

Trustees' Annual Report for the period

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

--

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)

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

- 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.

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.

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.

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.

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.

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)

<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>
<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> <p>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.</p> <p>It outlined priorities as follows:</p> <ol style="list-style-type: none"> 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. <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 applicable.</p>

Additional details of objectives and activities (Optional information)

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

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

<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>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.</p> <p>Nobody is paid for donating/creating raffle 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>

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.


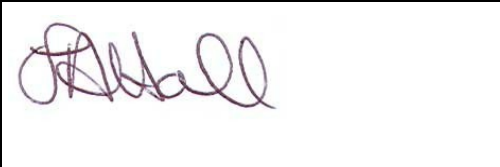
As a small charity we have limited options for the investment of our funds but do ensure that our reserves, together with a portion of other funds, are deposited in a savings account to ensure the monies do earn some interest.

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
		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	