

TEACHERS FOR ZAMBIA

England & Wales · Charity number 1185949

Details

Status Registered

Legal form CIO

Registered 2019-10-23

Register [View on the Charity Commission register](#)

Contact

Address 13 Gledholt Road
Huddersfield
HD1 4HD

Phone 01484 424572

Email helenmfjones@gmail.com

Website <https://www.teachers4zambia.org/>

Activities

Objects: THE OBJECTS OF THE CIO ARE TO ADVANCE THE EDUCATION OF CHILDREN IN ZAMBIA BY PROVIDING RESOURCES AND SUPPORTING THE TRAINING OF COMMUNITY SCHOOL TEACHERS THROUGH A ZAMBIAN NON-GOVERNMENTAL ORGANISATION, NAMELY 'TRAINING TEACHERS FOR COMMUNITY SCHOOLS IN ZAMBIA'.

Activities: We fundraise in the UK for the benefit of teachers in community schools in Zambia who have no access to training and support. We are aiming to improve teachers access to training, resources and information to help them teach children in community schools. This will be through providing funding for training courses, a resource centre and grants for teachers to attend university.

Classification

- **How:** Acts As An Umbrella Or Resource Body
- **What:** Education/training, Economic/community Development/employment
- **Who:** Other Charities Or Voluntary Bodies

Geography

- Zambia

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£11,682	£13,521	-	-
2024-03-31	£18,507	£10,624	-	-
2023-03-31	£10,266	£2,212	-	-
2022-03-31	£10,126	£262	-	-
2021-03-31	£2,943	£78	-	-

Trustees

Name	Role	Appointed
Dr Helen Mary Fletcher Jones	Chair	2019-06-20
Auriel Margaret Le Pla		2019-06-20
Clare Adesi Kirui		2019-06-20
Dr Christine Jane Piper		2025-03-25
Faith Rosemary Borerwe		2019-06-20
Jolaade Olasimbo Idowu		2019-06-20
Lynette Anne Hall		2019-06-20

TEACHERS FOR ZAMBIA

England & Wales - Charity number 1185949

Accounts

Trustees' Annual Report for the period

	Period start date				Period end date		
From	Day 01	Month 04	Year 2024	To	Day 31	Month 03	Year 2025

Section A Reference and administration details

Charity name	Teachers For Zambia
Other names charity is known by	T4Z
Registered charity number (if any)	1185949
Charity's principal address	13 Gledholt Road
	Huddersfield
Postcode	HD1 4HD

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Helen Jones	Chair	23/10/19 to date	
2	Auriel Le Pla	Treasurer	23/10/19 to date	Nominated TTCSZ
3	Faith Borerwe		23/10/19 to date	
4	Jolaade Idowu		23/10/19 to date	
5	Lynette Hall		23/10/19 to date	Nominated TTCSZ
6	Christine Piper		From 25/03/25 to date	Charity Trustees
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Section B Structure, governance and management

Description of the charity’s trusts

Type of governing document (eg. trust deed, constitution)	CIO Foundation Constitution
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation
Trustee selection methods (eg. appointed by, elected by)	<p>The CIO’s Constitution stipulates a minimum of 3 and a maximum of 10 trustees. Two of the trustees are to be nominated by TTCSZ, our Zambian sister charity/partner. One is to be a member of the Management Committee of TTCSZ and ideally one is to be an African national (preferably from Zambia).</p> <p>Currently T4Z has 6 trustees. The sixth was appointed at the Trustees’ meeting of March 25th 2025 and the Charity Commission was notified accordingly. All were appointed because of their skills, knowledge and experience in education, the voluntary sector, management or finance. Two of the 6 are from Africa.</p> <p>All share a commitment to education and a shared vision of contributing to the quality of education for disadvantaged children in Zambia. Good quality education depends on well-trained teachers. This is the key motivation which drives the trustees of T4Z.</p>

Additional governance issues (Optional information)

<p>You may choose to include additional information, where relevant, about:</p> <ul style="list-style-type: none"> • policies and procedures adopted for the induction and training of trustees; • the charity’s organisational structure and any wider network with which the charity works; • relationship with any related parties; • trustees’ consideration of major risks and the system and procedures to manage them. 	<p>One new trustee was inducted towards the end of the period covered by this report. Policies and procedures developed prior to the registration of T4Z were followed. When embarking on the role, the new trustee reviewed and discussed the following documents: CC3 The Essential Trustee: What you need to know, what you need to do CC3 The Essential Trustee: 6 Main Duties CC4: What Makes a Charity Charity Governance Code for Smaller Charities The specific clauses in the Constitution of T4Z referring to trustees’ responsibilities (i.e., 9-16) were discussed in detail.</p> <p>In addition, as stated in the Constitution, the new trustee was given a copy of the Constitution and T4Z’s last Trustees’ Annual Report and statement of accounts.</p> <p>The group of trustees meets quarterly. Posts within T4Z’s structure are: Chairperson, Secretary (currently vacant) and Treasurer. Secretary responsibilities are being shared by trustees. Meetings are either in person or hybrid in nature. Decisions are taken democratically following discussion. No decision-making responsibilities are delegated.</p>
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Working groups focusing on specific tasks meet as and when required.

In 2020 T4Z and TTCSZ signed a Memorandum of Understanding outlining the roles and responsibilities of both partners. Both parties are committed to the overall target of supporting training for community schoolteachers in Zambia and work in a collaborative and co-operative partnership to achieve this aim.

T4Z presents a summary report of recent activities at all Management Committee meetings of TTCSZ. Likewise, TTCSZ presents a summary report of recent activities at all T4Z trustee meetings. These reporting structures assist T4Z and its partner NGO in Zambia to maintain an open and informed partnership.

Both T4Z and TTCSZ have agreed common values: building trust, enhancing partnerships, inclusion of stakeholders, sharing good practices, upholding transparency, maintaining high standards and promoting sustainability. The operational activities of both charities are underpinned by these values.

Working in partnership with a relevant in-country organisation provides T4Z with significant benefits in ensuring its charitable purposes are achieved. TTCSZ, T4Z's local partner in Zambia, has established government and school networks along with access to a wider set of volunteers who have important local knowledge, skills and experience. This means that projects can be delivered successfully.

In terms of working relations between T4Z and TTCSZ, some trustees / committee members in Zambia and the UK have longstanding personal and academic relations. Several met whilst teaching or studying in the School of Education and Professional Development at the University of Huddersfield, UK. Others were members of the same church community in Huddersfield for over 8 years. These established connections between T4Z and TTCSZ ensure the stability of the partnership and secure the successful operation of this project.

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

Teachers for Zambia (T4Z)'s purpose is to advance the education of children in Zambia by providing resources and by supporting the training of community schoolteachers through a Zambian Non-Governmental Organisation (NGO) named Training Teachers for Community Schools in Zambia (TTCSZ). T4Z registered as a Charitable Incorporated Organisation (CIO) in October 2019. TTCSZ re-registered for a second period of 5 years with Zambia's Ministry of Community Development in February 2022 (Registration Certificate RNGO/101/0601/16 ISSUE No 2).

T4Z raises funds to support the training of unpaid, untrained volunteer teachers working in some of the poorest community schools in the Chawama and Chibolya Zones of Lusaka, Zambia. The training is organised and delivered by TTCSZ. In 2016 Zambia's Ministry of General Education (MoGE) noted that community schools play a 'crucial role' in primary school education. Thirty percent of Zambia's primary schools are community schools which are not government funded. Community schools are especially important for the education of girls, orphans and other vulnerable children living in informal housing areas.

In summary, T4Z aims to provide resources to support the training of teachers so the cycle of impoverishment for vulnerable children can be broken.

The charity works within the public benefit guidance published by the Charity Commission. Trustees have signed the Essential Trustee (CC3) Guidance from the Charity Commission and adopted the Charity Commission Governance Code.

T4Z's main activity is fundraising for TTCSZ. The original Fundraising Strategic Plan was adopted for the period 2021-24. Following discussion, it was updated and a further Fundraising Strategic Plan was adopted for the period 2024-7.

It outlined priorities as follows:

1. To maintain sufficient reserves to ensure the sustainability of T4Z and the continuity of ongoing projects we have agreed to fund.
2. To support TTCSZ's programmes for the training of untrained volunteer teachers working in community schools in Zambia.
3. To raise sufficient funds for the contractual lease requirements of the Resource Centre, signed by TTCSZ (01.05.23).
4. To provide bursaries to support the further professional development of untrained volunteer community schoolteachers in Zambia.
5. To support continuing development by providing funding for seminars, conferences and teacher training workshops in Zambia.

Funds have been raised through activities including raffles, online sale of craft items, sponsored 5k runs and participation in the Christmas Fair at Huddersfield Parish Church *inter alia*. Donations are gift aided where applicable.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Additional details of objectives and activities (Optional information)

T4Z's Grant Making Policy commits trustees to applying funds in accordance with its charitable purpose and objectives, as identified in its constitution.

The sole beneficiary of T4Z's fundraising is its Zambian partner, TTCSZ. Approved grants must meet T4Z's charitable purposes and reflect priorities listed in its Grant Making Policy. These are subject to review every 3 years and are currently those identified above. Additional eligible grant requests from TTCSZ will be considered and trustees will conduct due diligence checks.

All trustees, and other volunteers who support T4Z's fundraising, are unpaid. Everyone involved in our 'sister charity' in Zambia (TTCSZ) is also a volunteer.

Nobody is paid for donating/creating raffle prizes, staffing stalls, stewarding sponsored 5k runs or making general donations.

The contribution of volunteers is essential to our CIO achieving its objectives.

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

During the year 2024-25 we engaged in successful fundraising activities including our annual sponsored 5k run/walk, participation in a Christmas fair at the parish church and on online sale of Zambian craft items. We also have a reliable group of donors who support our activities via regular and one-off bank transfers/donations.

Our fundraising enabled us to continue to support TTCSZ in delivering basic teacher training to a new group of 20 volunteer schoolteachers. In addition, we have continued to support the Resource Centre currently being leased in Lusaka by TTCSZ. We continue to fundraise to extend the range of resources available to support teachers and children using the Resource Centre. Resources available there include stationery and arts supplies, education reference texts for teachers and books for children, resources for use in storytelling and computers.

The Centre hosts meetings of TTCSZ and community school representatives and provides a suitable location for the delivery of training by the Zambian team of volunteer trainers. Facilities there are also used by community schoolteachers for lesson preparation and study and for seminars and continuing professional development.

Successful fundraising has also enabled T4Z to provide bursaries for a total of seven community schoolteachers to study for undergraduate degrees. Currently, three are doing Primary Education degrees at Chalimbana University in Lusaka and four are studying online degrees at University of Africa (Zambia).

As we noted in our previous annual report, UNESCO (2015) noted that investing in teachers is a pre-requisite for the transformative power of education to occur. T4Z's investment in the professional development of community schoolteachers has encouraged this transformative process in disadvantaged communities in Lusaka. In addition to direct beneficiaries (teachers), hundreds of children in community schools have benefitted because their teachers now have additional skills and knowledge due to T4Z's fundraising.

Section E

Financial review

Brief statement of the charity's policy on reserves

To demonstrate to all stakeholders the charity's resilience and ability to manage unforeseen circumstances, T4Z holds sufficient money in reserves to ensure the sustainability of the projects we currently support financially through grant aid. The amount identified within our accounts as reserves is the equivalent of one year's grant aid. This amount is kept under review and increased as necessary.

As additional projects are proposed for funding T4Z trustees consider the charity's accountability to our donors and judge our financial ability to ensure each project is sustainable before agreeing to grant additional funding. Our reserves have recently been increased to take account of new projects and rising inflation.

Details of any funds materially in deficit

T4Z doesn't have any funds that are materially in deficit.

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Acknowledging the difficulties within the current UK fundraising arena T4Z seek to raise funds using a range of methods, hopefully ensuring that we do not develop reliance on just one or two sources or a limited number of supporters. In our fundraising kitbag we have several individuals who have committed to regular donations, one off donations resulting from publicity of our fundraising activities, a biennial raffle, an annual 5K, we attend fundraising charity fairs and organise the odd coffee morning. We also, as appropriate, encourage donors to sign up to Gift Aid.

Financial probity is ensured by the financial controls put in place by the founding trustees. All financial decisions are taken by the trustees; there is no delegation of decision-making responsibility. A detailed financial report is given by the treasurer at each trustee meeting and an annual report at the end of each year.

T4Z has also appointed an External Examiner to provide independent scrutiny of our accounts. He checks consistency of records and compliance with charity accounting rules.

As described in section C of this report all T4Z expenditure directly supports the training of unpaid, untrained volunteer teachers working in some of the poorest community schools in Lusaka, Zambia. In the year covered by this report, grant aid has supported the following:

- training programme for untrained volunteer teachers
- bursaries to support further professional development of untrained volunteer teachers
- the contractual lease requirements of the Resource Centre used by the untrained volunteer teachers and their pupils
- continuing development workshops.



As a small charity we have limited options for the investment of our funds but do ensure that our reserves, together with a portion of other funds, are deposited in a savings account to ensure the monies do earn some interest.

Both our current and savings account providers were selected specifically for their ethical stance and values. A savings account with a higher interest rate could be found but the trustees were emphatic that the charity's values re ethical trading must be upheld.

Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Helen MF Jones	Lynette A Hall
Position (eg Secretary, Chair, etc)	Chair	Trustee
Date	4 th January 2026	



CHARITY COMMISSION
FOR ENGLAND AND WALES

Teachers for Zambia

1185949

Receipts and payments accounts

CC16a

For the period
from

Period start date

1st April 2024

To

Period end date

31st March 2025

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Gift Aid Donations	2 800	2 592	-	5 392	13 655
General Donations	501	130	-	631	1 442
5k	1 440	-	-	1 440	1 183
HMRC Gift Aid Repayment	3 436	-	-	3 436	1 758
Bath B S interest	479	-	-	479	104
Xmas Sales	180	124	-	304	365
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	8 836	2 846	-	11 682	18 507
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	8 836	2 846	-	11 682	18 507
A3 Payments					
Shipping resources to Zambia	210	-	-	210	570
Resources for prizes	87	-	-	87	94
Transfer to Zambia	-	13 224	-	13 224	9 805
Insurance and licence renewal	-	-	-	-	110
Raffle tickets	-	-	-	-	45
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	297	13 224	-	13 521	10 624
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	297	13 224	-	13 521	10 624
Net of receipts/(payments)	8 539	- 10 378	-	- 1 839	7 883
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	17 468	11 196	-	28 664	28 665
Cash funds this year end	26 007	818	-	26 825	

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Co-operative Bank	7 243	-	-
	Bath Building Society	10 987	8 596	-
		-	-	-
	Total cash funds	18 230	8 596	-
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval

TEACHERS FOR ZAMBIA

England & Wales - Charity number 1185949

Accounts



Trustees' Annual Report for the period

From 01/04/2023

Period start date

To 31/03/2024

Period end date

Charity name: Teachers for Zambia

Charity registration number: 1185949

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>Teachers for Zambia (T4Z)'s purpose is to advance the education of children in Zambia by providing resources and by supporting the training of community schoolteachers through a Zambian Non-Governmental Organisation (NGO) named Training Teachers for Community Schools in Zambia (TTCSZ). T4Z registered as a Charitable Incorporated Organisation (CIO) in October 2019. TTCSZ re-registered for a second period of 5 years with Zambia's Ministry of Community Development in February 2022 (Registration Certificate RNGO/101/0601/16 ISSUE No 2).</p> <p>T4Z raises funds to support the training of unpaid, untrained volunteer teachers working in some of the poorest community schools in the Chawama and Chibolya Zones of Lusaka, Zambia. The training is organised and delivered by TTCSZ. In 2016 Zambia's Ministry of General Education (MoGE) noted that community schools play a 'crucial role' in primary school education. Thirty percent of Zambia's primary schools are community schools which are not government funded. Community schools are especially important for the education of girls, orphans and other vulnerable children living in informal housing areas.</p> <p>In summary, T4Z aims to provide resources to support the training of teachers so the cycle of impoverishment for vulnerable children can be broken.</p>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the	Para 1.17 and 1.19	<p>T4Z's main activity is fundraising for TTCSZ. T4Z's Strategy 2021-24 included the funding of a Resource Centre for TTCSZ and prioritised the following:</p>

<p>activities, projects or services identified in the accounts.</p>		<p>1.To support the funding of TTCSZ programmes for the training of untrained volunteer teachers working in community schools in Zambia. 2.To raise sufficient funds for the contractual requirements of the Resource Centre in Lusaka. 3.To provide bursaries to support the further professional development of untrained volunteer community schoolteachers in Zambia. 4.To support continuing development by providing funding for seminars, conferences, and teacher training workshops in Zambia.</p> <p>Funds have been raised through activities including raffles, online sale of craft items, sponsored 5k runs and participation in the Christmas Fair at Huddersfield Parish Church <i>inter alia</i>. Donations are gift aided where relevant.</p>
<p>Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit</p>	<p>Para 1.18</p>	<p>The charity works within the public benefit guidance published by the Charity Commission. Trustees have signed the Essential Trustee (CC3) Guidance from the Charity Commission and adopted the Charity Commission Governance Code.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
<p>Policy on grant making</p>	<p>Para 1.38</p>	<p>T4Z's Grant Making Policy commits trustees to applying funds in accordance with its charitable purpose and objectives, as identified in its constitution.</p> <p>The sole beneficiary of T4Z's fundraising is its Zambian partner, TTCSZ. Approved grants must meet T4Z's charitable purposes and reflect priorities listed in its Grant Making Policy. These are subject to review every 3 years and are currently those identified above. Additional eligible grant requests from TTCSZ will be considered and trustees will conduct due diligence checks.</p>
<p>Policy on social investment including program related investment</p>	<p>Para 1.38</p>	<p>Not applicable.</p>
<p>Contribution made by volunteers</p>	<p>Para 1.38</p>	<p>All T4Z trustees are volunteers, and additional individuals are involved in active fundraising. Everyone involved in our 'sister charity' in Zambia (TTCSZ) is also a volunteer.</p> <p>Nobody is paid for donating/creating raffle</p>

		<p>prizes, staffing stalls, stewarding sponsored 5k runs or making general donations.</p> <p>The contribution of volunteers is essential to our CIO achieving its objectives.</p>
Other		<p>Both T4Z and TTCSZ have agreed common values: building trust, enhancing partnerships, inclusion of stakeholders, sharing good practices, upholding transparency, maintaining high standards and promoting sustainability. The operational activities of both charities are underpinned by these values.</p> <p>Working in partnership with a relevant in-country organisation provides T4Z with significant benefits in ensuring its charitable purposes are achieved. TTCSZ, T4Z's local partner in Zambia, has established government and school networks along with access to a wider set of volunteers who have important local knowledge, skills and experience. This means that projects can be delivered successfully.</p> <p>In terms of working relations between T4Z and TTCSZ, some trustees / committee members in Zambia and the UK have longstanding personal and academic relations. Several met whilst teaching or studying in the School of Education and Professional Development at the University of Huddersfield, UK. Others were members of the same church community in Huddersfield for over 8 years. The constitution of T4Z also stipulates that two trustees are nominated by TTCSZ. These established connections between T4Z and TTCSZ ensure the stability of the partnership and secure the successful operation of this project.</p>

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>During the year 2023-24 we engaged in successful fundraising activities including a sponsored 5k run/walk, participation in a Christmas fair at the parish church and on online sale of Zambian craft items.</p> <p>Our fundraising enabled us to continue to support TTCSZ in delivering basic teacher training to a group of 25-30 volunteer schoolteachers. In addition, we met one of our aims by funding the equipping and opening of a Resource Centre currently being leased in Lusaka by TTCSZ. We are still fundraising to extend the range of</p>

		<p>resources available to support teachers and children using the Resource Centre. Resources available there include stationery and arts supplies, education reference texts for teachers and books for children, resources for use in storytelling and computers.</p> <p>The Centre hosts meetings of TTCSZ and community school representatives and provides a suitable location for the delivery of training by the Zambian team of volunteer trainers. Facilities there are also used by community schoolteachers for lesson preparation and study and for seminars and continuing professional development.</p> <p>Successful fundraising has also enabled T4Z to provide a bursary for a third community schoolteacher to study for an undergraduate degree.</p> <p>As we noted in our previous annual report, UNESCO (2015) noted that investing in teachers is a pre-requisite for the transformative power of education to occur. T4Z's investment in the professional development of community schoolteachers has encouraged this transformative process in disadvantaged communities in Lusaka. In addition to direct beneficiaries (teachers), hundreds of children in community schools have benefitted because their teachers now have additional skills and knowledge as a result of T4Z's fundraising.</p> <p>During the period covered in this report we worked with a primary school in the UK whose pupils participated in a competition to design a suitable logo for T4Z. We offered prizes and are delighted with the result.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	

Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	2023-24 was a successful fundraising year for Teachers for Zambia; we raised 80% more than in the previous year, bringing in a total of £18,507. The increase in funds has enabled us to provide a bursary for a third community schoolteacher, who enrolled for an undergraduate degree in January 2023. Funds are also available for four more bursaries to be awarded in 2025 [now priority 3 of our fundraising strategy]. The Resource Centre that we committed funds to establishing last year is now up and running [priority 2], with the Zambian training team delivering our 2024 training programme [priority 1] in this building. The increase in funds this year has also brought further stability to our charity, we have been able to increase our reserves to ensure that we can meet the commitments made to our colleagues in Zambia.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	To protect the charity against a sudden and unexpected drop in income, the trustees have agreed to keep reserves of £2,500.00 to ensure the charity is able to continue to meet its commitments to meeting its aims and objectives.
Amount of reserves held	Para 1.22	£2500
Reasons for holding zero reserves	Para 1.22	Not applicable
Details of fund materially in deficit	Para 1.24	Not applicable
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Not applicable

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	T4Z is reliant on the generosity of individual donors and the Gift Aid from their donations. During the period covered by this report we held a successful raffle, 5k sponsored run and other fundraising events. We are working to diversify and seek a wider range of opportunities.
Investment policy and objectives including any social investment policy adopted	Para 1.46	Not applicable
A description of the principal risks facing the charity	Para 1.46	T4Z's objective is to fundraise and provide resources to support teacher training activities organised by its Zambian sister charity. The 2020 global pandemic continues to present a residual challenge

		<p>whilst the UK's cost of living increases have reduced potential donors' financial capacity.</p> <p>T4Z also monitors the exchange rate of GBP and Zambian Kwacha so it can mitigate against negative movements affecting it achieving its purposes and its commitments to TTCSZ.</p>
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Foundation Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	Charitable Incorporated Organisation
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>The CIO's Constitution stipulates a minimum of 3 and a maximum of 10 trustees. Two of the trustees are to be nominated by TTCSZ, our Zambian sister charity. One is to be a member of the Management Committee of TTCSZ and ideally one is to be an African national (ideally from Zambia).</p> <p>Currently T4Z has 5 trustees. All were selected because of their skills, knowledge and experience in education, the voluntary sector, management or finance. Two of the 5 are from Africa.</p> <p>All share a commitment to education and a shared vision of contributing to the quality of education for disadvantaged children in Zambia. Good quality education depends on well-trained teachers. This is the key motivation which drives the trustees of T4Z.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	<p>No new trustees were inducted during the period of this report. Policies and procedures developed prior to the registration of T4Z will be employed and, where appropriate, updated when required. When embarking on their roles, current trustees reviewed and discussed the following documents:</p> <ul style="list-style-type: none"> CC3 The Essential Trustee: What you need to know, what you need to do CC3 The Essential Trustee: 6 Main Duties CC4: What Makes a Charity Charity Governance Code for Smaller Charities <p>The specific clauses in the Constitution of T4Z referring to trustees' responsibilities (i.e., 9-16) were discussed in detail. The original trustees listed below remain in office.</p> <p>As stated in the Constitution, when there is a change of trustees, new trustees will be given a copy of the Constitution and T4Z's last Trustees' Annual Report and statement of accounts.</p>
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The charity's organisational structure and any wider network with which the charity works	Para 1.51	<p>The group of trustees meets quarterly. Posts within T4Z's structure are: Chairperson, Secretary (currently vacant) and Treasurer. Secretary responsibilities are being shared by trustees. Meetings are either in person or hybrid in nature. Decisions are taken democratically following discussion. No decision-making responsibilities are delegated.</p> <p>Working groups focusing on specific tasks meet as and when required.</p>
Relationship with any related parties	Para 1.51	<p>In 2020 T4Z and TTCSZ signed a Memorandum of Understanding outlining the roles and responsibilities of both partners. Both parties are committed to the overall target of supporting training for community schoolteachers in Zambia and will work in a collaborative and co-operative partnership to achieve this aim.</p>
Other		

Reference and Administrative details

Charity name	Teachers for Zambia
Other name the charity uses	T4Z
Registered charity number	1185949
Charity's principal address	13 Gledholt Road Huddersfield HD1 4HD

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Helen Jones	Chair (from 15/06/22)	23/10/19 to date	
2	Auriel le Pla	Treasurer	23/10/19 to date	Nominated by TTCSZ
3	Faith Borerwe		23/10/19 to date	
4	Lynette Hall		23/10/19 to date	Nominated by TTCSZ
5	Jolaade Idowu		23/10/19 to date	
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17				
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19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

--

Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

Other optional information



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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

	
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Full name(s)

Helen Mary Fletcher Jones	Lynette Hall
---------------------------	--------------

Position (eg Secretary,
Chair, etc)

Chair	Trustee
-------	---------

Date

10/01/25



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name	No (if any)
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Receipts and payments accounts

CC16a

For the period from	Period start date	To	Period end date
	1st April 2023		31st March 2024

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations [Gift Aided]	2,340	11,315	-	13,655	6,550
Donations General	270	160	-	430	1,143
Interest received Bath BS	104	-	-	104	-
Helen Book Sales	18	-	-	18	136
Xmas sales	197	168	-	365	737
Amazon Smle	22	-	-	22	28
HMRC Gift Aid repayment	1,758	-	-	1,758	1,672
Raffle	972	-	-	972	-
5k	1,183	-	-	1,183	-
Sub total (Gross income for AR)	6,864	11,643	-	18,507	10,266
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	6,864	11,643	-	18,507	10,266

A3 Payments

Lottery Licence renewal	20	-	-	20	20
Liability Insurance	90	-	-	90	78
5k and logo prizes and resources	94	-	-	94	-
Shipping resources to Zambia	570	-	-	570	-
Raffle Tickets	45	-	-	45	-
Transfer to Zambia	-	9,805	-	9,805	2,005
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	819	9,805	-	10,624	2,103

A4 Asset and investment purchases, (see table)

	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	819	9,805	-	10,624	2,103
Net of receipts/(payments)	6,045	1,838	-	7,883	8,163
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end			-		

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		17,469	11,196	-
		-	-	-
		-	-	-
	Total cash funds	17,469	11,196	-
	(agree balances with receipts and payments account(s))			OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-

		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval

TEACHERS FOR ZAMBIA

England & Wales - Charity number 1185949

Accounts



Trustees' Annual Report for the period

From **01/04/2022** Period start date
To **31/03/2023** Period end date

Charity name: Teachers for Zambia

Charity registration number: 1185949

Objectives and Activities

	SORP reference	
<p>Summary of the purposes of the charity as set out in its governing document</p>	<p>Para 1.17</p>	<p>Teachers for Zambia (T4Z)'s purpose is to advance the education of children in Zambia by providing resources and by supporting the training of community schoolteachers through a Zambian Non-Governmental Organisation (NGO) named Training Teachers for Community Schools in Zambia (TTCSZ). T4Z registered as a Charitable Incorporated Organisation (CIO) in October 2019. This is T4Z trustees' third report. TTCSZ re-registered for a second period of 5 years with Zambia's Ministry of Community Development in February 2022 (Registration Certificate RNGO/101/0601/16 ISSUE No 2).</p> <p>T4Z raises funds to support the training of unpaid, untrained volunteer teachers working in some of the poorest community schools in the Chawama and Chibolya Zones of Lusaka, Zambia. The training is organised and delivered by TTCSZ. In 2016 Zambia's Ministry of General Education (MoGE) noted that community schools play a 'crucial role' in primary school education. Thirty percent of Zambia's primary schools are community schools which are not government funded. Community schools are especially important for the education of girls, orphans and other vulnerable children living in informal housing areas.</p> <p>In summary, T4Z aims to provide resources and to support the training of teachers so the cycle of impoverishment for vulnerable children can be broken.</p>
<p>Summary of the main activities in relation to those purposes for the public</p>	<p>Para 1.17 and 1.19</p>	<p>T4Z's main activity is fundraising for TTCSZ. T4Z's strategic plan 2021-24 prioritises the following:</p>

<p>benefit, in particular, the activities, projects or services identified in the accounts.</p>		<ol style="list-style-type: none"> 1. To build sufficient reserves to ensure the sustainability of T4Z and the continuity of ongoing TTCSZ projects which it has agreed to fund. 2. To support TTCSZ's programmes for the training of untrained volunteer teachers working in community schools in Zambia. 3. To raise sufficient monies for the establishment of a resource centre in Zambia where teachers can access practitioner resources and network with other professionals. 4. To provide bursaries to support the further professional development of untrained volunteer community schoolteachers in Zambia. <p>T4Z's fundraising during the original period following registration focused on the first priority above. During the second period covered T4Z worked particularly on priorities 2 and 4 above but between April 2021 and March 2022 covid impacted the range of opportunities for fundraising. During the period covered by this report we developed a broader focus on the four priorities.</p> <p>One community school teacher was being supported by a bursary to study for a primary education degree at Chalimbana University, Zambia. T4Z also paid for TTCSZ's 10-day training programme for 25-30 community school teachers in April 2022, and continued fundraising for a Resource Centre being investigated by TTCSZ near the end of this period.</p> <p>Funds have been raised through activities including bric-a-brac stalls, the sale of craft items and individual initiatives such as book sales and donations (including specific sums for bursaries). Donations are gift aided where relevant and T4Z was registered for Amazon Smile until Amazon discontinued the initiative.</p>
<p>Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit</p>	<p>Para 1.18</p>	<p>The charity works within the public benefit guidance published by the Charity Commission. Trustees have signed the Essential Trustee (CC3) Guidance from the Charity Commission and adopted the Charity Commission Governance Code.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
<p>Policy on grant making</p>	<p>Para 1.38</p>	<p>T4Z's Grant Making Policy commits trustees to only applying funds in accordance with its charitable purpose and</p>

		<p>objectives, as identified in its constitution.</p> <p>The sole beneficiary of T4Z's fundraising is its Zambian partner, TTCSZ. Approved grants must meet T4Z's charitable purposes and reflect priorities listed in its Grant Making Policy. These are subject to review every 3 years, but are currently 2, 3 and 4 above, plus supporting the continuing development of community schoolteachers by providing seminars, conferences and teacher workshops in Zambia. Eligible grant requests from TTCSZ will be considered and trustees will conduct due diligence checks.</p>
Policy on social investment including program related investment	Para 1.38	Not applicable
Contribution made by volunteers	Para 1.38	<p>All seven T4Z trustees are volunteers, and around 12 volunteers are also involved in active fundraising. Everyone involved with our local partner in Zambia (TTCSZ) is also a volunteer. There were 6 regular monthly donors in 2022-23.</p> <p>Nobody is paid for donating / creating prizes, selling fundraising tickets, making general donations or staffing stalls.</p> <p>The contribution of volunteers is essential to our CIO achieving its objects.</p>
Other		<p>Both T4Z and TTCSZ have agreed common values: building trust, enhancing partnerships, inclusion of stakeholders, sharing good practices, upholding transparency, maintaining high standards and promoting sustainability. The operational activities of both charities are underpinned by these values.</p> <p>Working in partnership with a relevant in-country organisation provides T4Z with significant benefits in ensuring its charitable purposes are achieved. TTCSZ, T4Z's local partner in Zambia, has established government and school networks along with access to a wider set of volunteers who have important local knowledge, skills and experience. This means that projects can be delivered successfully.</p> <p>In terms of working relations between T4Z and TTCSZ, some trustees / committee members in Zambia and the UK have longstanding personal and academic relations. Several met whilst teaching or studying in the School of Education and</p>

		Professional Development at the University of Huddersfield, UK. Others were members of the same church community in Huddersfield for over 8 years. These established connections between T4Z and its Zambian partner ensure the stability of the partnership and secure the successful operation of this project.
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Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>Our first report covered 23/10/19 to 31/03/21, during which period the trustees worked to build foundations for the charity's activities. Our second report covered 01/04/2021 – 31/03/2022 when we were affected adversely by the covid pandemic.</p> <p>During the period covered by this report we have engaged in a variety of fund-raising activities including participation in public events at the local parish church.</p> <p>Direct beneficiaries of T4Z's fundraising are community school teachers in Lusaka. Through fundraising for its Zambian partner, each year T4Z supports the delivery of basic teacher training to another 25-30 volunteer community schoolteachers. Funds raised from specific donors during the period of this report also meant that a teacher studying a 4 year primary education degrees. This teacher also contributes to TTCSZ's training programme so their learning is cascaded more widely to other community school teachers.</p> <p>UNESCO (2015) noted that investing in teachers is a pre-requisite for the transformative power of education to occur. T4Z's investment in the professional development of community schoolteachers has encouraged this transformative process in disadvantaged communities in Lusaka. In addition to direct beneficiaries (teachers), hundreds of children in community schools have benefitted because their teachers now have additional skills and knowledge as a result of T4Z fundraising.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against	Para 1.41	
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objectives set		
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The fundraising climate for the year 2022-23 was again a difficult one, however, despite this the charity managed to match the income of the previous year, in fact increasing it by £100. The £10,266 raised in 2022-23 was sufficient to maintain the charity's funds at sustainable levels, enabling it to commit to funding in 2023-24 the establishment of a Resource Centre in Lusaka [priority 3], provision of a bursary for a second community school teacher to enrol for an undergraduate degree in education [priority 4] and the delivery of a training programme for untrained teachers working in community schools [priority 2].
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	To protect the charity against a sudden and unexpected drop in income, the trustees have agreed to keep reserves of £2,500.00, to ensure that the charity is able to continue to meet its commitments and to meeting its aims and objectives.
Amount of reserves held	Para 1.22	£2,500.00
Reasons for holding zero reserves	Para 1.22	Not applicable
Details of fund materially in deficit	Para 1.24	Not applicable.
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Not applicable.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	T4Z is reliant on the generosity of individual donors and the Gift Aid from their donations. During the period covered by this report we also sold a range of Zambian craft items online and held fundraising stalls at the local parish church. During the subsequent period we intend to diversify and seek a wider range of opportunities.
Investment policy and objectives including any social investment policy adopted	Para 1.46	Not applicable
A description of the principal risks facing the charity	Para 1.46	T4Z's objective is to fundraise and provide resources to support teacher training activities organised by its Zambian partner. The global pandemic still had a residual impact in this period, particularly as there was some ongoing reluctance to participate in group activities among some potential donors. Inflation and the cost of fuel for heating have also reduced potential donors'

		<p>financial capacity to give money to charity as incomes have not kept pace with cost-of-living pressures.</p> <p>To mitigate risk, TTCSZ is successfully using an all-Zambian team of volunteers to deliver its training. This approach began after the pandemic and has been retained. It ensures greater certainty in delivery of TTCSZ's training programmes and also helps to reduce possible risks facing T4Z's fundraising efforts. Donors can be confident that key programmes they support are being delivered by Zambian nationals in Zambia.</p>
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Foundation Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	Charitable Incorporated Organisation
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>The CIO's Constitution stipulates a minimum of 3 and maximum of 10 trustees. Two of those trustees are to be nominated by the Zambian NGO, TTCSZ. One is to be a member of the Management Committee of TTCSZ and ideally one is to be an African national (ideally a Zambian).</p> <p>Currently T4Z has 7 trustees. All were selected because of their skills, knowledge and experience in education, the voluntary sector, management or finance. Three of the 7 are from Africa (one is from Zambia).</p> <p>All have a commitment to education and a shared vision of contributing to quality of education for disadvantaged children in Zambia. Good quality education depends on well trained teachers. This is the key motivation which drives the trustees of T4Z.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	<p>No new trustees were inducted during the period of this report. Policies and procedures developed prior to the registration of T4Z will be employed and, where appropriate, updated when required. When embarking on their roles, current trustees reviewed and discussed the following documents:</p> <p>CC3 The Essential Trustee: What you need to know, what you need to do CC3 The Essential Trustee: 6 Main Duties CC4: What Makes A Charity Charity Governance Code for Smaller Charities</p> <p>The specific clauses in the Constitution of T4Z referring to trustees' responsibilities (i.e., 9-16) were discussed in detail. The original trustees listed below remain in office.</p> <p>As stated in the Constitution, when there is a change of trustees, new trustees will be given a copy of the Constitution and T4Z's last Trustees' Annual Report and statement of accounts.</p>
		The seven trustees meet quarterly. Posts

The charity's organisational structure and any wider network with which the charity works	Para 1.51	<p>within T4Z's structure are: Chairperson, Secretary and Treasurer. During covid lockdowns, meetings were held using Teams or Zoom. Face to face trustee meetings resumed during the period of this report. Decisions are taken democratically following discussion. No decision-making responsibilities are delegated.</p> <p>Working groups focusing on specific tasks meet as and when required.</p>
Relationship with any related parties	Para 1.51	In 2020 T4Z and TTCSZ signed a Memorandum of Understanding outlining the roles and responsibilities of both partners. Both parties are committed to the overall target of supporting training for community schoolteachers in Zambia and will work in a collaborative and co-operative partnership to achieve this aim.
Other		

Reference and Administrative details

Charity name	Teachers for Zambia
Other name the charity uses	T4Z
Registered charity number	1185949
Charity's principal address	13 Gledholt Road Huddersfield HD1 4HD

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Helen Jones	Chair (from 15/06/22)	23/10/19 to date	
2	Auriel le Pla	Treasurer	23/10/19 to date	Nominated by TTCSZ
3	Clare Adesi Kerui	Secretary	23/10/19 to date	
4	Faith Borerwe		23/10/19 to date	
5	Lynette Hall		23/10/19 to date	Nominated by TTCSZ
6	Emma Holmes-Charlesworth	Chair (until 15/06/22)	23/10/19 to date	
7	Jolaade Idowu		23/10/19 to date	
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20				

Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

--

Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

Other optional information



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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

	
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Full name(s)

Helen Mary Fletcher <u>Jones</u>	Lynette Anne Hall
----------------------------------	-------------------

Position (eg Secretary,
Chair, etc)

Chair	Trustee
-------	---------

Date

14/01/24



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
Teachers for Zambia

No (if any)
1185949

CC16a

Receipts and payments accounts

For the period from	Period start date 1st April 2022	To	Period end date 31st March 2023
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations [Gift Aided]	2,900	3,650	-	6,550	6,372
Donations General	380	763	-	1,143	1,862
Helen Book sales	136	-	-	136	-
Summer & Xmas Fairs	737	-	-	737	-
Amazon Smile	28	-	-	28	-
HMRC Gift Aid repayment	1,672	-	-	1,672	-
Raffle Funds	-	-	-	-	1,441
Face Mask sales	-	-	-	-	451
Sub total (Gross income for AR)	5,853	4,413	-	10,266	10,126
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	5,853	4,413	-	10,266	10,126
A3 Payments					
Lottery Licence renewal	20	-	-	20	-
Liability Ins	78	-	-	78	-
Postage	33	-	-	33	-
SumUp Card Reader	26	-	-	26	-
Float	50	-	-	50	-
Transfer to Zambia	200	1,805	-	2,005	-
Raffle expenditure	-	-	-	-	262
	-	-	-	-	-
	-	-	-	-	-
Sub total	407	1,805	-	2,212	262
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	407	1,805	-	2,212	262
Net of receipts/(payments)	5,446	2,608	-	8,054	9,864
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	5,446	2,608	-	8,054	9,864

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash in Bank	14,241	6,540	-
		-	-	-
		-	-	-
	Total cash funds	14,241	6,540	-
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets			-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval

TEACHERS FOR ZAMBIA

England & Wales - Charity number 1185949

Accounts



Trustees' Annual Report for the period

From 23/10/2019 **Period start date** **To 31/03/2021** **Period end date**

Charity name: Teachers for Zambia

Charity registration number: 1185949

Objectives and Activities

	SORP reference	
<p>Summary of the purposes of the charity as set out in its governing document</p>	<p>Para 1.17</p>	<p>The purpose of Teachers for Zambia (T4Z) is to advance the education of children in Zambia by providing resources and supporting the training of community school teachers through a Zambian Non-Governmental Organisation (NGO), namely 'Training Teachers for Community Schools in Zambia' (TTCSZ).</p> <p>Teachers for Zambia registered as a CIO (Charitable Incorporated Organisation) in October 2019. This Trustees' Annual Report covers its first period of operation. T4Z aims to provide an international fundraising stream for its Zambian partner, TTCSZ. The latter is an NGO registered with the Ministry of Community Development in Zambia (June 2016), Registration Certificate RNGO/101/0601/16.</p> <p>Teachers for Zambia fundraises to support the training of unpaid, untrained volunteer teachers working in some of the poorest community schools in the Chawama and Chibolya Zones of Lusaka, Zambia. The training is organised and delivered by TTCSZ. In 2016, the Ministry of General Education (MOGE) noted that community schools play a 'crucial role' in primary school education. Thirty percent of schools in Zambia are community schools. They are not government funded. Community schools are especially important for the education of orphans, girls and other vulnerable children living in informal housing areas.</p> <p>In summary, Teachers for Zambia aims to provide resources and support the training</p>

		of teachers so this cycle of impoverishment for vulnerable children can be broken.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>Fundraising for its Zambian partner NGO is the main activity of T4Z. T4Z's Fundraising Strategic Plan for 2021 to 2024 has prioritised the following:</p> <ol style="list-style-type: none"> 1. To build sufficient reserves to ensure the sustainability of T4Z and the continuity of ongoing TTCSZ projects it has agreed to fund. 2. To support TTCSZ's programmes for the training of untrained volunteer teachers working in community schools in Zambia. 3. To raise sufficient monies for the establishment of a resource centre in Zambia where teachers can access practitioner resources and network with other professionals. 4. To provide bursaries to support the further professional development of untrained volunteer community school teachers in Zambia. <p>Fundraising during this first period since T4Z's registration has focused on the first priority above. Reserves are discussed further in 'Financial Review' (below).</p> <p>Fundraising to achieve the Reserves target was achieved in 2020-2021 through the following activities: Raffle ticket sales, facemasks sales and general and gift aided donations.</p> <p>Some small additional funds to support items 2/3/4 above have also been raised during the period covered by this report.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The charity works within the public benefit guidance published by the Charity Commission. Trustees have signed the Essential Trustee (CC3) Guidance from the Charity Commission and adopted the Charity Commission Governance Code.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	<p>T4Z's Grant Making Policy commits trustees to only applying funds in accordance with its charitable purpose and objectives, as identified in its Constitution.</p> <p>The sole beneficiary of T4Z's fundraising is its Zambian partner, TTCSZ. Approved grants must meet T4Z's charitable purposes</p>

		and reflect priorities listed in its Grant Making Policy. These are subject to review every 3 years, but are currently 2, 3 and 4 above, plus supporting the continuing development of community school teachers by providing seminars, conferences and teacher workshops in Zambia. Eligible grant requests from TTCSZ will be considered and trustees will conduct due diligence checks.
Policy on social investment including program related investment	Para 1.38	Not applicable
Contribution made by volunteers	Para 1.38	<p>T4Z's trustees and supporters are all volunteers. Furthermore, everyone involved with our partner charity in Zambia is a volunteer. No one is paid a salary, so funds go directly to training our beneficiaries i.e. community school teachers and, through them, the education of vulnerable children in Zambia.</p> <p>Our volunteers have greatly supported T4Z's fundraising activities by: donating/creating raffle prizes, selling raffle tickets, making general donations and sewing and selling facemasks during the global pandemic.</p> <p>The contribution of volunteers is essential to our CIO achieving its objects.</p>
Other		<p>Both T4Z and TTCSZ have agreed common values: building trust, enhancing partnerships, inclusion of stakeholders, sharing good practices, upholding transparency, maintaining high standards and promoting sustainability. The operational activities of both charities are underpinned by these values.</p> <p>Working in partnership with a relevant in-country organisation provides T4Z with significant benefits in ensuring its charitable purposes are achieved. TTCSZ, T4Z's local partner in Zambia, has established government and school networks along with access to a wider set of volunteers who have important local knowledge, skills and experience. This means that projects can be delivered successfully.</p> <p>In terms of working relations between T4Z and TTCSZ, a number of trustees/ committee members in Zambia and the UK have longstanding personal and academic</p>

		relations. Several met whilst teaching or studying in the School of Education at the University of Huddersfield, UK. Others were members of the same church community in Huddersfield for over 8 years. These established connections between T4Z and its Zambian partner will stabilise the partnership and secure the successful operation of this project.
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Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>In the 15 months since T4Z's registration, its trustees have focused on strategic planning, agreeing policies and procedural documents, building trust and connections with supporters, and enhancing the vital partnership with TTCSZ. Getting these 'foundations for the future' in place has been T4Z's main achievement in the period covered by this Report.</p> <p>Despite the global pandemic in 2020, T4Z agreed its Fundraising Strategic Plan 2021-2024, successfully conducted two major fundraising events, registered for Gift Aid and built up a base of regular donors. T4Z has also registered with the PayPal Giving Fund and created an account with Amazon Smile. These will broaden T4Z's fundraising sources in the future.</p>

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Teachers for Zambia's bank balance at the 31 st March 2021 (financial year end) was £2865.00.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<p>T4Z's first three year Fundraising Plan has adopted a cautious but flexible approach to ensure the way forward remains realistic and achievable. It includes fundraising targets and priorities.</p> <p>With regard to reserves, the level trustees agreed to establish and maintain was determined by a need to ensure the sustainability of T4Z and its ability to provide continuity for resourcing ongoing projects agreed with TTCSZ.</p>
Amount of reserves held	Para 1.22	£2500 (raised and to be maintained)

Reasons for holding zero reserves	Para 1.22	Not Applicable
Details of fund materially in deficit	Para 1.24	Not Applicable
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Not Applicable

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	As at 31st March 2021: Raffle £1499.00 Face masks £992.00 Gift Aided donations £310.00 Other donations £64.00
Investment policy and objectives including any social investment policy adopted	Para 1.46	Not Applicable
A description of the principal risks facing the charity	Para 1.46	As indicated above, T4Z's objective is to fundraise and provide resources to support teacher training activities organised by its Zambian partner. But the global pandemic curtailed a number of our planned fundraising activities. In 2020, businesses and governments were preoccupied with Covid-19 related matters. Financial prudence was evident at national and individual levels. Furthermore, collecting supporters together for fundraising events was restrained by lockdown restrictions in the UK. International travel for UK training volunteers was severely restricted. In Zambia, community schools were closed for a period and TTCSZ had little choice but to postpone its planned training programme in order to keep teachers and volunteer trainers safe. It is hoped that these external risks will reduce in the near future and that T4Z's more socially based fundraising plans can be reinstated. After careful examination of the Covid-19 situation in Zambia, and in consultation with community school teachers, TTCSZ resumed training in 2021. To keep everyone as safe as possible, changes have been made to the delivery model, an all-Zambian team of volunteers is delivering the training and essential safety protocols have been implemented.

		Collectively we trust that these strategies will enable T4Z and its Zambian partner to manage the effects of these serious external risks.
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Structure, Governance and Management

Description of charity's trusts:		
Type of governing document	Para 1.25	CIO Foundation Constitution
How is the charity constituted?	Para 1.25	Charitable Incorporated Organisation (CIO)
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>This CIO's Constitution stipulates a minimum of 3 and a maximum of 10 trustees. Two of those trustees are to be nominated by the Zambian NGO, TTCSZ. One is to be a member of the Management Committee of TTCSZ and ideally one is to be an African national (preferably a Zambian).</p> <p>Currently T4Z has 7 trustees. All were selected because of their skills, knowledge and experience in either education, the voluntary sector, management or finance. Three are from Africa (one is from Zambia).</p> <p>All have a commitment to education and a shared vision of contributing to quality education for disadvantaged children in Zambia. Good quality education depends on well trained teachers. That is the key motivation that drives the trustees of T4Z.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	<p>Prior to the successful registration of T4Z in October 2019, meetings of potential trustees focused on sharing ideas, establishing this new charity and planning for the future.</p> <p>To inform potential trustees of their roles and responsibilities all reviewed the documents listed below. Their contents were discussed prior to trustees committing to taking on this responsibility for T4Z.</p> <p>CC3 The Essential Trustee: What you need to know, what you need to do CC3 The Essential Trustee: 6 main duties CC4 What Makes a Charity Charity Governance Code for Smaller Charities</p>
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		<p>The specific clauses in the Constitution of T4Z referring to trustees' responsibilities (i.e. 9 – 16) were discussed in detail with potential trustees.</p> <p>The first trustees, as listed in T4Z's Constitution and below, remain in office.</p> <p>As stated in the Constitution, when there is a change of trustees, new trustees will be given a copy of the Constitution and T4Z's last Trustees Annual Report and statement of accounts.</p>
<p>The charity's organisational structure and any wider network with which the charity works</p>	<p>Para 1.51</p>	<p>The following are the only formal roles of T4Z's seven trustees: Chairperson, Treasurer and Secretary.</p> <p>T4Z does not employ any staff. All decisions are taken collectively by the trustees. No decisions have been delegated.</p> <p>Trustee meetings are held four times per year and working groups for specific tasks meet as and when required in order to achieve this CIO's objectives.</p>
<p>Relationship with any related parties</p>	<p>Para 1.51</p>	<p>To formalise the relationship between T4Z and TTCSZ, a Memorandum of Understanding (MOU) was signed in 2020. It outlines the overall roles and responsibilities of both partners. It confirms that both parties are committed to the overall target of supporting training for community school teachers in Zambia and that they will work in a collaborative and co-operative partnership in order to achieve this aim.</p>

Reference and Administrative details

Charity name	Teachers for Zambia
Other name the charity uses	T4Z
Registered charity number	1185949
Charity's principal address	209 Healey Lane Batley WF17 8BL

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Emma Holmes-Charlesworth	Chair	23/10/2019 to date	
2	Auriel Le Pla	Treasurer	23/10/2019 to date	Nominated by TTCSZ
3	Clare Adesi Kerui	Secretary	23/10/2019 to date	
4	Jollade Idowu		23/10/2019 to date	
5	Lynette Hall		23/10/2019 to date	Nominated by TTCSZ
6	Faith Borerwe		23/10/2019 to date	
7	Helen Jones		23/10/2019 to date	
8				
9				
10				

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)	ECharlesworth	<i>amp</i>
Full name(s)	EMMA HOLMES-CHARLESWORTH	Clare Kirui
Position (eg Secretary, Chair, etc)	Chair	Chair Secretary
Date	12/10/2021	



Receipts and payments account

For the period from	Period start date 19th June 2020	To
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £
A1 Receipts			
Donations [Gift Aided]	310	-	-
Donations General	142	-	-
Raffle Funds	1,499	-	-
Facemask sales	992	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
Sub total (Gross income for AR)	2,943	-	-
A2 Asset and investment sales, (see table).			
	-	-	-
	-	-	-
Sub total	-	-	-
Total receipts	2,943	-	-
A3 Payments			
Raffle expenditure	78	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
Sub total	78	-	-
A4 Asset and investment purchases, (see table)			
	-	-	-
	-	-	-
Sub total	-	-	-
Total payments	78	-	-
Net of receipts/(payments)	2,865	-	-
A5 Transfers between funds	-	-	-
A6 Cash funds last year end	-	-	-
Cash funds this year end	2,865	-	-

Section B Statement of assets and liabilities at the end of

Categories	Details	Unrestricted funds to nearest £
B1 Cash funds	Cash in Bank	2,865
		-
		-
	Total cash funds	2,865
	(agree balances with receipts and payments account(s))	OK

Categories	Details	Unrestricted funds to nearest £
B2 Other monetary assets		
		-
		-
		-
		-
		-

Categories	Details	Fund to which asset belongs
B3 Investment assets		

Categories	Details	Fund to which asset belongs
B4 Assets retained for the charity's own use		

Categories	Details	Fund to which liability relates
B5 Liabilities		

Signed by one or two trustees on behalf of all the trustees

Signature

Print N

o (if any)
185949

ounts

Period end date
31st March 2021

CC16a



Total funds	Last year
to the nearest £	to the nearest £
310	-
142	-
1,499	-
992	-
-	-
-	-
-	-
-	-
2,943	-
-	-
-	-
-	-
2,943	-
78	-
-	-
-	-
-	-
-	-
-	-
-	-
-	-
-	-
78	-
-	-
-	-
-	-
78	-
2,865	-
-	-
-	-
2,865	-

the period

Restricted funds
to nearest £

-
-
-
-

OK

Endowment funds
to nearest £

-
-
-
-

OK

Restricted funds
to nearest £

-
-
-
-
-
-

Endowment funds
to nearest £

-
-
-
-
-
-

Cost (optional)

-
-
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-
-

Current value (optional)

-
-
-
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Cost (optional)

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-
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-
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Current value (optional)

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-
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Amount due (optional)

-
-

When due (optional)

	-	
	-	
	-	

lame

Date of approval
