

Educate An African Child (EAAC) - registration no:1197100 **ANNUAL 'TRUSTEES' REPORT - JANUARY 2021 - DECEMBER 2022**

Educate An African Child Charity present their annual report and audited accounts for the year ending 2022 and confirm they comply with the requirements under the Charity Commission for England and Wales.

The Chair's Summary

We were so happy when we received our charity status for Educate an African Child in December 2021.. The main goal is to raise money to fund the work of our Nigerian based charitable school in Enugu State, which provides nursery and primary level education for the children of families who are unable to afford a basic standard of education even via the state schools. The school thus provides an excellent standard element of elementary education for children of families that are living in abject poverty. These clients are mainly destitute families living in very temporary accommodations or begging on the streets. Often than not the parents struggle to feed and clothe their children and live on a subsistent standard of living.

Our support to Joseph and Agnes school aims to provide a holistic education to its pupils that will provide a solid fundamental standard of learning to provide a good start to their academic journey and through this improving their life chances and opportunities for social mobility. We will assist Joseph and Agnes school to kit out a well-equipped facility that provides a high standard of teaching and learning, as well as social and emotional support to the children. The charitable work of Educate an African child raises funds to sponsor the education of each pupil and in doing so provides the books, uniform, writing materials, play and other learning equipment, that will facilitate the pupils full engagement in the learning experience. This will aim to develop the pupils as confident, well-rounded learners who can realise their true potential both academically and personally, using a holistic ethos in the educational approach. This year we are delighted to report on the achievements and successes in supporting Joseph and Agnes Educational Foundation through the hard work and dedication of the school staff as well as the governing body and stakeholders who have worked collaboratively to achieve the following key accomplishments to date:

1. Setting up the nursery which currently has 9 pupils enrolled in the school aged 1-8yrs.
2. Recruitment of a full time nursery teacher and one primary school teacher and a Facilities Officer thus providing employment opportunities for the local population and providing contribution to the local economy and the local community.
3. Provision of care and mentoring for the families of these children thus providing holistic support for the family of pupils.
4. Provision of new full school uniform including PE kit for each pupil.
5. Holding an annual "Come walk With Me "sponsored fundraising event with encouraging support from a number of regular participants.

There is further scope to do a lot more to meet with the future plans of both the charity and the activities and status of the school. There is significant potential to improve and widen its facilities as an educational establishment by way of achieving the future objectives put together by the charity's governing body

through close collaboration with the school's operational management and other aforementioned stakeholders. These future objectives and plans that we intend to action in the near future are stated elsewhere in the report.

1. I am excited to realise the development of the new primary school provision so that This will be able to progress our pupils aged 6-11 yrs.
2. Extend current educational opportunities of the parents in parenting skills, basic literacy and attitudes to help forward pupil progress.
3. Extend the current curriculum to include more extracurricular activities such as day trips to increase pupils' awareness of their local/global environment.
4. Acquire a minibus for transportation of pupils who are forced to live in more rural areas. The bus could also be used for regular excursions.
5. Improve staff training opportunities e.g. online courses on health and safety, effective teaching strategies and further development of the school curriculum to enhance pupil learning.
6. Generate more lucrative funding streams in the UK eg from British companies/organisations by providing more opportunities for the public can donate to the charity via e.g. social media.
7. Further develop the schools' links with the local communities in Nigeria.
8. Further encourage the parents of the pupils to volunteer their time in support of the school's day to day activities, thus investing in the school's progress.
9. Foster links and potential twinning of the school with a well-established London/UK based nursery and primary school that could provide opportunities for teachers and teaching assistants to exchange novel and effective teaching and learning ideas, as well as cultural learning opportunities for the children as future global citizens.

The charity and its stakeholders have come a long way and have endeavoured to meet with their aims. We will continue to work in a collaborative manner to meet the above objectives. In doing so I am confident that the school will continue to excel in providing an enriching and high standard of education that every child in other parts of Nigeria should have the opportunity to enjoy and maximise their life chances

Director's Report - 2023

Introduction:

I am honored to present the first-year Director's Report for 'Educate an African Child' for the year 2023. 'Educate an African Child' gained charitable status in December 2021 with the aim of supporting the Joseph and Agnes Educational Foundation, a registered charity since 2020, in its mission to provide free education to vulnerable and destitute children from nursery to primary school age in Nigeria

Key Achievements:

Expansion of Educational Access: Through the support of 'Educate an African Child,' the Joseph and Agnes Educational Foundation has successfully expanded its reach to more vulnerable children in Nigeria, providing them with access to quality early education.

Infrastructure Development: Significant progress has been made in the development of educational infrastructure, including the establishment of new classrooms, learning materials, and playgrounds, providing a conducive environment for young learners.

Community Engagement: 'Educate an African Child' has facilitated several community engagement initiatives to raise awareness about the importance of early childhood education, involving local leaders and families in the process.

Partnership Development: The organization has forged strategic partnerships with local authorities, educational institutions, and businesses, fostering a collaborative environment for the sustainable growth and development of the Joseph and Agnes Educational Foundation.

Challenges Faced:

Socio-Economic Constraints: Operating in resource-constrained environments has present challenges in maintaining a consistent level of support for the educational programs, emphasizing the need for sustainable fundraising efforts.

Logistical Hurdles: Navigating logistical challenges such as transportation, access to remote communities, and ensuring the safety of students and staff members has been a primary concern for the organization.

Future Outlook

'Educate an African Child' is committed to developing sustainable funding strategies and exploring innovative partnerships to ensure the continued growth and impact of the Joseph and Agnes Educational Foundation.

The organization aims to introduce technology-driven learning solutions, empowering educators and students with the necessary tools to enhance the quality of education provided.

'Educate an African Child' will focus on implementing comprehensive training programs for local educators and staff, empowering them with the skills and knowledge needed to deliver high-quality education effectively.

I extend my sincere gratitude to our donors, partners, and the dedicated team at 'Educate an African Child' and the Joseph and Agnes Educational Foundation for their unwavering support and commitment to our shared vision of providing free education to vulnerable children in Nigeria.

Looking ahead, we remain steadfast in our dedication to the mission of 'Educate an African Child.' With the continued support of our stakeholders, we are confident in our ability to create a lasting impact on the educational landscape in Africa.

PROFILE

Educate an African child was set up to support the work of Joseph & Agnes Educational Foundation (JAAEF) and other similar projects it may take on in the future. This charity is still at its early stage of development.

JAAEF School is based in Enugu State, Eastern Nigeria. We believe every child has a right to education. That is why we support free quality early years learning for all girls and boys (ages 0 - 11 years from vulnerable and endangered backgrounds. A dream came into reality on the 3rd March, 2020, when we opened our doors to our first child. Subsequently our charity status was granted by the Charity Commission in 2021. JAAEF is also a registered charity with the Nigerian Corporate Affairs Commission since January 2020, Whilst EAAC has 5 trustees and 5 core members who are actively involved in the planning and decision making of both charities.

The children we enroll in JAAEF school are the most vulnerable in our society. They are mainly from lone parent families and usually homeless and in crisis when they are referred to us. We provide the children with free education, following the combined English and Nigerian early years and early childhood curriculum which includes social and physical activities. We provide a structured educational environment but we also take children's individual needs into account. We provide an educational environment where each child can develop and their potential, building their self-confidence and self-esteem.

Our school runs from January to December with terms time dates, which vary slightly each year. We have a two-week Christmas break in December, one-week easter break (March or April), six weeks summer break (end July - early September) and one week in October.

Our children are given breakfast and meals and refreshments freshly prepared at the school daily. Our pupils are also provided with a smart but comfortable school uniform and PE kit, with our school logo for free. This gives us our own distinct identity and promotes pride, self-confidence, and a feeling of belonging for our children.

Africa has the highest rate of out of school children and adolescents globally. However, girls remain more likely to be permanently excluded from education and are at a higher risk of being left behind. This reality calls for increased efforts to ensure girls are given an education so they become independent, confident and have equal access to all opportunities. EAAC through JAAEF supports education for both boys and girls. However, we are firm supporters of social justice issues and this starts with ensuring girls have an education.

OUR AIMS

The aim and objective of EAC is to advance the education of the pupils at JAAEF in Enugu State Nigeria by providing education and teaching facilities for children at the school. We offer early years provision, primary education and basic life skills to children from the age of 0 -11 years, who are vulnerable due to their poor or disadvantaged backgrounds.

Our main aim is to change the lives of these children and ensure that they receive an education which will hopefully rescue them from the generational cycle of illiteracy and poverty. In doing so, we are preparing our children for their next stage in their education and with opportunities and prospects for the future which may not have been accessible to them. We also provide parents with help in the form of moral support, practical advice and time limited funds. The funds might contribute towards food, rent or purchasing clothing for a job interview. We provide information regarding planning for the future and help them with parenting and life skills. EAC supports JAAEF through charity events, e.g., selling donated goods in Nigeria and the UK. We are also funded by personal sponsorships, cash donations and charity activities such as an annual sponsored 10k walk. We are also able to support some of our children and families in partnership with International Charities such as the St.Vincent De Paul and other church groups in the community.

JAAEF OPERATIONS

OUR OBJECTIVES

To provide excellent academic and social experiences for the children at JAAEF school, it is important to us that we strive to maintain excellence so we are able to provide the best education and experiences for the children. One of our core values is that every child matters, with the principles being they should be safe, healthy, enjoy, achieve, have economic success and be able to make a positive contribution to life.

Our key objectives include:

- Increase pupil numbers in our school through more out-reach
- Increase the numbers of teachers and staff in our school
- Create the primary section of our school, especially the school library
- Increase fundraising and gain sponsorships for pupil places and staff wages
- Increase fundraising and gain sponsorships for the school uniforms, meals, play materials & books
- Increase funds for, e.g., school minibus, play equipment, computers, etc
- Increase partnerships and links with local and regional charities for support services and funding
- Continue to provide free education and support for our children
- Continue to develop our pastoral care for children and parents
- Continue to provide a learning environment which is caring and nurturing

ACADEMIC

At JAAEF we use the English Early Years Foundation Stage and Nigerian Early childhood curriculum. We plan to follow a UK and Nigerian primary school curriculum for 5-11 years olds.

Our Teachers are expected to hold a minimum of (Nigeria Certificate in Education (NCE)) and or bachelor in education preferably to be Teachers Registration Council of Nigeria(TRCN) registered.

Staff follow our induction programme which is delivered in house and externally via zoom.

Unqualified teachers are required to be studying towards any of the acceptable qualifications.

Most children come to our school speaking their native language and not speaking any English. All the children in our school are working towards attaining a level of English suitable to their age and developmental stage.

JAAEF school is a charitable school which seeks to benefit the local community through the pursuit of its stated aims. Importantly we have a caring ethos which is serving our local community and society.

The areas of learning for children at early learning years:

- Communication and language
- Physical development
- Personal, social and emotional development
- Literacy
- Mathematics
- Art, painting, drawing
- Music
- Sports
- Understanding the world

The areas of learning for children 5- 11 years:

JAAEF have been able to provide the children with education in a stimulating environment and offer the curriculum mainly through teaching with reading books, writing, drawing, games, play and social outings. We have an outdoors play ground with play equipment, but we still seek to expand. We also sing along with the children to teach them English and Nigerian nursery rhymes.

The children's educational attainment at early years is not evidenced through test or any form of exam but through the teacher's general assessment of their personal growth and achievement. As well as their progression with speech, written skills and social skills.

We also nurture our children. The younger children benefit from having a short sleep time in the afternoon, or when needed. The children are mainly taught together as a group due to the small numbers in the school. However, all children are given one-on-one time with the Teacher each day, so they can develop their individual skills and also develop their relationship with a trusted adult, should they want to disclose or talk about anything. We

recognise that the children are at different ages and have individual needs and we are aware of their varied abilities and the teaching takes this into account. For example, one of our pupils was admitted at the age of 5 and is now progressing to primary level at the age of 8.

We maintain regular contact with parents on a daily basis, when they drop children off and collect their children from school. Parents are given regular information and updates about their children's social and academic progress. In some cases, we are working directly with the parent so we have close contact. This is very useful for us, as having close contact gives us indicators of when that parent requires a bit more support.

OUR PUPIL

The Director and Trustees of JAAEF & EAAC are continually reviewing the fundraising and sponsorships profile, so we are able to raise more funding and sponsorships to increase pupil and staff numbers.

During 2022, there were seven pupils on roll at JAAEF school. The estimated cost of educating one nursery child annually is £500/600 and £800/1000 at primary level.

Pupil numbers, gender and age:

Name: Initials	Gender:	Age
C.O	Female	4
K.A	Female	4.5
O.O.Snr	Female	8
U.O	Female	6
K.I	Female	3
U.I	Female	1.5
M.	Male	5

STAFF, CONTRACTORS AND VOLUNTEERS

During 2022 there were Six people working at JAAEF school:

Name of Staff Member	Position / Role:	Start Date to End Date:	Paid Salary / Wage/Expenses
Tina Amuzie	JAAEF Founder and Executive Director (Acting Head Teacher)	2016	Unpaid
Felica	Nursery Teacher	Current	Unpaid
Chinwe	Facilities officer/Security	Current	N35,000 PM
Emmanuel Ani	Administrative/Outreach worker	As needed	Contracted labour
Christopher Ejiofor	Information technology (IT)Support	As needed	Contracted Labour
Marie-Anne Nnajofofor	Teaching Assistant	As needed	Intern

FINANCES: INCOME AND EXPENDITURE ACCOUNT

1. Income - fundraising, donations, gifts, other
2. Spending
3. Activities inside of the United Kingdom
4. Activities outside of the United Kingdom
5. Trading subsidiaries
6. Structure and membership

Educate an African Child Financial Statement For Period 1st Jan 2022 to 31st Dec 2022

£ £

Incoming Resources

Donations	5145.78
Sponsored Walk	2,230.57
Total Income Resources	7,376.35

Resources Expended

Direct Expenses	
Salaries	3,080.00
T Shirts for School	162.00
School Uniforms	250.00
Active Garden Play Equipment	3,165.00
Transportation of Active Garden Play Equipt	515.00
Shipment of Active Garden Play Equipment	1,652.50
School Teaching and Learning Resources	965.70
Total Direct Expenses	9,790.20
Admin & Management Expenses	
Printing and Stationery	230.00
Total Admin & Management Expenses	230.00
Total Expenses	10,020.20
Excess Income / Expenses	(2,643.85)

Statement of Assets & Liabilities as at 31st December 2022

Fixed Assets	0.00
Current Assets	
Cash at Santander	704.90
Cash at C.A.F.	1500.00
Total Current Assets	2204.90
Current Liabilities	0.00
Net Current Assets	2204.90
Total Assets less Current Liabilities	2204.90
Long Term Liabilities	0.00
Net Assets of the Charity	2204.90

Notes in support of the AccountEducate An African Child

Board of directors

Chairperson: Janet George

Secretary: Iram Bashir

Honorary Treasurer: Hemuna Pather-Carr

Directors of Joseph and Agnes Educational Foundation: Helen Ominibohs, and Gwen Abiola-Olake

Members: Caroline Ene, Sandra Jahi, Cynthia Skeete, Mary Ukah

Bankers:- Charities Aid Foundation

Charity Registration Number: 1197100

Address: 1 Adler Court, Earlham Grove, Forest Gate, London E7 9DT

Company Registration Number for Joseph and Agnes: 136570

Address:- 81 Nike Lake Road, Trans Ekulu, Enugu, Enugu State, Nigeria.

The charity has followed the Accounting Policies as follows:

Basis of Accounting:

The financial statements for the period 1st January 2022 to 31st December 2022 have been prepared in accordance with the historical cost convention and the Statement of Recommended Practice (SORP) - Accounting and Reporting by Charities, issued in January 2015.

Income Resources:

Income is recognized as the amount receivable during the year.

Structure, Governance, and Management: - (see page 13/14 for more detail)

The trustees, members and voluntary executive director oversee the governance and management of the charity, ensuring compliance with the charitable objectives and legal obligations.

Appointment of Trustees:

Trustees are appointed based on their skills and genuine interest in the charitable cause. Recruitment processes include discussions on responsibilities, duties, and liabilities, ensuring reliability, trustworthiness, and commitment to the charity's mission.

Risk Mitigation:

The charity implements robust measures to mitigate risks, including appropriate recruitment procedures, internal financial controls, and monitoring of economic situations to assess potential impacts.

Income Generation:

Funds were generated through sponsorship, donations, and fundraising events such as walks, primarily to support the operational costs of the school and staff salaries.

Management and Administration:

The charity ensures that all expenditures align with its charitable objectives, with provisions made for necessary administrative and compliance-related expenses.

Reserves (Working Capital Policy):

The deficit from the previous year, as of 31st December, does not include funds deposited with CAF Bank.

Resource Utilization:

Expenditure is charged to the Statement of Financial Activities, including Value Added Tax, when incurred.

Funds Held by the Charity:

The charity holds unrestricted funds that can be utilized at the discretion of the Trustees in line with the charitable objectives.

Charity Priorities:

Short Term: Raise funds for the conversion of the first floor into primary school classrooms and library. Additionally, secure funds for the purchase of a school bus to facilitate transportation for children residing at a distance from the school.

Medium Term: Raise capital to employ an experienced Fundraiser to further the charity's fundraising capabilities.

Long Term: Expand services to children in orphanages and establish a second school in Delta State.

Financial Compliance and Accountability:

The Trustees maintain accurate accounting records in adherence to the Companies Act 2006. They actively protect the charity's assets and undertake measures to prevent and detect any instances of fraud or irregularities.

Approved by the Board of Trustees.

Full Name Hemuna Pather-Carr
Position: Honorary Treasurer
Date: 28th October 2023

COMMUNITY SERVICE PARTNERSHIPS

St Vincent De Paul is an International Charity we work closely with in Nigeria. Their charitable remit is wide and includes work with vulnerable women and families in Nigeria. These can be sole parents, single mothers, widowers etc. Who are homeless, doing unsafe work on the streets or/and are struggling to feed themselves and their children. This charity makes referrals to us when they are aware of children who are on the streets with their mother's (working or begging) within Enugu State.

Together, we plan how the parent will bring the child or children to our school and how we support the parent, so they are in a position to eat, find somewhere to live if they are homeless and pay rent. The funds allocated to a family will be limited but it will assist them with gaining some stability. Our support to the parents could include providing breakfast and/or lunch for the children - often the children miss out on these all important dietary requirements. The support to the mother(s) is also in the form of mentoring, to help with building the parents confidence in child care, getting work or keeping them and their child safe. It is important we work in partnership with other charities who can give additional support to the parents, to help them settle into a safe lifestyle which gives continuity for themselves and their children.

FUTURE PLANS: JAAEF

JAAEF and EAAC intend to continue their current strategies of maintaining the school's position as a free fee-paying school for vulnerable children in the local community. Also, to maintain our high standard of teaching and the caring ethos for the child and their families. Our charity also intends on raising the school's profile with the aim to gain much higher donations and sponsorships. The school also relies on donations/contributions made by volunteers and for all aspects of its maintenance including utility bills and the building maintenance, so fundraising, sponsorships and donations are extremely important for us.

Our vision for the future is that we will have three classes of children in age groups of 0 -1 years, 2 - 3 years and 4 - 5 years olds. We have the space capacity for forty children at the nursery stage and up to sixty children for primary level. We would like to match that with a ratio of one teacher per class. Our Teaching staff team will comprise of:-

- Head Teacher (currently the position is covered by the Founder).
- Qualified NurseryTeacher
- Qualified PrimaTeachers
- Teaching iAssistants
- Teaching Outreach Worker (links to community)

In addition to the teaching staff, we would like to expand our staffing Team to include these paid roles:

- Fund-raisers
- Security Officer
- Cook and Kitchen Assistant
- 2 x Cleaners
- Administrator
- IT Specialist

FUTURE PLAN: EAAC

We of course will need the funds to accomplish our aims. Our immediate plan will be to raise funds to employ an experienced Fundraiser, who will network and forge positive relationships with

We would also like to increase our support to the parents/families so their children are able to remain in the school until their move onto secondary school. The unstable lifestyles of most parents mean they need to move out of the state or become homeless again are not able to sustain their child's -school attendance.

Our future plans also include supporting the local orphanages. The children in most of these establishments are being given physical care but unfortunately, they don't have the amenities to educate the children there. The aim is that when we have the funding for a fuller staff team, this will include an outreach Teacher who could go to the orphanages to provide early years education and support the workers there with providing more stimulating play, games, song, books and interaction with the children, or in some cases, where possible a child could enrol for education at our school.

OUR ETHOS

Our ethos is on the development and achievements of our pupils in a safe, caring and nurturing environment. Also, to continue to provide help and support to vulnerable parents. We operate under the Charity Commission equal opportunities and diversity policy and are committed to a working environment that is free from discrimination, bullying and harassment. We extend this same respect to the parents and families of our pupils and all organisations we have links with.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Founder/Executive Director, Trustees and Members are responsible for the overall management and control of EAC and IAAEF. We meet at least 4 - 6 times a year with the other charity members. These meetings are structured with agenda items for discussion and written minutes taken.

The work of implementing decisions, funding raising and policies are discussed at meetings and usually undertaken by the Director, trustees and members. The Director and Trustees are responsible for the preparation of papers and management accounts and the review of financial matters.

All trustees and members give of their time freely and no remuneration or expenses were paid in the year. No other charity member received any benefit from funding raised or sponsorship

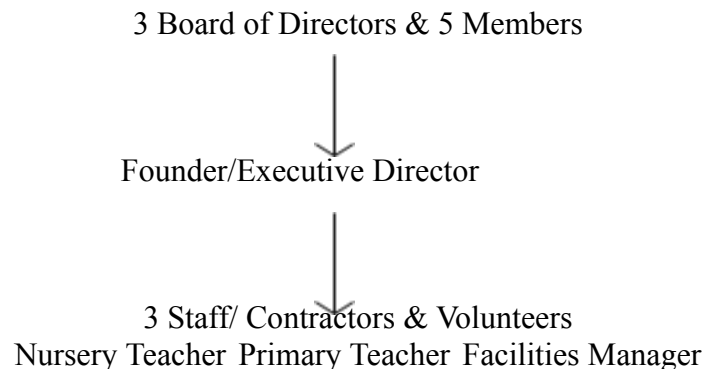
ORGANISATION MANAGEMENT

The day to day running of the JAAEF is delegated to the Head Teacher (in the absence of the Head Teacher), the Founder and Executive Director is supported by the Teaching staff. The Director undertakes the key leadership role overseeing educational, pastoral and administrative functions in consultation with the staff. The day-to-day administration of the school is undertaken within the policies and procedures approved by the Trustee's. The

Director oversees the recruitment of all educational staff, administrative and non-teaching staff.

GOVERNANCE, MANAGEMENT OF RISKS

Organization Structure



The Executive Director and Board of Trustees are responsible for the overseeing of the risks faced by the school. If risks are identified they are assessed and controls for this are put in place. A formal review of the charity's risk management processes is undertaken on an annual basis.

SAFEGUARDING:

We take safeguarding extremely seriously, especially working with vulnerable children and their parents. We have an easy to understand safeguarding policy that outlines our commitment to the safety and well-being of children, staff, and all individuals associated with our educational projects.

We ensure that all individuals involved in our projects, including employees, volunteers, and partners, are made aware of the safeguarding policy, which includes our child protection procedures that appropriate response in case of any safeguarding concerns or incidents. This includes reporting mechanisms and steps to address and prevent harm.

We try to conduct background checks and screening for all staff and volunteers who will be working with children. This includes checking references whilst checking criminal background checks can be a little challenging.

We have a code of conduct that outlines appropriate behavior and interactions with children. This code sets clear expectations for how staff and volunteers should engage with the children in our programs such as a no smacking rule.

We establish confidential reporting mechanisms that allow anyone associated with our projects to report concerns, incidents, or suspicions related to child safeguarding to the executive director who is the designated officer responsible for managing any concerns and actions..

We will collaborate with local child protection authorities and agencies to report and address any safeguarding concerns or incidents that require their intervention. We conduct regular reviews of our safeguarding policies and practices to ensure they remain effective and are being followed. Any necessary improvements are made. We maintain open and transparent communication with the children, their families, and the broader community about our commitment to safeguarding, the policies in place, and how to report concerns.

By implementing these safeguarding measures, we aim to create a safe and secure environment for the children and everyone involved in our projects. Our commitment to safeguarding ensures that we uphold the highest standards of care and protection for the vulnerable individuals we serve.

Management of risks

This is extremely important for Educate An African Child and Joseph and Agnes Educational Foundation. There are various risks that we try to manage.

We try to ensure that we manage our organisation transparently by implementing good accounting practices, regular financial audits, and some oversight from a suitably qualified and experienced bookkeeper and accountant. Budgets are set and all expenditures are regularly reported at board of trustees and members meetings ensuring that allotted funds raised are spent accordingly.

As we continue to formalise our operation, we are developing guidelines and standard operating procedures to help us streamline activities. We regularly monitor our operations and continually train our few staff/ volunteers to help us mitigate operational risks and reduce wastages.

We are striving to develop a strong governance structure that clearly defines the roles and responsibilities for the board of trustees and staff whilst ensuring that we comply with all relevant legal and regulatory requirements here in the UK and in Nigeria. We shall be introducing training and workshops on governance and compliance to help keep the team updated.

The work of Joseph and Agnes is quite unique in Nigeria and therefore it is important that we are seen as a highly honest, very trustworthy and highly respected institution. We therefore focus on maintaining a positive public image through transparent communication, regular updates to all our donors, sponsors, etc, doing all we can to avoid that might show us negatively in the eyes of our current and potential supporters.

We are looking to develop a sustainable funding strategy that includes diversifying funding sources for example building corporate relationships, better use of international volunteering and grant givings. Also investigate ways to foster partnerships with other organizations such as UK educational institutions and create other long-term fundraising plans such as income generating activities (charity shops? to reduce dependency on external funding.

We operate a good human resource system with clear policies and procedures, including recruitment, training, and appraisal systems. We foster a positive work environment, where the staff feel that they are part of the charity's journey.

We have good security protocols to protect the staff, volunteers, and the children/parents such as CCTV cameras. We also carry out regular risk assessments e.g when we go on external excursions. We are investigating ways we can invest in security measures such as insurance, emergency response plans, medical/ health care, and staff training for handling emergencies such as fire outbreaks.

All the above mechanisms hopefully will ensure sustainability and of our charity

KEY PLAYERS IN BOTH CHARITIES:

Name	Position	Date of Involvement	Location
Tina Amuzie	Founder & Executive Director	2016	UK/Nigeria
Janet George	Trustee (EAAC)	2017	UK
Tram Bashir	Trustee (EAAC)	2016	UK
Hemuna Pather-Carr	Trustee (EAAC)	2017	UK
Helen Ominiabohs	Trustee (JAAEF)	2017	Nigeria/UK
Gwen Abiola-Oloke	Trustee (JAAEF)	2019	Nigeria
Mary Ukah	Member	2017	UK
Caroline Ene	Member	2017	UK
Cynthia Skeete	Member	2017	UK
Sandra Jahi	Member	2017	UK

Educate An African Child

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