



Nurture Roots Foundation

Report of the trustees for Period 01/04/2024 to 31/03/2025

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 remains committed to ensuring that the charity operates with resilience, sustainability, and strong governance. During the reporting period, the Board reviewed and reaffirmed the key risks previously identified, which remain relevant to the charity's operations as activities continue to expand in scale, geography, and partnerships. The Trustees have maintained and strengthened the strategies in place to manage and mitigate these risks and continue to monitor the risk environment through regular reviews and reporting.

The principal risk areas and corresponding mitigation measures are outlined below.

1. Technology Risks

Recognising the critical role of technology in delivering the charity's education, training, and mentoring activities, the Board has continued to prioritise the management of technology-related risks.

Mitigation measures in place include:

- Maintaining contingency plans to enable swift resolution of technical issues during virtual and hybrid training sessions.
- Ensuring that all systems and software are kept up to date, secure, and appropriately maintained to protect operations and sensitive data.
- Enforcing strict data protection policies in compliance with GDPR and applicable local data privacy laws, particularly when handling participant and donor information.
- Providing ongoing technical support and guidance to educators, volunteers, and learners to minimise barriers to participation.
- Addressing connectivity challenges in underserved areas through hybrid learning models, including mobile-based solutions and offline content delivery.
- Partnering with local technology hubs and internet service providers to improve access to digital infrastructure for beneficiaries.
- Facilitating technology grants and equipment donations to support educators and learners who lack access to essential devices such as laptops and headsets.

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These measures reduce the risk of disruption to programme delivery and safeguard the integrity of digital operations.

2. Funding Risks

Financial sustainability remains a cornerstone of the charity's ability to deliver its programmes effectively. The Board continues to treat funding risk as a key strategic priority, particularly in relation to international programme delivery.

The following mitigation strategies remain in place:

a) Diversification of Income Streams

- Reducing reliance on any single donor or funding source by maintaining a balanced mix of grants, partnerships, corporate sponsorships, and individual donations.
- Developing alternative income-generating initiatives, including fundraising events and social enterprise approaches, to strengthen long-term sustainability.
- Strengthening relationships with institutional funders and international partners to secure multi-year and strategic funding commitments.

b) Transparent and Accountable Fund Management

- Maintaining strict financial controls and reporting systems to ensure funds are allocated efficiently and ethically.
- Conducting regular internal financial reviews and independent audits to ensure compliance with UK and Nigerian financial regulations.
- Ensuring that all funds allocated to programmes in Nigeria are supported by clear documentation, receipts, and audit trails to prevent mismanagement or misuse.

c) Budgeting and Expenditure Oversight

- Undertaking regular budget reviews to ensure expenditure remains aligned with available resources and strategic priorities.
- Operating a centralised financial monitoring system to track all programme expenditure against approved budgets.
- Applying cost-effectiveness analysis to maximise impact and value for money.
- Using electronic payment methods and secure banking channels to improve traceability and reduce the risk of unauthorised cash transactions.
- Maintaining local financial oversight arrangements in Nigeria to monitor programme-level spending.

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- Operating whistleblowing and fraud-prevention mechanisms to enable confidential reporting of any financial concerns.

These measures continue to minimise funding risk while maintaining high standards of transparency and accountability.

3. Legal and Regulatory Risks

Compliance with legal and regulatory requirements remains a core priority for safeguarding the charity's reputation and operations, particularly as the charity expands its partnerships and international activities.

The Board has maintained the following mitigation measures:

a) Data Protection and Privacy

- Ensuring that all virtual and digital activities comply with GDPR and relevant local data protection laws.
- Providing regular compliance training for staff and volunteers handling personal data.
- Operating robust data security controls, including access management and encryption, to protect sensitive information.

b) Adapting to Changing Legislation

- Monitoring changes in legislation affecting charity operations in the UK and partner countries.
- Maintaining access to legal advice to assess and implement necessary regulatory adjustments.
- Engaging constructively with regulators and sector bodies to remain informed of emerging requirements.

c) Accountability and Stakeholder Trust

- Operating transparent procedures for handling complaints and concerns.
- Maintaining a whistleblowing policy to enable confidential reporting of legal or ethical issues.
- Ensuring clear documentation and reporting to demonstrate compliance with governance and regulatory standards.

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d) Legal Risks in Working with International Partners

- Ensuring all international collaborations comply with UK charity law and relevant local legal frameworks, including taxation, financial transfers, and employment law.
- Establishing clear, legally binding agreements with partners that define roles, responsibilities, and compliance expectations.
- Applying Anti-Money Laundering (AML) and Counter-Terrorism Financing (CTF) controls to all cross-border financial transactions.
- Protecting intellectual property arising from joint projects and ensuring partners understand their rights and obligations.
- Taking account of cultural and legal differences while ensuring all activities remain compliant with UK and international law.

Conclusion

Through these ongoing measures, the Board of Trustees continues to demonstrate a strong commitment to effective risk management, safeguarding the charity's resources, reputation, and beneficiaries. The Trustees will continue to review these risks regularly and strengthen controls as the organisation grows and its activities evolve.

Review of activities and achievements between 01/04/2024 to 31/03/2025

1. **Weekly Online Cloud Club:** During the reporting period, the Foundation **successfully delivered the planned expansion and strengthening** of the Weekly Online Cloud Club, as set out in the prior year's development objectives.




GIRLS CLOUD CLUB
LEARN IT IN 30 DAYS
AZURE FUNDAMENTALS
3RD COHORT

Ready to explore Azure? Join Nurture Roots Foundation and volunteer Microsoft FTEs for a 30-day Cloud Club Session to master Azure Fundamentals!

Enhance your skills and stand out in your field with a chance for a 50% discount on Azure Fundamentals Certification.

 **THURSDAYS**
FROM 5TH SEP 2024  **12PM BST**  **ONLINE VIA MS TEAMS**




Sign up to join via  nurtureroots.org/events




CLOUD CLUB
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 **SUNDAYS**
FROM 7TH JULY 2024  **11AM BST**
2PM BST  **ONLINE VIA MS TEAMS**

Sign up by 5th of July via  nurtureroots.org/events

The programme continued to operate during weekends and remained a core digital skills and youth empowerment intervention, providing structured training in programming, cloud computing, and emerging technologies.

In line with the Foundation's strategic priorities, the programme achieved the following key objectives during the period:

- **Delivery of Advanced and Expanded Curriculum:** As planned, the curriculum was **successfully expanded** to include **Azure AI Fundamentals**, enabling participants to explore artificial intelligence and its real-world applications. This addition strengthened the programme's relevance to emerging technology trends and improved the progression pathways available to learners.

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The programme also introduced more advanced-level content in cloud computing and software development, meeting the growing demand for higher-level digital skills.

- **Gender and Rural Inclusion Objectives Achieved**

In response to previously identified gaps in access for women and rural learners, the Foundation **implemented dedicated sessions and targeted outreach for women**, with particular focus on participants from rural and underrepresented communities.

These actions achieved the intended objectives to:

- Increase female participation in digital skills training
- Reduce geographic barriers to access
- Build confidence and aspiration among young women in technology

- **Programme Quality and Delivery Standards Maintained**

Throughout the period, the programme maintained high delivery standards through:

- **Expert-Led Instruction:** Continued support from experienced instructors and **Microsoft Volunteers** ensured consistent quality of teaching and mentorship.
- **Interactive and Practical Learning:** Sessions continued to emphasise hands-on learning, collaborative problem-solving, and practical application of skills.
- **Comprehensive Skill Development:** The programme sustained its dual focus on technical competence and professional skills, including teamwork, communication, and adaptability.

- **Public Benefit and Outcomes**

The successful delivery of the planned developments resulted in:

- Improved access to high-quality digital education
- Strengthened employability and future learning pathways for participants
- Increased participation by women and learners from rural communities
- Improved confidence, technical competence, and career awareness among beneficiaries

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These outcomes demonstrate that the programme not only met its development objectives for the period but also delivered clear and measurable public benefit.

Forward Planning

Building on the successful achievement of the period's objectives, the Foundation plans to:

- Further expand advanced-level and specialist content
- Strengthen dedicated provision for women and rural learners
- Increase delivery capacity and volunteer engagement
- Continue to refine learning pathways aligned to emerging technologies

2. Transforming Lives Through Education: Partnership with FlexiSaf Foundation

During the reporting period, the Foundation **successfully continued and consolidated** its long-standing partnership with the **FlexiSaf Foundation** to support the education of children who were previously out of school.

In line with the objectives set in the previous period, the partnership **maintained and expanded** its sponsorship programme, for **13 children**.

These children are now receiving formal primary education in schools across Nigeria, ensuring sustained access to learning opportunities that were previously unavailable to them.

Delivery of Planned Support

The programme continued to deliver the full range of planned support, including:

- **School Enrolment and Continuity:**
All 13 children remained enrolled in formal education, with systems in place to support retention and progression.
- **Mentorship and Guidance:**
Each child continued to receive mentoring support focused on academic performance, personal development, and motivation.
- **Monitoring and Progress Reviews:**
Regular progress monitoring and welfare checks were undertaken to identify and address learning or safeguarding concerns promptly.

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This ensured that the partnership moved beyond enrolment alone to provide sustained, structured support for each beneficiary.

Public Benefit and Outcomes Achieved

As a result of the continued delivery of this programme, the Foundation achieved the intended outcomes for the period, including:

- Sustained school attendance and educational continuity for all 13 children
- Improved academic engagement and confidence among beneficiaries
- Strengthened personal development, social skills, and resilience
- Reduced risk of children returning to education exclusion

The programme contributes directly to breaking cycles of poverty and educational disadvantage within highly vulnerable communities.

Partnership Effectiveness and Learning

The Trustees reviewed the performance of this partnership through regular reports and confirmed that:

- The collaboration remains effective and well-governed
- Safeguarding and accountability standards are being met
- The partnership continues to deliver strong value for money and impact

The success of this programme continues to demonstrate the value of **sustained, trusted partnerships** in delivering long-term educational outcomes.

Forward Planning

Building on the successful continuation of this partnership, the Foundation intends to:

- Maintain sponsorship for the current cohort of children
- Explore opportunities for modest expansion where funding allows
- Continue strengthening monitoring, mentoring, and safeguarding arrangements

3. Street2Schools – Establishment of Nurture Roots’ Managed Sponsorship Scheme

During the reporting period, the Foundation **successfully established and launched its own managed Street2Schools sponsorship scheme**, following the completion of an initial pilot phase and learning from its partnership model with the **FlexiSaf Foundation**.

Building on the experience, systems, and safeguarding practices developed through the FlexiSaf collaboration, the Foundation transitioned from a partner-led model to a **directly managed sponsorship programme**, enabling greater scale, consistency, and strategic oversight.



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Delivery of Planned Transition and Scale-Up

In line with the Foundation's development objectives, the new managed Street2Schools scheme was implemented and achieved the following during the period:

The Foundation are sponsoring a total of **68 previously out-of-school children** into formal education across eight high-need locations in Nigeria.

This represents the Foundation's **first fully managed, multi-location Street2Schools sponsorship programme**.

Programme Design and Safeguarding

Drawing on learning from the FlexiSaf pilot, the Foundation designed a structured delivery model that includes:

- Formal school enrolment and registration
- Provision of uniforms, books, and learning materials
- Regular monitoring of attendance and academic progress
- Engagement with parents, guardians, and school authorities
- Safeguarding and welfare oversight for all sponsored children

This ensured that the scheme moved beyond enrolment to provide **sustained, accountable, and child-centred support**.

Public Benefit and Outcomes Achieved

As a result of the successful launch of the managed scheme, the Foundation achieved the intended outcomes for the period, including:

- Direct access to formal education for **68 highly vulnerable children**
- Improved attendance and educational continuity
- Reduced risk of children remaining in or returning to education exclusion
- Strengthened local delivery and monitoring capacity across multiple states

The programme now forms a central pillar of the Foundation's education access strategy.



Learning and Strategic Significance

The Trustees noted that:

- The FlexiSaf partnership provided a valuable pilot and learning platform
- The transition to a managed scheme demonstrates organisational maturity
- The Foundation now has a scalable, governable model for future expansion

This progression from pilot partnership to internally managed programme represents a significant step in the Foundation's long-term development.

Forward Planning

Building on the successful establishment of the managed Street2Schools scheme, the Foundation intends to:

- Consolidate delivery and retention for the current cohort
- Strengthen tracking and digital monitoring systems
- Gradually expand the number of children supported as funding allows
- Explore a hybrid model combining direct delivery with re-granting to trusted partners

4. Partnership with AHYEL – Establishment of a Community Tech Hub in Jama'are

During the reporting period, the Foundation **successfully progressed and implemented** its planned strategic partnership with **AHYEL** to establish a **Partner Community Tech Hub in rural Jama'are, Bauchi State of Nigeria.**

This collaboration forms a core part of the Foundation's long-term infrastructure and digital inclusion strategy and represents a key milestone in expanding sustainable, community-based delivery capacity prior to the establishment of the Foundation's own dedicated hub. **Please see [YouTube Video HERE](#) and photos below:**



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Delivery of Planned Objectives

In line with the objectives set in the previous period, the partnership achieved the following during the year:

- **Establishment of a Partner Community Hub:**

A functional Community Tech Hub was established in Jama'are, providing a physical base for digital skills training, education support, and community outreach activities.

- **Integration with Core Programmes:**

The hub was integrated into the delivery of the Foundation's programmes, including:

- Digital skills training for young people
- Support for Street2Schools activities and child tracking
- Deployment and support of Tech Fellows

This ensured that the partnership moved beyond planning into active, operational delivery.

Public Benefit and Outcomes Achieved

As a result of the successful establishment of the Partner Community Tech Hub, the Foundation achieved the intended outcomes for the period, including:

- Improved access to digital skills training in a rural and underserved community
- Strengthened local delivery capacity for education and skills programmes
- Creation of a safe, accessible learning environment for young people
- Increased community engagement in technology and education initiatives

The hub now serves as a central platform for sustained community-based delivery and future programme expansion.

This collaboration demonstrates the Foundation's ability to work effectively with partners to deliver infrastructure and capacity-building initiatives.

Forward Planning

Building on the successful establishment of the Partner Community Tech Hub, the Foundation intends to:

- Expand the range of training and community programmes delivered through the hub
- Increase the number of beneficiaries served in Jama'are and surrounding communities
- Use this partnership as a model to inform the future development of the Foundation's own dedicated Community Tech Hub.

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5. Empowering Educators: Enhancing Online Teaching Capabilities

During the reporting period, the Foundation **successfully continued and expanded** its **EduFix Scheme**, a core initiative designed to strengthen online and blended teaching by providing educators with essential digital tools.

Building on the pilot phase launched in **2023**, the Foundation expanded the scheme during the period to support an **additional 15 teachers**.

This expansion reflects the achievement of the development objectives set in the previous period and demonstrates the Foundation's commitment to sustained teacher support and system strengthening.

Delivery of Planned Expansion

In line with the programme's objectives, the Foundation delivered the following during the period:

- **Provision of Equipment:** Fifteen additional teachers were equipped with laptops and headsets to support high-quality online teaching.
- **Targeting of High-Impact Educators:** Priority was given to teachers delivering online and blended learning in underserved contexts, where access to suitable equipment remains a major barrier.

This ensured that the programme continued to address both access and affordability challenges in digital education.

Support for i-eSchool and System-Level Impact: A significant proportion of supported teachers deliver teaching through the not-for-profit **i-eSchool** platform. By strengthening the technical capacity of these educators, the Foundation directly contributed to:

- Improved quality and consistency of online teaching
- Increased access to education for students unable to attend face-to-face classes
- Enhanced delivery capacity within a not-for-profit education provider

This demonstrates that the EduFix Scheme delivers impact not only at the individual teacher level but also at the institutional and system level.

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Public Benefit and Outcomes Achieved

As a result of the continued and expanded delivery of the EduFix Scheme, the Foundation achieved the intended outcomes for the period, including:

- Reduced technological barriers for teachers delivering online education
- Improved quality and engagement in online lessons
- Increased access to education for students served by supported teachers
- Strengthened teacher confidence and professional capacity

The scheme directly advances the Foundation's charitable objectives by improving teaching quality and expanding access to education.

Learning and Programme Development

The Trustees noted that:

- Demand for the scheme remains strong among educators
- The programme provides a scalable model for future teacher-support interventions

Forward Planning

Building on the successful continuation and expansion of the EduFix Scheme, the Foundation intends to:

- Maintain support for the current cohort of teachers
- Explore modest expansion where funding allows
- Integrate further training and professional development alongside equipment provision

6. EduTech Bauchi Conference – Partnership with ZeeTech Foundation

During the reporting period, the Foundation successfully delivered the **EduTech Bauchi Conference** in partnership with the **ZeeTech Foundation**, as part of its strategy to strengthen teacher capacity and promote the effective use of technology in education.

The conference, held in **October 2024**, formed a key component of the Foundation's teacher development and system-strengthening work and was designed to deliver large-scale professional development for educators in the region.



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Delivery of Planned Objectives

In line with the objectives set in the previous period, the Foundation achieved the following through this partnership:

- **Successful Co-hosting of the Conference:**

The Foundation and ZeeTech Foundation jointly planned and delivered the EduTech Bauchi Conference as a major professional development event for teachers and education practitioners.

- **Large-Scale Teacher Training:**

A total of **80 teachers** were trained during the conference on the effective use of technology in education.

- **Focus on Practical Classroom Application:**

Training sessions focused on:

- Integrating digital tools into teaching practice
- Improving lesson delivery and learner engagement
- Using technology to support assessment and classroom management

This ensured that the conference delivered practical, classroom-ready skills rather than theoretical knowledge alone.

Public Benefit and Outcomes Achieved

As a result of the successful delivery of the EduTech Bauchi Conference, the Foundation achieved the intended outcomes for the period, including:

- Improved digital teaching skills among **80 educators**
- Increased confidence in the use of technology in classrooms
- Strengthened teaching quality and learner engagement
- Wider dissemination of good practice across participating schools

The conference contributed directly to improving teaching standards and promoting innovation in the regional education system.



Partnership Effectiveness and Learning

The Trustees reviewed the performance of this partnership and noted that:

- The collaboration with ZeeTech Foundation was effective and well-governed
- Joint delivery enabled scale and cost-effective training
- Partnership-based convening is a powerful tool for system-level impact


This partnership demonstrates the Foundation's ability to work with specialist organisations to deliver high-impact professional development at scale.

Forward Planning

Building on the success of the EduTech Bauchi Conference, the Foundation intends to:

- Continue collaborating with local charities on future teacher development initiatives
- Explore replication of the model in other states and regions
- Strengthen links between large-scale training events and ongoing teacher support programmes
- Use future conferences to deepen system-level learning and reform



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

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)	12,767	-	-	12,767	9,023
Donation Teachers Tech Empowerment Scheme - Laptops and Tools	1,949	-	-	1,949	1,311
Donation from Individual - Street2School Project	471	-	-	471	8
Student Hardship Loan Repayment	150	-	-	150	522
Donations via non-profit tech offers (Organisation)	3,000	-	-	3,000	3,000
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	18,337	-	-	18,337	13,864
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	18,337	-	-	18,337	13,864
A3 Payments					
Digital Infrastructure for Partner Community Tech Hub	3,029	-	-	3,029	-
Digital Skills and STEM Devices for Partner Community Tech Hub	1,205	-	-	1,205	-
Learning Device and Computers Shipping - UK to Nigeria	637	-	-	637	5,312
Productivity Softwares, Tools and Hosting Charges	1,131	-	-	1,131	1,392
Street2School Scholarship and Volunteer Allowances	6,074	-	-	6,074	2,632
Teachers Tech Empowerment Scheme - Laptops and Tools	3,876	-	-	3,876	1,867
Fundraising Campaign Event Expense	355	-	-	355	-
Nurture Roots Volunteers Training and Certification	239	-	-	239	-
Teachers Tech Empowerment Scheme - Training	113	-	-	113	-
Sub total	16,659	-	-	16,659	11,203

Section B Statement of assets and liabilities at the end of the period[illegible]



	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities			-	
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		Prof. Abdullahi Ahmed	27/01/2026	

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