



Nurture Roots Foundation

Report of the trustees for Period 01/04/2023 to 31/03/2024

Organization type: CIO

Trustees

- Dr Abdullahi Ahmed (Chair)
- Dr Aliyu Ahmad
- Dr Adamu Tijjani Ibrahim

Our Aim

Nurture roots Foundation is not-for-profit charity with the aim of providing foundational knowledge and skills essential for the human development of young children and young people to achieve their full potential.

Our Objectives

- To empower teachers with skills and resources to teach literacy and numeracy with continuing professional development.
- To educate and support youths by helping them to build a bright future with improved access to quality learning.
- To Provide educational support for disadvantaged and vulnerable children in indigent communities by making technology relevant in solving problems to shape their future.

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Risk Management

The Board of Trustees is committed to ensuring the charity operates with resilience and sustainability. To this end, the board has conducted a thorough assessment of the key risks that could potentially impact the organization's operations and success. In response, they have developed and implemented robust strategies aimed at managing and mitigating these risks effectively.

The identified risk areas and corresponding measures are outlined below:

1. Technology Risks

Recognizing the critical role of technology in delivering the charity's initiatives, comprehensive strategies have been implemented to mitigate potential technical disruptions:

- Developed contingency plans to address and resolve technical issues swiftly during virtual training sessions.
- Maintained up-to-date, secure systems and software to safeguard operations and protect sensitive data.
- Enforced **strict data protection policies** in compliance with GDPR and local data privacy laws, particularly when handling participant and donor information.
- Provided technical support and resources to both educators and learners to ensure smooth participation and reduce barriers to engagement.
- Addressed **connectivity challenges in underserved areas** by exploring **hybrid learning models**, including mobile-based solutions and offline content delivery.
- Partnered with **local tech hubs and internet service providers** to improve digital infrastructure access for beneficiaries.
- Established **technology grants and equipment donations** to support educators and learners who lack access to essential devices such as laptops and headsets.



2. Funding Risks

Financial sustainability is a cornerstone of the charity's ability to deliver its programs effectively. To mitigate funding risks and ensure responsible financial management, particularly in **Nigeria**, we have implemented robust measures to safeguard the efficient allocation and transparency of funds.

Key Funding Risk Areas and Mitigation Strategies

1. Diversification of Income Streams

- Reduced reliance on a single donor or funding source by establishing a mix of **grants, partnerships, corporate sponsorships, and individual donations** to enhance financial resilience.
- Explored **alternative revenue-generating initiatives**, such as fundraising events and social enterprise models, to create sustainable funding streams.
- Strengthened relationships with **institutional funders and international partners** to secure long-term financial commitments.

2. Transparent and Accountable Fund Management

- Established **strict financial controls and reporting mechanisms** to ensure funds are allocated efficiently and ethically.
- Regularly conducted **independent financial audits and internal reviews** to enhance accountability and compliance with both UK and Nigerian financial regulations.
- Ensured that **all funds allocated to programs in Nigeria** are tracked through clear documentation, receipts, and financial records to prevent mismanagement or misuse.

3. Budgeting and Expenditure Oversight

- Conducted **regular budget reviews** to ensure spending aligns with available resources and organizational priorities.
- Developed a **centralized financial monitoring system** to track and report all expenditures, ensuring that funds are utilized for their intended purposes.
- Implemented **cost-effectiveness analysis** to assess program spending efficiency and maximize impact.

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- Adopted **electronic payment methods and secure banking channels** to enhance fund traceability and prevent unauthorized cash transactions.
- Established **local financial oversight teams** to monitor spending in Nigeria and ensure funds are distributed appropriately for program delivery.
- Developed **whistleblowing and fraud prevention measures** to allow stakeholders, including staff and beneficiaries, to report any financial misconduct or concerns confidentially.

By implementing these measures, the charity ensures that funding risks are minimized while maintaining high standards of transparency, accountability, and efficiency in how funds—especially those allocated for projects in Nigeria—are managed and spent.

3. Legal Risks

Compliance with legal and regulatory frameworks remains a key priority for safeguarding the charity's reputation and operations. As we expand our collaborations, including partnerships with international organizations, we recognize the additional complexities and risks that must be managed effectively.

Key Legal Risk Areas and Mitigation Strategies

1. Data Protection and Privacy Laws

- Ensured all virtual training initiatives adhered strictly to **data protection and privacy laws**, including GDPR and relevant local regulations in partner countries.
- Conducted regular compliance audits and training for staff and volunteers handling personal data.
- Implemented robust data security protocols, including encryption and access controls, to safeguard sensitive information.

2. Adapting to Changing Legislation

- Remained vigilant to **changes in legislation affecting charity work** at both national and international levels.
- Maintained a **legal advisory network** to assess and implement necessary adjustments in response to new or revised regulations.
- Engaged in **advocacy and dialogue** with regulatory bodies to stay informed and contribute to discussions that impact the charity sector.

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3. Accountability and Stakeholder Trust

- Established **transparent mechanisms** for promptly addressing concerns or complaints, reinforcing **accountability and trust** among stakeholders.
- Developed a **whistleblowing policy** to enable individuals to report potential legal or ethical violations confidentially.
- Ensured clear **documentation and reporting** to demonstrate compliance with all legal and governance requirements.

4. Legal Risks in Working with International Partners

- **Cross-border Compliance:** Ensured that all international collaborations comply with both UK charity law and the legal frameworks of partner countries. This includes taxation, financial transactions, and employment laws where applicable.
- **Contractual Agreements:** Established **clear, legally binding agreements** with international partners outlining roles, responsibilities, and compliance expectations. These contracts are reviewed by legal experts before execution.
- **Anti-Money Laundering (AML) and Counter-Terrorism Financing (CTF) Measures:** Implemented stringent financial oversight to ensure funds transferred across borders adhere to international **AML and CTF regulations**, preventing misuse or misappropriation.
- **Intellectual Property Rights:** Ensured that intellectual property related to joint projects, content, and resources is legally protected and that partners understand their rights and obligations.
- **Cultural and Ethical Considerations:** Accounted for **local legal and cultural differences**, ensuring that program activities align with community norms while remaining compliant with UK and international law.

Through these targeted actions, the Board of Trustees has demonstrated a commitment to safeguarding the charity against potential challenges while ensuring its mission continues to thrive. These efforts reflect the charity's dedication to serving its beneficiaries responsibly and effectively.

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Review of activities and achievements between 01/04/2023 to 31/03/2024

1. Nurture Roots Foundation: Weekly Online Cloud Club

The **Nurture Roots Foundation's Weekly Online Cloud Club** continues to thrive as a transformative platform for young individuals, providing them with essential programming and Azure cloud skills. Held every Sunday from 12:15 pm to 1:15 pm, the hour-long sessions offer participants an engaging, interactive learning environment that bridges the gap between technical expertise and practical application in today's tech-driven world.

Over the past year, the program has seen remarkable growth, attracting a diverse group of participants eager to build foundational and advanced digital skills. The addition of Azure AI Fundamentals training, supported by dedicated Microsoft Volunteers, has enriched the program's curriculum, allowing participants to explore emerging technologies such as artificial intelligence and its real-world applications.

Key Features of the Cloud Club:

- **Expert-Led Instruction:** Experienced instructors, including Microsoft Volunteers, guide participants through tailored lessons, ensuring a high standard of learning and mentorship.
- **Interactive and Practical Learning:** Sessions emphasize hands-on projects, group activities, and collaborative problem-solving to encourage active engagement and creativity.
- **Comprehensive Skill Development:** In addition to technical skills like programming and cloud technologies, the program nurtures interpersonal and professional skills, including teamwork, communication, and adaptability.
- **Community Building:** The Cloud Club fosters a sense of belonging, enabling participants to connect with peers who share a passion for technology. This supportive network helps build confidence and encourages mutual growth.

Aligned with the Foundation's mission to **empower young people through education and technology**, the Cloud Club has not only equipped participants with vital digital skills but has also helped them develop a sense of achievement and confidence in their abilities.

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Expanding Impact:

Recognizing the program's success and growing demand, the Foundation is actively working to expand this initiative. Plans include introducing additional advanced-level courses, integrating more specialized topics in AI and cloud computing, and scaling the program to accommodate a larger audience. These efforts aim to provide even greater access to high-quality digital skills training and mentorship, empowering more young people to thrive in a competitive global workforce.

The continued support from Microsoft Volunteers and the enthusiasm of participants highlight the Cloud Club's impact as a dynamic, community-focused initiative driving positive change in the digital education landscape.

2. Transforming Lives Through Education: Partnership with FlexiSaf Foundation

In partnership with the **FlexiSaf Foundation**, a Nigerian-based charitable organization dedicated to advancing education, we have continued our commitment to addressing educational disparities by sponsoring the education of **13 children** who were previously out of school. This marks an expansion of our initiative, with 10 children initially supported and an additional 3 enrolled in the past year. These young learners are now receiving formal education in primary schools across Nigeria, ensuring access to quality learning opportunities that were once out of reach.

Holistic Support for Academic and Personal Growth

Beyond enrolment, the program emphasizes a holistic approach to the children's development:

- **Mentorship and Guidance:** Each child is paired with mentors who provide academic support, life skills coaching, and encouragement, ensuring they feel empowered and motivated to succeed both in school and in life.
- **Personal Development:** Through structured guidance, the children are nurtured to build confidence, critical thinking, and social skills that contribute to their overall growth.
- **Educational Continuity:** Regular monitoring and progress assessments ensure that each child remains on track, addressing challenges promptly to maintain their academic momentum.

A Vision for Long-Term Impact

This initiative is not only transforming the lives of these 13 children but is also contributing to breaking the cycle of poverty in their communities. By providing access to quality education, we are investing in their futures, equipping them with the tools they need to unlock opportunities and achieve their full potential.

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Strengthening Partnerships for Greater Change

This collaboration with the FlexiSaf Foundation reflects our shared mission to empower young minds and create sustainable change through education. Together, we are tackling one of the most pressing challenges in the region—ensuring that every child, regardless of their circumstances, has the chance to learn and thrive.

The success of this program underscores the power of partnerships in driving positive social impact. By continuing to work hand in hand with organizations like the FlexiSaf Foundation, we remain dedicated to fostering education as a cornerstone for community development and a brighter future for all.

3. Vocational Training: Partnership with Engausa

In partnership with **Engausa**, a reputable skills acquisition center in Nigeria, we successfully sponsored the vocational training of **7 young individuals** between April 2022 and March 2023 as part of our **"Street to Skills" program**. This transformative initiative aims to empower young people by providing practical, hands-on training in various technical fields, including **CCTV installation, solar panel installation, computer operation, and mobile phone repairs**.

Ongoing Support and Progress Tracking

We remain committed to the long-term success of the individuals trained through this program. Since the completion of their training, we have continued to track their progress to ensure they are effectively applying the skills they acquired. This follow-up approach includes:

- Monitoring their employment status and entrepreneurial ventures to assess the program's impact.
- Providing guidance and support to help them navigate challenges and maximize opportunities in their respective fields.
- Encouraging continued skill development to ensure they remain competitive and adaptable in a dynamic job market.

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Empowering Individuals, Transforming Communities

The primary goal of this program is to equip participants with the knowledge and skills necessary to secure meaningful employment or establish their own businesses. By fostering individual self-sufficiency, we are also contributing to the economic development of their communities.

This initiative reflects our belief in the power of education and skills training to create lasting change. By transforming lives and enabling a transition from street life to skilled professionalism, we are not only impacting the individuals directly involved but also creating a ripple effect of positive change across society.

4. Empowering Educators: Enhancing Online Teaching Capabilities

Under our **Edufix scheme**, we have continued our initiative to support online teaching by providing essential tools to educators. This ongoing program has now supported additional **10 teachers** by equipping them with **laptops and headsets**, enabling them to deliver more effective and engaging online lessons.

Building on the success of the program, which began in March 2023 with 5 teachers, we have expanded its reach to ensure more educators benefit from this opportunity. By offering these tools at subsidized rates with a convenient monthly repayment plan, we are empowering teachers to overcome technological barriers and improve the quality of online education.

Additionally, this initiative has played a pivotal role in supporting the not-for-profit **i-eSchool**, which provides online education to students. By enhancing the teaching capabilities of its educators, we are directly contributing to the school's mission of making education more accessible and impactful.

Through this program, we reaffirm our commitment to leveraging technology as a catalyst for improving education and creating a supportive environment where both teachers and students can thrive.

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5. Distributing Hope and Happiness in Rural Bauchi State

As part of our ongoing efforts to support underprivileged communities, we organized a distribution drive in rural areas of **Bauchi State**, providing essential items to those in need. This initiative reflects our commitment to improving the lives of vulnerable individuals, especially children, by addressing both immediate needs and fostering joy and a sense of belonging.

Items Distributed

During the distribution drive, we delivered a variety of items aimed at supporting families and bringing smiles to children's faces:

- **Books:** Educational materials to encourage learning and literacy among children and young adults.
- **Toys:** Play items that promote creativity and emotional well-being for children.
- **Clothing:** Essential garments, including warm clothing, for individuals and families to address basic needs.

Community Impact

The distribution event had a profound impact on the lives of the beneficiaries:

- **Promoting Education:** The books distributed provided children with access to learning materials, helping them build foundational skills and encouraging a culture of education in their communities.
- **Fostering Joy and Well-Being:** The toys offered children moments of happiness, enabling them to experience the simple joys of childhood.
- **Meeting Essential Needs:** The clothing helped alleviate some of the financial strain on families by addressing immediate necessities, especially as seasons changed.

A Step Toward Greater Change

This initiative exemplifies our mission to uplift underprivileged communities by addressing basic needs and creating opportunities for growth and happiness. By distributing these items, we aim to empower individuals and families, fostering a sense of hope and support in their lives.

We remain committed to extending such impactful initiatives, ensuring that more communities in need feel the positive reach of our work. Together, we continue to strive for a future where no one is left behind.



Future Plans

1. Supporting Out-of-School Children

We remain steadfast in advancing our initiative to sponsor out-of-school children, aiming to expand its reach to additional communities and increase the number of beneficiaries. Our plans include refining our systems for monitoring and tracking the progress and attendance of sponsored students, ensuring they not only access education but also achieve meaningful milestones in their learning journey.

To strengthen the program, we will implement enhanced processes that provide a comprehensive support system, fostering academic success and personal growth. By focusing on both expansion and quality improvement, we aim to empower more children with the tools they need to secure a brighter future through education.

2. Vocational Training

In collaboration with **Engausa Tech Hub**, we will continue to expand our sponsorship of vocational training programs for young individuals. Our approach goes beyond skill acquisition, focusing on providing the necessary mentorship, tools, and guidance to ensure participants transition into self-sufficient professionals.

This initiative emphasizes creating a structured pathway from training to employment or entrepreneurial opportunities. By equipping participants with practical, income-generating skills and ongoing support, we aim to empower them to build sustainable livelihoods while contributing to the economic growth of their communities.

3. Expanding Schemes and Volunteer Network

To enhance the reach and impact of our programs, we are committed to broadening the scope of our existing schemes while actively increasing our volunteer base. Volunteers play a crucial role in our operations, and we aim to attract passionate individuals eager to contribute to our cause. Our strategy includes targeted recruitment campaigns and outreach efforts to engage volunteers from diverse backgrounds. We also plan to offer training and support, ensuring they are well-equipped to assist in our initiatives.

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Expanding our volunteer network will not only strengthen our current programs but also enable us to explore new avenues for community service. Our ultimate goal is to build a robust, dedicated team of volunteers that drives meaningful change and amplifies the impact of our mission.

4. Digital Learning Center

We are working towards establishing a state-of-the-art **Digital Learning Center** in a local community in Nigeria. This centre will serve as a hub for comprehensive digital and vocational skills training, empowering individuals to enhance their abilities and share knowledge within their communities.

The center will feature:

- **Advanced Technology:** Equipped with modern tools and resources to facilitate learning in areas such as computer literacy, advanced IT training, and vocational skills aligned with market demands.
- **Robust Curriculum:** Offering diverse training programs designed to meet community needs and prepare participants for opportunities in the digital economy.
- **Culture of Mentorship:** Encouraging trained individuals to mentor others, fostering a ripple effect of skill development and empowerment throughout the community.

To ensure its sustainability and relevance, we will collaborate with local leaders, educational experts, and industry professionals to tailor programs to community-specific needs and evolving market trends.

Our vision is for this center to become a beacon of digital literacy and vocational expertise, driving socio-economic transformation in the region and equipping youth with the tools to succeed in an ever-evolving world.

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CHARITY COMMISSION
FOR ENGLAND AND WALES

Nurture Roots Foundation			1187537	CC16a
Receipts and payments accounts				
For the period from	01/04/2023	To	31/03/2024	

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 via Charitable Giving Benevity (Individuals)	9,023	-	-	9,023	6,756
Donations via Online Giving Foundation (Individuals)	1,311	-	-	1,311	81
Donations via Bank transfer from individuals	8	-	-	8	40
Loan Repayment	522	-	-	522	-
Donations via non-profit tech offers (Organisation)	3,000	-	-	3,000	-
Donations via Charity Aid Foundation - CAF (Individuals)	-	-	-	-	106
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	13,864	-	-	13,864	6,983

A2 Asset and investment sales, (see table).

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	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	13,864	-	-	13,864	6,983

A3 Payments

School Books, Clothes and Toys Shipping - UK to Nigeria	5,312	-	-	5,312	-
Students Loan Scheme	400	-	-	400	-
Teachers Tech Support	1,867	-	-	1,867	-
Productivity Softwares, Tools and Hosting Charges	1,392	-	-	1,392	-
Scholarships Scheme	2,632	-	-	2,632	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	11,603	-	-	11,603	-

A4 Asset and investment purchases, (see table)

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		-	-	-	-	
		-	-	-	-	
	<i>Sub total</i>	-	-	-	-	-
	<i>Total payments</i>	11,603	-	-	11,603	-
	<i>Net of receipts/(payments)</i>	2,261	-	-	2,261	6,983
A5 Transfers between funds		-	-	-	-	-
A6 Cash funds last year end		-	-	-	-	-
	<i>Cash funds this year end</i>	2,261	-	-	2,261	6,983

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	Bank Account Balance	2,261	-	-
		-	-	-
		-	-	-
	<i>Total cash funds</i>	2,261	-	-

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(agree balances with receipts and payments account(s))

B2 Other monetary assets

Details	OK	OK	OK
	Unrestricted funds	Restricted funds	Endowment funds
	to nearest £	to nearest £	to nearest £
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

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

		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

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
	Prof. Abdullahi Ahmed	29/01/2025

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