researchers, their institutions, and the evidence they produce in Ghana, Kenya, Senegal, and Tanzania.

The past year has seen progress in mapping and convening 130 researchers working on these focus areas. Our survey on ECD and FL researchers in Africa, followed by a virtual workshop, has been instrumental in identifying research priorities and needs of researchers and ways to enhance ECD and Foundational Learning research in Africa. This information not only informs funding policies, but also connects communities of practice in these crucial fields.

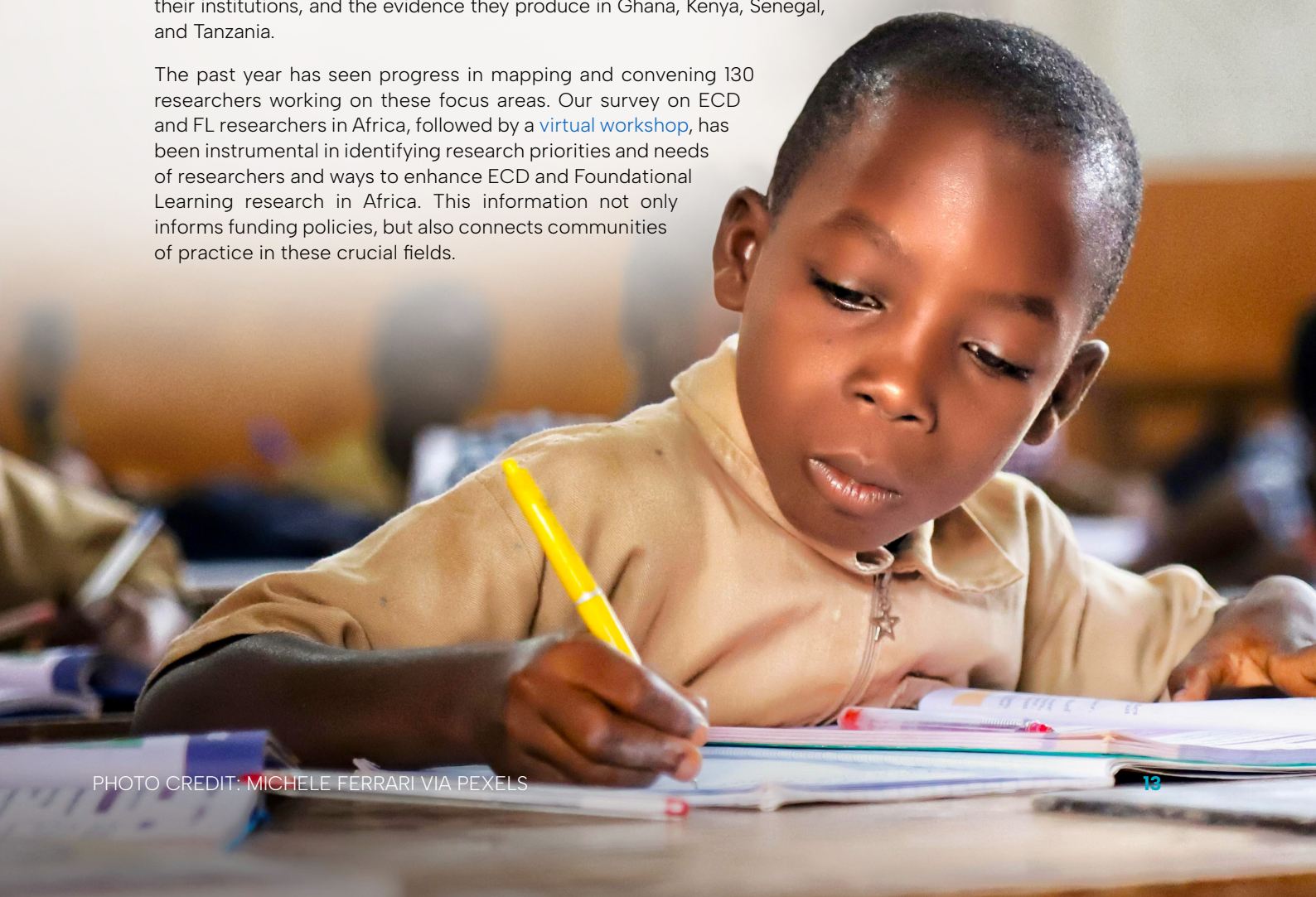


PHOTO CREDIT: MICHELE FERRARI VIA PEXELS

Some evaluation survey respondents shared the follow-up actions they plan to take because of attending the event:

- "Carry out policy oriented ECD research and advocate for government support and sponsorship." (*Anonymous evaluation survey respondent*).
- "Collaborate with other researchers and practitioners in Africa to advance knowledge sharing and experiences to learn from each other." (*Anonymous evaluation survey respondent*).

Some recommendations from our convenings:

- African universities and colleges and related institutions should develop long term mentoring programmes in collaboration with other institutions in Africa and beyond, to support future education researchers.
- Governments and funders should increase financial support to generate evidence for education themes that have limited research to bridge policy-research gaps. Ideally, the increase in funding needs to be disbursed through local mechanisms.
- Funders should support the creation of centres of excellence for ECD training, research, and policy work.
- Graduate students should have training on ECD assessment and measurement tools, research methods, and software for data collection and analysis (for example, 0-3 assessment, educational assessment, longitudinal approaches, and ethnographic study).
- Policymakers and funders should invest in progressive teaching approaches which incorporate student experiences in teaching mathematics (for example, the Three Tier Teaching Model).
- Very few Foundational Learning networks were identified so funders should invest in understanding the existing few, and whether there are more.

We also shone a spotlight on existing research produced by the Africa-based researchers. Using communication channels such as social media and newsletters, we highlighted the work of over 50 researchers contained in the AERD. The AERD was developed in collaboration with the REAL Centre, it includes a bibliometric analysis of over 5,000 publications by African education researchers between 2010 and 2021. The database continues to grow in influence, providing visibility to African research on the international stage.

A quote from an AERD user

Maud Seghers,
Senior Education Adviser at VVOB
and user of the AERD, highlights its impact.

"The claim is often made that education is under-researched in Africa, and there isn't enough information available. While this is not false, the reality is that there is a lot of research and information out there that only needs to be unearthed and made visible. This is where the database comes in and, so far, it has done an excellent job of increasing the visibility of education research and scholars in Africa. The platform also plays an impactful role in our daily work as we are continually seeking education research to learn from and improve our work."

Similarly, we participated in global and regional conferences, including the Association for the Development of Education in Africa (ADEA) Triennale organised in Mauritius, CIES 2023 in the United States of America, the 17th United Kingdom Forum for International Education and Training (UKFIET) Conference on Education and Development held in the United Kingdom, and the International Conference on Education Research for Development in Africa that took place in Ghana. At these events, we presented collaborative work to enhance the visibility of African research and advocated for increased education research funding in Africa.

To further strengthen our commitment to advancing African research, we welcomed a new partner, Southern Hemisphere. Our comprehensive 18-month collaborative project (June 2023 to November 2024) dubbed

'Enhancing Education Research in Africa (EERA)',

spans East Africa, West Africa, and Southern Africa. Supported by Echidna Giving, Imaginable Futures, and the Jacobs Foundation, this initiative collaborates with researchers in Africa to understand what it would take to establish a robust and sustainable education research ecosystem.

To start this work, we conducted in-person consultations at conferences in East, West, and Southern Africa, supplemented by desk research and key informant interviews, particularly involving women and early-career researchers.

ESSA and EdTech Hub joined forces to bridge the gap between EdTech researchers and entrepreneurs

In May, ESSA and EdTech Hub teamed up to host a webinar on EdTech (education technology) research, emphasising the keys to forming impactful partnerships between researchers and entrepreneurs. This collaborative effort aligns with our commitment to strengthening education research in Africa, showcasing our ongoing progress in supporting African education researchers. The webinar underscored the necessity for researchers with contextual understanding to navigate the complexities of EdTech research, emphasising the need for creativity, adaptability, and adept handling of diverse perspectives, all aimed at directly impacting children's learning.

In the coming financial year, we will focus on convening communities of researchers and connecting these researchers to professional development opportunities, specifically focusing on ECD and FL. For EERA, we plan to share a situation analysis, followed by a full report outlining funding strategies for education research in Africa. These efforts will contribute to reframing education research, policy, and practice to address Africa's urgent education challenges.

4.2 Improving quality of tertiary education

We are starting to address the systemic issue of data scarcity

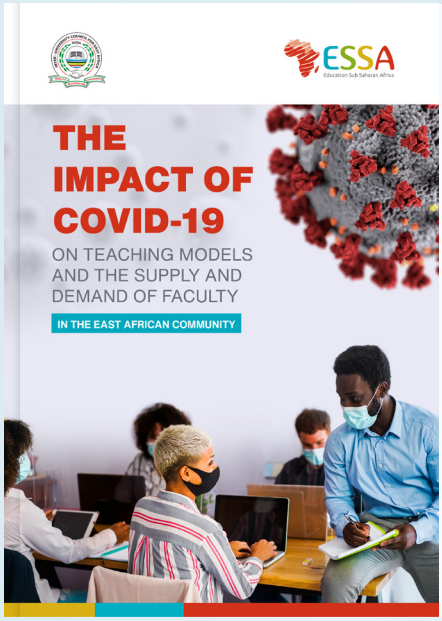
Our work on DAF started yielding tangible outcomes in addressing faculty challenges in Ghana. We collaborated with the Ghana Tertiary Education Commission (GTEC) to introduce an online 'faculty planning tool,' for enhancing faculty planning in the tertiary sector. Moreover, we assisted GTEC in revising Ghana's tertiary education policy norms using evidence from our DAF work. We hope that these policy norms will serve as regulations, performance benchmarks, monitoring tools, and resource planning guides for public Higher Education Institutions in Ghana.

Comments from policy makers

"Currently, we spend a lot of time trying to manually curate the data. The planning tool will simplify the work and reduce the time taken to collect and analyse data from higher education institutions. Adoption of the Faculty Planning Tool means that GTEC has more time to dedicate to other areas such as research." (*Anonymous*).

We also collaborated with an international consortium comprising the IUCEA, AAU, and PRB, taking significant steps to tackle faculty challenges, enhance engagement, and increase visibility. The DAF EAC project used evidence to spotlight faculty challenges in the region and engaged higher education leaders and policymakers across the region through key data points.

This research has unveiled the strengths, challenges, and structures of African universities and colleges, revealing a significant shortfall in quality teaching staff. This financial year, we deepened our understanding on faculty shortages in the EAC, marked by a trio of groundbreaking reports.



The first, on the

'Impact of COVID-19 on Teaching Models and Faculty Supply in the East African Community,

provides valuable insights into the challenges faced by faculty and students in the EAC due to the COVID-19 pandemic.

Some highlights in the report:

Only

50%

of faculty in Kenya and Tanzania received their salaries on time, while only **17%** of Ugandan faculty members received their salaries on time. Ugandan faculty members experienced the highest pay cuts, reduced benefits, and their benefits were not remitted on time.

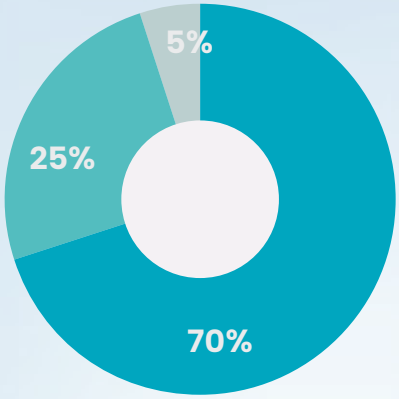
On average, EAC faculty reported a

32%

increase in workload (lecture hours), with Rwanda leading by

53%

Across the EAC, more than **70%** of faculty members did not conduct research during the pandemic, less than **25%** published, and less than **5%** of researchers reported that their projects were halted.



Furthering our commitment to knowledge exchange, together with Partnership for African Social and Governance Research (PASGR) we co-hosted two webinars exploring the impact of the COVID-19 pandemic on higher education in Africa. This ongoing series seeks to strengthen African Higher Education Institutions during times of disruption.

Achieving equitable access to higher education post-COVID-19 pandemic

In November 2022, we hosted a webinar series on 'Achieving Equitable Access to Higher Education post-COVID-19 Pandemic.' The webinars illuminated persistent inequalities in African higher education, exacerbated by the COVID-19 pandemic. The discussions underscored the importance of adapting online teaching for meaningful student engagement and the need for improved structures to ensure quality education post-COVID-19.

Strengthening African Higher Education Institutions in times of disruptions

The webinar, held in March 2023, delved into the impact of the COVID-19 pandemic on African higher education, focusing on institutional support and capacity strengthening. The discussions highlighted the challenges faced by African Higher Education Institutions during the sudden shift to online learning, emphasising the need for strategies like the PASGR 'Partnership for Pedagogical Leadership in Africa' (PedaL) to equip educators and address existing inequalities.

The second report,

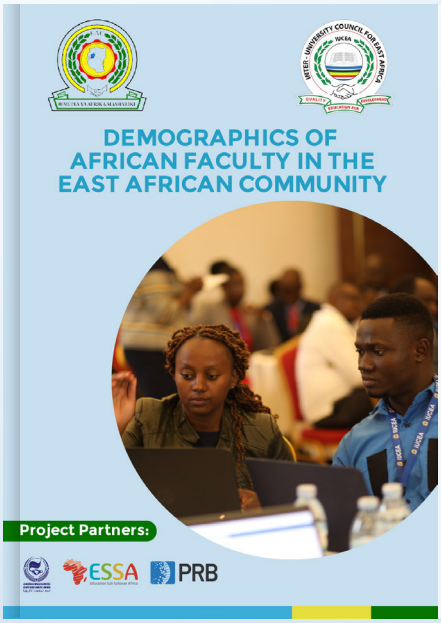
'Addressing faculty challenges in sub-Saharan Africa: observations and potential solutions from select countries in the region'

highlighted valuable insights and potential solutions to tackle faculty challenges in sub-Saharan Africa. The report, which explores examples from select countries in the region, aimed to help education leaders and policymakers to address these critical issues.

Some potential solutions highlighted in the report:

- End the duplication of academic programmes and abandon the aggressive marketing of degrees and diplomas with low academic rigour. This enables effective allocation of faculty, efficient utilisation, and maximisation of existing resources, hence an increase in the quality of graduates and research.
- Establish a transformative approach to developing the future generation of academics by creating an estimation, planning, and development framework to recruit, support and retain faculty.
- Enhance the development of faculty members through strong regional partnerships, Centres of Excellence, blended learning approaches, entrenching innovative pedagogy, as well as organising effective doctoral and postdoctoral programmes, residential training schools, and workshops.

IUCEA
PRB-KENYA



The third report,

'Demographics of African Faculty in the East African Community,'

marked a significant milestone. The report highlighted key data challenges in the region, including varied gaps in higher education data among partner states, a lack of up-to-date data, and insufficient capacity for data collection and management. Some highlights are provided below on the number of lecturers to meet the desired (but in need of updating) student-to-teacher ratios (STR) in various subject areas in universities in the EAC.

Some findings from the report:

Note: The report used data from the country's largest university for projections in Burundi, South Sudan, and Uganda, as the most reliable data was found in their major university.

University Projections:

Burundi: According to projections from the DAF model, the University of Burundi would require an additional faculty of

1,365

by the year 2030 to bridge the gap.

South Sudan: The University of Juba would need an additional faculty of

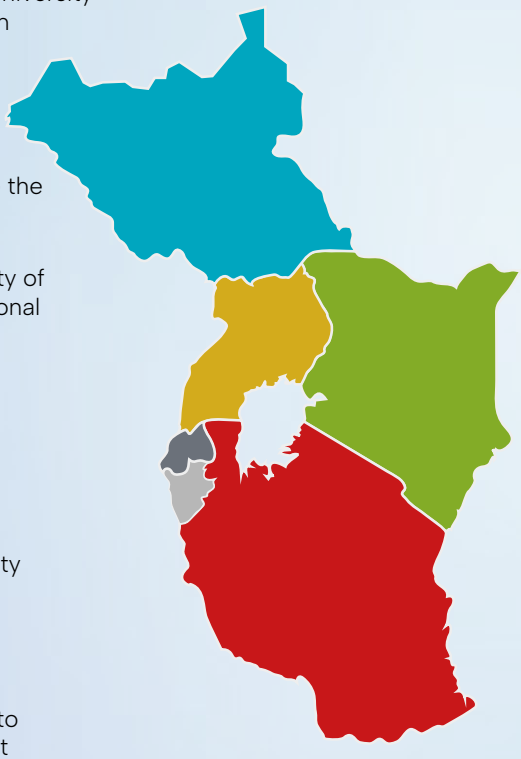
619

by 2030 to achieve policy norms for STR.

Uganda: Makerere University requires an additional

5,785

faculty members by 2030 to meet the increased student enrollment ratio.



Country-Level Projections:

Kenya: Projections indicate that Kenya will require an additional faculty of

25,961

by 2030 to meet STR Goals, considering population growth.

Rwanda: The projections estimate that Rwanda will need an additional faculty of

12,573

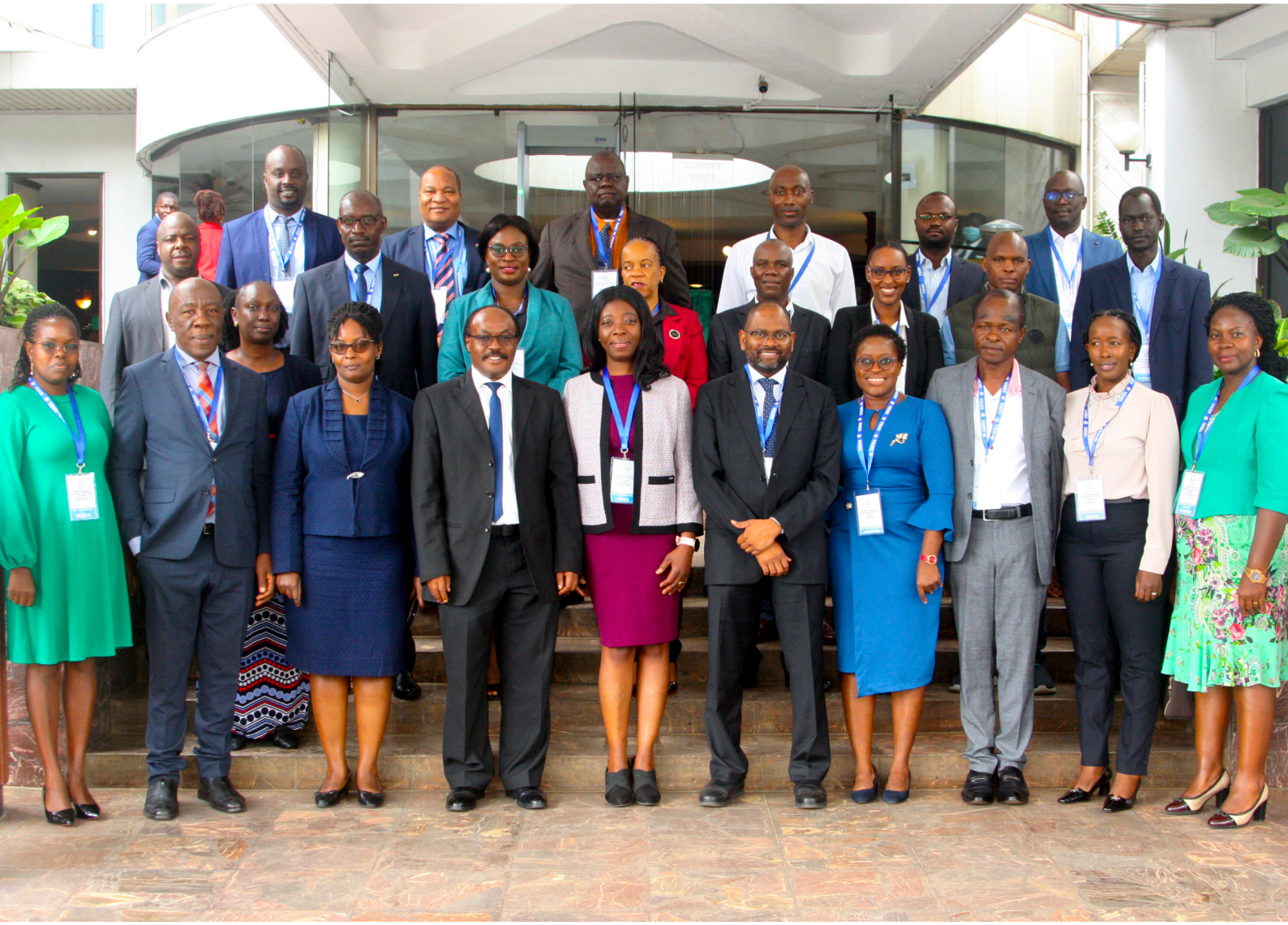
by 2030.

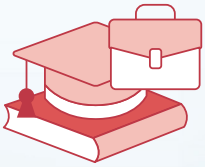
Tanzania: To achieve policy norms for STR by 2030, Tanzania requires an additional faculty of

33,291

To raise the profile of our work, we attended and participated in the 22nd Conference of Rectors, Vice-Chancellors, and Presidents of African Universities (COREVIP) organised in Namibia by our collaborator, AAU. With over 600 participants from 53 countries, COREVIP 2023 served as a platform for meaningful dialogue on improving the quality of university education.

All these great research and partnerships have ignited a new phase of action. Embarking on Phase 2, supported by the Carnegie Corporation of New York, our focus is on addressing the systemic issue of data scarcity. Over the next two years, we aim to foster a culture of data collection and collaboration, supporting evidence-based reforms. This collective effort signifies a transformative step towards informed and impactful education reforms in the region.





4.3 Improving the transition from education to work

We are helping young people transition into work

In our ongoing efforts to address the school-to-work skills gap in African universities and colleges, we have sustained strategic partnerships with institutions such as the Education Collaborative (Ashesi University, Ghana) and Kepler (Rwanda). These collaborations have led to the development of a significant report titled

'What Next? Enhancing African Students' Transition to Employment through Effective Career Services.'

The official unveiling of this report took centre stage at our Industry Roundtable event on 27th June 2023, in Accra, Ghana. With over 80 participants, this event underscored our commitment to empowering young people, facilitating a seamless transition from school-to-work.

Comments from participants:

- "The ideas and thoughts shared broadened my horizon and enriched my knowledge and surely will improve my perspective of taking a step forward regarding the gap situation at hand." **(Anonymous evaluation survey respondent).**
- "The research has provided insight of the gap between employability skills and industry requirements." **(Anonymous evaluation survey respondent).**

Some recommendations from the report:

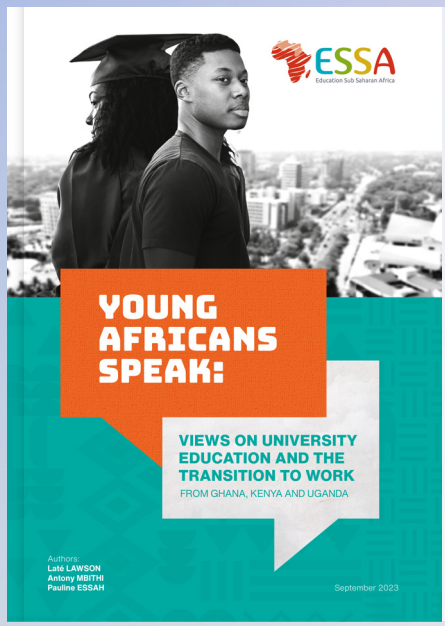
For universities and colleges

Collaborate with industry to assess the labour market and understand required skills.
Engage students in career service initiatives from the beginning of their studies.

For employers

Proactively seek partnerships with universities and colleges.
Share skills requirements with universities and colleges, and establish a digital platform for industry data sharing.

Our impact was further amplified through recognition from the Network for international policies and cooperation in education and training (NORRAG), as our employability project found a prominent place in their 8th Special Issue. This acknowledgement emphasises the meaningful strides we are making in the realm of education and employment for young people in Africa. NORRAG's 8th Special Issue sheds light on ESSA's employability project, featuring a research paper from our recent report in partnership with The Education Collaborative and Kepler in Rwanda, titled ***'The Role of Career Services in Tertiary Students' Transition to Employment: Voices from Africa.'***



Additionally, we unveiled a report,

'Young Africans Speak: Views on University Education and the Transition to Work in Ghana, Kenya, and Uganda.'

The report delves into data that sheds light on the perspectives of students and recent graduates regarding access to higher education, its quality, and the school-to-work transition in Ghana, Kenya, and Uganda.

Some findings from the report:

- **Access:** More than 70% of students and graduates reported relying on "support from parents and guardians." Students (90%) consider scholarships helpful, although access to scholarships is quite low – Ghana (10%), Kenya (20%) and Uganda (28%).
- **Quality:** Recent graduates and faculty members reported that in their universities, colleges and Technical and Vocational Training (TVET) centres, the course content and the quality of teaching are good. However, the quality of research facilities is more questionable across all three countries. Most students, graduates, and faculty members (52% in Ghana, 53% in Kenya and 45% in Uganda) rated the educational system as good.
- **School-to-work transition:** Graduates consider that computer science and IT training, and TVET are the most useful for finding employment. For 46%, 62% and 54% of recent graduates from Ghana, Kenya, and Uganda respectively, their education or training is "very useful" for finding a job.

Findings from this report gained attention in a University World News article, exploring the financial constraints and other barriers students face as they pursue higher education.

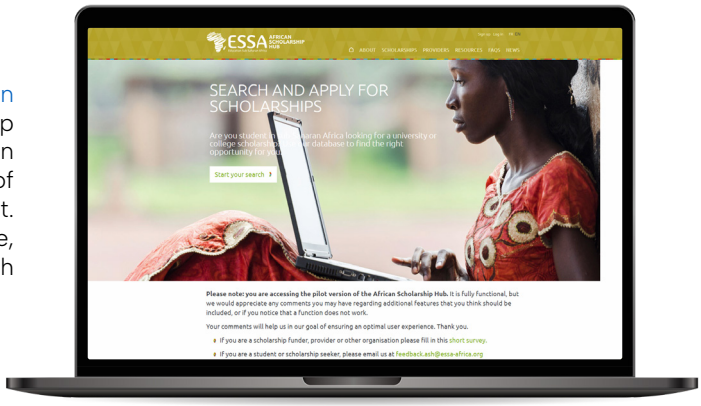
The momentum continued with the successful hosting of an engaging virtual X Space event on 14th September 2023. During this event, we unveiled impactful insights from the above report capturing the voices of young people regarding university education and employment. With the participation of 150 young people, employers, and educators from across the continent, the event fostered thought-provoking discussions about the challenges and opportunities within the realm of education and employment.

Looking ahead, our strategic partnership with a new partner, In-Hive in 2023/2024, will propel the implementation of some recommendations from our reports, with a focused emphasis on alumni selection and mentorship. By bridging the gap between employers and educators, and implementing proven solutions, we actively contribute to ensuring a smoother transition from school-to-work for young individuals in Africa.

4.4 Increasing access to tertiary education

Our platforms help young people find information

We maintained and updated the African Scholarship Hub (ASH) with new scholarship opportunities in response to user feedback. In addition, we documented the inspiring journey of Awe Ayodeji Lucky, a 23-year-old Nigerian student. We engaged in a thoughtful interview with Awe, delving into his background, scholarship search methods, and his experience with our ASH.



Key Insights from Awe's Story

Awe shared how he discovered the ASH during his online search for fully funded scholarships. We highlighted Awe's reliance on traditional search methods, emphasising the challenges he faced before finding the ASH. Awe's positive experiences with the ASH, such as its simplicity and up-to-date information, were captured to underscore the platform's effectiveness. Awe's valuable suggestions regarding enhancing the ASH's social media presence were carefully documented for ESSA's consideration.

By documenting Awe's journey, we also aim to provide a tangible illustration of ASH's role in empowering young people. This story not only serves as a testament to the platform's effectiveness, but also as an encouragement to others navigating the scholarship application process.

SECTION 5

ESSA in the News

ESSA shines in the media spotlight and recognitions

Throughout the financial year, ESSA shone with a series of notable recognitions and impactful contributions across various media platforms. Our work, research reports and team were featured by global, regional, and national level media outlets. In addition, various media houses reached out to invite us to comment on topical issues around the continent.

Lucy Heady Joined the Sabre Education Board of Trustees

Our CEO, Dr Lucy Heady, achieved another milestone by being appointed to the Board of Trustees of Sabre Education. This UK-based non-governmental organisation is dedicated to expanding access to high-quality early childhood education in Ghana and the Global South. Lucy is one of five dynamic new trustees bringing their expertise to further the organisation's impactful mission.

Pauline Essah Selected as Judge for the 2023 'Leveraging Evidence for Action to Promote change (LEAP)' Challenge

Dr Pauline Essah, Director of Research and Programmes at ESSA, was selected to join the prestigious panel of judges for the year's LEAP challenge. Launched by the Jacobs Foundation and Solve – Massachusetts Institute of Technology, the LEAP challenge is a global initiative supporting evidence-based learning solutions worldwide. Dr Essah's participation reflects ESSA's commitment to driving positive change on a global scale.

Izel Kipruto Advice on Driving Effective Communications in a Rapidly Evolving Industry

Ms Izel Kipruto, the Head of Communications at ESSA, shared invaluable insights for a successful career in communications and staying relevant in the rapidly evolving industry. This enlightening discussion took place in an interview by The Comms Avenue, a prominent capacity-building and networking platform for communications professionals across Africa and beyond.

A New World of Work Guide by The Financial Times

Featured in The Financial Times' "World of Work Guide," ESSA contributed to providing students with valuable insights into diverse career paths. Nancy Matimu, then Managing Director for Kenya at MultiChoice Group and ESSA board Trustee, shared wisdom within this comprehensive resource, highlighting ESSA's alignment with global perspectives on education and career exploration.

Building Africa's Research Capacity with Split-site Doctoral Programmes

In an enlightening interview with Nature Journal, Dr Pauline Essah championed the critical need for heightened PhD-level expertise in African university faculties. By emphasising the potential of split-site doctoral programmes, ESSA stands at the forefront of advancing research capacity on the continent.

ESSA Honoured as a Top Contributor by Feedspot

Feedspot's recognition of ESSA's blog and website among the Top 20 African Education Platforms signifies the team's unwavering dedication and the support of our engaged community. This acknowledgement reinforces ESSA's position as a leading voice in the African education landscape.

Imaginable Futures' Report Featured ESSA

"Impact Redefined," a report from Imaginable Futures, not only underscored the importance of data-driven progress measurement but also highlighted ESSA's role in shaping impactful education practices. With a quote from Senior Research Manager (Data) Dr Laté Ayao Lawson, ESSA's commitment to holistic impact assessment was featured prominently.

Improving Gender Equality: A Discussion with Lucy

In a meaningful interview commemorating International Women's Day, Lucy articulated the significance of the occasion and delved into the importance of gender equality for ESSA. Her advocacy for women to have access to role models and professional development aligns with ESSA's broader commitment to fostering inclusivity in education.

PHOTO CREDIT: SURFACE VIA UNSPLASH.COM

University World News Features ESSA's Reports

ESSA's reports, addressing challenges in East African universities and the impact of financial constraints on higher education, were featured in University World News, highlighting the organisation's dedication to addressing critical issues in the academic landscape. See below some articles:

- COVID-19 hit examination integrity and research
- Wanted: Thousands of lecturers for East African universities
- How to alleviate academic staff shortages in Africa – Study
- Financial constraints main barrier to higher education Study – Survey

Ghana Media Highlights ESSA's Report

ESSA's report on graduate employability, emphasising the necessity for collaboration. Professor Kaufmann's insights, featured in Graphic Business News, provide valuable perspectives on enhancing graduate employability.

In EdTech Hub's blog, Lucy explored the significance of EdTech research in bridging the gap between researchers and entrepreneurs.

ESSA's presence in the media not only highlights its influence and recognition but is also an essential component of our theory of change. Bringing evidence into global conversations on education is critical for effective action that improves outcomes for young people.

SECTION 6

Future Plans

In the next financial year and beyond we plan to build on our growing track record and lessons we are learning from current work to intensify and multiply our impact, leveraging the power of universities in Africa to improve education at all levels. In particular we have the following goals and objectives:

- Based on findings from our work to map education researchers in Africa and understand their needs we will be fundraising to scale up support directly to these researchers in the form of travel grants, professional development and collaborative grants. We will target female researchers and early career researchers.
- Based on lessons from Enhancing Education in Africa, we will actively help to establish localised funding mechanisms for education research that fit with local priorities and nurture local intellectual leadership.
- We will use our research and convening power to inspire evidence-based collaborations between universities and employers. These collaborations will help young people transition from education into the world of work. This will be based on our research into effective careers services and use of alumni networks and the relationships we have built up with universities and the business community in Ghana.
- We will work with our partners to advocate for improved data systems in universities across Africa with a particular spotlight on use of data to improve faculty planning. This builds on our ongoing work since 2017 to understand faculty demographics and work with policy-makers to respond to the findings.
- Beyond universities, we will work with our Unlocking Data partners to increase access to existing education data sources for policy-relevant research and analysis.

At the end of this financial year the executive and board of ESSA undertook a mid-strategy review and identified the following priorities to enhance our impact:

- Developing focused country-specific strategies. Starting with Ghana and Kenya we will set out specific goals and objectives that will increase our impact at the country level.
- Sharpen ESSA's messaging and improve how we 'tell the story of ESSA'.
- Increase our capacity in the areas of advocacy and digital innovation.

Partners and Funders Who Worked with Us in 2022/2023

A big thank you to our partners and funders who supported us throughout the financial year.

ASHESI UNIVERSITY

BILL & MELINDA GATES foundation

Carnegie CORPORATION OF NEW YORK

Hilton CONRAD N. HILTON FOUNDATION

echidna giving

EdTech Hub
Clear evidence, better decisions, more learning.

THE EDUCATION COLLABORATIVE

IUCEA INTER-UNIVERSITY COUNCIL FOR EAST AFRICA

imaginable futures

JACOBS FOUNDATION
Our Promise to Youth

Kepler

pasgr.org
PARTNERSHIP FOR AFRICAN SOCIAL & GOVERNANCE RESEARCH

UNIVERSITY OF CAMBRIDGE
Faculty of Education

REAL
Research for Equitable Access and Learning

SOUTHERN HEMISPHERE
CREATE MEANINGFUL CHANGE

T-TEL
Transforming Teaching, Education & Learning

ASSOCIATION OF AFRICAN UNIVERSITIES
ASSOCIATION DES UNIVERSITES AFRICAINES
اتحاد الجامعات الأفريقية

PRB

Zizi Afrique Foundation

SECTION 8

Financial Review

Income

ESSA's income for 2022/23 was £1,315,317, an increase of 2% on 2021/22.

Our income comes from grants from larger donors, with whom we have very strong relationships, and we develop the projects in partnership.

Our two major funding partnerships following this model, and continuing from 2021/22, are with the Conrad N. Hilton Foundation and the Bill & Melinda Gates Foundation. Both grants are primarily supporting our work on raising the profile of African researchers.

During the year, we received funding from two new partners. The first is a consortium of funders (Imaginable Futures, Echidna Giving and the Jacobs Foundation) supporting a project entitled "Enhancing Education Research in Africa." The second is the inaugural grant to our Ghanaian subsidiary as partner on a Mastercard Foundation funded project "Leaders in Teaching" led by the Government of Ghana and supported by Transforming Teaching Education and Learning (T-TEL), with the primary goal of enhancing teacher training, retention, and motivation at the senior high school level in Ghana.

We have continued to update previous funding partners on our developments and built a number of promising new relationships over the past year leading to a strong pipeline of potential donors engaging with our strategy and future. As at the end of the financial year, we had secured funding to start in early 2023/24 for a phase 2 for our previous work on DAF in the EAC, and two new projects including a consortium of organisations looking at unlocking data.

While much of the funding we have received in the past has been restricted, we are continuing to diversify our funding base through approaches to potential corporate partners and those open to investing in the continued development of the organisation and hope that this will also lead to unrestricted support, despite the current economic challenges. We were particularly grateful for the support of Imaginable Futures this year in this regard.

ESSA's fundraising practice is in accordance with the Fundraising Regulator's Guidance Code on Fundraising Practice. No complaints have ever been received concerning ESSA's fundraising activities. ESSA has not had any practice of unreasonable intrusion on a person's privacy, of unreasonable persistence nor has it placed undue pressure on anybody to give money. We do not work with commercial participators.

Expenditure

Building a knowledge ecosystem for education

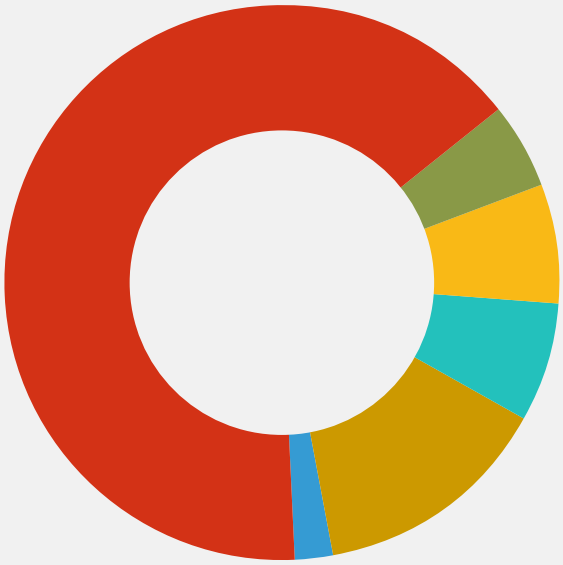
65%

Young people's transition from education into work

2%

Quality of university and college education

14%



Monitoring, Evaluation and Learning

5%

Increasing the influence of our research

7%

Raising Funds

7%

Total expenditure for the year was £1,194,285, with 73% of this funded from restricted income. Expenditure increased by 14% as we continued to expand our work in our four focus areas, particularly the building of a knowledge ecosystem for education, funded by the Conrad N. Hilton and Bill & Melinda Gates Foundations.

Our expenditure on raising funds was primarily staff time to research, reach out to and build relationships with donors. To preserve the time of the research team to focus on their core roles, we continue to pay a dedicated Business & Programme Development Manager.

Reserves

The charity's reserves policy states that funds should be maintained at the level that covers three months of core organisation expenditure, including salaries. This equates to approximately £200k at present. The Trustees consider that reserves set at this level ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

These reserves would typically be unrestricted reserves and the charity's financial planning and fundraising seeks to grow unrestricted reserves, but we have set our policy to reflect that core costs can also be covered by restricted funding.

As at 30th September 2023, reserves were £178,942 and £819,635 for unrestricted and restricted funds, respectively. Of those restricted reserves, at least £399k from the Conrad N. Hilton Foundation, Bill & Melinda Gates Foundation and Enhancing Education Research in Africa (EERA) funding can be used to fund core /operating costs and salaries, so total reserves available to cover core costs are around £578k, the equivalent of just under 9 months' running costs.

Going concern

Trustees have considered the financial sustainability of the charitable group, including fundraising prospects and cashflow projections to April 2025, and are satisfied that ESSA and ESSA LBG can be considered going concerns for the purposes of the 2022/23 financial year accounts and so have prepared the financial accounts on that basis.

Trustees specifically considered the position were fundraising to be less successful than the prudent forecast. Trustees reviewed a worst-case option of no further funding and note that ESSA has already secured funding that will last until at least April 2025 at the current cost run rate.

Structure, Governance, and Management

Legal Structure

The charity is a company limited by guarantee incorporated under the Companies Act 2006 as a private company and is governed by its Memorandum and Articles of Association dated 4th April 2016 (Company Number 10101086). It was entered on the Registers of Charities on 5th May 2016.

To comply with overseas local legislation and as a crucial step in strengthening ESSA's ability to achieve impact for young people in Africa, ESSA established an overseas legal entity in Ghana in 2022 and commenced activities through the entity in 2023. Education Sub Saharan Africa LBG is registered as a company limited by guarantee in Ghana (Company number CG034110622) and a non-profit in Ghana (non-profit licence number NPOS/GRO1/LNO552/23), with the oversight of a National Board of Trustees. The Board of Trustees in Ghana is comprised entirely of current and former Trustees and representatives of the Senior Leadership Team of the charity, and it is through this mechanism that ESSA is considered to have control.

Selection and Appointment of Trustees

Suitable candidates are identified as being Trustees for the board. The first step in recruiting trustees is for the board and leadership team to establish the search criteria and agree a selection process dependent upon the need. For the last three trustees this involved the appointment of a search firm to identify a shortlist of candidates for the board to select from with input from the leadership team and others. Telephone referencing is also undertaken personally by the Chair before an appointment is formalised.

It is our aim to have a diverse and inclusive board, and this is reflected in the current membership.

None of the Trustees has any beneficial interest in the company.

Trustee induction and training

All new Trustees receive a structured induction programme, covering all aspects of the role and the organisation. As part of this they are given copies of ESSA's Memorandum and Articles of Association, governance document, strategy, business plan, the previous year's annual accounts, the current year's budget, code of conduct and any relevant committees' terms of reference.

New Trustees must complete and sign a declaration of interest, anti-bribery policy, fit and proper person's declaration and ESSA's code of conduct.

Risk management

The charity operates a comprehensive annual planning and budgeting process, which is approved by the Trustees. Performance is monitored by financial targets. Reports are made to the Trustees which compare actual results against the phased budget, and which link financial performance with resource and activity levels. ESSA has taken a dynamic approach to budgeting from inception which ensures the organisation is responsive to change as it goes through the year.

The charity has risk management policies and procedures through which risks arising from the existing operations and strategic developments are identified and evaluated. Significant risks are highlighted for consideration and monitoring by the Audit & Risk Committee and reported to the Board of Trustees. All major risks to which ESSA is exposed, which have been identified by these procedures, have been reviewed. Our top risks are listed below:

Risk	Mitigation Strategy
Organisation growth is putting pressure on management capacity.	An additional person will be added to the current 3-person Senior Leadership Team.
Being unable to recruit and retain the staff we need to carry out our work. This could have an operational impact on key projects and priorities.	Except for Senior Leadership roles, ESSA and ESSA LBG have managed to recruit staff through advertising roles through our networks and social media. Remuneration for key employees pitched slightly higher than would normally be expected for a small organisation to attract and retain them. Detailed appraisals are carried out, pay is reviewed annually, working conditions are constantly reviewed and ESSA conducts exit interviews.
Risk that inadequate funds will be raised to achieve ESSA's strategy.	ESSA's income budget for 2023/24 is £1.9m and 51% (£970k) of this has already been secured. In addition to these secured funds, we have continued to pursue other funding opportunities and have assigned probabilities and associated values based on the content and timing of the conversations and meetings we have had so far. We are confident that we have sufficient leads in our pipeline to convert to secured funding and meet the balance of the 2023/24 fiscal year budget.
Foreign currency risk arising from income received in a currency that is different to that of expenditure.	Continue to take advantage of natural hedge by paying invoices from the bank account of their currency i.e., dollars invoice paid from dollar account. Increased frequency of bank balance revaluations. Ensure donors are apprised of any significant exchange rate fluctuations so that budget revisions can be agreed, if needed.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit and that the activities carried out by the charity during the year were all undertaken in order to further the charity's aims for the benefit of the charity's beneficiaries.

Organisation structure

ESSA's CEO is appointed by the Trustees to manage the day-to-day operations of the charity. Powers are delegated to the Senior Leadership Team under a schedule of reserved powers approved by the board. ESSA's Senior Leadership Team is comprised of the Chief Executive Officer, Director of Finance and Operations and Director of Research and Programmes.

ESSA controls one African based entity and all activity is managed by the Senior Leadership Team of ESSA. All financial records for the entity are maintained by the entity and full consolidated accounts have been prepared for the year ending 30 September 2023.

Remuneration policy for Senior Leadership Team

A Remuneration Committee was established during this financial year. The pay of the Charity's CEO and Senior Leadership Team is recommended by the Remuneration Committee and approved by the Board of Trustees. The salary is set to be competitive and benchmarked against similar charitable organisations.

Corporate Directory

Trustees	Dolika Banda (resigned 30th September 2023) Patrick Dunne, Chair Christopher Foy, Treasurer Joel Kibazo Nancy Matimu Kendi Ntwiga (resigned 1st January 2024) Joachim Rogall (resigned 29th September 2023) Jonathan Ane (appointed 9th March 2023) Elsie Effah Kaufmann (appointed 24th June 2023)
Senior Leadership Team	Lucy Heady, Chief Executive Officer Clare Jenkins, Director of Finance and Operations Pauline Essah, Director of Research and Programmes
Charity number	1166958
Company number	10101086
Registered office	3rd Floor Chancery House St Nicholas Way Sutton Surrey SM1 1JB
Auditors	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
Bankers	C. Hoare & Co 37 Fleet Street London EC4P 4DQ
Solicitors	Bates Wells Braithwaite 10 Queen Street Place London

Statement of Trustees' Responsibilities

The trustees, who are also the directors of ESSA for the purpose of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the group for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

As far as each of the trustees of the group at the date of approval of this report is aware there is no relevant audit information (information needed by the charitable group's auditor in connection with preparing the audit report) of which the charitable group's auditor is unaware. Each trustee has taken all the steps that he/she should have taken as a trustee to make himself/herself aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information. This report has been prepared under the exemptions available to small companies under the Companies Act 2006.

Auditor

In accordance with the company's articles, a resolution proposing that Crowe U.K. LLP be reappointed as auditor of the company and group will be put at a General Meeting.

The trustees' report was approved on behalf of the board of trustees.

Patrick Dunne
Chair of Trustees
Dated: 15th April 2024

SECTION 9

Independent **Auditor's Report**

Opinion

We have audited the financial statements of Education Sub-Saharan Africa ('the charitable company') and its subsidiaries ('the group') for the year ended 30 September 2023 which comprise the Consolidated Statement of Financial Activities, Consolidated and Charity Balance Sheets, Consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 30 September 2023 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' and directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 31, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities.
This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members including significant component audit teams. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud.

The laws and regulations we considered in this context for the UK operations were UK operations were General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, taxation legislation and employment legislation. We also considered compliance with local legislation for the group's overseas operating segments.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of grant & contract income and grant expenditure, going concern and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, board of trustees and the Risk and Audit Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body for our audit work, for this report, or for the opinions we have formed.

Dipesh Chhatralia
Senior Statutory Auditor

For and on behalf of
Crowe U.K. LLP
Statutory Auditor
London

22 April 2024

Financial Statements and Notes

Consolidated Statement of Financial Activities (incorporating Income and Expenditure Account)

For the Year Ended 30 September 2023

		Restricted funds	Unrestricted funds	Total Funds	Total Funds
				2022/23	2021/22
	Note	£	£	£	£
Income					
Donations and grants	2	875,285	407,281	**1,282,566**	**1,270,396**
Provision of services		-	31,600	**31,600**	**15,935**
Other income		-	1,151	**1,151**	**316**
Total Income		**875,285**	**440,032**	**1,315,317**	**1,286,647**
Expenditure					
Raising Funds	3	18,280	56,083	**74,363**	**95,789**
Charitable activities	3	857,458	262,464	**1,119,922**	**955,208**
Total Expenditure		**875,738**	**318,547**	**1,194,285**	**1,050,997**
Net income/(expenditure)		(453)	121,485	**121,032**	**235,650**
Net movement in funds		(453)	121,485	**121,032**	**235,650**
Reconciliation of funds:					
Total funds as at 1 October 2022	10	820,088	57,457	**877,545**	**641,895**
Total funds as at 30 September 2023		**819,635**	**178,942**	**998,577**	**877,545**

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

ESSA uses the exemption conferred by section 408 of the Companies Act 2006 in not preparing a separate Income and Expenditure Account for ESSA as a separate entity. The net income/(expenditure) for ESSA alone for the year to 30 September 2023 was (£3,153) (2021/22: £235,650).

Consolidated and Charity Balance Sheets

As of 30 September 2023

		Consolidated		Charity	
		2022/23	**2021/22**	**2022/23**	**2021/22**
	Note	**£**	**£**	**£**	**£**
Fixed Assets					
Tangible fixed assets	7	**5,250**	1,861	**3,778**	1,861
Total Fixed Assets		**5,250**	1,861	**3,778**	1,861
Current Assets					
Debtors	8	**403,657**	117,732	**269,288**	117,732
Cash at bank and in hand		**721,322**	888,895	**707,980**	888,895
Total Current Assets		**1,124,979**	**1,006,627**	**977,268**	**1,006,627**
Creditors: amounts falling due within one year	9	**(131,653)**	(130,944)	**(106,654)**	(130,944)
Net current assets		**993,327**	**875,683**	**870,614**	**875,683**
Net assets		**998,577**	**877,545**	**874,392**	**877,545**
Funds of the charity:					
Restricted funds	10	**819,635**	820,088	**689,900**	820,088
Unrestricted funds	10	**178,942**	57,457	**184,492**	57,457
Total funds		**998,577**	**877,545**	**874,392**	**877,545**

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Trustees on 15th April 2024.

Patrick Dunne
Chair of Trustees

Consolidated Statement of Cash Flows

For the Year Ended 30 September 2023

	Note	2022/23 £	2021/22 £
Cash flows from Operating Activities			
Net cash generated from (used by) operating activities	12	**(121,596)**	**508,143**
Cash Flows from investing Activities			
Purchase of tangible fixed assets		(5,071)	-
Sale of tangible fixed assets			
Net cash provided by (used in) investing activities		**(5,071)**	**-**
Net cash used in financing activities			-
Change in cash and cash equivalents in the year		(126,667)	508,143
Cash and cash equivalents brought forward		888,895	309,652
Unrealised gain/(loss) from exchange rate changes on cash held in foreign currency		(40,906)	71,100
Cash and cash equivalents carried forward		**721,322**	**888,895**

ESSA uses the exemption conferred by section 1.12 of FRS102 in not preparing a separate cash flow statement for ESSA as a separate entity.

1. Accounting policies

Registration

ESSA is a private company limited by guarantee incorporated in England and Wales. The registered office is 3rd Floor, Chancery House, St Nicholas Way, Sutton, Surrey, SM1 1JB.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's Articles of Incorporation, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound value.

Assets and liabilities denominated in foreign currencies are translated into sterling at the rate of exchange prevailing at the balance sheet date. Transactions in foreign currencies are recorded at the rate prevailing at the date of the transactions. All differences are taken through the Statement of Financial Activities.

To comply with overseas local legislation, ESSA has established an overseas legal entity in Ghana. This entity is fully controlled by ESSA and its accounts are consolidated within the accounts of ESSA.

1.2 Going concern

Trustees have considered the financial sustainability of the charitable group, including fundraising prospects and cashflow projections to April 2025, and are satisfied that ESSA and ESSA LBG can be considered going concerns for the purposes of the 2022/23 financial year accounts and so have prepared the financial accounts on that basis.

Trustees specifically considered the position were fundraising to be less successful than the prudent forecast. Trustees reviewed a worst-case option of no further funding and note that ESSA has already secured funding that will last until at least April 2025 at the current cost run rate.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below. The accounting policies used in preparing the Group Accounts are the same as those used by ESSA in preparing their Charity Accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are funds subject to specific expenditure instructions which are laid out by the donor that fall within the wider purposes of the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Although ESSA has not yet received any legacy income, legacies would be recognised as income receivable in the financial statements following notification of an impending payment or final estate accounts. If this condition had not been met, the legacy would be treated as a contingent asset.

Income from grants is recognised on an accruals basis and included in the Statement of financial activities when the charity is entitled to the income, when receipt is probable, and when it can be measured reliably. Grants that are subject to performance-related conditions or subject to funder conditions related to the timing of expenditure are deferred until those conditions are met.

Donated goods and services are recognised as income when they are received and used by ESSA. The goods and services are measured at fair value to ESSA.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Grants are recognised as a liability once the charity has a legal or a constructive obligation to make a distribution to a third party.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings.

Support costs have all been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Services received on an 'in kind' basis are accounted for at the cost the charity would otherwise have to pay for the same services.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers 25% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

1.8 Financial instruments

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.11 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The following matters contain assumptions or estimates affecting income and expenditure at the balance sheet date:

Note 2 Donations and grants – Grants receivable.

Note 2 Donations and grants – Gifts in kind.

Note 3 Analysis of expenditure – Grant expenditure.

2. Donations and grants

	Restricted funds	Unrestricted funds	Total	Total
	2022/23	2022/23	2022/23	2021/22
	£	£	£	£
Gifts and donations	–	50,378	50,378	72,297
Grants receivable	875,285	356,903	1,232,188	1,135,424
Gifts in kind	–	–	–	62,675
	875,285	407,281	1,282,566	1,270,396

3. Analysis of expenditure

	Activities directly undertaken	Grant funding of activities	Support costs	Total	Total
	2022/23	2022/23	2022/23	2022/23	2021/22
	£	£	£	£	£
Raising funds:					
Costs of raising donation & grant income	68,976	-	5,387	74,363	95,790
Charitable activities:					
Access to university and college for young people	-	-	-	-	23,279
Quality of university and college education	66,486	85,243	11,603	163,332	319,819
Young people's transition from education into work	21,214	-	1,906	23,120	90,744
Building a knowledge ecosystem for education	489,165	207,840	53,871	750,876	362,136
Monitoring, evaluation and learning	58,388	-	4,310	62,698	76,874
Increasing the influence of our research	69,246	3,942	5,802	78,990	153,455
Foreign exchange gain /loss	-	-	40,906	40,906	(71,100)
Total	**773,475**	**297,025**	**123,785**	**1,194,285**	**1,050,997**

Grants were awarded to 5 (2021/22: 8) organisations; no grants were made to individuals. A full list of recipients is provided below:

Organisation	2022/23
	£
Association of African Universities	8,982
Inter – University Council for East Africa	49,954
REAL Centre at the University of Cambridge	203,897
Population Reference Bureau	26,305
The Open University	7,884
Total	**297,024**

Future commitments

Future commitments relating to charitable work carried out by other organisations on behalf of ESSA, amount to £101,943 (2021/22: £394,936). These represent contracts signed before 30 September 2023 for payments in future years. Commitment will be funded from income generated from ongoing activities as they fall due.

4. Support and governance costs

Support costs

	Raising funds	Charitable activities	Total	Total
	2022/23	2022/23	2022/23	2021/22
	£	£	£	£
Personnel costs	2,316	18,040	20,356	45,854
Other support costs	3,071	23,521	26,592	23,115
Governance costs	–	35,931	35,931	16,162
Foreign exchange losses/(gains)	–	40,906	40,906	(71,100)
Total expenditure	5,387	118,398	123,785	14,031

Governance costs

	Raising funds	Charitable activities	Total	Total
	2022/23	2022/23	2022/23	2021/22
	£	£	£	£
Legal and professional	-	3,928	3,928	4,042
Board meetings	-	5,885	5,885	-
Audit	-	26,118	26,118	12,120
Total expenditure	-	35,931	35,931	16,162

Board meeting costs relate to an in-person board meeting held in Kenya in September 2023. Audit costs include the first audit for ESSA LBG, in Ghana.

5. Trustees

None of the Trustees (or any persons connected with them) received any remuneration during the year (2021/22: 0). Trustees' expenses, which include costs directly incurred by Trustees and amounts paid on their behalf by ESSA, were for 2 trustees totalling £2,311 (2021/22: 1 trustee totalling £2,176).

6. Staff costs

	2022/23	2021/22
	£	£
Staff costs:		
Wages and salaries	627,239	540,820
Social security costs	45,966	40,184
Pension costs	10,896	8,068
Total expenditure	684,101	589,072

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	Consolidated	Consolidated
	2022/23	2021/22
	No.	No.
£60,000 - £69,999	-	1
£70,000 - £79,999	2	1
£80,000 - £89,999	-	-
£90,000 - £99,999	-	-
£100,000 - £109,999	1	1

The total employee benefits including pension contributions and employer's national insurance for key management personnel were £286,754 (2021/22: £274,631 - restated).
The average number of employees (headcount based on number of staff employed) during the year was:

	Consolidated	Charity	Charity and Consolidated
	2022/23	2022/23	2021/22
	No.	No.	No.
Management and administration	4	4	5
Project management and support	14	11	10
Total	18	15	15

7. Tangible fixed assets

	Consolidated	Charity
	Computers	**Computers**
	£	**£**
Cost:		
At 1 October 2022	6,756	6,756
Additions	5,071	3,466
Disposals	(1,349)	(1,349)
At 30 September 2023	10,478	8,873
Depreciation & impairment:		
At 1 October 2022	4,895	4,895
Disposals	(1,349)	(1,349)
Charge for year	1, 682	1,549
At 30 September 2023	5,228	5,095
Carrying Amount:		
At 30 September 2023	5,250	3,778
At 30 September 2022	1,861	1,861

8. Debtors

	Consolidated	Charity	Consolidated and Charity
	2022/23	2022/23	2021/22
	£	£	£
ESSA LBG	-	76,870	-
Prepayments	69,653	69,462	561
Accounts receivable	211,048	-	-
Accrued income	122,956	122,956	117,171
	403,657	**269,288**	**117,732**

9. Creditors: amounts falling due within one year

	Consolidated	Charity	Consolidated and Charity
	2022/23	2022/23	2021/22
	£	£	£
Taxation and social security costs	15,663	1,795	1,587
Trade Creditors	61,789	61,532	924
Other creditors	3,275	3,274	4,313
Accruals and deferred income	50,926	40,054	124,120
	131,653	106,655	130,944

Deferred income relates to income received from donors which is subject to restrictions that prevent their use until a later date. Deferred income of £8,400 (2021/22: £0) arose in the year.

10. Movements in funds

Consolidated Statement of funds – Current Year

	Brought forward	Income	Expenditure	Foreign Exchange	Carried forward
	£	£	£	£	£
Unrestricted funds					
Total unrestricted funds	57,457	440,032	(277,756)	(40,791)	**178,942**
Restricted Funds:					
Enhancing Education Research in Africa (EERA)		138,953	(32,161)		**106,792**
Transforming Teaching, Education and Learning (T-TEL)		189,943	(61,202)	2	**128,743**
Carnegie Corporation of New York (DAF EAC)	111,455		(111,504)	(117)	**(166)**
Bill & Melinda Gates Foundation	271,616		(210,722)	-	**60,894**
Global Social Impact Challenge	19,576		(18,280)	-	**1,296**
Conrad N. Hilton Foundation	417,441	546,389	(441,754)	-	**522,076**
Total restricted funds	820,088	875,285	(875,623)	(115)	**819,635**
TOTAL FUNDS	**877,545**	**1,315,317**	**(1,153,379)**	**(40,906)**	**998,577**

Enhancing Education Research in Africa:

This project is funded by Echidna Giving, Imaginable Futures and the Jacobs Foundation over 18 months (from June 2023 to November 2024), covering East Africa, West Africa, and Southern Africa. The primary purpose being to work with African researchers to determine the prerequisites for establishing a strong and sustainable African education research system, led by local researchers, and supported by locally generated evidence that can be used both locally and internationally to enhance education.

Transforming Teaching, Education and Learning (T-TEL):

ESSA is one of 14 partners in a consortium led by T-TEL to support the Government of Ghana as it delivers the Leaders in Teaching (LiT) Programme, funded by the MasterCard Foundation. The primary goal of the programme is enhancing teacher training, retention, and motivation at the senior high school level in Ghana, with ESSA's role being to act as a learning partner which involves providing evidence derived from research and evaluation to enhance the implementation of the programme.

Carnegie Corporation of New York (DAF EAC):

This is a 2-year project funded by the Carnegie Corporation of New York to expand our previous Demographics of Faculty work in Ghana to the East African Community as part of a consortium with the Association of African Universities, the Inter-University Council of East Africa, and Population Reference Bureau. The project finished in June 2023. We have received approval and funding to continue the project in a phase 2 starting in November 2023.

Conrad N. Hilton Foundation:

This project focuses on understanding the ecosystem of ECD researchers and their needs in Ghana, Kenya, Tanzania, and Uganda (with desk-based research for Mozambique). ESSA is collaborating with the REAL Centre to implement this project.

Bill and Melinda Gates Foundation:

This project seeks to identify and connect African education researchers who are working to improve the foundational learning of African primary school children. ESSA is partnering with the REAL Centre again to map researchers, their institutions, and the evidence they are producing in four countries: Ghana, Kenya, Senegal, and Tanzania.

Global Social Challenge:

This was a grant given for the purpose of kickstarting our African-based fundraising activity following the launch of ESSA LBG in Ghana.

Statement of funds – Prior Year

	Brought forward	Income	Expenditure	Transfers in/(Out)	Carried forward
	£	£	£	£	£
Unrestricted funds					
Total unrestricted funds	48,287	175,592	(146,824)	(19,598)	**57,457**
Restricted Funds:					
Robert Bosch Stiftung	82,353	(19,598)	(82,353)	19,598	**-**
Dubai Cares	308,712	3,405	(312,117)	-	**-**
Quilt.AI	-	62,675	(62,675)	-	**-**
International Development Research Centre (IDRC)	9,420	1,140	(10,560)	-	**-**
Carnegie Corporation of New York (DAF EAC)	193,123	107,409	(189,077)	-	**111,455**
Conrad N. Hilton Foundation	-	611,204	(193,763)	-	**417,441**
Bill & Melinda Gates Foundation		318,620	(47,004)	-	**271,616**
Global Social Impact Challenge		26,200	(6,624)	-	**19,576**
Total restricted funds	593,608	1,111,055	(904,173)	19,598	**820,088**
Total Funds	**641,895**	**1,286,647**	**(1,050,997)**	-	**877,545**

The Robert Bosch Stiftung: [Germany] seed-funded ESSA in 2016 with a €1.05m commitment to help establish ESSA as a credible agent working to improve access to education and to improve education quality in Sub-Saharan Africa. The funding was broken into two tranches with the funding period for the second tranche running from January 2020 to December 2021.

Dubai Cares: In 2020/21 we received the final $500k tranche of our $1.5m programme with Dubai Cares. The funding covers four strands of work: (1) human capacity-building in tertiary education, (2) employability and business engagement, (3) leadership and managerial skills of leaders in tertiary education and (4) knowledge transfer and practical adoption. The work was completed in 2021/22.

IDRC: This was a small piece of consultancy work focusing on the impact of the COVID-19 pandemic on universities in West Africa and how these universities are responding. IDRC aims to use the findings to design an appropriate request for proposals for COVID-19-related funding to be advertised before the end of 2021, to support African institutions.

Quilt.AI: This represents the value of the organisation's pro-bono expertise in artificial intelligence donated to gather insights into students' journeys online and the barriers and enablers to attending university/ college.

11. Analysis of Group net assets between funds

	Unrestricted funds	Restricted funds	Total	Total
	2022/23	2022/23	2022/23	2021/22
	£	£	£	£
Fund balances at 30 September 2023 are represented by:				
Tangible assets	5,250	-	5,250	1,861
Current assets/(liabilities)	173,692	819,635	993,327	875,684
	178,942	**819,635**	**998,577**	**877,545**

12. Reconciliation of net movement in Group funds to net cash flow from operating activities

	2022/23	2021/22
	£	£
Surplus/(deficit) for the year	121,032	235,650
Adjustment for:		
Depreciation charge	1,682	1,648
Loss/(gain) on disposal of tangible fixed assets	-	-
Unrealised (gain)/loss from exchange rate changes on cash held in foreign currency	40,906	(71,100)
(Increase)/decrease in debtors	(285 ,925)	254,092
Increase/(decrease) in creditors	709	87,853
Net cash used by operating activities	(121,596)	508,143

13. Related party transactions

Donations totalling £48,182 were received from related parties during the year.

Education Sub Saharan Africa was registered as a Company Limited by Guarantee (LBG) (Registration No. CG034110622) in Ghana in June 2022, and as a Non-Profit in Ghana (Non-profit Organisation Licence No. NPOS/GRO1/LNO552/23) in March 2023, with the oversight of a National Board of Trustees. The Board of Trustees in Ghana is comprised entirely of current and former Trustees and representatives of the Senior Leadership Team of the charity, and it is through this mechanism that ESSA is considered to have control.

	ESSA LBG	
	2022/23	**2021/22**
	£	**£**
Assets	226,052	-
Liabilities	(101,867)	-
Equity Funds	124,185	-
Income	246,511	-
Expenditure	122,326	-
Surplus/(Deficit)	124,185	-

During the year ESSA transferred funds to and incurred costs on behalf of ESSA LBG totalling £109,441. ESSA LBG incurred costs on behalf of ESSA totalling £32,571. This resulted in a net liability as at 30 September 2023 of £76,870 to ESSA, included above.

Connect With Us

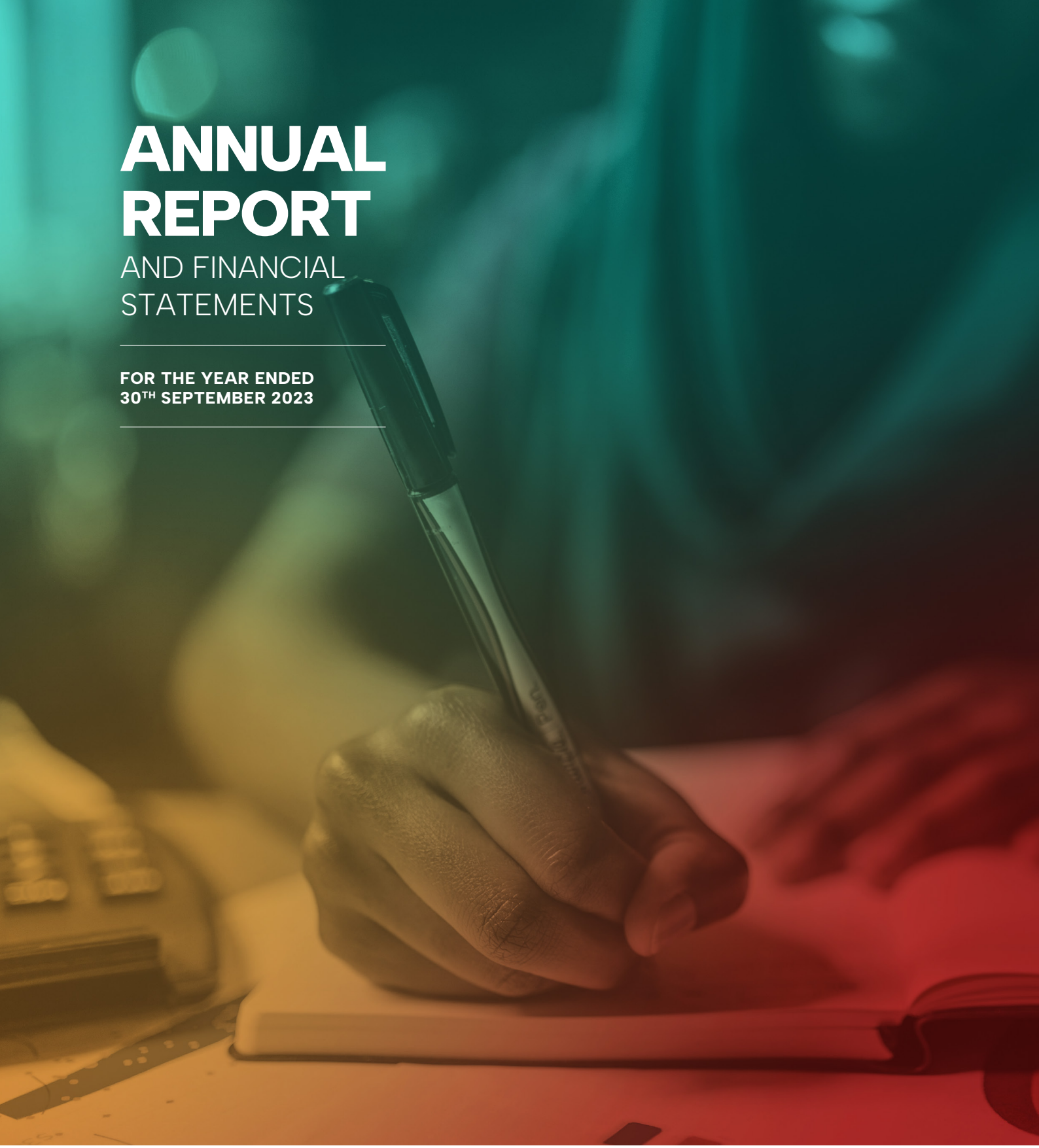
If you are an employer, funder, researcher, educator, policymaker, or young person and want to collaborate, access evidence, and support our work, please visit the ESSA website to find out how you can join us.

ESSA – Education Sub Saharan Africa

Education Sub Saharan Africa (ESSA)

@ESSA_Africa

essa-africa.org



ANNUAL REPORT

AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH SEPTEMBER 2023

Published by:

Education Sub Saharan Africa
X: @essa_africa
Website: www.essa-africa.org

ESSA
Education Sub Saharan Africa

EDUCATION SUB-SAHARAN AFRICA

England & Wales - Charity number 1166958

Accounts

ESSA
Education Sub Saharan Africa

ANNUAL REPORT

AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED
30 SEPTEMBER 2022

Published by:

Education Sub Saharan Africa

Twitter: @essa_africa

Website: www.essa-africa.org

Charity Registration No. 1166958

Company Registration No. 10101086

(England and Wales)

Graphic design and layout by:

Daniel Kamau

Contents

SECTION 1	**Letter from the Chair**		**06**
SECTION 2	**2.**	**About ESSA**	**08**
	2.1	ESSA's values	08
	2.2	Equity, Diversity, and Inclusion	08
	2.3	Our Strategic Goal and Theory of Change	09
SECTION 3	**Reflecting on our partnership with Dubai Cares**		**12**
SECTION 4	**Registering in Ghana**		**14**
SECTION 5	**Impact across our focus areas**		**18**
	5.1	Improving quality of tertiary education	20
	5.2	Strengthening the knowledge ecosystem	24
	5.3	Improving the transition from education to work	26
	5.4	Increasing access to tertiary education	28
SECTION 6	**ESSA in the news**		**30**
SECTION 7	**Partners and funders who worked with us in 2021/2022**		**32**
SECTION 8	**Financial report**		**34**
SECTION 9	**Connect with us**		**59**

NEW
YORK
CITY

Letter from the Chair

The year 2022 was defined by tremendous progress for ESSA in our impact and influence, in building capacity and capabilities as well as strengthening our financial position.

It was also the second full year of implementation for our 2021–2026 Strategic Plan towards realising our bold vision of high-quality education in sub-Saharan Africa that enables young people to achieve their ambitions and strengthens society. We want to have benefited over 1.4 million students in 500 universities and colleges in Ghana, Kenya, Uganda, and Zambia by 2026. We will achieve this goal by turning research and evidence into action and co-creating evidence based practical solutions with our partners.

Thank you to our community of funders and partners who have contributed to the growth of ESSA. Much appreciation to the ESSA team in Ghana, Kenya, Germany and the UK for their commitment, creativity and skill. I also want to thank my fellow trustees for providing oversight as well as creating such a supportive environment for the ESSA team to deliver quality work and achieve the intended objectives for the year.

My personal highlight for the year was completing our registration in Ghana, a crucial step in strengthening ESSA's ability to achieve impact for young people in Africa. This has already enabled us to deepen existing partnerships in Ghana and elsewhere and help us to continue to build a promising pipeline of significant projects. In the process we have raised ESSA's brand profile and intensified engagement with our key audiences (policymakers, educators, students, employers, and funders), all critical for growing our influence and improving education.

We were delighted to know that more people want to be part of our remarkable growth and impact. In 2022, ESSA commenced six new important partnerships with Imaginable Futures, Partnership for Social Governance and Research (PASGR), Conrad N. Hilton Foundation, Bill & Melinda Gates Foundation, EdTech Hub and International Association of Universities.
All these partnerships will help us maximise impact and deliver our mission.

Our investment in ESSA will help them create their own research pathways and hone their role in elevating and advocating for African researchers on the continent."

Imaginable Futures.

It was also a year where we completed the first phase of our partnership with Dubai Cares. This partnership has been transformational for ESSA, catalysing important work in employability, female leadership and faculty challenges and positioning ESSA as a knowledge platform. Their generous support enabled ESSA to increase its visibility and strengthen its core operations. You can read more in this report about what was achieved during the three years of partnership.

In the coming year we plan to continue with our work and take some time to review the successes and challenges of implementing our strategy so far. As you know, at ESSA we are always learning, and it is with this mindset that we will be able to bridge the gap between evidence and data to impact to help young people realise their ambitions and strengthen their societies.

Sincerely

Patrick Dunne

Chair, Board of Trustees, ESSA

SECTION 2

About ESSA

Education Sub Saharan Africa (ESSA) is a charity established and registered in the United Kingdom in 2016 and in Ghana in 2022. Our vision is high-quality education that enables young people in sub-Saharan Africa to achieve their ambitions and strengthens society. ESSA's mission starts with universities and colleges. Driven by the needs of young people, we join up leaders (e.g., educators, funders, policymakers) and provide them with the data and evidence they need to make good decisions and change the system.

2.1 ESSA's values

Evidence-driven

We are driven by data and evidence to find what works best, building an evidence alliance for education in sub-Saharan Africa.

Solutions-focused

We seek the highest impact for young people and educators in sub-Saharan Africa with the cost-effective funds we invest.

Strengthening trust

We are accountable to young people and educators in sub-Saharan Africa.

Always learning

We listen and learn from people's first-hand experiences about education and work across sub-Saharan Africa.

2.2 Equity, Diversity, and Inclusion

ESSA's vision is a world in which everyone has opportunities to develop their skills and talents and the chance to reach their full potential. We are committed to ensuring that within our work and our organisation, we do all we can to eliminate discriminatory practices, to improve diversity, inclusivity, and equality of opportunity and to promote understanding and build good relations between people from diverse backgrounds. Our impact is increased by us working collaboratively with and across diverse cultures.

2.3 Our Strategic Goal and Theory of Change

Our goal is to benefit over

1.4 million

students in

500 universities and colleges in Ghana, Kenya, Uganda, and Zambia by 2026.

ESSA works to connect data and evidence on education from Africa with those who have the power to improve the system, including educators, policymakers and young people themselves.

We work across the student journey, looking at issues of access, quality and transition to work. We also support faculty and researchers working on education, leveraging the power of Africa's universities and colleges to improve outcomes for young people at all levels of education.

Our objectives for 2021–2026 are:

- Connect evidence on delivering quality education with education leaders and policymakers.
- Join up employers with universities and colleges to implement evidence-based approaches to help young people transition into work.
- Contribute to a sustainable knowledge ecosystem for education by raising the profile of African education researchers and increasing access to relevant data.
- Maximise the return on investment of scholarships, loans and grants by building the evidence base and working with funders.

Below is our comprehensive Theory of Change that shows how we will achieve the four objectives.

Please take a look!

Build influential evidence alliance to understand and create evidence for change

- We strengthen trust and increase learning by building an evidence alliance for education.
- We co-create policy-relevant evidence.

Turn the evidence into practical solutions for use in education policy and delivery

- We present high-quality evidence in user friendly formats:

  Digital products, tools and research publications.

Identify the biggest issues in tertiary education

- We focus on quality, access, relevance (transition to work) and knowledge eco-system for education.

Motivate the use of evidence informed solutions in decision making

- We build networks and create conversations to improve the use of evidence.

The contribution ESSA makes is shown in red. No one organisation can solve these major systemic challenges. ESSA's contribution is all aimed at boosting and joining up the work of others.

Functioning education system for everyone

- Universities and colleges expand **access** and **quality** to meet the needs of young people, and employers.
- Universities and colleges deliver market relevant skills to enable students to **transition to work.**

Impact for young people, universities and colleges, and business

- Employment for young people increases.

Uptake of solutions in education policy and practice

- Educators, decision – makers, young people and investors are increasingly using evidence to drive their decisions, helped by local researchers and civil society.

Youth transition smoothly to decent and productive employment

- Young people have market – relevant skills for productive and decent jobs.
- Businesses have the skills they need to grow.
- It takes less time for young people to find jobs after university or college.

SECTION 3

Reflecting on our Partnership with Dubai Cares

دبي العطاء
Dubai Cares

In 2022, our three-year partnership with Dubai Cares ended. This partnership spanned the coronavirus pandemic, significant team expansion and the phenomenal RewirEd Summit in Dubai. Through this transformational grant, we were able to connect with other influential partners and build robust human resources, operations, and finance functions.

Below are just some of the milestones achieved through the Dubai Cares support.

Human Capacity Building in Tertiary Education, Addressing the Faculty Crisis

- The support from Dubai Cares enabled us to bring African Association of Universities (AAU) and Warwick together to join us in launching the **African Jobs Board**, the first pan-African jobs website for the tertiary education sector in December 2020. Since its start, there have been over 20,000 visits on the platform, with 3,977 applications submitted via the website. This platform contributes to building of human capacity in tertiary education by addressing faculty crisis.
- We assisted the Ghana Tertiary Education Commission (GTEC) in revising Ghana's tertiary education policy norms by using evidence from the Demographics of African Faculty (DAF) pilot project. The policy norm is a regulatory document used to benchmark, monitor performance, and effectively plan for the resource needs of Higher Education Institutions (HEIs) in Ghana.
- We are now helping GTEC develop a faculty planning tool to help universities plan their student admissions and faculty recruitment, development, and retention. The planning tool will also help GTEC with data collection and resource planning.
- This fund also enabled us to establish a consortium to raise the profile of the faculty crisis in the East African Community (EAC). The DAF study will help to increase the ability of Higher Education stakeholders to plan and implement evidence-informed responses to improve the numbers of quality faculty within Higher Education Institutions in the EAC.

Knowledge Transfer and Practical Adoption

- We established a strong community of African scholars, NGOs, and policymakers. A series of workshops with these stakeholders across Africa were hosted, creating high visibility for ESSA as a knowledge platform for and about tertiary education. More important is that we formed a community of practice and developed a methodology to improve access to education data and raise awareness of the value of sharing education data. As result, ESSA is seen as part of local landscape in focus countries and regularly consulted to on matters education.

Women Leading in Tertiary Education

- Another important milestone through this Dubai Cares grant was the launch of a ground-breaking report on "The State of Women Leading", highlighting the pressing challenges and recommendations in promoting female leadership. This report enabled us to form an alliance of organisations, and we are working with them to integrate the findings into their work. More funding to ESSA would enable us to produce a similar report annually, providing up-to-date information on how both knowledge and policy are changing.

Connecting Business with Higher Education Institutions in sub-Saharan Africa

- We hosted a panel at RewirEd Summit to share the findings of our study with Quilt.AI on how young people in Africa access tertiary education and transition into work. Prior to this, we had synthesised and published evidence on how universities and colleges can increase the employability of students. This evidence is being used by a collection of six universities within the Education Collaborative to develop effective strategies for improving their careers services, with a particular focus on improving links with the private sector.
- We were also able to hold a CEO roundtable in Ghana to work through the implications of research for business, understand different priorities and identify productive modes of engagement with universities.

Registering in Ghana

During the financial year, ESSA continued to grow and mature as an organisation, investing in the processes and systems that will ensure that we can create sustained impact. Most notably, we completed our registration in Ghana, a crucial step in strengthening our ability to achieve impact for young people in Africa. An event to launch our registration brought together policymakers, educators, students, and funders, all of whom are critical for improving education.

ESSA's presence as an organisation in Africa serves to strengthen our credibility and facilitate greater African ownership of our mission in the long-term. Conversations during the launch focused on the need for the generation of enough evidence, collaborations, and effective engagement with policymakers in a bid to transform higher education. Also, the need to ensure that the market is ready to absorb graduates.

> **"Transforming education in Africa is based on data generated through the lens of an African within a global context, which is why we need to commend ESSA."**
>
> Professor George Oduro, Professor in Educational Leadership, Institute for Educational Planning and Administration.

We were delighted to welcome **Jonathan Ane** to our Ghana board. Jonathan is the Chief Executive Officer of Kulana in Ghana. He is an experienced executive with over 20 years of working in several industries such as financial services, public sector, and telecommunications. Jonathan holds a Master of Business Administration from the University of Warwick. Jonathan will help deepen our fundraising and partnership strategies in Ghana.

In the coming financial year, we will be developing the next steps that will make use of our increased presence in Africa to maximise impact for young people.

ESSA
Education Sub Saharan Africa

ESSA team in the

spotlight

On International Women's Day, our Director of Research and Programmes, Dr Pauline Essah won a Global Women in Leadership Award. The award was in recognition of her contributions to break the bias and achieving the Sustainable Development Goals in sub-Saharan Africa and globally over the past 20 years.

Our former Head of Programmes and Partnerships, Dr Jennifer Udeh was featured by the Education Collaborative as one of 12 women driving change in Africa's higher education sector.

Impact across our focus areas

The ESSA strategy for 2021–2026 is based on a model of creating a bridge from evidence and data to impact across four focus areas:

Progress was made across the strategy, but the standout areas of success were improving the quality of higher education and strengthening the knowledge ecosystem. Our work on faculty challenges grew and started to have impact on policy while our work to raise the profile of African researchers attracted new partnerships and has set the stage for high impact in the coming years.

We invite you to read more about ESSA's progress in each of the focus areas on the following pages.

5.1 Improving quality of tertiary education

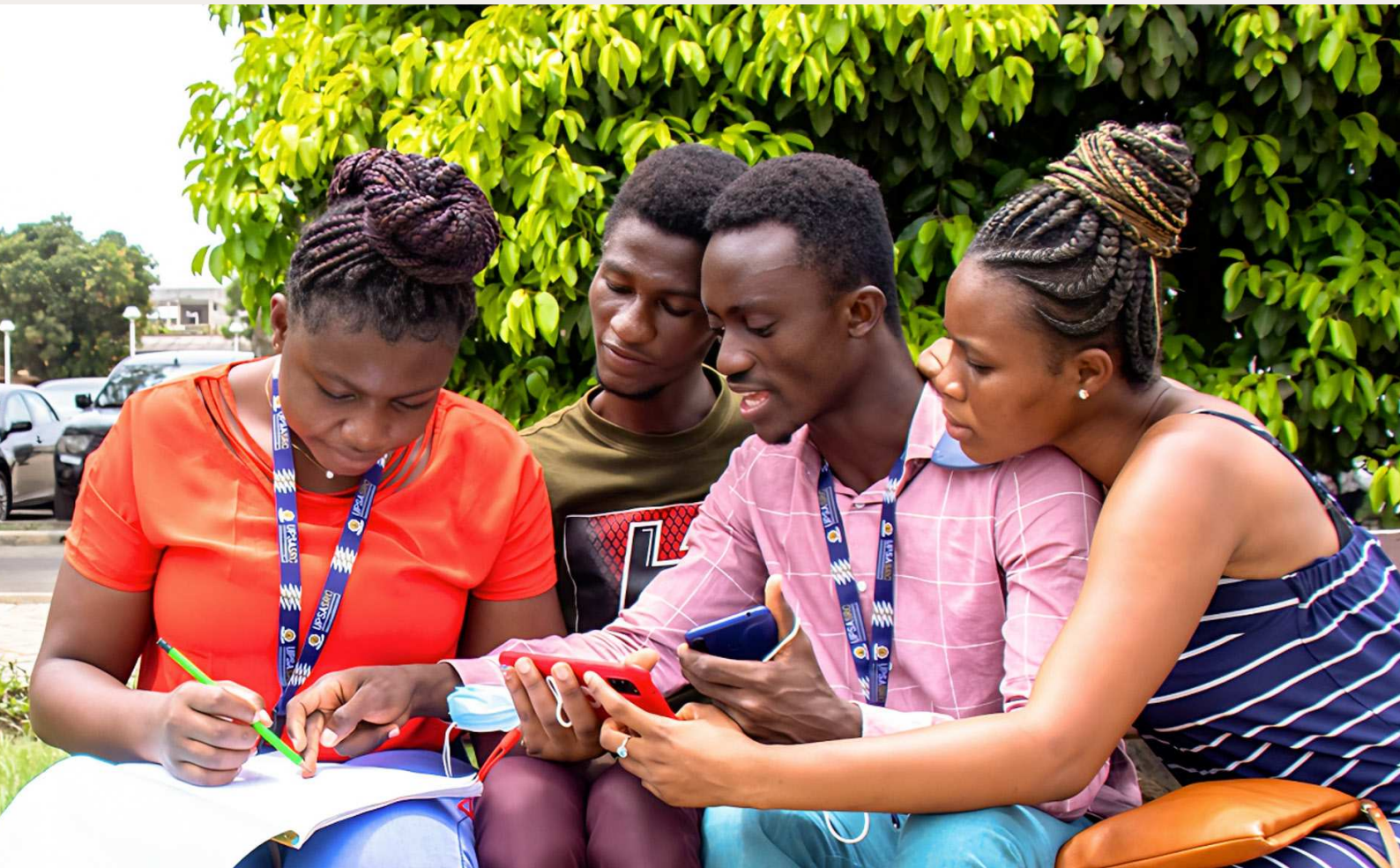
The evidence from our DAF work is already influencing policy.

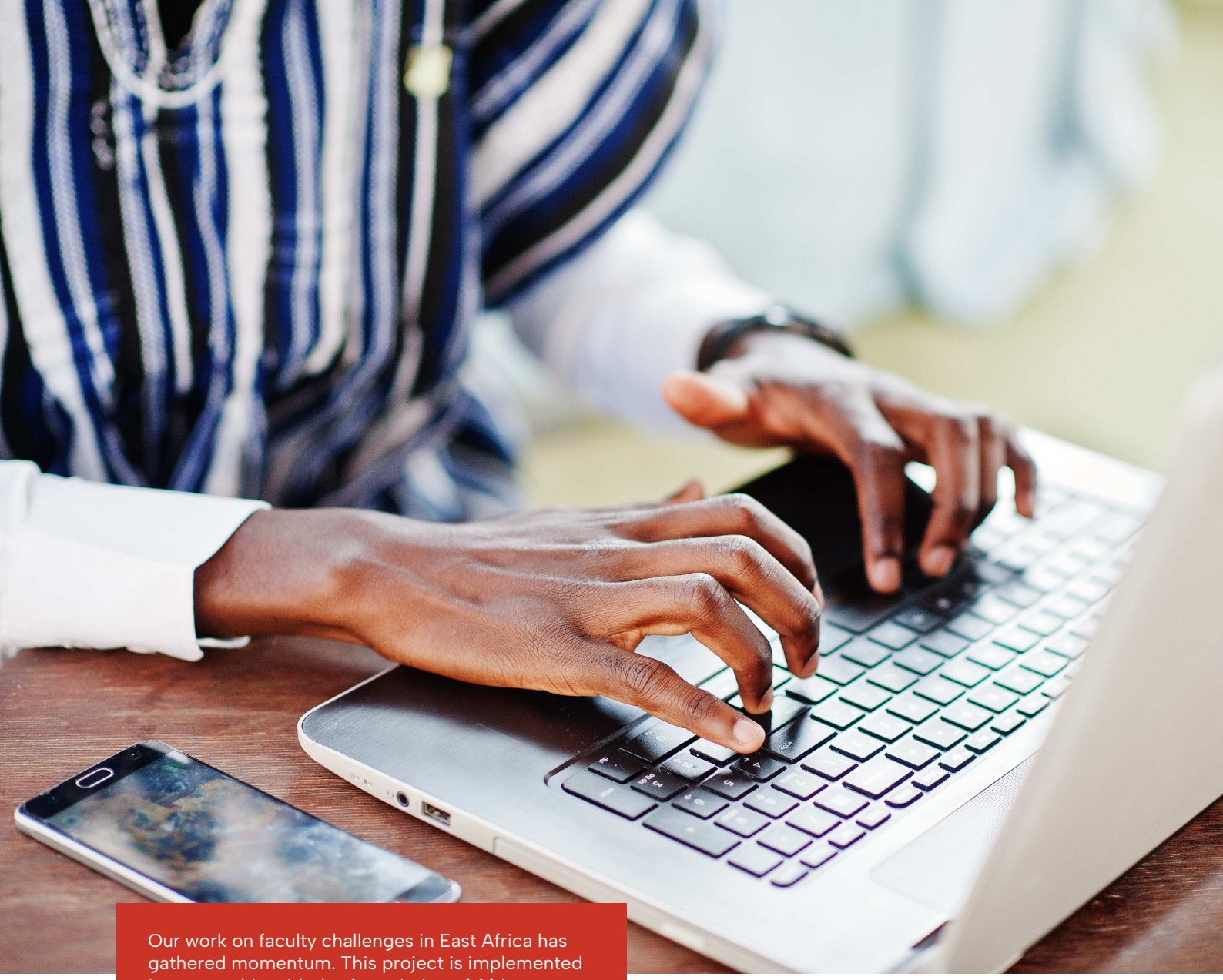
This area focuses on improving the quality of university and college education. A priority theme for us is to raise the profile of the need for investment in faculty. Evidence shows that Africa has a faculty shortage, with 50% more students per professor compared to the global average. The shortage of faculty has an impact on course quality and relevance.

To address this issue, we connect evidence on delivering quality education with education leaders and policymakers. We ensure that investments to transform universities and colleges are based on data and insightful analysis. Given the impact of COVID-19 on faculty at Higher Education Institutions, we are also ensuring that data on the effects of the pandemic are part of the conversation.

In the 2021/2022 financial year, our work on faculty challenges in Ghana started to have impact at the practical and policy levels. We commissioned a 'faculty planning tool' in partnership with the Ghana Tertiary Education Commission (GTEC) to improve faculty planning in the tertiary sector. The faculty planning tool (when fully developed) will help universities to plan their student admissions, and faculty recruitment, development, and retention. It will also assist GTEC in institutional data collection and resource planning.

We also assisted GTEC in revising Ghana's tertiary education policy norms using evidence from the Demographics of African Faculty (DAF) pilot project, following a study that ESSA carried out in 2018. The new Ghana tertiary education policy norms (when published) will be used to regulate, benchmark, monitor performance, and effectively plan for the resource needs of HEIs in Ghana.





Our work on faculty challenges in East Africa has gathered momentum. This project is implemented in partnership with the Association of African Universities **(AAU),** the Population Reference Bureau **(PRB)** and the Inter-University Council for East Africa **(IUCEA)** with funding from Carnegie Cooperation of New York. ESSA together with implementing partners attended a stakeholders' engagement forum organised by the IUCEA in Uganda from the 1st to the 2nd of September 2022. The forum discussed strategies for improving data coordination, collection, and management in higher education for evidence-based policy making.

We also used this opportunity to share the Demographics of African Faculty background research, which seeks to understand the nature of faculty demographics and challenges in Higher Education Institutions in the East African Community. Using this background research, we prepared two reports on the impact of COVID-19 on faculty and teaching models and observations and potential solutions faculty challenges in SSA. These reports will be published in 2023 and their contents used to move the conversation on faculty challenges towards concrete solutions.

The **African Jobs Board** continued to gain traction, attracting

20,074

users

and advertising over

3,390

academic and non-academic jobs

at universities and Higher Education Institutions across Africa. This partnership between the Association of African Universities, the Warwick Employment Group and ESSA is a wonderful example of a practical, partnership-led solution to the problems of faculty recruitment.

We are now at a stage where we have a growing store of useful evidence relating to the quality of higher education in Africa. This year saw a ramping up in communication of this evidence. Highlights included:

- Signing a Memorandum of Understanding (MoU) with the Partnership for African Social and Governance Research (PASGR), where we agreed to host a series of webinars on the impact of the COVID-19 pandemic on higher education in sub-Saharan Africa. We successfully hosted two of these webinars under the themes, ***'Quality Assuring Online Teaching and Learning in Higher Education Institutions,' and 'Achieving Equitable Access to Higher Education Post COVID-19 Pandemic.'*** These webinars attracted over 200 people in attendance.
- Moderating a panel discussion at the prestigious Comparative and International Education Society Conference. We also co-presented with our partners, the International Association of Universities **(IAU)** and the University of Cape Coast in Ghana. The presentations focused on ***'Unpacking the impact of the COVID-19 pandemic on, and responses from, Higher Education Institutions: global, West and East African perspectives.'***
- In 2023, we plan to have more of these webinars to sustain conversations on the impact of COVID-19 on Higher Education Institutions.

We need to have a conversation around the future of higher education institutions in the continent. Lessons from studies suggest that higher education institutions need to be agile to navigate the challenges of disruptive pandemics like COVID-19."

Dr Martin Atela,
Programme Manager,
Research and Policy
Programme, PASGR.

- Marking International Women's Day 2022, with the European Women Rectors Association **(EWORA)**, and IAU, by launching a global conversation on women in leadership in education. During the webinar, evidence and data from the research were shared, including findings from **the ESSA State of Women Leading Report**, the **European She figures 2021 – Statistics on Gender in Research and Innovation** by EWORA, and **information from the IAU World Higher Education Database**. The event brought together insights from 105 policymakers, educators and female leaders.
- At one of the first conferences since the start of the pandemic, the RewirEd Summit in Dubai, we hosted a hybrid panel debate to discuss the point of tertiary education concerning equipping young people with employability skills. Over 2,000 participants attended the summit in person, and more than 450 speakers from 60 countries shared their ideas and expertise on 'rewiring' education. To sustain this conversation, we also generated three blogs from this event; two were posted on the ESSA website and one on the **UNESCO World Education**. Readers of these blogs opined that tertiary education should step away from job skills. That life skills, personality development, research and innovation should be the core of what tertiary education works on with the learners and funders.

In the coming financial year, we will be sharing data on faculty challenges in East Africa with education leaders and policy makers across the region and working with them to understand what actions can lead to change. We will also be looking to build momentum for this issue across the continent by engaging in cross-continental forums alongside our partners.

5.2 Strengthening the knowledge ecosystem

AERD is now the go-to platform for academics, researchers, and policymakers.

African research can be used to improve education at all levels and other issues in society. But research outputs are disproportionately small in comparison to other continents. They are also dispersed across a wide range of outlets and not easily accessible. We want to change this.

This area focuses on advancing a more open, quality, and locally led research ecosystem that provides African researchers with the necessary conditions to thrive. We contribute to a sustainable knowledge ecosystem for education by raising the profile of African education researchers and increasing access to relevant data.

This financial year saw our work supporting African education researchers rocket in terms of its visibility and influence. The year started with a feature on the African Education Research Database (AERD) – a collaboration between ESSA and the REAL Centre at the University of Cambridge – appearing in the Financial Times, with the support of Bill & Melinda Gates Foundation. The feature titled '**Listening to African Researchers**', affirmed the need to have African research at the centre of informing investments in education research, policy, and practice.

The profile of the database was further raised through a seminar at the REAL Centre and the publication of a **blog** on the UKFIET website that included 2021 Conference recommendations on why we need to fund African research and education researchers.

Together with REAL Centre, we updated the AERD which now includes a bibliometric analysis of over **5,000** publications produced by African education researchers to increase the visibility of African research.

This database contains articles published between 2010 and 2021 in journals with international coverage. The platform continues to grow in its usefulness and influence. ESSA and REAL Centre will continue to expand the online **African Education Research Database**.

Our work with the REAL Centre has been further accelerated through two new partnerships. With support from the Conrad N. Hilton Foundation, backed by a commitment of $1.5 million over the next two years, we are raising the profile of researchers working in Early Childhood Development. The financial commitment will ensure greater awareness and investment in research conducted by Africa-based researchers about education and development for the youngest children in Africa.

With the support of Bill & Melinda Gates Foundation, we are identifying and connecting African education researchers working to improve the Foundational Literacy and Numeracy of African primary schoolchildren. Over the next 1-2 years we will be mapping and convening researchers in these fields, focusing on Ghana, Kenya, Uganda, Tanzania, Senegal, and Mozambique.

> **African researchers and their research work must be at the forefront of informing improvements in foundational learning."**
>
> Professor Pauline Rose,
> Director of the
> REAL Centre.

Like the AERD, our work on the "Unlocking Data" initiative received increased interest from stakeholders in the education knowledge ecosystem. The year saw a technical partnership between ESSA, Zizi Afrique, the Kenya Institute for Public Policy Research and Analysis and the Kenya TVET Authority to pilot the data mapping methodology. The goal of the partnership was to increase the effectiveness of the TVET Authority in their efforts to "unlock" TVET data, increasing its availability and use for analysis that will improve education for young people.

Unlocking Data

The "Unlocking Data" initiative was officially launched on 17th November 2021 following a series of workshops. The initiative, which aims to create a community of practice that connects individuals and organisations for the purpose of learning, sharing, and using education data to inform policy and practice, is led by nine steering committee members from five organisations (eBASE Africa, Open Burkina Faso, Zizi Afrique, the EdTech Hub, the Centre of Education Research and Training (CERT), and the University of Malawi).

Recent monitoring and evaluation evidence of the initiative shows that our collaboration has had tangible impacts on TVET data processes and institutional capacity in Kenya, assisting the Kenya TVET Authority in identifying data gaps and developing strategies to fill these gaps.
Below are some of the recorded outcomes from the pilot initiative:

- The constitution of a technical working group by the State Department for Technical Training to facilitate strong participation and collaboration among the key stakeholders. The group is also responsible for disseminating TVET data and information.
- Four project reports, i.e., the TVET Mapping Process report, TVET Mapping report, TVET Knowledge report, and TVET Mapping Implementation report.
- Whole Youth Development Policy Briefs and TVET Data Mapping Reports **launched**.
- Capacity development of the ministry staff working on the initiative.
- Formation of collaborations and communities of practice between non-state, public, and private sector actors.

Strengthening the education knowledge ecosystem: the role of the AERD in 2022

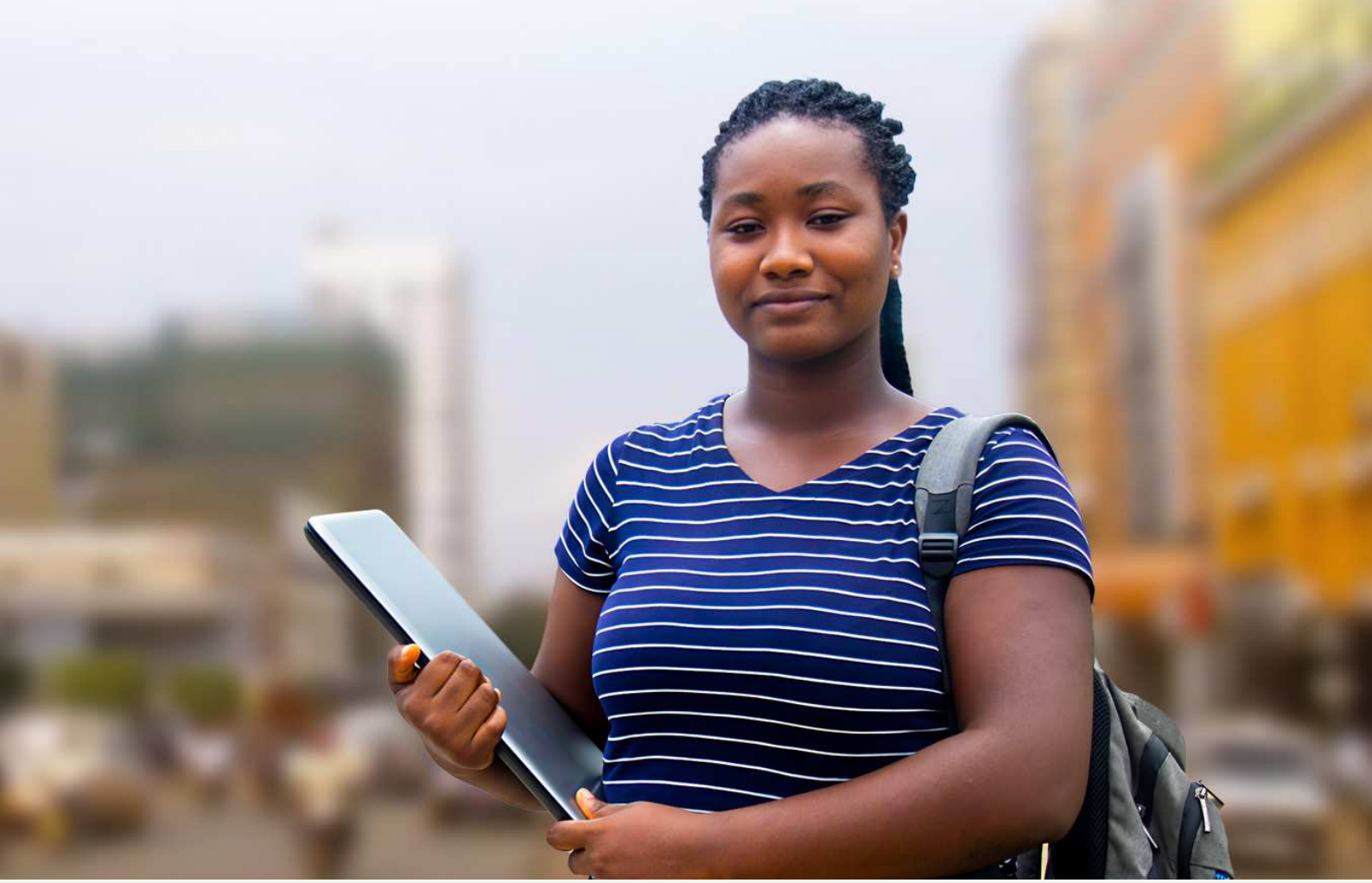
This year, the AERD continued to serve as the "go-to" platform for education research in Africa and beyond. It has been used to inform research, policy, and programmes aimed at improving the quality of education for young people. For example, the **UN Special Rapporteur on the Right to Education** used it as recourse in their digitalisation in education report and the Global Education Evidence Advisory Panel **(GEEAP)** Secretariat used it for review of literature for their update of the ""Smart Buys"": *Cost-effective Approaches to Improve Global Learning Levels*, among others.

In addition, the evidence synthesis produced using publications available in the AERD has served as a useful tool for funders of education in designing programmes and funding strategies for education researchers in SSA. For example, a group of funders (including Imaginable Futures, Echidna Giving, Bill & Melinda Gates Foundation, and Porticus) who are involved in establishing the African Research Consortium) used two of the AERD-focused publications as the background documents for organising the **Forum for Education Research in/for/by Africa in April 2022.**

Imaginable Futures also engaged directly with ESSA in developing their strategy for the Forum and to help them invite early career and female African researchers to this important event. The Forum sought to understand what it would take to shift "power" to locally led and based African education researchers, pioneer new realms of education research, support dissemination and uptake of education research, challenge conventional norms long exhibited in the aid space, and demonstrate new standards at the heart of 'funders' relationships with local education researchers. Providing support to African-based education researchers will lead to the production and uptake of policy-relevant research, which will subsequently lead to an improved and quality education system for young people.

In the coming financial year, we will be focused on making rapid progress with mapping and convening communities of researchers focused on early childhood development and foundational literacy and numeracy. We will then move to connecting these researchers to professional development opportunities.

We will also be looking to expand and strengthen our work on data access, supporting those who are working to 'unlock' education data in their own countries.



5.3 Improving the transition from education to work

More people want to know about our research on what works in universities and colleges to improve transitions to employment.

According to PRB, by 2030 young Africans are expected to make up 42% of the world's youth and account for 75% of those under 35 years in Africa. However, most of these youth will struggle to find decent jobs. A major contributor to unemployment is the significant gap between the skills developed in tertiary education and the skills requirements of the labour market in sub-Saharan Africa (SSA).

This area looks into how universities and colleges in sub-Saharan Africa can help students transition to jobs. We are joining up employers with universities and colleges to implement evidence-based approaches to help young people transition into work.

The focus of this work is on convening and opening conversations on how universities and colleges can work better with employers to help young people fulfil their ambitions.

Together with the Education Collaborative in Ghana, we held a hybrid in-person and virtual industry **roundtable** that attracted around 70 participants, including representatives of education institutions, employers/CEOs of large corporations, funders, and friends of ESSA.

We shared findings from research that has been undertaken with the Education Collaborative at Ashesi University, including insights from interviews with industry and Higher Education Institutions in Ghana, Rwanda, and Burkina Faso. This conversation explored the challenges that universities and employers face in collaborating with each other and has set the stage for future events to strengthen relationships for collaboration.

I believe that ESSA and some human resource or employment bodies can be able to gather information on the relevant skills and trends that are required in the labour market."

Professor Goski Alabi, President, Laweh Open University College.

To engage more audiences, we participated on the Employment and Education panel during the Forum for **Global Challenges 2022 on 3 May 2022**. We shared our work on young people's transition from education into work and learnt innovative solutions in Kenya and the UK from the session.

In the next financial year, we will be seeking opportunities to do more to bridge the gap from evidence to action, ensuring that education leaders and employers are using this evidence to improve their support to young people.

5.4 Increasing access to tertiary education

Young people visit our African Scholarship Hub to learn about scholarship opportunities.

This area focuses on increasing access to university and college. We know that less than 10% of young people in Africa join university or college, despite the fact that the global average is 40%, with the cost of education being one of the main barriers.

We are helping others to maximise the return on investment in their scholarships programmes by building the evidence base and working with funders. We help young people to find the opportunities that are right for them – improving young people's access to education.

This year, we were excited to revamp and promote the **African Scholarship Hub (ASH)**, an online portal that brings together students and scholarship providers. The Hub is also now easier to navigate. According to data from our website analytics, a total of 1,883 users (prospective students) visited the ASH in 2021, with most of the users based in Ghana, Kenya, Ethiopia, Nigeria, and South Africa. Users of the ASH website indicated in our 2021 stakeholder survey that the "Tips and Advice" section of the website is useful in their scholarship application process. Two students reported that they successfully applied for and received scholarships through the ASH platform.

> **Your African Scholarship Hub has helped me so much in the past, reading scholarship tips and information then motivated me a lot."**
>
> Awe Ayodeji Lucky,
> a user of African Scholarship Hub,
> Nigeria.

Building on work from the previous year, together with NORRAG and UNHCR we co-hosted a webinar on 15th February 2022 to share findings from our work on advancing refugee education. The webinar discussed findings of our report on **Complementary Pathways through Education for Refugees in the West and Central Africa Region**, which mapped out refugee education pathways and access to higher education and training in 21 selected West and Central African countries. Over 150 participants joined the webinar from across Africa, Europe, and the Americas. We had great presentations from the ESSA team, UNHCR and a young refugee whose personal story was really the highlight of the event.

The research evidence from this report was used to inform UNHCR's internal programme and policy planning. It also led to ESSA being invited to join the Global Task Force on Third Country Education Pathways, where we can influence education policy through evidence.

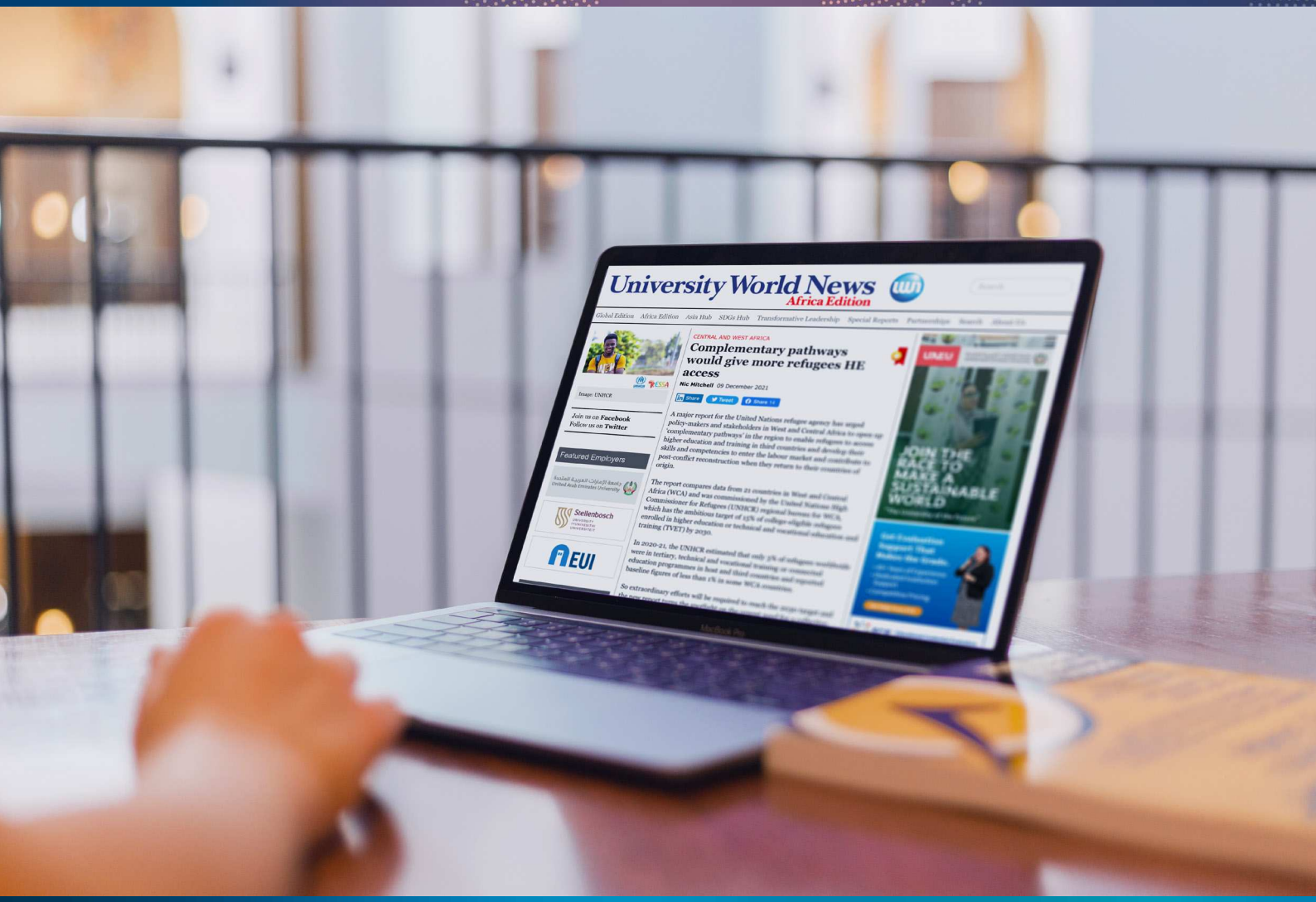
ESSA has considerable experience in gathering evidence in sub-Saharan Africa, including mapping scholarships and scholarship providers for African students as published in UNESCO's Global Education Monitoring Report for 2020. Complementary pathways focusing on education enable the transfer of refugees to a third country specifically to improve their education and enable the refugees to support themselves."

Dr Pauline Essah,
Director, Research
and Programmes.

In the next financial year, we will be maintaining our African Scholarship Hub to support young people in their search for scholarships. We will continue to look for opportunities to ensure that policymakers and education leaders are using data and evidence to ensure inclusion and quality as they plan for scaling up tertiary education.

SECTION 6

ESSA in the news



During this reporting period, ESSA was prominently featured in various media as a leader in matters of higher education. Below are some highlights:

FINANCIAL TIMES

The ESSA and REAL Centre advertisement in the Financial Times newspaper on 'African Education Research Database' was sponsored by Bill & Melinda Gates Foundation. The advertisement titled **'Listening to African Researchers,'** which appeared in the Financial Times special report 'Investing in Education,' reaffirmed the importance of African research in informing investments in education research, policy, and practice.

unesco

Is tertiary education still worth it? In this blog, ESSA asserts that universities and colleges can harness the potential of the next generation, but that radical change is needed to bring their world into meaningful contact with the world of employers.

UKFIET
THE EDUCATION AND DEVELOPMENT FORUM

ESSA's blog published by UKFIET expounds on **why we need to fund African research and education researchers**.

The Standard
SINCE 1902

The Standard newspaper in Kenya published two opinion pieces written by the ESSA team.

1. In this opinion article titled **'Administrative data can inform Kenya's rollout of competency-based curriculum system,'** ESSA implores curriculum implementers in Kenya to rely on research and administrative data to inform the new education policies.

2. **What we must do to step up women leadership** featured evidence from ESSA's 2021 Women Leading Report.

University World News
THE GLOBAL WINDOW ON HIGHER EDUCATION

The University World News sought the opinion of ESSA on matters of higher education. **Complementary pathways would give more refugees higher education access.** Dr Pauline Essah, ESSA's Director of Research and Programmes, told University World News that the charity had considerable experience in gathering evidence in sub-Saharan Africa, including mapping scholarships and scholarship providers for African students as published in UNESCO's Global Education Monitoring Report for 2020.

THE World University Rankings 2023

The Times Higher Education featured ESSA in a story titled **'How can Africa's vast appetite for higher education be met?'** In the article, four of our team members shared their perspectives on ways to increase institutions in Africa to meet the demand for higher education.

SECTION 7

Partners and funders who worked with us in 2021/2022

We would not be who we are today without our partners. Many thanks to you.

SECTION 8

Financial report

Income

ESSA's income for 2021/22 was £1,286,647, an increase of 62% on 2020/21.

Our income predominantly comes from grants from larger donors, with whom we have very strong relationships, and we develop the projects in partnership. During ESSA's start up and initial growth phases, we received very generous funding from two particularly supportive donors – Robert Bosch Stiftung and Dubai Cares; the first grants from whom finished during this financial year.

Their support has not only been monetary but has also enabled us to pilot new areas of research and use the results to approach other donors and partners to expand that research to more countries or to explore our findings in greater depth.

Two new funding partnerships which developed via this route this year are with the Conrad N. Hilton Foundation and Bill & Melinda Gates Foundation. Both grants are primarily supporting our work on raising the profile of African researchers.

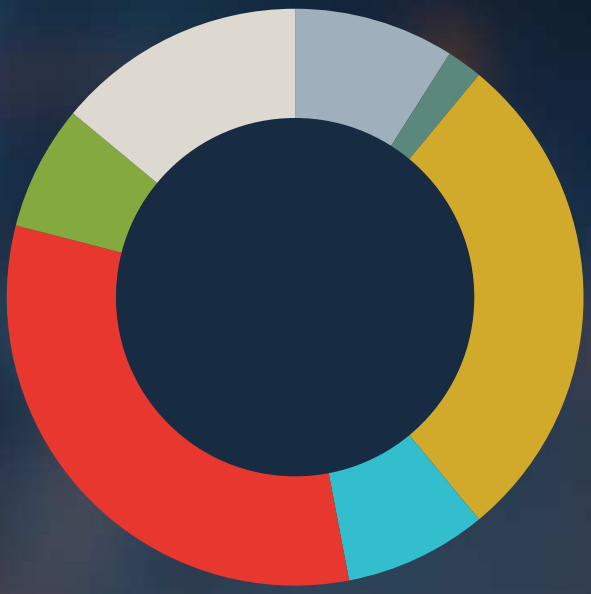
We have also continued to update previous funding partners on our developments and built a number of promising new relationships over the past year leading to a strong pipeline of potential donors engaging with our strategy and future plans.

In addition, whilst much of the funding we have received in the past has been restricted, we are continuing to diversify our funding base through approaches to potential corporate partners and those open to investing in the continued development of the organisation and hope that this will also lead to unrestricted support. We were particularly grateful for the support of Imaginable Futures this year in this regard.

Our approach to fundraising received a significant boost with the appointment of a dedicated Bid Writer for the duration of the 2022/23 financial year and following the launch of Education Sub Saharan Africa LBG in Ghana, we received some funding to kickstart our fundraising from African donors. We appointed a Business and Programme Development Manager towards the end of the year to spearhead this initiative.

ESSA's fundraising practice is in accordance with the Fundraising Regulator's guidance Code on Fundraising Practice. No complaints have ever been received concerning ESSA's fundraising activities. ESSA has not had any practice of unreasonable intrusion on a person's privacy, of unreasonable persistence nor has it placed undue pressure on anybody to give money. We do not work with commercial participators.

Expenditure



9%	Raising Funds
2%	Access to university and college for young people
28%	Quality of university and college education
8%	Young people's transition from education into work
32%	Building a knowledge ecosystem for education
7%	Monitoring, Evaluation and Learning
14%	Increasing the influence of our research

Total expenditure for the year was £1,050,997, with 86% of this funded from restricted income. Expenditure increased by 21% as we continued to expand our work in our four focus areas, particularly the quality of university and college education, through our work funded by Carnegie Corporation of New York, and building a knowledge ecosystem for education, funded by the Conrad N. Hilton and Bill & Melinda Gates Foundations. Our expenditure on raising funds was primarily staff time to research, reach out to and build relationships with donors. In order to preserve the time of the research team to focus on their core roles, we appointed a paid Bid Writer starting in October 2021.

Reserves

The charity's reserves policy states that funds should be maintained at the level that covers three months of core organisation expenditure, including salaries. This equates to approximately £200k at present. The trustees consider that reserves set at this level ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

These reserves would typically be unrestricted reserves and the charity's financial planning and fundraising seeks to grow unrestricted reserves, but we have set our policy to reflect that core costs can also be covered by restricted funding. Over the past year, Robert Bosch Stiftung and Dubai Cares have been notably supportive in funding core organisation costs.

As at 30 September 2022, reserves were £57,457 and £820,088 for unrestricted and restricted funds, respectively. Of those restricted reserves, at least £290k from the Conrad N. Hilton Foundation, Bill & Melinda Gates Foundation and Carnegie Corporation of New York funding can be used to fund core /operating costs and salaries, so total reserves available to cover core costs are around £347k, the equivalent of approximately 5 months' running costs.

Going concern

Trustees have considered the financial sustainability of the organisation, including fundraising prospects and cashflow projections to June 2024, and are satisfied that it is appropriate for the accounts for the financial year 2021/22 to be prepared on a going concern basis.

Structure, governance and management

Legal structure

The charity is a company limited by guarantee incorporated under the Companies Act 2006 as a private company and is governed by its Memorandum and Articles of Association dated 4 April 2016 (Company Number 10101086). It was entered on the Registers of Charities on 5 May 2016.

Selection and appointment of trustees

Suitable candidates are identified as being possible trustees for the Board. The first step in recruiting trustees is for the Board and leadership team to establish the search criteria and agree a selection process dependent upon the need. For the last three trustees this involved the appointment of a search firm to identify a shortlist of candidates for the board to select from with input from the leadership team and others. Telephone referencing is also undertaken personally by the Chair before an appointment is formalised.

It is our aim to have a diverse and inclusive board, and this is reflected in the current membership.

None of the trustees has any beneficial interest in the company.

Trustee induction and training

All new trustees receive a structured induction programme, covering all aspects of the role and the organisation. As part of this they are given copies of ESSA's Memorandum and Articles of Association, governance document, strategy, business plan, the previous year's annual accounts, the current year's budget, code of conduct and any relevant committees' terms of reference.

New trustees must complete and sign a declaration of interest, anti-bribery policy, fit and proper person's declaration and ESSA's code of conduct.

Risk management

The charity operates a comprehensive annual planning and budgeting process, which is approved by the trustees. Performance is monitored through the use of financial targets. Reports are made to the trustees which compare actual results against the phased budget, and which link financial performance with resource and activity levels. ESSA has taken a dynamic approach to budgeting from inception which ensures the organisation is responsive to change as it goes through the year.

The charity has risk management policies and procedures through which risks arising from the existing operations and strategic developments are identified and evaluated. Significant risks are highlighted for consideration and monitoring by the Audit & Risk Committee and reported to the board of trustees. All major risks to which ESSA is exposed, which have been identified by these procedures, have been reviewed.

RISK	MITIGATION STRATEGY
Over-dependence on any particular income source would put our work at risk if it was lost.	▸ New priority funding prospects identified and secured. ▸ Business and Programme Development Manager appointed to focus on diversifying income, especially through corporate partnerships. ▸ Improved donor/pipeline management using Salesforce CRM.
A high turnover of staff including loss of key personnel which would result in a loss of experience, skills and contacts and could have an operational impact on key projects and priorities.	▸ Remuneration for key employees pitched slightly higher than would normally be expected for a small organisation to attract and retain them. Detailed appraisals are carried out, pay is reviewed annually, working conditions are constantly reviewed and ESSA conducts exit interviews. ▸ Received directive from board of trustees to ensure we are slightly over rather than under-staffed to maintain continuity of delivery and avoid staff being overstretched.
Foreign currency risk arising from income received in a currency that is different to that of expenditure.	▸ Continue to take advantage of natural hedge by paying invoices from the bank account of their currency i.e., dollars invoice paid from dollar account. ▸ Increased frequency of bank balance revaluations. ▸ Ensure donors are apprised of any significant exchange rate fluctuations so that budget revisions can be agreed, if needed.
Global resilience/recession.	▸ Diversification of donors to minimise the impact of global recession on a particular sector or country.

Organisation structure

ESSA's CEO is appointed by the trustees to manage the day-to-day operations of the charity. Powers are delegated to the Senior Leadership Team under a schedule of reserved powers approved by the Board. ESSA's Senior Leadership Team is comprised of the Chief Executive Officer, Director of Finance and Operations and Director of Research and Programmes.

Remuneration policy for Senior Leadership Team

A Remuneration Committee was established during this financial year. The pay of the charity's CEO and Senior Leadership Team is recommended by the Remuneration Committee and approved by the board of trustees. The salary is set to be competitive and benchmarked against similar charitable organisations.

Corporate Directory

Trustees	**Patrick Dunne, Chair** **Christopher Foy, Treasurer** **Dolika Banda** **Joel Kibazo** **Nancy Matimu** **Kendi Ntwiga** **Joachim Rogall**
Senior Leadership Team	**Lucy Heady, Chief Executive Officer** **Clare Jenkins, Director of Finance and Operations** **Pauline Essah, Director of Research and Programmes**
Charity number Company number Registered office	**1166958** **10101086** **3rd Floor** **Chancery House** **St Nicholas Way** **Sutton** **Surrey** **SM1 1JB**
Auditors	**Crowe U.K. LLP** **55 Ludgate Hill** **London** **EC4M 7JW**
Bankers	**C. Hoare & Co** **37 Fleet Street** **London** **EC4P 4DQ**
Solicitors	**Bates Wells Braithwaite** **10 Queen Street Place** **London** **EC4R 1BE**

Statement of Trustees' responsibilities

The trustees, who are also the directors of Education Sub Saharan Africa for the purpose of company law, are responsible for preparing the trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- **Select suitable accounting policies and then apply them consistently.**
- **Observe the methods and principles in the Charities SORP.**
- **Make judgements and estimates that are reasonable and prudent.**
- **State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.**
- **Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.**

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

Insofar as each of the trustees of the charity at the date of approval of this report is aware there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charity's auditor is unaware. Each trustee has taken all of the steps that he/she should have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charity's auditor is aware of that information. This report has been prepared under the exemptions available to small companies under the Companies Act 2006.

Auditor

In accordance with the company's articles, a resolution proposing that Crowe U.K. LLP be reappointed as auditor of the company will be put at a General Meeting.

The trustees' report was approved on behalf of the board of trustees.

Patrick Dunne
Chair of Trustees
Dated: 8 June 2023

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF EDUCATION SUB SAHARAN AFRICA

Opinion

We have audited the financial statements of Education Sub Saharan Africa ('the charitable company') for the year ended 30 September 2022 which comprise the Statement of financial activities, Balance sheet, Statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- **Give a true and fair view of the state of the charitable company's affairs as at 30 September 2022– and of its income and expenditure, for the year then ended.**
- **Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.**
- **Have been prepared in accordance with the requirements of the Companies Act 2006.**

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit:

- **The information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements.**
- **The directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.**

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- **Adequate and proper accounting records have not been kept. or**
- **The financial statements are not in agreement with the accounting records and returns. or**
- **Certain disclosures of trustees' remuneration specified by law are not made. or**
- **We have not received all the information and explanations we require for our audit. or**
- **The trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' directors' report and from the requirement to prepare a strategic report.**

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 22, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: **www.frc.org.uk/auditorsresponsibilities.** This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, taxation legislation and employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income, allocation of income and expenditure to restricted funds, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the board of trustees about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, detailed substantive testing of income and expenditure, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Dipesh Chhatralia
Senior Statutory Auditor
For and on behalf of Crowe U.K. LLP
Statutory Auditor
London

26 June 2023

Consolidated Statement of Financial Activities (Incorporating Income and Expenditure Account)

For the Year Ended 30 September 2022

				2021/22	2020/21
		Restricted funds	Unrestricted funds	Total Funds	Total Funds
	Note	£	£	£	£
Income					
Donations and grants	2	1,111,055	159,341	**1,270,396**	**751,333**
Provision of services		–	15,935	**15,935**	**42,917**
Other income		–	316	**316**	**347**
Total income		**1,111,055**	**175,592**	1,286,647	794,597
Expenditure					
Raising funds	3	51,966	43,823	**95,789**	**93,597**
Charitable activities	3	852,207	103,001	**955,208**	**778,025**
Total expenditure		**904,173**	**146,824**	1,050,997	871,622
Net income/(expenditure)		**206,882**	**28,768**	235,650	(77,025)
Transfers between funds		19,598	(19,598)	–	–
Net movement in funds		**226,480**	**9,170**	235,650	(77,025)
Reconciliation of funds:					
Total funds as at 1 October 2021	10	593,608	48,287	**641,895**	**718,920**
Total funds as at 30 September 2022		**820,088**	**57,457**	877,545	641,895

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Balance Sheet

As at 30 September 2022

	Note	2021/22 £	2020/21 £
Fixed assets			
Tangible fixed assets	7	**1,861**	**3,509**
Total fixed assets	7	**1,861**	**3,509**
Current assets			
Debtors	8	**117,732**	**371,825**
Cash at bank and in hand		**888,895**	**309,652**
Total current assets		**1,006,627**	**681,477**
Creditors: amounts falling due within one year	9	**(130,944)**	**(43,091)**
Net current assets		**875,683**	**638,386**
Net assets		**877,545**	**641,895**
Funds of the charity:			
Restricted funds	10	**820,088**	**593,608**
Unrestricted funds	10	**57,457**	**48,287**
Total funds		**877,545**	**641,895**

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the trustees on 8 June 2023.

Patrick Dunne
Chair of Trustees

Statement of Cash Flows

For the Year Ended 30 September 2022

	Note	2021/22 £	2020/21 £
Cash flows from operating activities			
Net cash generated from (used by) operating activities	12	**508,143**	**(435,403)**
Cash flows from investing activities			
Purchase of tangible fixed assets			
Sale of tangible fixed assets			392
Net cash provided by (used in) investing activities		**-**	**392**
Net cash used in financing activities			**-**
Change in cash and cash equivalents in the year		508,143	(435,011)
Cash and cash equivalents brought forward		309,652	784,298
Unrealised gain/(loss) from exchange rate changes on cash held in foreign currency		71,100	(39,635)
Cash and cash equivalents carried forward		**888,895**	**309,652**

Notes to the Financial Statements

For the Year Ended 30 September 2022

1. Accounting policies

Registration

Education Sub Saharan Africa is a private company limited by guarantee incorporated in England and Wales. The registered office is 3rd Floor, Chancery House, St Nicholas Way, Sutton, Surrey, SM1 1JB.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's Articles of Incorporation, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound value.

Assets and liabilities denominated in foreign currencies are translated into sterling at the rate of exchange prevailing at the balance sheet date. Transactions in foreign currencies are recorded at the rate prevailing at the date of the transactions. All differences are taken through the Statement of Financial Activities.

1.2 Going concern

Trustees have considered the financial sustainability of the organisation, including fundraising prospects and cashflow projections to June 2024, and are satisfied that ESSA can be considered a going concern for the purposes of the 2021/22 financial year accounts and so have prepared the financial accounts on that basis.

Trustees specifically considered the position were fundraising to be less successful than the prudent forecast. Trustees reviewed a worst-case option of no further funding and note that ESSA has already secured funding that will last until at least March 2024 at the current cost run rate.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are funds subject to specific expenditure instructions which are laid out by the donor that fall within the wider purposes of the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from grants is recognised on an accruals basis and included in the Statement of financial activities when the charity is entitled to the income, when receipt is probable, and when it can be measured reliably. Grants that are subject to performance-related conditions or subject to funder conditions related to the timing of expenditure are deferred until those conditions are met.

Donated goods and services are recognised as income when they are received and used by ESSA. The goods and services are measured at fair value to ESSA.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Grants are recognised as a liability once the charity has a legal or a constructive obligation to make a distribution to a third party.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings.

Support costs have all been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Services received on an 'in kind' basis are accounted for at the cost the charity would otherwise have to pay for the same services.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers 25% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

1.8 Financial instruments

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.11 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The following matters contain assumptions or estimates affecting income at the balance sheet date:

Note 2 Donations and grants – Grants receivable

Note 2 Donations and grants – Gifts in kind

2. Donations and grants

	Restricted funds	Unrestricted funds	Total	Total
	2021/22	2021/22	2021/22	2020/21
	£	£	£	£
Gifts and donations	26,200	46,097	72,297	31,288
Grants receivable	1,022,180	113,244	1,135,424	628,989
Gifts in kind	62,675	-	62,675	91,056
	1,111,055	159,341	1,270,396	751,333

3. Analysis of expenditure

	Activities directly undertaken	Grant funding of activities	Support costs	Total	Total
	2021/22	2021/22	2021/22	2021/22	2020/21
	£	£	£	£	£
Raising funds: Costs of raising donation & grant income	88,127	–	7,662	95,789	93,597
Charitable activities:					
Access to university and college for young people	15,577	6,000	1,703	23,280	95,135
Quality of university and college education	124,205	171,778	23,836	319,819	126,353
Young people's transition from education into work	83,933		6,811	90,744	107,502
Building a knowledge ecosystem for education	221,191	113,703	27,242	362,136	202,200
Monitoring, Evaluation and Learning	70,915		5,959	76,874	73,263
Increasing the influence of our research	141,537		11,918	153,455	133,937
Foreign exchange losses/(gains)			(71,100)	(71,100)	39,635
Total	**745,485**	**291,481**	**14,031**	**1,050,997**	**871,622**

Grants were awarded to 8 (2020/21: 0) organisations; no grants were made to individuals. A full list of recipients is provided below:

Organisation	2021/22 £
Ghana Tertiary Education Commission	16,915
Association of African Universities	23,944
Inter University Council for East Africa	75,967
REAL Centre at the University of Cambridge	101,948
Population Reference Bureau	54,952
Zizi Afrique Foundation	11,755
Université Félix Houphouët-Boigny	3,000
Institute for Educational Planning and Administration (IEPA) at the University of Cape Coast	3,000
	291,481

Future commitments

Future commitments relating to charitable work carried out by other organisations on behalf of ESSA, amount to £394,936 (2020/21: 0). These represent contracts signed before 30 September 2022 for payments in future years.

4. Support and governance costs

Support costs

	Raising funds	Charitable activities	Total	Total
	2021/22	2021/22	2021/22	2020/21
	£	£	£	£
Personnel costs	5,094	40,760	45,854	67,447
Other support costs	2,568	20,547	23,115	35,714
Governance costs	–	16,162	16,162	17,733
Foreign exchange losses/(gains)	–	(71,100)	(71,100)	39,635
Total expenditure	7,662	6,369	14,031	160,529

Governance costs

	Raising funds	Charitable activities	Total	Total
	2021/22	2021/22	2021/22	2020/21
	£	£	£	£
Legal and professional	–	4,042	4,042	6,211
Audit	–	12,120	12,120	11,522
Total expenditure	–	16,162	16,162	17,733

5. Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year, expenses of £2,176 were paid to 1 trustee (2020/21: 0).

6. Staff costs

	Total	Total
	2021/22	2020/21
	£	£
Staff costs:		
Wages and salaries	540,820	427,880
Social security costs	40,184	42,930
Pension costs	8,068	6,369
Total expenditure	589,072	477,179

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2021/22	2020/21
	No.	No.
£60,000 - £69,999	1	2
£70,000 - £79,999	1	-
£80,000 - £89,999	-	-
£90,000 - £99,999	-	-
£100,000 - £109,999	1	1

The total employee benefits including pension contributions and employer's national insurance for key management personnel were £313,875 (2020/21: £247,256).

The average number of employees (headcount based on number of staff employed) during the year was:

	2021/22	2020/21
	No.	No.
Management and administration	5	4
Project management and support	10	6
Total	15	10

7. Tangible fixed assets

	Computers
	£
Cost:	
At 1 October 2021	6,756
At 30 September 2022	6,756
Depreciation & impairment:	
At 1 October 2021	3,247
Charge for year	1,648
At 30 September 2022	4,895
Carrying Amount:	
At 30 September 2022	1,861
At 30 September 2021	3,509

8. Debtors

	2021/22	2020/21
	£	£
Prepayments	561	296
Accrued income	117,171	371,529
	117,732	371,825

9. Creditors: Amounts falling due within one year

	2021/22	2020/21
	£	£
Taxation and social security costs	1,587	1,818
Trade creditors	924	19,009
Other creditors	4,313	324
Accruals and deferred income	124,120	21,940
	130,944	43,091

10. Movements in funds

	Brought forward	Income	Expenditure	Transfers In/(Out)	Carried forward
	£	£	£	£	£
Unrestricted funds					
Total unrestricted funds	48,287	175,592	(146,824)	(19,598)	**57,457**
Restricted Funds:					
Robert Bosch Stiftung	82,353	(19,598)	(82,353)	19,598	**-**
Dubai Cares	308,712	3,405	(312,117)	-	**-**
Quilt.AI	-	62,675	(62,675)	-	**-**
International Development Research Centre (IDRC)	9,420	1,140	(10,560)	-	**-**
Carnegie Corporation of New York (DAF EAC)	193,123	107,409	(189,077)	-	**111,455**
Conrad N. Hilton Foundation	-	611,204	(193,763)	-	**417,441**
Bill & Melinda Gates Foundation		318,620	(47,004)	-	**271,616**
Global Social Impact Challenge		26,200	(6,624)	-	**19,576**
Total restricted funds	593,608	1,111,055	(904,173)	-	**820,088**
TOTAL FUNDS	**641,895**	**1,286,647**	**(1,050,997)**	**19,598**	**877,545**

The Robert Bosch Stiftung: [Germany] seed-funded ESSA in 2016 with a €1.05m commitment to help establish ESSA as a credible agent working to improve access to education and to improve education quality in sub-Saharan Africa. The funding was broken into two tranches with the funding period for the second tranche running from January 2020 to December 2021.

Dubai Cares: In 2020/21 we received the final $500k tranche of our $1.5m programme with Dubai Cares. The funding covers four strands of work: (1) human capacity building in tertiary education, (2) employability and business engagement, (3) leadership and managerial skills of leaders in tertiary education and (4) knowledge transfer and practical adoption. The work was completed in 2021/22.

IDRC: This is a small piece of consultancy work focusing on the impact of the COVID-19 pandemic on universities in West Africa and how these universities are responding.

Quilt.AI: This represents the value of the organisation's pro-bono expertise in artificial intelligence donated to gather insights into students' journeys online and the barriers and enablers to attending university/ college.

Carnegie Corporation of New York (DAF EAC): This is a two-year project funded by Carnegie Corporation of New York to expand our previous DAF work in Ghana to the East African Community as part of a consortium with the Association of African Universities, the Inter-University Council for East Africa and Population Reference Bureau.

Conrad N. Hilton Foundation: This project focuses on understanding the ecosystem of Early Childhood Development (ECD) researchers and their needs in Ghana, Kenya, Tanzania, and Uganda (with desk-based research for Mozambique). ESSA is collaborating with the Research for Equitable Access and Learning (REAL) Centre to implement this project.

Bill & Melinda Gates Foundation: This project seeks to identify and connect African education researchers who are working to improve the foundational learning of African primary school children. ESSA is partnering with the REAL Centre again to map researchers, their institutions and the evidence they are producing in four countries: Ghana, Kenya, Senegal and Tanzania.

Global Social Challenge: This was a grant given for the purpose of kickstarting our African-based fundraising activity following the launch of ESSA LBG in Ghana.

Statement of funds – Prior Year

	Brought forward	Income	Expenditure	Transfers	Carried forward
	£	£	£	£	£
Unrestricted funds					
Total unrestricted funds	42,231	74,552	(68,496)	–	**48,287**
Restricted Funds:					
Robert Bosch Stiftung	276,343	44,699	(238,689)	–	**82,353**
Robert Bosch Stiftung gift in kind	–	16,750	(16,750)	–	**–**
Dubai Cares	376,225	371,529	(439,042)	–	**308,712**
Pilot Scholarship Impact Hub	24,121	–	(24,121)	–	**–**
Quilt.AI	–	74,306	(74,306)	–	**–**
International Development Research Centre (IDRC)	–	14,812	(5,392)	–	**9,420**
Carnegie Corporation of New York (DAF EAC)	–	197,949	(4,826)	–	**193,123**
Total restricted funds	676,689	720,045	(803,126)	–	**593,608**
TOTAL FUNDS	**718,920**	**794,597**	**(871,622)**	**–**	**641,895**

Robert Bosch Stiftung gift in kind: This represents a secondment for the position of 'founding director', who has worked at ESSA since our start in 2016 and finished in December 2020. The individual devoted 80% of his time to working for ESSA and the financial value of this secondment is estimated to be £16,750 p.a.

Pilot Scholarship Impact Hub: This programme was established in 2018 to increase the impact of scholarships for African students, funded by an individual donor and the Schaufler Foundation [Germany]. Our research featured in UNESCO's 2020 Global Education Monitoring (GEM) report on Inclusion and Education, as the official monitoring of the Sustainable Development Goal 4b on scholarships.

11. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Total
	2021/22	2021/22	2021/22	2020/21
	£	£	£	£
Fund balances at 30 September 2022 are represented by:				
Tangible assets	1,861	–	1,861	3,509
Current assets/(liabilities)	55,596	820,088	875,684	638,386
	57,457	820,088	877,545	641,895

12. Reconciliation of net movement in funds to net cash flow from operating activities

	2021/22	2020/21
	£	£
Surplus/(deficit) for the year	235,650	(77,025)
Adjustment for:		
Depreciation charge	1,648	1,774
Loss/(gain) on disposal of tangible fixed assets	–	(347)
Unrealised (gain)/loss from exchange rate changes on cash held in foreign currency	(71,100)	39,635
(Increase)/decrease in debtors	254,092	(371,723)
Increase/(decrease) in creditors	87,853	(27,717)
Net cash used by operating activities	508,143	(435,403)

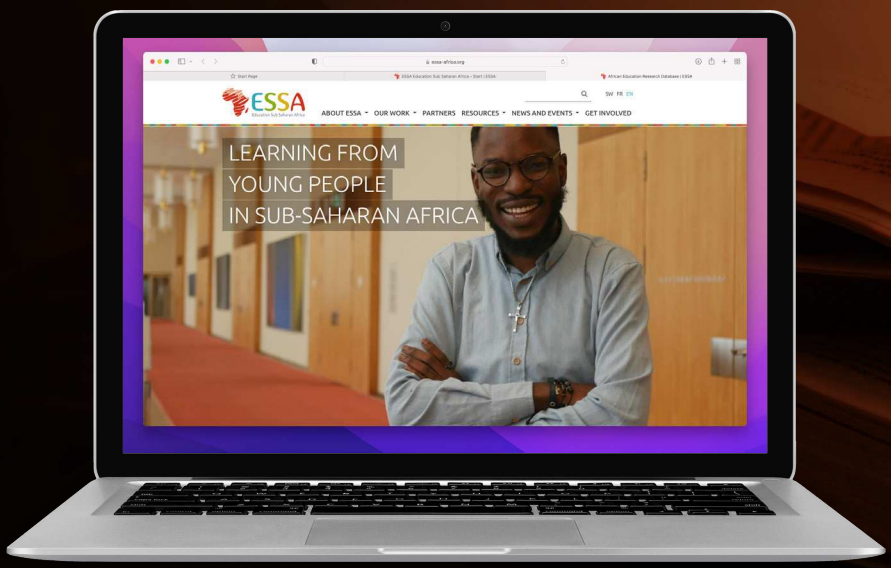
13. Related party transactions

Donations totalling £35,778 were received from related parties during the year.

Connect with us

If you are an employer, funder, researcher, educator, policymaker, or young person and want to collaborate, access evidence, and support our work, please visit the ESSA website to find out how you can join us.

ESSA – Education Sub Saharan Africa
Education Sub Saharan Africa (ESSA)
@ESSA_Africa
www.essa-africa.org



ANNUAL REPORT

AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED
30 SEPTEMBER 2022

Published by:

Education Sub Saharan Africa
Twitter: @essa_africa
Website: www.essa-africa.org

ESSA
Education Sub Saharan Africa

EDUCATION SUB-SAHARAN AFRICA

England & Wales - Charity number 1166958

Accounts

Charity Registration No. 1166958

Company Registration No. 10101086 (England and Wales)

EDUCATION SUB SAHARAN AFRICA

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2021

TRUSTEES' REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2021

Where we are and where we're headed

Patrick Dunne

Chair, Board of Trustees, ESSA

We passed an important milestone this year, our 5th birthday. Progress has been swift and momentum is high, yet we still have so much more to do if we are to achieve our vision.

That vision is bold - High-quality education in Sub-Saharan Africa that enables young people to achieve their ambitions and strengthens society. Our goal is to have benefited over 1.4 million students in 500 universities and colleges in Ghana, Kenya, Uganda, and Zambia by 2026. We will only achieve this through the practical solutions and doing what ESSA does best – turning research and evidence into action.

In reaching our fifth birthday I would like to thank those critical early-stage funders who gave us the investment needed and the encouragement and support to get started. I'd also like to thank all of our other funders and partners who have supported us along the way. Our 5th anniversary impact report demonstrates what our work together has been able to achieve. It also describes our plans for the next exciting phase of our development.

As you will see we now have a growing track record in supporting local institutions and governments in transforming Tertiary education across the continent. This has included our work in increasing the visibility and transparency of African research on education through our African Education Research database. Also, our pioneering work on the faculty crisis in tertiary education. Additionally, the ground-breaking work we have done on increasing the effectiveness and accessibility of scholarships and in the state of play with respect to women leaders as well as creating the first pan African tertiary institution jobs site.

I would like to highlight two new partnerships from the last year for ESSA that promise to have a huge impact. The first with UNHCR to support their hugely important work with helping refugees access tertiary education and the second with the Carnegie Corporation of New York which has meant the scale-up of our work on faculty gaps to East Africa. Together we will continue working with

universities and colleges using evidence and data from Africa to drive a dramatic improvement in education for young people.

The pandemic has had a seismic effect on the sector and provided many new challenges. Fortunately, ESSA has been well-placed to manage these. From the start, we have had a distributed team working remotely. We have used this position to do what we can to support universities and colleges working hard to continue educating young people and researching in this difficult time. An example of this is our work in partnership with universities and policymakers in both East and West Africa to understand the impact of COVID and feed into policy responses.

As we look to the coming year, it is an exciting time here at ESSA and we will continue to bridge the gap from evidence and data to real change, working in partnership with education leaders and policymakers to improve outcomes for young people. A critical component of deepening our impact will be strengthening our presence in Africa. We already have a majority African team and board and will be establishing a legal entity in Ghana shortly.

I hope that you will find this report inspiring. That you will come to the same conclusion that we have—that we like the young people we are trying to help to achieve their ambitions, we are nowhere near fulfilling our potential. Most of all I hope that it will inspire you to want to work with us or to support us and that by working together, informed by the evidence, we can support the changes needed to help young people realise their ambitions and strengthen their societies.

ESSA Achievements in 2020/2021

- Launched Edujobs Africa, the first African Academic Jobs board with over 900 jobs in partnership with AAU and the Warwick Employment Group.
- Published an evidence synthesis on the impact of COVID-19 on universities and colleges, drawing out lessons for policymakers, vice-chancellors, faculty and students.
- Researched to understand the student journey in sub-Saharan Africa with Quilt.AI and IPSOS.
- Scaled our work on the faculty crisis to East Africa in partnership with the Inter-University Council of East Africa, Association of African Universities and the Population Reference Bureau (PRB).
- Worked with UNHCR to map education opportunities for refugees in 21 countries in West and Central Africa.
- Launched our strategy for the next five years.
- Launched our ground-breaking Women Leading Report to debate women in leadership.

- Held a conference with the REAL Centre, the University of Cambridge on Action on Funding for African-led Education.
- Started our work on employability.
- Expanded our teams across Germany, Ghana, Kenya and the United Kingdom.
- ESSA becoming a go-to organisation for generating and using data and evidence to harness the potential of young people in Africa.

About ESSA

We are a charity established and registered in the UK in 2016 using evidence to improve education in sub-Saharan Africa.

ESSA's vision for young people

Our vision: High-quality education in sub-Saharan Africa enables young people to achieve their ambitions and strengthens society.

Our **mission** starts by working with universities and colleges: using evidence to drive a dramatic improvement in education for young people.

ESSA's Values

- **Evidence-driven:** We are driven by data and evidence to find what works best, building an evidence alliance for education in sub-Saharan Africa.
- **Solutions-focused:** We seek the highest impact for young people and educators in sub-Saharan Africa with the cost-effective funds we invest.
- **Strengthening trust:** We are accountable to young people and educators in sub-Saharan Africa.

- **Always learning**: We listen and learn from people's first-hand experiences about education and work across sub-Saharan Africa.

Equality, Diversity and Inclusion

ESSA's vision is a world in which everyone has opportunities to develop their skills and talents and the chance to reach their full potential.

We are committed to ensuring that within our work and our organisation, we do all we can to eliminate discriminatory practices, to improve diversity, inclusivity and equality of opportunity and to promote understanding and build good relations between people from different backgrounds. Our impact is increased by us working collaboratively with and across different cultures.

Our achievements in 2020/2021

Focus area 1. Access to college and university

ESSA is increasing the chances of young people to get tertiary education

We are helping others to maximise the return on investment in their scholarships programmes by building the evidence base and working with funders. We help young people to find the opportunities that are right for them- improving young people's access to education.

Our efforts included:

1. Together with the United Nations High Commissioner for Refugees (UNHCR) Regional Bureau for West and Central Africa (WCA), we generated quantitative and qualitative evidence to help advance education pathways of admission and expand access for refugees. This research mapped education opportunities for refugees to provide reliable, comparable data in 21 countries in WCA, highlighting education pathways absent from national contexts and improving the provision and uptake of complementary pathways through education. Our work with UNHCR calls for extraordinary efforts to reach UNHCR's 2030 target – of 15 percent of college-eligible refugees enrolled in Higher Education (HE), Technical and Vocational Education and Training (TVET) – from a current baseline of one percent in WCA.

Key findings from the research

1. *Need for additional financial resources and support from UNHCR and its existing or potential investors and other stakeholders to accelerate the availability and accessibility of complementary education opportunities to refugees.*
2. *Need for a robust information management system for the collection and analysis of baseline data and extraction of information at regional and national levels.*
3. *Giving refugees access to education under the same conditions as nationals is commendable, but not equitable, given the additional socio-economic challenges and barriers faced by refugees in the host country.*
4. *Refugee education must be prioritised, as it plays a crucial role in helping refugees integrate into their host communities.*

2. Our African Scholarship Hub, an online portal that brings together students and scholarship providers registered a total of 1883 users – with most users in Ghana, Kenya, Ethiopia, Nigeria, and South Africa. We are heartened two users received scholarships, with one of these successful applicants receiving funding from the Ashinaga Africa Initiative.

Focus area 2. Quality of education

We make college and university work for young people and female leaders

We care about the quality of teaching staff and academics in colleges and universities in Africa ESSA connects evidence on delivering quality education with education leaders and policymakers. We are also shaping women leadership in universities and colleges.

Our accomplishments were:

1. **Demographics of African Faculty (DAF):** We expanded our work to understand the scale and nature of the faculty crisis. The DAF research enables higher education stakeholders to plan and implement effective responses that ensure adequate faculty within universities. Our efforts for the DAF work were:

- Agreeing on a Memorandum of Understanding with the Ghana Tertiary Education Commission to work in partnership to revise the existing tertiary education policy norms and develop interactive digital faculty planning tools.
- Expanding the DAF work to the East African Community. We are working on this expansion with the Association of African Universities and the Population Reference Bureau (PRB) and the Inter-University Council of East Africa. We are grateful to Carnegie Cooperation of New York for supporting the DAF project.

2. **Impact of COVID-19:** We studied the impact of the COVID-19 pandemic on research activities and culture in West African Universities. The study was done in partnership with the Université Félix Houphouët-Boigny (UFHB), Côte d'Ivoire, and the University of Cape Coast (UCC), Ghana. This work was supported by the International Development Research Centre (IDRC).
3. **We published a synthesis of the impact of COVID-19** on higher education in sub-Saharan Africa. The study found four implications emerging from the temporary closure of universities and colleges in Sub-Saharan Africa and the migration to online learning: that mental health and the digital divide must be addressed, worrying decrease of opportunities to study abroad and an increased need by students for alternatives to traditional education to get skills.
4. **African Jobs Board:** The year 2020/2021 saw the launch of the African Jobs Board work that serves as a hub for advertising academic and non-academic jobs at Universities and Higher Education Institutions across Africa. The Jobs Board platform was developed in partnership with the Association of African Universities and the Warwick Employment Group. Over that period, the African Job Board posted 901 jobs with over 15,000 users. Most of the users are in Ghana, Nigeria, South Africa, India, and the USA.
5. **Female Leadership**: To unlock the potential of female leaders in education, we researched the barriers women face in gaining leadership skills and roles – through desk-top research, interviews, and a survey. This work culminated in a ground-breaking Women Leading Report to debate women in leadership as informed by evidence and provide actionable recommendations. We are now working with many direct-action partners to develop

evidence to address the challenges of increasing women's representation in higher institutions and beyond.

Our readers were heartened by the Women Leading Report. *"I enjoyed reading this report. Part of it is a bit depressing because of the serious underrepresentation of women and part of it heartening that some have managed to break rank. It's such a cultural issue for men to dominate in many African countries, that it's little wonder that it's reflected in higher institutions*", said Mary McGrath – former director of development and alumni University of Warwick, UK.

Focus area 3. Transition to work

ESSA is supporting young people to power Africa into the future

Many young people across Africa are losing faith in the value of education and their governments due to the high unemployment. We are joining employers with universities and colleges to implement evidence-based approaches to help young people transition into work.

Our focus has been:

1. Together with Quilt.AI, we researched students' online perceptions and concerns on tertiary education and employment in sub-Saharan Africa. We analysed the digital ecosystems of

students in Kenya, Uganda, Zambia and Ghana to know the enablers and barriers to tertiary education, scholarships, and job applications. The research showed that frustration with job hunting and a perceived lack of action by politicians is risking the enormous potential of young people.

2. We built momentum on our employability work to support colleges and universities in sub-Saharan Africa to develop structures and systems to improve graduate employability. We are implementing this work the Education Collaborative in Ghana and Kepler in Rwanda. Our role is to provide knowledge and research evidence on best practices for career services systems and to lead on all the monitoring, learning and evaluation activities. We believe that through data and evidence, universities and colleges can harness the potential of the next generation.

Focus area 4. Education knowledge eco-system

Experts around the region — and the world — leverage ESSA to improve their offerings

Our work contributes to a sustainable knowledge ecosystem for education by raising the profile of African education researchers and increasing access to relevant data.

Our efforts were:

1. We worked with Zizi Afrique Foundation and the EdTech Hub to create a community of researchers and organisations who gather education data. This engagement resulted in the *Unlocking Data* initiative that aims to build a community of practice that connects individuals and organisations for learning and sharing. The community of practice includes African scholars, NGOs, national statistics offices, and policymakers who are working to improve access to and use of education data, largely at the country level. Through the Data Initiative, we envisage increasing the effectiveness of members in their efforts to 'unlock' education data, increasing its availability and use for analysis leading to improved education for young people.

2. We raised the visibility of African education research through the African Education Research Database platform (AERD). The database showcases quality African education research that is relevant for policymakers, researchers, students, and education practitioners. The AERD garnered over 3,500 page views. The IIEP UNESCO Education Planning Policy Toolkits draw on the open access evidence in the AERD for policy planning. Other institutions such as VVOB used the AERD platform to develop new projects.

3. We reached over **300** education stakeholders from Africa and beyond through our conference with the REAL Centre, the University of Cambridge on Action on Funding for African-led Education Research. The conference generated practical recommendations to support African Researchers.

We celebrated our success, charted new directions and engaged our audiences

Our engagement efforts were:

1. The year 2020/2021 was a special for us as ESSA turned five years old. We celebrated with our 5th Birthday Report, showcasing the highlights from the last five years and setting out our vision and strategy for the next five years with the ambitious goal of reaching over 1.4 million students in 500 universities and colleges in Ghana, Kenya, Uganda, and Zambia.

2. We shared our evidence in various events such as workshops, webinars, and conferences. Notably, were at the "Africa Knows!" conference on increasing the impact of scholarships for young people in sub-Saharan Africa; presented at the "Critical thinking" workshop organised by the University of Cape Coast and the University College of London; at the "ICODeL 2021" conference organised by Daystar University, Kenya; Comparative and International Education Society to share work on AERD, among others.

3. We produced over 30 knowledge products shared as presentations, research reports, and blog posts. Our knowledge products got mentioned and referenced on various media platforms and blog sites.

4. We engaged our audiences through traditional and digital platforms. Our social media channels garnered over 11,000 engagements and 10,000 visits to our website.

And these are our plans for 2022

We look forward to an exciting 2022.

Focus area 1. Access to college and university

1. Expand mapping to TVET opportunities and other forms of student finance, including grants and loans, in our focus countries.
2. Improve our Scholarship hub and encourage more funders and providers to sign up for collective action to increase the impact of scholarships.
3. Engage with corporate sponsors of scholarships.
4. Understand the barriers to access to education for women and marginalized groups, and the role that student finance can play in improving such access.

Focus area 2. Quality of education

1. Deepen our understanding of the impact of the faculty crisis on the sector's ability to deliver quality education in our focus countries.
2. Complete an analysis of the faculty crisis in East Africa, incorporating the impact of COVID-19.
3. Enable policymakers and leaders of universities and colleges in Ghana to have the tools to quantify the scale of the faculty crisis they face.
4. Accelerate progress on our African jobs board to improve the speed and quality of faculty recruitment.
5. Create a coalition for action to overcome the barriers female leaders face within universities and colleges.

Focus area 3. Transition to work

1. Facilitate a greater understanding of the barriers for employers engaging with universities and colleges.
2. Research on the characteristics of effective careers development systems and measurement frameworks.
3. Map evidence for what is effective within universities and colleges for improving transition to employment in our focus countries.

Focus area 4. Education knowledge eco-system

1. Ensure that data and evidence on education in sub-Saharan Africa is available for research and analysis, and greater awareness of what exists.
2. Ensure that African researchers in tertiary education are better networked with each other and have greater visibility for their work.
3. Sharpen our engagement with policymakers and educators using evidence and data to help young people fulfill their ambitions.
4. Strengthen our presence in Africa by establishing a legal entity in Ghana to ensure that African evidence and data impact outcomes for young people.

Together we will make ESSA the go-to organisation for generating and using evidence to help young people in Africa achieve their ambitions.

Thank you to our partners who bring the ESSA mission to life

It takes a lot of effort to generate data and evidence-it takes, even more, to communicate it to our audiences- policymakers, educators, employers and young people. Luckily, at ESSA, we are supported by a list of partners who assist us amplify our efforts to help young people achieve their ambitions.

Partners and funders who worked with us in 2020/2021

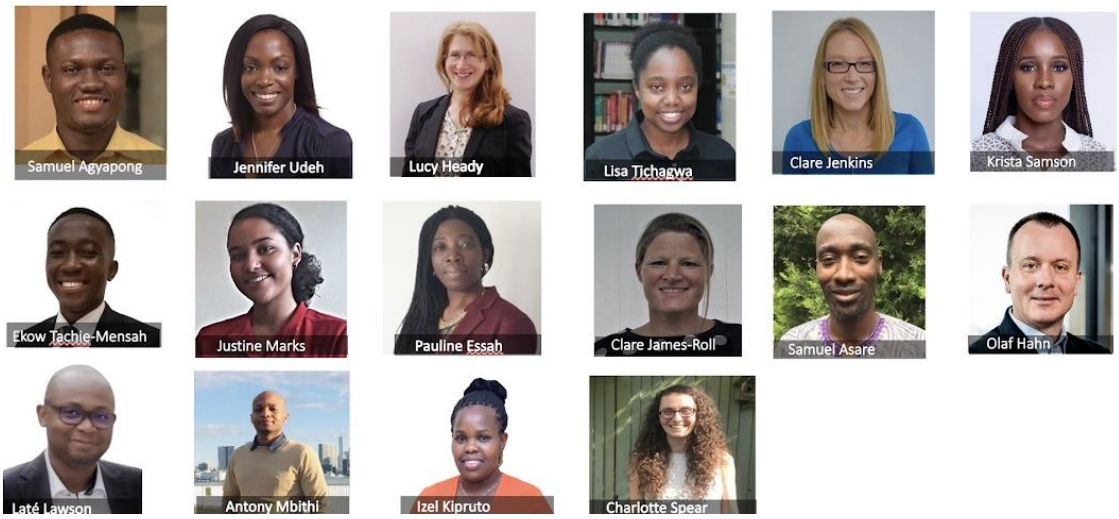
- Ashesi
- Decent Jobs for Youth
- EdTech Hub
- Ghana Tertiary Education Commission (GTEC)
- Inter University Council for East Africa (IUCEA)
- Network for international policies and cooperation in education and training (NORRAG)
- The Association of African Universities (AAU)
- The Jacobs University
- The Population Reference Bureau (PRB)
- The Regional Universities Forum for Capacity Building in Agriculture (RUFORUM)
- REAL Centre, University of Cambridge

- Zizi Afrique Foundation
- Carnegie Corporation of New York
- Dubai Cares
- International Development Research Centre (IDRC)
- Quilt.AI
- Robert Bosch Stiftung
- The Schaufler Foundation
- UNHCR

We wouldn't be who we are today without our partners. Many thanks to you.

ESSA Team

Meet our team spread across Ghana, Kenya, Germany and the United Kingdom.



Financial report

Income

ESSA's income predominantly comes from grants from larger donors, with whom we have very strong relationships, and we develop the projects in partnership. During ESSA's start up and initial growth phases, we have received very generous funding from two particularly supportive donors – Robert Bosch Stiftung and Dubai Cares; the first grants from who are finishing in the next financial year.

Their support has not only been financial but has also enabled us to pilot new areas of research and use the results to approach other donors and partners to expand that research to more countries or to explore our findings in greater depth.

One notable partnership which developed via this route is the Demographics of Faculty East Africa Community consortium project with IUCEA, AAU and PRB which is being funded by Carnegie Corporation of New York over the next two years.

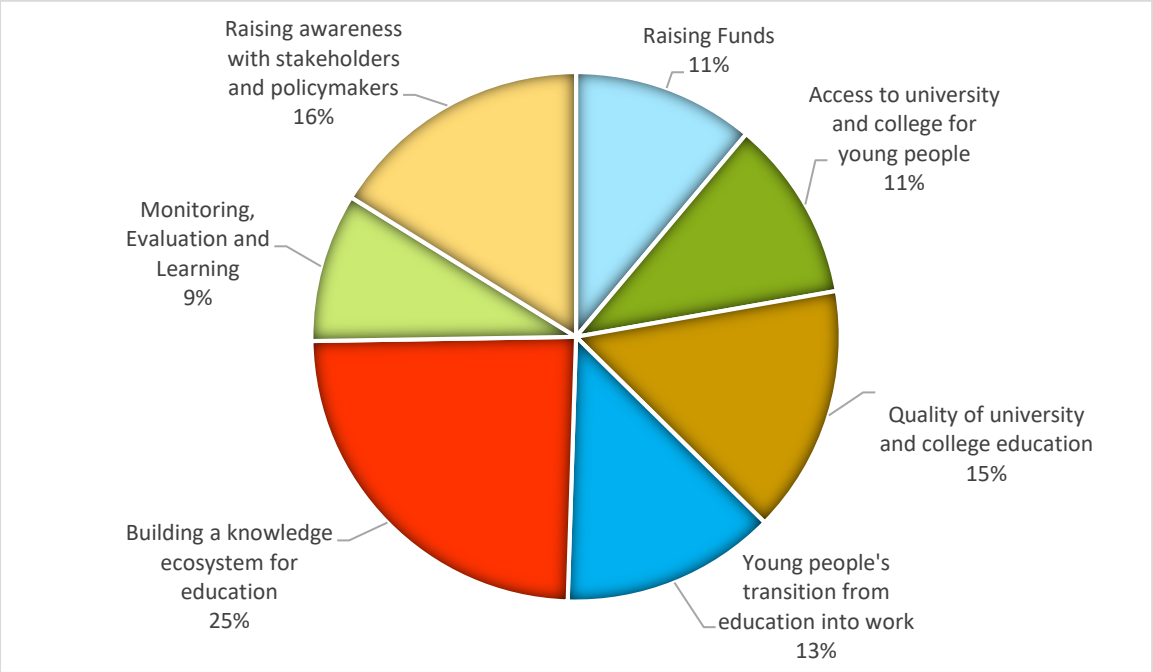
Where we have partnered with other donors in the past, they continue to be interested in our developments and we update them with our new reports and findings, as well as thoughts on where we could go next. We hope that this could lead to other collaborations in the future.

The COVID-19 pandemic had slowed our fundraising as many donors took the opportunity to review their strategies or consolidate their existing support. However, we have built a number of promising relationships over the past year and have a strong pipeline of potential donors engaging with our revised strategy and future plans.

Whilst much of the funding we have received in the past has been restricted, we are continuing to diversify our funding base through approaches to potential corporate partners and those open to investing in the continued development of the organisation and hope that this will also lead to unrestricted support. Our approach to fundraising has received a significant boost with the formation of the Fundraising Committee under Dolika Banda's leadership and the addition of some intern support on prospect research.

ESSA's fundraising practice is in accordance with the Fundraising Regulator's guidance Code on Fundraising Practice. No complaints have ever been received concerning ESSA's fundraising activities. ESSA has not had any practice of unreasonable intrusion on a person's privacy, of unreasonable persistence nor has it placed undue pressure on anybody to give money. We do not work with commercial participators.

Expenditure



Total expenditure for the year was £871,622, with 92% of this funded from restricted income. Expenditure grew by 6% as we continued to grow our organisation, which in turn enabled us to expand our work in our four focus areas as well as developing our monitoring, evaluation and learning capacity.

Our expenditure on raising funds was primarily staff time to research, reach out to and build relationships with donors. We recruited a volunteer to support us with this process and, in order to preserve the time of the research team to focus on their main work, appointed the same person to a paid Bid Writer role starting in 2021/22.

Where activities were delayed in 2019/20 due to the impact of the pandemic, we were able to make substantial progress whilst working with our donors to agree no-cost extensions to our project where needed.

Reserves

The charity's reserves policy states that funds should be maintained at the level that covers three months of core organisation expenditure. This equates to approximately £200k at present. The Trustees consider that reserves set at this level ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

These reserves would typically be unrestricted reserves and the charity's financial planning and fundraising seeks to grow unrestricted reserves, but we have set our policy to reflect that core costs can also be covered by restricted funding. At present, the restricted funding from Robert Bosch Stiftung and Dubai Cares is notably supportive of core organisation costs from these funders' shared intent to support ESSA to develop capability and influence to continue to grow our impact.

As at 30 September 2021, reserves were £48,287 and £593,608 for unrestricted and restricted funds, respectively. Of those restricted reserves, at least £250,000 from the Robert Bosch Stiftung and Dubai Cares funding can be used to fund core operating costs, so total reserves available to cover core costs are almost £300k, the equivalent of 4.5 months' running costs.

Going concern

Trustees have considered the financial sustainability of the organisation, including fundraising prospects and cashflow projections to February 2023, and are satisfied that ESSA can be considered a going concern for the purposes of the 2020/21 financial year accounts and so have prepared the financial accounts on that basis.

Structure, governance and management

Legal structure

The charity is a company limited by guarantee incorporated under the Companies Act 2006 as a private company and is governed by its Memorandum and Articles of Association dated 4 April 2016 (Company Number 10101086). It was entered on the Registers of Charities on 5 May 2016.

Selection and appointment of Trustees

Suitable candidates are identified as being possible Trustees for the Board. After diligent screening initial contact is made by the Chair, Patrick Dunne. A conversation between the two parties takes place and if the candidate is found to be suitable and in agreement a further meeting is arranged with the director and another Board member. On completion, and following take up of references, the Chair writes a report to the Board highlighting the candidate's merits and a final decision is made.

It is our aim to have a diverse and inclusive board and this is reflected in the current membership.

None of the Trustees has any beneficial interest in the company.

Trustee induction and training

All new Trustees receive a structured induction programme, covering all aspects of the role and the organisation. As part of this they are given copies of ESSA's Memorandum and Articles of Association, governance document, strategy, business plan, the previous year's annual accounts, the current year's budget, code of conduct and any relevant committees' terms of reference.

New Trustees must complete and sign a declaration of interest, anti-bribery policy, fit and proper person's declaration and ESSA's code of conduct.

Risk management

The charity operates a comprehensive annual planning and budgeting process, which is approved by the Trustees. Performance is monitored through the use of financial targets. Reports are made to the Trustees which compare actual results against the phased budget, and which link financial performance with resource and activity levels.

As part of their audit of the financial statements, the charity's auditors review the internal controls. ESSA does not have dedicated internal auditors.

The charity has risk management policies and procedures through which risks arising from the existing operations and strategic developments are identified and evaluated. Significant risks are highlighted for consideration and monitoring by the Aduit & Risk Committee and reported to the Board of Trustees. All major risks to which ESSA is exposed, which have been identified by these procedures, have been reviewed.

RISK	MITIGATION STRATEGY
Inadequate funds will be raised to achieve ESSA's strategy	• Sub-committee of the Board formed to focus on fundraising • Priority funding prospects identified • Ongoing cash flow monitoring • Quarterly reporting to the Board of Trustees, including income and reserves projections
ESSA is staffed by a small team relative to the volume of work undertaken and produced – risking overwork and burnout	• Senior managers meeting bi-weekly to review short- and medium-term priorities and how these are to be resourced, slowing down areas of work where bottlenecks occur • Additional staff will continue to be recruited as needed and as budgets allow
Foreign currency risk arising from income received in a currency that is different to that of expenditure	• Continue to take advantage of natural hedge by paying invoices from the bank account of their currency i.e. dollars invoice paid from dollar account. • The Director of Finance and Operations is undertaking detailed modelling to develop a new Treasury management policy.
Delays due to partner requirements and/ or process leading to late programme implementation /kick-off or underspent funds	• Wherever this happens, we keep donors apprised of the situation and potential delays as far as possible and bring forward work that doesn't depend on these partnerships.

Organisation structure

ESSA's CEO is appointed by the Trustees to manage the day-to-day operations of the charity. Powers are delegated to the Senior Leadership Team under a schedule of reserved powers approved by the Board. ESSA's Senior Leadership Team is comprised of the Chief Executive Officer, Director of Finance and Operations and Director of Research and Insight.

Remuneration policy for key management personnel

The pay of the Charity's CEO is set by the Chair of the Board of Trustees. The salary is set to be competitive and benchmarked against similar charitable organisations and these principles apply to all senior management positions.

Corporate Directory

Trustees	Dolika Banda Patrick Dunne, Chair Christopher Foy, Treasurer Joel Kibazo Nancy Matimu Kendi Ntwinga Joachim Rogall
Senior Leadership Team	Lucy Heady, Chief Executive Officer Clare Jenkins, Director of Finance and Operations Pauline Essah, Director of Research and Insight
Charity number	1166958
Company number	10101086
Registered office	3rd Floor Chancery House St Nicholas Way Sutton Surrey SM1 1JB
Auditors	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
Bankers	C. Hoare & Co 37 Fleet Street London EC4P 4DQ
Solicitors	Bates Wells Braithwaite 10 Queen Street Place London EC4R 1BE

Statement of Trustees' responsibilities

The Trustees, who are also the directors of Education Sub-Saharan Africa for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

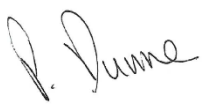
Disclosure of Information to Auditors

Insofar as each of the Trustees of the charity at the date of approval of this report is aware there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charity's auditor is unaware. Each Trustee has taken all of the steps that he/she should have taken as a Trustee in order to make himself/herself aware of any relevant audit information and to establish that the charity's auditor is aware of that information. This report has been prepared under the exemptions available to small companies under the Companies Act 2006.

Auditor

In accordance with the company's articles, a resolution proposing that Crowe U.K. LLP be reappointed as auditor of the company will be put at a General Meeting.

The Trustees' report was approved on behalf of the Board of Trustees.



Patrick Dunne
Chair of Trustees
Dated: 26 January 2022

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF EDUCATION SUB-SAHARAN AFRICA

Opinion

We have audited the financial statements of Education Sub-Saharan Africa ('the charitable company') for the year ended 30 September 2021 which comprise the Statement of financial activities, Balance sheet, Statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2021 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover

the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 22, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, taxation legislation and employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

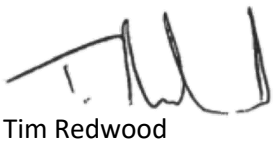
We identified the greatest risk of material impact on the financial statements from irregularities,

including fraud, to be within the timing of recognition of income, allocation of income and expenditure to restricted funds, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Board of Trustees about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, detailed substantive testing of income and expenditure, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Redwood
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

7 March 2022

Consolidated Statement of Financial Activities (incorporating Income and Expenditure Account)

For the Year Ended 30 September 2021

	Note	Restricted funds £	Unrestricted funds £	2020/21 **Total Funds £**	2019/20 Total Funds £
Income					
Donations and grants	2	720,045	31,288	**751,333**	973,760
Provision of services		-	42,917	**42,917**	-
Other income		-	347	**347**	-
Total Income		**720,045**	**74,552**	**794,597**	**973,760**
Expenditure					
Raising Funds	3	92,739	858	**93,597**	-
Charitable activities	3	710,387	67,638	**778,025**	823,760
Total Expenditure		**803,126**	**68,496**	**871,622**	**823,760**
Net income/(expenditure)		(83,081)	6,056	**(77,025)**	**150,000**
Transfers between funds		-	-	**-**	-
Net movement in funds		(83,081)	6,056	**(77,025)**	**150,000**
Reconciliation of funds:					
Total funds as at 1 October 2020	10	676,689	42,231	**718,920**	568,920
Total funds as at 30 September 2021		**593,608**	**48,287**	**641,895**	**718,920**

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

Balance Sheet

As at 30 September 2021

	Note	2020/21 £	2019/20 £
Fixed Assets			
Tangible fixed assets	7	**3,509**	5,328
Total Fixed Assets			
Current Assets			
Debtors	8	**371,825**	102
Cash at bank and in hand		**309,652**	784,298
Total Current Assets		**681,477**	**784,400**
Creditors: amounts falling due within one year	9	**(43,091)**	(70,808)
Net current assets		**638,386**	**713,592**
Net assets		**641,895**	**718,920**
Funds of the charity:			
Restricted funds	10	**593,608**	676,689
Unrestricted funds	10	**48,287**	42,231
Total funds		**641,895**	**718,920**

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Trustees on 26 January 2022.

Patrick Dunne
Chair of Trustees

Statement of Cash Flows

For the Year Ended 30 September 2021

	Note	2020/21 £	2019/20 (Restated) £
Cash flows from Operating Activities			
Net cash generated from (used by) operating activities	12	**(435,403)**	**188,602**
Cash Flows from investing Activities			
Purchase of tangible fixed assets		-	(3,252)
Sale of tangible fixed assets		392	-
Net cash provided by (used in) investing activities		**392**	**(3,252)**
Net cash used in financing activities			
Change in cash and cash equivalents in the year		(435,011)	185,350
Cash and cash equivalents brought forward		784,298	606,272
Unrealised loss from exchange rate changes on cash held in foreign currency		**(39,635)**	**(7,324)**
Cash and cash equivalents carried forward		**309,652**	**784,298**

Notes to the Financial Statements

For the Year Ended 30 September 2021

1. Accounting policies

Registration

Education Sub-Saharan Africa is a private company limited by guarantee incorporated in England and Wales. The registered office is 3rd Floor, Chancery House, St Nicholas Way, Sutton, Surrey, SM1 1JB.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's Articles of Incorporation, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound value.

Assets and liabilities denominated in foreign currencies are translated into sterling at the rate of exchange prevailing at the balance sheet date. Transactions in foreign currencies are recorded at the rate prevailing at the date of the transactions. All differences are taken through the Statement of financial activities.

Trustees have considered the financial sustainability of the organisation, including fundraising prospects and cashflow projections to March 2023, and are satisfied that ESSA can be considered a going concern for the purposes of the 2020/21 financial year accounts and so have prepared the financial accounts on that basis.

Trustees specifically considered the position were fundraising to be less successful than the prudent forecast. Trustees reviewed a worst-case option of no further funding and note that ESSA has already secured funding that will last until February 2023 at the current cost run rate.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are funds subject to specific expenditure instructions which are laid out by the donor that fall within the wider purposes of the charity.

1.3 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from donations, grants and other sources is recognised on an accruals basis and included in the Statement of financial activities when the charity is entitled to the income, when receipt is probable, and when it can be measured reliably. Grants that are subject to performance-related conditions or subject to funder conditions related to the timing of expenditure are deferred until those conditions are met.

1.4 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Grants are recognised as a liability once the charity has a legal or a constructive obligation to make a distribution to a third party.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings.

Support costs have all been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Services received on an ‘in kind’ basis are accounted for at the cost the charity would otherwise have to pay for the same services.

1.5 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers 25% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.6 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities
Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits
The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.10 Retirement benefits
Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.11 Critical accounting estimates and judgements
In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

2. Donations and grants

	Restricted funds 2020/21 £	Unrestricted funds 2020/21 £	Total 2020/21 £	Total 2019/20 £
Gifts and donations	-	31,288	31,288	8,116
Grants receivable	628,989	-	628,989	898,644
Gifts in kind	91,056	-	91,056	67,000
	720,045	31,288	751,333	973,670

3. Analysis of expenditure

	Activities directly undertaken 2020/21 £	Support costs 2020/21 £	Total 2020/21 £	Total 2019/20 (restated) £
Raising funds:				
Costs of raising donation & grant income	80,349	13,248	93,597	-
Charitable activities:				
Access to university and college for young people	80,578	14,557	95,135	240,432
Quality of university and college education	108,219	18,134	126,353	227,288
Young people's transition from education into work	91,786	15,716	107,502	62,911
Building a knowledge ecosystem for education	173,185	29,015	202,200	137,328
Monitoring, Evaluation and Learning	62,382	10,881	73,263	16,876
Raising awareness with stakeholders and policymakers	114,594	19,343	133,937	131,601
Foreign exchange losses	-	39,635	39,635	7,324
Total	**711,093**	**160,529**	**871,622**	**823,760**

4. Support and governance costs

Support costs

	Raising funds 2020/21	Charitable activities 2020/21	Total 2020/21	Total 2019/20 (restated)
	£	£	£	£
Personnel costs	7,419	60,028	67,447	72,778
Other support costs	3,879	31,836	35,714	51,688
Governance costs	1,951	15,782	17,733	31,243
Foreign exchange losses	-	39,635	39,635	7,324
Total expenditure	13,248	147,281	160,529	163,033

Governance costs

	Raising funds 2020/21	Charitable activities 2020/21	Total 2020/21	Total 2019/20
	£	£	£	£
Legal and professional	-	6,211	6,211	4,207
Board meetings	-	-	-	16,296
Audit	-	11,522	11,522	10,740
Total expenditure	-	17,733	17,733	31,243

5. Trustees

None of the Trustees (or any persons connected with them) received any remuneration during the year, and none were reimbursed for any expenses. The Board costs in note 4 above relate to a Board meeting held in Africa.

6. Staff costs

	Total 2020/21 £	Total 2019/20 (restated) £
Staff costs:		
Wages and salaries	427,880	331,334
Social security costs	42,930	36,354
Pension costs	6,369	5,827
Total expenditure	477,179	373,515

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2020/21 No.	2019/20 No.
£60,000 - £69,999	2	2
£70,000 - £79,999	-	-
£80,000 - £89,999	-	1
£90,000 - £99,999	-	-
£100,000 - £109,999	1	-

The total employee benefits including pension contributions and employer's national insurance for key management personnel were £247,256 (2019/20: £246,712).

The average number of employees (headcount based on number of staff employed) during the year was:

	2020/21 No.	2019/20 No.
Management and administration	4	3
Project management and support	6	3
Total	10	6

7. Tangible fixed assets

	Computers £
Cost:	
At 1 October 2020	8,116
Additions	-
Disposals	(1,360)
At 30 September 2021	6,756
Depreciation & impairment:	
At 1 October 2020	2,789
Disposals	(1,316)
Charge for year	1,774
At 30 September 2021	3,247
Carrying Amount:	
At 30 September 2021	3,509
At 30 September 2020	5,328

8. Debtors

	2020/21 £	2019/20 £
Other debtors	-	102
Prepayments	296	-
Accrued income	371,529	-
	371,825	102

9. Creditors: amounts falling due within one year

	2020/21	2019/20
	£	£
Taxation and social security costs	1,818	13,503
Trade Creditors	19,009	29,222
Other creditors	324	494
Accruals and deferred income	21,940	27,589
	43,091	70,808

10. Movements in funds

Statement of funds – Current Year

	Brought forward	Income	Expenditure	Transfers	Carried forward
	£	£	£	£	£
Unrestricted funds					
Total unrestricted funds	42,231	74,552	(68,496)	-	**48,287**
Restricted Funds:					
Robert Bosch Stiftung	276,343	44,699	(238,689)	-	**82,353**
Robert Bosch Stiftung gift in kind	-	16,750	(16,750)	-	**-**
Dubai Cares	376,225	371,529	(439,042)	-	**308,712**
Pilot Scholarship	24,121	-	(24,121)	-	**-**
Impact Hub Quilt.AI	-	74,306	(74,306)	-	**-**
International Development Research Centre (IDRC)	-	14,812	(5,392)	-	**9,420**
Carnegie Corporation of New York (DAF EAC)	-	197,949	(4,826)	-	**193,123**
Total restricted funds	676,689	720,045	(803,126)	-	**593,608**
TOTAL FUNDS	**718,920**	**794,597**	**(871,622)**	-	**641,895**

The Robert Bosch Stiftung [Germany] seed-funded ESSA in 2016 with a €1.05m commitment to help establish ESSA as a credible agent working to improve access to education and to improve education quality in Sub-Saharan Africa. The funding was broken into two tranches with the funding period for the second tranche running from January 2020 to December 2021.

Robert Bosch Stiftung gift in kind: This represents a secondment for the position of 'founding director', who has worked at ESSA since our start in 2016 and finished in December 2020. The individual devoted 80% of his time to working for ESSA and the financial value of this secondment is estimated to be £67,000 p.a.

Dubai Cares: In 2020/21 we received the final $500k tranche of our $1.5m programme with Dubai Cares. The funding covers four strands of work: (1) human capacity building in tertiary education, (2) employability and business engagement, (3) leadership and managerial skills of leaders in tertiary education and (4) knowledge transfer and practical adoption. We have made progress in all of these areas, though slowed by the COVID pandemic. The work will continue in 2021/22.

Pilot Scholarship Impact Hub: This programme was established in 2018 to increase the impact of scholarships for African students, funded by an individual donor and the Schaufler Foundation [Germany]. Our research featured in UNESCO's 2020 Global Education Monitoring (GEM) report on Inclusion and Education, as the official monitoring of the Sustainable Development Goal 4b on scholarships.

IDRC: This is a small piece of consultancy work focusing on the impact of the COVID-19 pandemic on universities in West Africa and how these universities are responding. IDRC aims to use the findings to design an appropriate request for proposals for COVID-19-related funding to be advertised before the end of 2021, to support African institutions.

Quilt.AI: This represents the value of the organisation's pro-bono expertise in artificial intelligence donated to gather insights into students' journeys online and the barriers and enablers to attending university/ college.

Carnegie Corporation of New York (DAF EAC): This is a 2-year project funded by the Carnegie Corporation of New York to expand our previous Demographics of Faculty work in Ghana to the East African Community as part of a consortium with the Association of African Universities, the Inter-University Council of East Africa and Population Reference Bureau.

Statement of funds – Prior Year

	Brought forward	Income	Expenditure	Transfers	**Carried forward**
	£	**£**	**£**	**£**	**£**
Unrestricted funds	45,759	8,116	(11,644)		**42,231**
Total unrestricted funds	**45,759**	**8,116**	**(11,644)**		**42,231**
Restricted Funds:					
Robert Bosch Stiftung	-	426,678	(150,336)	-	**276,343**
Robert Bosch Stiftung gift in kind	-	67,000	(67,000)	-	**-**
Dubai Cares	340,696	396,965	(361,436)	-	**376,225**
Accessibility and Visibility of African Research on Education	15,611	-	(19,256)	3,645	**-**
Demographics of Faculty	47,921	-	(47,921)	-	**-**
Pilot Scholarship Impact Hub	115,288	75,000	(166,167)	-	**24,121**
State of Statistics in Africa	3,645	-	-	(3,645)	**-**
Total restricted funds	**523,161**	**965,643**	**(812,115)**	**-**	**676,689**
TOTAL FUNDS	**568,920**	**973,760**	**(823,760)**	**-**	**718,920**

Accessibility and Visibility of African Research on Education: This programme was established in 2016 funded by an individual donor in 2016 and the Jacobs Foundation [Switzerland] developing the database of Africa-based research.

Demographics of Faculty: This program was funded by The MasterCard Foundation [Canada] to carry out a pilot programme in Ghana, looking at the demand and provision side of faculty in the country in order to establish educational data for policy planning. In 2020/21 the data was communicated, and the funding supported the extension of the study that Dubai Care is funding.

State of statistics in Africa: As agreed with the individual donor, the balance carried forward from this project to map the situation of statistics at mathematical faculties in four African countries was applied to the development of the database into Africa-based research.

11. Analysis of net assets between funds

	Unrestricted funds 2020/21 £	Restricted funds 2020/21 £	Total 2020/21 £	Total 2019/20 £
Fund balances at 30 September 2021 are represented by:				
Tangible assets	3,509	-	3,509	5,327
Current assets/(liabilities)	44,778	593,608	638,386	713,592
	48,287	593,608	641,895	718,920

12. Reconciliation of net movement in funds to net cash flow from operating activities

	2020/21 £	2019/20 £
Surplus/(deficit) for the year	(77,025)	150,000
Adjustment for:		
Depreciation charge	1,774	1,427
Loss/(gain) on disposal of tangible fixed assets	(347)	-
Unrealised loss from exchange rate changes on cash held in foreign currency	39,635	7,324
(Increase)/decrease in debtors	(371,723)	6,064
Increase/(decrease) in creditors	(27,717)	23,788
Net cash used by operating activities	(435,403)	188,602

13. Related party transactions

Donations totalling £28,030 were received from related parties during the year.

Connect with us

If you are an employer, funder, researcher, educator, policymaker, or young person and want to collaborate, access evidence and support our work, please visit the ESSA website to find out how you can join us.

Facebook: ESSA - Education Sub Saharan Africa
LinkedIn: Education Sub Saharan Africa (ESSA)
Twitter: @ESSA_Africa
Website: https://essa-africa.org/

EDUCATION SUB-SAHARAN AFRICA

England & Wales - Charity number 1166958

Accounts

Charity Registration No. 1166958

Company Registration No. 10101086 (England and Wales)

EDUCATION SUB-SAHARAN AFRICA

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2020

EDUCATION SUB-SAHARAN AFRICA

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	D Banda	Appointed June 2020
	P Dunne	
	C Foy	
	J Kibazo	
	N Matimu	Appointed June 2020
	K Ntwinga	Appointed June 2020
	J Rogall	
Management	L Heady (CEO)	Appointed June 2020
Charity number	1166958	
Company number	10101086	
Registered office	3rd Floor Chancery House St Nicholas Way Sutton Surrey SM1 1JB	
Auditor	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW	
Bankers	C. Hoare & Co 37 Fleet Street London EC4P 4DQ	
Lawyers	Bates Wells Braithwaite 10 Queen Street Place London EC4R 1BE	

Cover photograph: Students at a university in Nairobi, Kenya. Student Access.

EDUCATION SUB-SAHARAN AFRICA

CONTENTS

	Page
Letter from the Chair	4
Trustees' report	5
Financial report	11
Structure, governance and management	13
Statement of Trustees' responsibilities	16
Independent auditor's opinion	17
Statement of financial activities	20
Balance sheet	21
Statement of cash flows	22
Notes to the financial statements	23

At a university in Accra, Ghana. Supporting the knowledge system for education.

Letter from the Chair

This annual report covers an extraordinary year, dominated by the COVID-19 pandemic. Back in March 2019 when the global pandemic hit, the ESSA team were well-placed to respond; already working remotely and we had systems in place to keep working through lockdown. We adapted quickly, putting in place measures that ensured the safety of our employees and stakeholders. This enabled us to maintain our support to those at the forefront of education in sub-Saharan Africa.

No one will remember 2020 fondly but looking back on the year there are many achievements we can be proud of and our contributions to transforming education together give me hope for a brighter 2021. Here are some of the highlights:

- In **October** 2019 we held a Board meeting in Accra, Ghana and Abidjan, Cote d'Ivoire. We learned more about education challenges and strategies from our partners Ashesi University in Accra, and the Jacobs Foundation in Abidjan.
- In **November** 2019, our recently launched study on the faculty crisis in Ghana was featured in University World News. We continued to turn this evidence into action, supporting the Government of Ghana to develop planning tools for faculty recruitment and retention.
- In **January** 2020 we kicked off the year by starting work on the issue of women in leadership. This is a focus area that emerged from our research into the faculty crisis, which uncovered a lack of women in leadership positions in education.
- We continued to work with our expert consortium of partners - IUCEA, AAU and PRB - to run a workshop in **March** in Kampala, Uganda, to begin to expand our study to six countries in East Africa.
- In **April** we saw the launch of our first Impact Report, highlighting ESSA's journey from start-up. Reflecting on this report today, so much has been achieved even since we launched it.
- In **June**, our scholarships analysis was featured in UNESCO's 2020 Global Education Monitoring (GEM) report, as the monitoring of the SDG on scholarships. The Financial Times reported on our analysis - showing this work is not only of use to the sector, but a broader public good.
- Our team and Board expanded, notably with the recruitment and appointment of our three new Trustees in **June**. We used a professional search firm and had an open process with a diverse panel for selection and referencing. Our new Trustees, Nancy, Dolika and Kendi have each brought invaluable expertise, energy and ideas.
- In **August** we were delighted to see further use of our African Education Research Database, created in partnership with the REAL Centre at the University of Cambridge. Two new academic articles were published drawing on over 4,000 pieces of research now available in the database.
- In **September** we put our scholarships evidence into action, launching the African Scholarship hub which hosts scholarships from over 350 providers.

In 2021 we will be turning five years old and look forward to building on these successes to improve the lives of young people in sub-Saharan Africa. We will be launching an ambitious five-year strategy; designed to support a data and evidence-led transformation of tertiary education in sub-Saharan Africa.

Patrick Dunne, Chair

Trustees' report

The Trustees present their report and financial statements for the year ended 30 September 2020.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Articles of Incorporation, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016).

Objectives and activities

The charity's objective is for the public benefit to advance education in sub-Saharan Africa. Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under Charities Act 2011.

The Charity seeks to play a vital role in transforming education: boosting the work of others, focusing on impact and outcomes and spreading best practice. In this way, the Charity aims to improve the effectiveness of investment in education, especially where systems are most challenged. The Charity's goal is to achieve transformed educational outcomes in sub-Saharan Africa by joining up, informing, inspiring and increasing impact for everyone investing in education in sub-Saharan Africa. The Charity has taken a step-by-step approach to its development. This started with a focus on higher education which has now been extended into tertiary education. Its aim is to work across the spectrum of education.

In the year ended 30 September 2020, the charity has refreshed its strategy to focus on four areas of work. In each of these areas we have been fortunate to receive financial support to make progress across each of these strategic areas and specific donors are acknowledged below. Across all of these areas of work we have been enormously grateful for the generous support of Robert Bosch Stiftung and Wanching Ang whose core funding has continued to enable our organisational development.

We now outline these four focus areas in more detail.

1) Supporting the knowledge ecosystem for education

The goal of this strategic area is to increase the use and usefulness of data and evidence for tertiary education. The intended impact is that educators, policy makers, employers, young people and investors are using data and evidence to drive their decisions, helped by local researchers and civil society.

Over the course of the year ended September 2020, we have been supported by Dubai Cares and the Jacobs Foundation to:

- Landscape the use of knowledge and start to build a coalition for data use.
- Develop a concept for an 'Education Knowledge Platform' and engaged with local partners in Kenya and Ghana.
- Build momentum for a community of practice to increase use of data.
- Update the African Education Research Database (AERD).
- Conduct an analysis of use of data in the AERD.

Academics in Ghana. Discussing the quality of tertiary education

2) Quality of tertiary education

The focus for this area of work is to address the extreme shortage of faculty in colleges and universities in sub-Saharan Africa, to promote female leadership and to develop sustainable business models for universities and colleges. The intended impact is that universities and colleges have the investment and leadership needed to transform their institutions to delivering quality education at scale.

Over the course of the year ended September 2020 we have been supported by the MasterCard Foundation and Dubai Cares to:

- Build a coalition to take the faculty crisis work to East Africa. This coalition is formed of the Inter-University Council of East Africa (part of the East African Community) the Population Reference Bureau, and the Association of African Universities and ESSA.
- Develop a pan-African academic jobs board in partnership with Association of African Universities and the Warwick Employment Group (WEG). WEG developed the commercially successful jobs.ac.uk platform and the partnership aims to replicate this success across Africa.
- Review the evidence on the impact of COVID-19 on the tertiary education sector.
- Conduct a background review and qualitative interviews on the state of female leadership in tertiary education in sub-Saharan Africa.

Student at a university in Nairobi, Kenya. Student Access.

3) Student access

The focus for this area of work is student finance. The intended impact is maximising the return on investment of scholarships, loans and grants so that more young people have the chance to attend university or college, complete their course and transition to work.

Over the course of the year ended September 2020 we have been supported by the Schaufler Foundation and Doug Miller to:

- Write the section on SDG 4b (access to scholarships) for the 2020 Global Education Monitoring Report.
- Publish KPIs for effective scholarship provision.
- Build a scholarships matching platform for young Africans.
- Hold a webinar of scholarship providers and funders to encourage collaboration in the scholarships community.

4) Employability

The focus for this area of work is the relationship between employers and universities and colleges. The intended impact is that young people have the skills and understanding of the workplace to transition successfully into work and succeed in their careers now and in the future.

Over the course of the year ended September 2020 we have been supported by Dubai Cares to:

- Conduct a landscaping in Ghana of the issues affecting employability of graduates from universities in colleges in Ghana. This involved background research as well as interviews with corporates, universities and colleges, policy makers and young people.

Achievements and performance

The African Education Research Database has proven to be a relevant and useful resource for different stakeholder communities, within African education and outside. Research publications, blogs and other media articles based on the analysis of the AERD are helping to raise the issue of local ownership in education research. Links to a selection of publications are listed below:

a. New database puts African education research at the heart of policy and practice
b. Mapping the landscape of education research by scholars based in sub-Saharan Africa: Insights from the African Education Research Database (a synthesis report about the AERD, published in 2019, that mapped research across eight thematic areas)
c. More and Better Research Needed on Education in Sub-Saharan Africa
d. Education Research in Sub-Saharan Africa: Quality, Visibility, and Agendas
e. How equitable are South-North partnerships in education research? Evidence from sub-Saharan Africa?

Kilombero, Tanzania. Mapping the landscape of education research by scholars based in sub-Saharan Africa: Insights from the African Education Research Database.

We have raised the profile of the issue of access to education data and are now having conversations with a number of funders to improve their policies and practices as regards data openness.

The demographics of faculty in Ghana project and others have proven the charity's ability to join up relevant partners in order to focus on collaboration on issues of high relevance for education in Africa. This has inspired a similar collaboration in East Africa and ESSA has raised the profile of this issue in the East African community.

ESSA's activities in the scholarship space have laid the foundations for change, bringing together some of the most influential funders and providers of scholarships to students from sub-Saharan Africa. The publication of our analysis of scholarships in the 2020 Global Education Monitoring Report has helped to raise the profile of lack of inclusion in scholarships. Coverage of our work was featured in the Financial Times.

Following on from ESSA's landscaping of the knowledge space in tertiary education, we have built interest with our partners ZiziAfrique and the technical and vocational education and training (TVET) authority in Kenya to establish a platform for sharing data and evidence on TVET in the country. Across the continent we have worked with ZiziAfrique and the EdTech Hub to build consensus to establish a community of practice to increase access to and use of education data, with a first focus on mapping the current state of play as regards data use and access.

Our background research in female leadership and employability has laid the groundwork for impactful programming in the coming financial year. Next year we will be able to report on the impact of our jobs board and scholarships matching platform.

The charity is now established as a serious and relevant partner in the African tertiary education space.

Values

ESSA has changed over the last financial year: we have a largely new team and a refreshed strategy. The world has also changed, and we have learned a lot about how ESSA can have impact in the world. The time felt right to revisit our principles and craft a set of values that internally help to guide our actions and externally help people understand what ESSA stands for.

We held an in-depth discussion on what values we needed to achieve our strategy and how we might implement these values in our day-to-day work. Based on that session, we created a set of values which have also benefitted from feedback from the team and Board.

We are developing policies and ways of working to ensure we put our values into practice, including in the HR policies we are developing and in our partnership approach.

Evidence-driven

- We are driven by data and evidence to find what works best, building an evidence alliance for education in sub-Saharan Africa.
- Through gathering insights from those we work with - from students to university leaders, employers and policy makers - we have something new to say and get the right results.
- We communicate clearly and with conviction, ensuring data and evidence can be used by those who need it.
- We act professionally, creating evidence-based solutions so that young people achieve their ambitions and society is strengthened.

Solutions-focused

- We seek the highest impact for young people and educators in sub-Saharan Africa with the cost-effective funds we invest.
- We evolve quickly to ensure our work stays relevant for young people.
- We measure our results and use our resources efficiently, earning credibility with our partners and investors.
- We know that change takes time, we focus on solving complex but urgent issues to maximise the difference we make for people in sub-Saharan Africa.

Strengthening trust

- We are accountable to young people and educators in sub-Saharan Africa.
- We prioritise inclusion and see strength in working across different cultures.
- We strive to create supportive environments, building trust with the communities we work with.
- We work towards positive social change, telling our story with integrity and humility.

Always learning

- We listen and learn from people's first-hand experiences about education and work across sub-Saharan Africa.
- We bring fresh perspectives by joining-up those who share our passion to learn, through our practical step by step approach.
- Everyone's opinion is valuable, we develop solutions through teamwork.
- We are not afraid to both succeed and to fail, learning through experience and our curious nature.

Financial report

Income

Total income increased by 11% from £877,282 to £973,760.

Restricted income at £965,643 represented 99% of total income in the year, with all of the restricted income coming from three existing donors - The Robert Bosch Stiftung, Dubai Cares and the Schaufler Foundation.

Expenditure

Total expenditure for the year was £823,759, with 99% of this total chargeable to restricted donations. Expenditure grew by 52% and we carried out projects and programmes in all four of our focus areas while investing in organisational capabilities in the UK and Ghana.

We should record our thanks to all the donors that supported our activities in 2019/20 for their flexibility and understanding of the impact of the COVID pandemic on executing our programmes.

The Trustees consider that ESSA has risen to the pandemic's challenges well:

- In terms of tertiary education in sub-Saharan Africa, we have delayed some activities while simultaneously being quick to respond to the opportunity to review the evidence on the impact of the pandemic on the sector. We will be building on that research in the coming financial year.
- As the opening letter from the Chair notes, the impact on the organisation itself has been relatively limited as the ESSA team were already working remotely and had systems in place to keep working through lockdown. We adapted quickly, putting in place measures that ensured the safety of our employees and stakeholders.

Reserves

The charity's reserves policy includes that funds should be maintained at the level that covers three months of core organisation expenditure. The Trustees consider that reserves set at this level ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

These reserves would typically be unrestricted reserves and the charity's financial planning and fundraising seeks to grow unrestricted reserves, but we have set our policy to reflect that core costs can also be covered by restricted funding. At present, the restricted funding from The Robert Bosch Stiftung and Dubai Cares is notably supportive of core organisation costs from these funders' shared intent to support ESSA to develop capability and influence to continue to grow our impact.

The Trustees' target reserves level has increased from £100k in the last financial year to £200k reflecting ESSA investing in organisational capabilities in the UK and Ghana as noted above. At 30 September 2020, unrestricted reserves stood at £42,231 and restricted reserves were at £679,689. Of those restricted reserves, at least £350,000 from the Robert Bosch Stiftung and Dubai Cares funding can cover core operating costs, so total reserves available to cover core cost are almost £400k, almost double the target reserves level.

Fundraising and financial planning

ESSA's material funding from The Robert Bosch Stiftung is coming to an end. It has generously donated €1m since 2016 as seed funding to establish ESSA as a viable and credible organisation. One sign of our credibility has been the £2.15m total contract value raised from other donors to September 2020 and that very success at fundraising is a source of confidence in our fundraising potential.

The COVID-19 pandemic has negatively influenced our potential funding during the 2020 calendar year in two distinct ways:

- limiting total funds from some existing donors; and/or
- leading to some potential donors prioritising pandemic-addressing initiatives.

We expect donor finances overall to recover and we have had encouraging signals to that effect from existing donor relationships. Nevertheless, the Trustees consider that the charity's sustainability is less determined by the total market for education donations than growing the charity's own market share of that funding, and the latter is entirely in the charity's hands. A recent and pleasing example of this is the charity's first project for UNHCR, the United Nations' global refugee agency which has been funded and begun since the start of the 2020/21 financial year. The Trustees and the charity have together proven adept at fundraising and there are invaluable existing donor relationships and a good pipeline of potential large institutional donors engaged with our refreshed strategy and its opportunities.

We will continue to fundraise for unrestricted donations and flexible restrictions. Nevertheless, our financial planning to support our refreshed strategy is prudent, based on expecting future donations to be mostly restricted and less flexible than current donations. We will be implementing best practice for managing a charity organisation from predominantly restricted funds, including adapting expenditure practices to build unrestricted reserves.

ESSA's fundraising practice is in accordance with the Fundraising Regulator's guidance Code on Fundraising Practice. No complaints have ever been received concerning ESSA's fundraising activities. ESSA has not had any practice of unreasonable intrusion on a person's privacy, of unreasonable persistence nor has it placed undue pressure on anybody to give money.

Going concern

Trustees have considered the financial sustainability of the organisation, including fundraising prospects and cashflow projections to September 2022, and are satisfied that ESSA can be considered a going concern for the purposes of the 2019/20 financial year accounts and so have prepared the financial accounts on that basis.

Trustees specifically considered the position were fundraising to be less successful than the prudent forecast. Trustees reviewed a worst-case option of no further funding and note that ESSA has already secured funding that will last until June 2022 at the current cost run rate.

Structure, governance and management

Legal structure

The charity is a company limited by guarantee incorporated under the Companies Act 2006 as a private company on 4 April 2016 (Company Number 10101086). It was entered on the Registers of Charities on 5 May 2016.

Governance

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

D Banda	Appointed June 2020
P Dunne	
C Foy	
J Kibazo	
N Matimu	Appointed June 2020
K Ntwinga	Appointed June 2020
J Rogall	

Selection and appointment of Trustees

Suitable candidates are identified as being possible Trustees for the Board. After diligent screening initial contact is made by the Chair, Patrick Dunne. A conversation between the two parties takes place and if the candidate is found to be suitable and in agreement a further meeting is arranged with the director and another Board member. On completion, the Chair writes a report to the Board highlighting the candidate's merits and a final decision is made.

The Board expanded in 2019/20 with the recruitment and appointment of three new Trustees in June. We used a professional search firm and had an open process with a diverse panel for selection and referencing. The new Trustees have each brought invaluable expertise, energy and ideas.

None of the Trustees has any beneficial interest in the company.

Trustee induction and training

All new Trustees receive a structured induction programme, covering all aspects of the role and the organisation. As part of this they are given copies of ESSA's Memorandum and Articles of Association, governance document, strategy, business plan, the previous year's annual accounts, the current year's budget, code of conduct and any relevant committees' terms of reference.

New Trustees must complete and sign a declaration of interest, anti-bribery policy, fit and proper person's declaration and ESSA's code of conduct.

Risk management

With the support of the executive and the Audit and Risk Committee, the Trustees regularly consider and examine the possible major strategic, business and operational risks to which ESSA may be exposed. Given the nature of ESSA's work, the key areas of risk most relevant to ESSA are:

- Securing sufficient funding commitments and cash flow to ensure sustainability and to achieve impact objectives.
- Attracting and retaining the right staff and partnerships to be able to conduct the work as well as the management to lead and govern the organisation to the standard the Board wishes.
- Ensuring that payments made to partners are used for the intended purposes and deliver the desired outcomes.

ESSA's mitigation strategies include:

- Continuously to source possible funding partners, developing relationships aiming for longer term funding and to implement best practice for managing typical large institution restricted grants.
- To provide attractive jobs that give a fulfilling sense of purpose and carry market-based remuneration as well as development opportunities for the individual.
- To maintain a rigorous and proportionate set of governance procedures including a series of performance reviews. Partner grants made are paid out in tranches subject to satisfactory completion of existing work.

Grant making policy

ESSA will make a grant only if the non-governmental organisation or other charity meets the following criteria:

- It has registered with the relevant government authorities.
- The objectives of the proposal are compatible with our mission statement and objectives.
- A formal agreement is signed with ESSA.

Trustee statement on COVID 19

The Trustees have considered the impact of COVID 19 on the operations of the charity and have put measures in place, including:

- safeguarding the welfare of the Employees in the day-to-day work by having a crisis management system in place specifically relating to Covid.
- revising our delivery processes and timeframes, and
- agreeing revised project timetables

Organisation structure

ESSA's CEO is appointed by the Trustees to manage the day-to-day operations of the charity. A new CEO, Lucy Heady, was promoted from Director of Knowledge and Research during 2019/20 following the decision of the founding CEO Olaf Hahn to step down. The Trustees would like to record their gratitude to Dr Hahn for his role in establishing ESSA as the credible organisation it has become and for remaining as a trusted advisor to the CEO and the leadership team.

Powers are delegated to the Leadership Team under a schedule of reserved powers approved by the Board. ESSA's leadership team comprises the Chief Executive Officer, Director of Finance and Head of Research and Insight.

Remuneration policy for key management personnel

The pay of the Charity's CEO is set by the Chair of the Board of Trustees. The salary is set to be competitive and benchmarked against similar charitable organisations and these principles apply to all senior management positions.

Statement of Trustees' responsibilities

The Trustees, who are also the directors of Education Sub-Saharan Africa for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

Insofar as each of the Trustees of the charity at the date of approval of this report is aware there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charity's auditor is unaware. Each Trustee has taken all of the steps that he/she should have taken as a Trustee in order to make himself/herself aware of any relevant audit information and to establish that the charity's auditor is aware of that information. This report has been prepared taking advantage of the exemptions available to small companies under Companies Act 2006.

Auditor

In accordance with the company's articles, a resolution proposing that Crowe U.K. LLP be reappointed as auditor of the company will be put at a General Meeting.

This report has been prepared under the exemptions available in the Companies Act for small companies.

The Trustees' report was approved by the Board of Trustees.

P Dunne

Trustee/Director

Dated: 9 February 2021

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF EDUCATION SUB-SAHARAN AFRICA

Opinion

We have audited the financial statements of Education Sub-Saharan Africa for the year ended 30 September 2020 which comprise the Statement of financial activities, Balance sheet, Statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF EDUCATION SUB-SAHARAN AFRICA (CONTINUED)

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit:

- the information given in the Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 10, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF EDUCATION SUB-SAHARAN AFRICA (CONTINUED)

Auditor's responsibilities for the audit of the financial statements

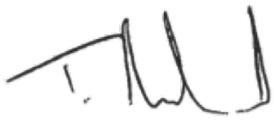
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Redwood

Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
London 9 February 2021

EDUCATION SUB-SAHARAN AFRICA

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING AN INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

	Notes	Unrestricted funds 2019/20 £	Restricted funds 2019/20 £	Total 2019/20 £	Total 2018/19 £
Income from:					
Donations and other	**3**	8,116	965,643	973,760	877,282
Expenditure on:					
Charitable activities	**4**	11,644	812,115	823,759	543,477
Net movement in funds		(3,528)	153,528	150,000	333,805
Fund balances at 1 October 2019		45,759	523,161	568,920	235,115
Fund balances at 30 September 2020		42,231	676,689	718,920	568,920

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

EDUCATION SUB-SAHARAN AFRICA

BALANCE SHEET AT 30 SEPTEMBER 2020

	Notes	2019/20 £	2019/20 £	2019/20 £	2018/19 £
Fixed assets:					
Tangible assets	**9**		5,327		3,502
Current assets:					
Debtors	**10**	102		6,165	
Cash at bank and in hand		784,298		606,272	
		784,400		612,437	
Liabilities:					
Creditors: amounts falling due within one year	**11**	(70,808)		(47,019)	
Net current assets			713,592		565,418
Total assets less current liabilities			718,920		568,920
Income funds:					
Restricted funds	**12**		676,689		523,161
Unrestricted funds	**12**		42,231		45,759
			718,920		568,920

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 9 February 2021.

P Dunne

Trustee

Company Registration No. 10101086

EDUCATION SUB-SAHARAN AFRICA

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 SEPTEMBER 2020

	Notes	2019/20 £	2019/20 £	2018/19 £	2018/19 £
Cash flows from operating activities:					
Cash generated from (absorbed by) operations	**15**		181,278		344,015
Investing activities:			-		
Purchase of tangible fixed assets		(3,252)		(2,855)	
Net cash provided by (used in) investing activities			(3,252)		(2,855)
Net cash used in financing activities			-		-
Change in cash and cash equivalents in the reporting period			178,026		341,160
Cash and cash equivalents at the beginning of the reporting period			606,272		265,112
Cash and cash equivalents at the end of the reporting period			784,298		606,272

1. Accounting policies

Charity information

Education Sub-Saharan Africa is a private company limited by guarantee incorporated in England and Wales. The registered office is 3rd Floor, Chancery House, St Nicholas Way, Sutton, Surrey, SM1 1JB.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's Articles of Incorporation, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound value.

Assets and liabilities denominated in foreign currencies are translated into sterling at the rate of exchange prevailing at the balance sheet date. Transactions in foreign currencies are recorded at the rate prevailing at the date of the transactions. All differences are taken through the Statement of financial activities.

Trustees have considered the financial sustainability of the organisation, including fundraising prospects and cashflow projections to September 2022, and are satisfied that ESSA can be considered a going concern for the purposes of the 2019/20 financial year accounts and so have prepared the financial accounts on that basis.

Trustees specifically considered the position were fundraising to be less successful than the prudent forecast. Trustees reviewed a worst-case option of no further funding and note that ESSA has already secured funding that will last until June 2022 at the current cost run rate.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are funds subject to specific expenditure instructions which are laid out by the donor that fall within the wider purposes of the charity.

1.3 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from donations, grants and other sources is recognised on an accruals basis and included in the Statement of financial activities when the charity is entitled to the income, when receipt is probable, and when it can be measured reliably. Grants that are subject to performance-related conditions or subject to funder conditions related to the timing of expenditure are deferred until those conditions are met.

1.4 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Grants to other organisations are accounted for when they have been committed in writing to the recipient.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings.

Support costs have all been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Services received on an 'in kind' basis are accounted for at the cost the charity would otherwise have to pay for the same services.

1.5 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	25% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.6 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. Donations and other

	Unrestricted funds 2019/20 £	Restricted funds 2019/20 £	Total 2019/20 £	Total 2018/19 £
Robert Bosch Stiftung	-	426,678	426,678	-
Robert Bosch Stiftung gift in kind	-	67,000	67,000	67,000
The Schaufler Foundation	-	75,000	75,000	125,000
Dubai Cares	-	396,965	396,965	392,434
Southampton Row Trust	-	-	-	58,791
Wanching Ang	-	-	-	214,272
Other income	8,116	-	8,116	761
Foreign exchange gain	-	-	-	19,024
	8,116	965,643	973,760	877,282

4. Charitable activities

	Unrestricted funds 2019/20 £	Restricted funds 2019/20 £	Total 2019/20 £	Total 2018/19 £
Staff costs	(6,378)	403,298	396,920	190,307
Programmes & projects	2,538	238,859	241,397	134,248
Secondment gift in kind	-	67,000	67,000	67,000
Travel & subsistence	831	38,993	39,824	15,894
Administration & services	5,295	22,647	27,942	37,007
Communications	-	11,890	11,890	1,840
Conferences	-	219	219	6,939
Foreign exchange losses	7,324	-	7,324	-
	9,610	782,906	792,516	453,235
Grants to partners (see note 5)	-	-	-	38,491
Support and governance costs (see note 6)	2,034	29,210	31,243	51,751
	11,644	812,115	823,759	543,477

Note: Unrestricted income staff costs are negative, representing 2018/19 staff holiday and HMRC charge accruals made as unrestricted in 2018/19, while all staff costs and accruals in 2019/20 are booked to restricted income. This reflects that Bosch Foundation funding for the first €0.5m tranche to 2018/19 was unrestricted, while the second €0.5m tranche that applies from 2019/20 is restricted.

5. Grants to partners

	Unrestricted funds 2019/20 £	Restricted funds 2019/20 £	Total 2019/20 £	Total 2018/19 £
Association Ivorienne	-	-	-	9,373
Demographics of Faculty Bureau	-	-	-	29,118
	-	-	-	38,491

6. Support and governance costs

	Unrestricted funds 2019/20 £	Restricted funds 2019/20 £	Total 2019/20 £	Total 2018/19 £
Legal and professional	-	4,207	4,207	15,694
Accountancy	-	-	-	21,736
Board meetings	2,034	14,263	16,296	4,181
Audit	-	10,740	10,740	10,140
Charitable activities	2,034	29,210	31,243	51,751

Governance costs includes payments to the auditors of £10,740 for audit fees including VAT. No fees were paid to the auditor for other services.

7. Trustees

None of the Trustees (or any persons connected with them) received any remuneration during the year, and none were reimbursed for any expenses. The Board costs in note 6 above relate to a Board meeting held in Africa.

8. Employees

	Total 2019/20 £	Total 2018/19 £
Staff costs:		
Wages and salaries	316,863	136,497
Social security costs	36,354	10,674
Pension costs	5,827	2,120
Other staff costs	37,875	41,016
Charitable activities	396,920	190,307

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2019/20 No.	2018/19 No.
£60,000 - £69,999	2	-
£70,000 - £79,999	-	-
£80,000 - £89,999	1	-

The total employee benefits including pension contributions and employer's national insurance for key management personnel were £246,712 (2018/19: £16,143).

The average number of employees (headcount based on number of staff employed) during the year was:

	2019/20 No.	2018/19 No.
Management and administration	3	3
Project management and support	3	1
Total	6	4

9. Tangible fixed assets

	Computers £
Cost:	
At 1 October 2019	4,865
Additions	3,252
Disposals	-
At 30 September 2020	8,117
Depreciation & impairment:	
At 1 October 2019	(1,363)
Charge for year	(1,427)
At 30 September 2020	(2,789)
Carrying Amount:	
At 30 September 2020	5,327
At 30 September 2019	3,502

10. Debtors

	2019/20 £	2018/19 £
Other debtors	102	-
Prepayments and accrued income	-	6,165
	102	6,165

11. Creditors: amounts falling due within one year

	2019/20 £	2018/19 £
Taxation and social security costs	13,503	7,988
Trade Creditors	29,222	9,800
Other creditors	494	5,213
Accruals and deferred income	27,589	24,020
	70,808	47,020

12. Movements in funds

Movements 2019/20

	Balance at 1 October 2019	Income	Expenditure	Transfers	Balance at 30 September 2020
	£	£	£	£	£
Restricted Funds:					
Robert Bosch Stiftung	-	426,678	(150,336)	-	276,343
Robert Bosch Stiftung gift in kind	-	67,000	(67,000)	-	-
Dubai Cares	340,696	396,965	(361,436)	-	376,225
Accessibility and Visibility of African Research on Education	15,611	-	(19,256)	3,645	-
Demographics of Faculty	47,921	-	(47,921)	-	-
Pilot Scholarship Impact Hub	115,288	75,000	(166,167)	-	24,121
State of Statistics in Africa	3,645	-	-	(3,645)	-
Total restricted funds	523,161	965,643	(812,115)	-	676,689
Unrestricted funds	45,759	8,116	(11,644)		42,231
	568,920	973,760	(823,759)	-	718,920

The Robert Bosch Stiftung [Germany] seed-funded ESSA in 2016 with a €1m commitment to help establish ESSA as a credible agent working to improve access to education and to improve education quality in Sub-Saharan Africa. The funding was broken into two €0.5m tranches and the second tranche began in 2019/20, co-funding ESSA's core team and operations to support our third-party funded projects and programmes.

Robert Bosch Stiftung gift in kind: This represents a secondment for the position of 'founding director' who has worked at ESSA since our start in 2016. The individual devotes 80% of his time to working for ESSA and the financial value of this secondment is estimated to be £67,000 p.a.

Dubai Cares: In 2019/20 we received the second $550k tranche of our $1.5m programme with Dubai Cares. The funding covers four strands of work: (1) human capacity building in tertiary education, (2) employability and business engagement, (3) leadership and managerial skills of leaders in tertiary education and (4) knowledge transfer and practical adoption. We have made progress in all of these areas, though slowed by the COVID pandemic. The work will continue in 2020/21.

Accessibility and Visibility of African Research on Education: This programme was established in 2016 funded by an individual donor in 2016 and the Jacobs Foundation [Switzerland] developing the database of Africa-based research.

State of statistics in Africa: As agreed with the individual donor, the balance carried forward from this project to map the situation of statistics at mathematical faculties in four African countries was applied to the development of the database into Africa-based research.

Demographics of Faculty: This program was funded by The MasterCard Foundation [Canada] to carry out a pilot programme in Ghana, looking at the demand and provision side of faculty in the country in order to establish educational data for policy planning. In 2019/20 the data was communicated, and the funding supported the extension of the study that Dubai Care is funding.

Pilot Scholarship Impact Hub: This programme was established in 2018 to increase the impact of scholarships for African students, funded by an individual donor and the Schaufler Foundation [Germany]. Our research featured in UNESCO's 2020 Global Education Monitoring (GEM) report on Inclusion and Education, as the official monitoring of the Sustainable Development Goal 4b on scholarships.

Movements 2018/19

	Balance at 1 October 2019	Income	Expenditure	Transfers	Balance at 30 September 2020
	£	£	£	£	£
Restricted Funds:					
Robert Bosch Stiftung gift in kind	-	67,000	(67,000)		-
Dubai Cares	-	392,435	(51,739)		340,696
Accessibility and Visibility of African Research on Education	27,436	-	(11,825)		15,611
Demographics of Faculty	20,453		(16,808)		3,645
Pilot Scholarship Impact Hub	88,859	-	(40,938)		47,921
State of Statistics in Africa	16,841	183,790	(85,343)		115,288
Total restricted funds	153,589	643,225	(273,653)	-	523,161
Unrestricted funds	81,526	234,057	(269,824)		45,759
	235,115	877,282	(543,477)	-	568,920

13. Analysis of net assets between funds

	Unrestricted funds 2019/20 £	Restricted funds 2019/20 £	Total 2019/20 £	Total 2018/19 £
Fund balances at 30 September 2020 are represented by:				
Tangible assets	5,327	-	5,327	3,502
Current assets/(liabilities)	36,903	676,689	713,592	565,418
	42,231	676,689	718,920	568,920

14. Related party transactions

There was one transaction with a related party during the year. A £8,000 donation was made by Boardelta Limited which is significantly controlled by the Chair, Patrick Dunne.

15. Cash generated from operations

	2019/20 £	2018/19 £
Surplus/(deficit) for the year	150,000	333,805
Add back depreciation charge	1,427	771
Loss/(profit) on disposals	-	-
Movements in Working Capital		
(Increase)/decrease in debtors	6,064	(2,465)
Increase/(decrease) in creditors	23,788	11,904
Net cash used in operating activities	181,278	344,015

16. Statement of financial activities including an income and expenditure account for the year ended 30 September 2019

	Unrestricted funds 2018/19 £	Restricted funds 2018/19 £	Total 2018/19 £	Total 2017/18 £
Income from:				
Donations and other	234,057	643,225	877,282	487,766
Expenditure on:				
Charitable activities	269,824	273,653	543,477	572,788
Net movement in funds	(35,767)	- 369,572	333,805	(85,022)
Fund balances at 1 October 2018	81,526	153,589	235,115	320,137
Fund balances at 30 September 2019	45,759	523,161	568,920	235,115