

Uganda Humanist Schools Trust

4th Annual Report 2012



Pumped water system and girls' hostel at Mustard Seed School



Science prep room at Isaac Newton High School

UHST Objectives

Object 1: To support the educational work of Humanist Schools in Uganda.

Object 2: To provide support to enable needy children to attend those schools.

The Charity supports schools providing a broad general education consistent with the Humanist principles embodied in the 2002 Amsterdam Declaration:

(<http://www.iheu.org/amsterdamdeclaration>).

Grant-making Policy

The Trust provides grants to help the Humanist schools in Uganda. We normally expect the schools we support to be charities, to be members of the Uganda Humanist Schools Association (UHSA) and to be affiliated to the Uganda Humanist Association (UHASSO). Our mission is to help the schools to provide a good educational experience for children attending them. A condition of support is that places are made available to disadvantaged children from the local community.

UHST offers funds for items that contribute to improvements in the education and welfare standards of children attending the schools. The Trust is willing to provide grants for learning materials (books, art materials, science equipment and consumables etc.), staffing costs, staff development activities and, from time to time, to improve school buildings and infrastructure or for additional buildings and such other items that meet the objects of the Trust. The Trust also gives money for scholarships to enable schools to offer places to children from families without the means to pay.

Trustees will consider applications for funds from (a) individual Humanist schools and (b) from organisations offering services on a collective basis to the schools (for example, to

pay for professional development events for teaching staff). Applicants are invited to approach the Trust on an informal basis and to seek advice before they make a firm application for funds. Where bids exceed the funds available the Trust reserves the right to provide a proportion of the funds requested or to mount an appeal for additional funds to meet a need that has been identified.

From time to time, the Trust may offer grants to schools for specific purposes determined by our Trustees. The Trust may also announce a total amount of money available for a specific purpose and invite applications from schools either individually or on a cooperative basis.

In most cases, successful grants go through the following stages: (1) initial enquiry and outline bid, (2) full application with reasonable and realistic cost estimates from suppliers, (3) on approval of larger projects, payments will be sent as each stage is completed, (4) recipient supplies evidence of completion with a list of outcomes, including photographs, (5) a final account with receipts are submitted.

Management and Governance

A number of Humanist organisations share an interest in the schools and we were anxious at the start to reflect this in the composition of the Board of Trustees of the Uganda Humanist Schools Trust. While the Trust has a discrete identity and is responsible for its own policies on fund raising and grant making, we felt it important in our first years to bring around the table the main organisations that are helping the schools. We recognised the desire for each funder to maintain the links they have established with particular schools, while sharing information on funds being raised and transferred to the schools, thus avoiding duplication. During 2012 UHST trustees included members from the following organisations:

- South Cheshire and North Staffordshire Humanists (SCANS)

- Rationalist Association/New Humanist (RA)
- British Humanist Association (BHA)

The trustees meet once a year, with additional meetings as required.

During 2012 the UHST Board of Trustees comprised Steve Hurd (Chairperson), Prof. Hilary Hurd (Scholarships Manager), Paul Gubbins (Secretary), Sue Wright (South Cheshire and North Staffordshire Humanists), Chris Wright (Legal adviser), Caspar Melville (Rationalist Association/New Humanist), Andrew West (British Humanist Association and Website) and Dan Hurd (Accountant). Steve Hurd gave publicity and fundraising talks to regional groups about the Ugandan schools and the work of the Trust.

Fundraising activities

In 2012 funds were raised in a variety of ways.

Existing supporters

The largest single source of funds during 2012 was additional donations from supporters who had contributed to the Trust in previous years. Some supporters send periodic donations by cheque. However, there was a further increase in the number of supporters who make regular donations by standing order. In December 2012 83 supporters paid regular donations by standing order and 83 provided scholarships that way. This ongoing support is very important as it ensures a basic level of core funding for the schools.

Website



Towards the end of 2011 our website was moved onto the Wordpress platform by Andrew West. This has improved the appearance and functionality of the site:

www.ugandahumanistschoolstrust.org

People visit the website for general information about the Trust. Many supporters regularly download reports on the schools and we know, from emails received, that they appreciate their detail and frankness. We make an effort to publicise the genuine progress that the schools are making, but also to share with supporters the challenges they face. The reports also identify the schools' immediate resource needs. New supporters download donor forms and standing orders, and PayPal donations made through the website are becoming an important source of new income from within the UK and worldwide.

Other fundraising activities

UHST trustees hold meetings, fundraising events and give talks to Humanist groups and other organisations throughout the country. These raise awareness of the work of the schools in Uganda and of the Trust and have become a major source of donations from both groups and individuals. We are grateful to those groups who have invited us to speak to them and welcome invitations from other groups. Below is a list of the groups that we gave talks to during 2012.

Date	Event and Group involved
7 March	Sheffield Humanists
18 March	Essex Humanists
29 March	Walsall Rotary Club
22 May	Cornwall Humanists
11 October	Madeley & District U3A
12 November	North Yorkshire Humanists
15 November	Shropshire Humanists

We are also grateful for the growing number large donations, including bequests, we are receiving. It is largely through these that we have been able to help the schools with large building projects:

- A large individual donation of £12,500 was received to complete the boys' toilets and washrooms and construct a kitchen at Isaac Newton School.
- We received substantial untied donations in the range £500 to £2,500 from individual Humanist supporters.
- The Nigel Bruce Charitable Trust awarded UHST a sum of £500 to support our work with the schools.
- A large bequest of £25,000 from the family estate of a supporter in Cambridge funded a Hostel for 96 girls at Mustard Seed School.
- £6,500 from an inheritance in Styal, Cheshire paid for hygienic Blair-VIP toilets and washrooms for girls at Mustard Seed school.
- The staff and students at Keele University School of Life Sciences raised £927 to support science education in the Ugandan schools.
- £1,269 was raised by students and staff at Newcastle-under-Lyme College for Isaac Newton School, with which it is now twinned.
- South Cheshire and North Staffordshire Humanists (SCANS) continued to raise money and fund 12 scholarships.

Grants made to the Ugandan Schools

Scholarships

The money we provide for scholarships brings bright, needy children into the Humanist schools and the funding provided makes a substantial contribution to the basic staffing

costs of the schools. In 2012 we provided 93 scholarships allocated as follows:

School	Scholarships
Fair View School	21
Isaac Newton High School	34
Mustard Seed School	38



Students at Mustard Seed School

As Humanists we believe very firmly that every child matters and, while there are many children needing help in countries like Uganda, it is worth the effort to make a difference wherever we can. The Humanist schools are transforming the life chances of about 500 children in rural Uganda. As these children progress into the adult world their influence will multiply and they, in turn, will affect the lives of others.

Learning Resources

During 2012 UHST allocated £2,000 to the accounts of the schools in a Kampala bookshop.



Librarian at Mustard Seed School

A further £2,128 was allocated to providing educational materials and resources, especially for science. We also bought another data projector, which has provided a way to show film DVDs to whole classes as well as to project computer images.



Isaac Newton band during Friendship Week

Money from an individual donor enabled Isaac Newton School to buy musical instruments, so they now have accompaniment for their singing and dancing.

Infrastructure improvements

During 2012 UHST continued to help the schools make substantial infrastructure improvements.

Isaac Newton High School

Constructing a new kitchen with efficient wood-burning stoves that externally vented the smoke was a first priority. This was needed to cope with the larger number of students and also to create a smoke free environment for the cook. Attached to the kitchen are two small dormitory rooms where staff can sleep when necessary.



Teachers' dormitories under construction (the new kitchen is behind)

The next major project was to construct an impressive pumped water system. From a well over half a mile away near the floor of the valley, a diesel engine pumps water up the valley sides, through a number of small farms, to a water tank at the top of the school site. From here the water is gravity fed to stand pipes around the school. This has enabled water to be available on tap at the kitchen and girls' hostel.



More hygienic Blair-VIP toilet blocks and wash rooms have been constructed for the boys and the girls. These have made a huge difference to health and welfare, especially as there is now also water from the stand pipes so that students can wash their hands after visiting the toilet.



Construction of the girls' hostel in 2011 made it necessary to make the site more secure. We have provided funds to fence the school and, with help from a group of Humanists in Ipswich, screening conifers have been planted around the school perimeter.



Perimeter hedge

Mustard Seed School

In 2011 the school hall was refurbished so the school could apply to become an examination centre. At the start of 2012 we provided funds to buy 180 examination desks and chairs. With other improvements, including equipment and chemicals for science examinations, the School has been approved as an examination centre by Uganda National Examinations Board. This is a big step forward. No longer will students need to board at a school 20 miles away to take their exams. This will reduce the burden on families and provide a more familiar setting for students taking exams.



Mustard Seed Hall and water tower

Improving the general welfare of students has been a high priority in the past two years. UHST has allocated grants to the school to construct more hygienic Blair-VIP toilets and wash rooms for girls. We have also funded a new kitchen building and a dry and rodent-proof storeroom for foodstuffs. The kitchen has two very efficient wood burning stoves. These have increased the number of meals that can be prepared at a predictable time. At

the same time it has reduced termly firewood consumption from 5 large lorry loads to 2 small loads, with substantial cost savings.



Efficient wood-burning stove

The school had created makeshift boarding arrangements for students in classrooms. Initially, students were sleeping on the floor without mosquito nets. In February we provided funds for 30 bunks beds with mosquito nets.



Boys' temporary dormitory

Towards the end of the year we received a generous bequest from the will of the mother of one of our Humanist supporters in Cambridge. This enabled work to begin on the construction of a 10 roomed hostel with sleeping provision for 96 girls and internal showers.



Girls' dormitory nearing completion

Mustard Seed School was constructed on a very small plot of rented land. In 2012 we continued the programme of helping the school to buy the rented land and additional plots for future expansion. Last year we were able to buy land which in future would be levelled for a playing field. This year we bought an additional plot adjacent to the lower school (former primary school) site to afford space for future expansion.

Mustard Seed School is fortunate in being close to mains electricity. We extended power to the upper school site last year, and in 2012 we were able to fund the extension of power to the lower school site. This provides safe lighting in the evenings for the boy boarders.

We also helped the school to pay off the loan it had taken out to build the science lab and library building. These were required by school inspectors to enable the school to keep its license.

Additional Grants

In order to encourage staff retention we continued to pay end-of-year staff bonuses at both Isaac Newton and Mustard Seed Schools. Teachers and ancillary staff who had stayed with the schools for the full year and who had given an undertaking to continue for the next year were awarded an end of year bonus of one month's pay. This was very well received by staff. In effect it provided them with pay through the holidays, when they would not normally have been paid.

The Eastern African drought, which started in 2011 and continued into 2012, caused food prices to escalate throughout Uganda. This placed a huge burden on the schools. To help them in these difficult circumstances we gave each school £900 to offset the higher food costs.

Finally, as in 2011, we provided some money for taxi fares to enable the schools to transport books and science equipment from the Kampala suppliers.

Future plans

Both Mustard Seed and Isaac Newton High Schools have continued to make remarkable progress during 2012. Uganda School Certificate (O-level) results continued to improve, with one or two students in each school gaining grade 1 aggregates (which put them in the top 8% of students in Uganda). The numbers taking A-level are still small but growing and several students from each school whose grades qualified them for government scholarships to university. No systematic record is kept in the schools of what happens to students when they leave school and we are encouraging the schools to start to keep some records on this. It is not, however, an easy task to trace students once they leave school.

In 2012 there has been a huge improvement in the infrastructure of both Isaac Newton and Mustard Seed Schools. The largest remaining requirement, for both schools, is for hostels to accommodate boy students. With growing numbers both schools also need more books, science equipment and resources, for music, the arts and sport. Other requirements are:

Isaac Newton School

- Renewal of the kitchen stoves (the first ones installed were of inferior construction and they have broken up in the heat).

- Construction of a medical facility that can cater for the needs of students, staff and the local community.
- Refurbishment of the school hall so the school can become a national examination centre.
- Back up computer facilities are needed now students are being entered for national examinations in computer studies.
- Improving paths and drainage on the school site.
- Purchase of land and construction of a playing field.
- Extension of mains electricity to the school site.

Mustard Seed School

- Refurbishment of the lower school site.
- Construction of boys' toilets and wash rooms.
- Levelling of land to create a sports field.
- Provision of water on the lower school site.
- A science lab on the lower school site.
- Construction of a computer room on the lower school site.
- Construction of a school clinic.

We have agreed with the schools to do our best to help them to become self-sustaining by 2016.

Fair View School

This school, originally the Humanist Academy, was set up in 2008 under the Direction of Deo Ssekitooleko as a joint venture between the International Humanist and Ethical Union (IHEU) and Uganda Humanist Association (UHASSO). Due to a failure to harness the necessary resources for infrastructure and management problems the school was closed by inspectors in 2010.

IHEU and UHASSO agreed a plan to continue the school under the new name, Fair View. UHST expressed grave concerns that the plan to develop the school failed to identify adequate sources of new funds, failed to address the problems of governance and lacked a credible strategy for improving the quality of teachers, classroom resources and the learning environment so that students in the school would have a good educational experience and recruitment to the school would be sufficient to ensure viability.

When IHEU decided to proceed with their plan UHST agreed to continue support for the individual students on UHST scholarships, to see them through their schooling. We made it clear, however, that we had lost confidence in the school management and would provide no other resources and our scholarship programme would phase out once currently supported students left the school.

By September 2012 it became evident that Fair View had not been brought up to the standard required and that inspectors would insist on closure for a second time. IHEU and UHASSO agreed that they could see no future for the school and expected it to close in December 2012.

At Uganda Humanist Schools Trust we had continued to support students who were on scholarships after the Humanist Academy failed, and we felt we had a moral commitment to the remaining students following the second failure. We gave consideration to offering the remaining 8

scholarship students funded places at another Humanist School; Isaac Newton would have been the nearest.

However, with IHEU's and UHASSO's support, we agreed to work out a new rescue plan for the school. UHST had detailed discussions with IHEU, Deo Ssekitooleko (the Fair View Director), Aloysius Wasswa (representing UHASSO) and Peter Kisirinya, the Chairman of Uganda Humanist Schools Association and Director of Isaac Newton High School. Peter, in particular, believed the school could be made to work and he agreed to talk with key members of the local community served by the school. They offered to support the school by continuing to send their children there if a way could be found to keep it open. Eventually, the following rescue plan was implemented.

Rescue plan

1. The Director and Board of Fair View stepped aside and the not-for-profit company running the school was dissolved.
2. The assets of Fair View have been transferred to Isaac Newton High School, which is running the school as the Mbute Campus of Isaac Newton High School. Mbute is the name of the hill on which the school was built. This keeps the school within the Humanist Schools community and still running on a not-for-profit basis.
3. Mbute Campus provides day-school education up to O-level to the local community. This means that it is likely to remain a small school that will require support from the international Humanist community for some time. Successful students will be offered places at Isaac Newton High School, which is in the village of Katera near Masaka, for their A-level studies. This will enable Isaac Newton to strengthen its A-level provision.
4. Staffing is the largest single cost in running any school. Tom Mutebi, the experienced Director of Studies from Isaac Newton School, has been appointed full-time School Manager at Mbute. Annet Kisakye has been reappointed as Headteacher. Lilian Babirye is the new full-time bursar. Joseph Kakooza has been appointed full-time librarian. Ashraf Bukenya, a former A-level student from Isaac Newton, is working full-time at the school until September, when he is expected to go to university. He will teach lower school Biology and Physics. Other teachers who were on part-time contracts at Isaac Newton School have agreed to offer the necessary additional classes at Mbute. The school has rented a house close to the school, which it has refurbished and will use to provide accommodation to three members of staff, including the site Manager and bursar.
5. Community support for the rescue is strong. A new Parent Teachers' Association has been formed. The first action of the PTA was to mobilise people from the two nearest villages to work on clearing pathways to the school. Those parents who were in arrears with their school fees have been coming to the school to pay them, so that their children can return to the new school.
6. Funds have been forthcoming through IHEU to settle the arrears of pay owed to teaching and ancillary staff from 2012. This has encouraged the school's cook to return to her post.
7. IHEU has also released the previously allocated, but frozen, funds to complete the school library building and the new science lab. Funds have also been made available for other necessary refurbishment. The floor of

the main classroom block was breaking up due to an inferior concrete mix. This has now been replaced. The bases of the water tanks were disintegrating and 3 of the 4 were no longer collecting rain water from the roofs. These have also been repaired.

UHST will support the new venture with additional scholarships in 2013. We are delighted with the new management arrangements and our trustees have agreed to resume funding for all aspects of the school's development.

Uganda Humanist Schools Trust

People and contacts

The UHST (UK) is a charity which raises funds to support education in Humanist schools in Uganda.

Chairperson: Steve Hurd

Postal address:

Uganda Humanist Schools Trust
31 Greenmeadows Road
Madeley
Crewe, CW3 9EY
United Kingdom

Telephone: +44 (0) 1782 750338

Email: stevehurd@uhst.org

Website: <http://www.ugandahumanistschoolstrust.org>

Board of Trustees in 2012

Steve Hurd B.Sc., M.A.(Econ), FRSS (Chairperson)

Professor Hilary Hurd B.Sc., Ph.D., FRES, FRSTMH, MIBiol (Scholarships Manager)

Chris Wright B.A., LL.M., PGCE (Legal Adviser)

Paul Gubbins B.A.(Hons), M.A., M.A., M.Ed., Ph.D. (Minutes Secretary and SCANS Humanists)

Caspar Melville B.A., M.A., Ph.D. (Rationalist Association; New Humanist)

Dan Hurd B.Soc.Sci., ACA., MABRP (Financial Adviser)

Susan Wright B.A., LL.M., DipCE (South Cheshire and North Staffordshire Humanists)

Andrew West B.A. (Hons) (British Humanist Association)

Uganda Education Adviser: Christopher B Mugimu, PhD, Associate Professor and Head, Department of Foundations and Curriculum Studies, *College of Education and External Studies, Makerere University, Uganda*

Grants awarded by UHST January to December 2012

Isaac Newton High School

33 scholarships term1	£1,320
Fencing, kitchen, stoves, teachers rooms, dorm lights	£4,400
Building to house teachers and school kitchen	£2,820
Textbooks	£1,000
Science equipment	£500
Efficient wood burning kitchen stoves & cooking pots	£1,400
34 scholarships term 2	£1,360
Emergency food money (East African drought)	£900
Well and pumped water storage system	£6,250
Purchase & planting of shrubs for living hedge	£500
34 scholarships term 3	£1,360
Start-up grant for 4 students going on to university	£400
Blair-VIP toilets & washrooms for boys and girls (80% paid)	£10,000
Service and repair of computer network	£120
2012 staff bonus + £100 musical instruments	£1,100
Transfer and initial refurbishment of Mbutu Campus	£3,485
Total funds to Isaac Newton High School	£36,915

Fair View Senior Secondary School (formerly Humanist Academy)

21 scholarships term 1	£840
21 scholarships term 2	£840
21 scholarships term 3	£840
Arrears of pay for staff	£1,000
Final pay settlement for management & legal transfer of school to Isaac Newton High School as the Mbutu Campus	£2,000
Total funds to Fair View Senior Secondary School	£5,520

Mustard Seed Secondary School

180 desks & chairs to establish examination centre	£1,200
New kitchen & efficient wood burning stoves + 30 beds for boarding students with mosquito nets	£5,500
12 scholarships term 1 (remainder advanced in December 2011)	£480
Kitchen stoves/completion + transport books	£1,200
Textbooks	£1,000
Science equipment	£500
Purchase of land by upper school site 1st instalment	£1,600
38 scholarships term 2	£1,520
Emergency food money (East African drought)	£900
Extension of electricity to new site	£1,850
Instalment repayment on science lab loan	£1,050
Data projector from Amazon	£378
40 Scholarships term3	£1,760
Purchase of land by upper school site 2nd instalment	£1,125
Final instalment repayment on science lab loan	£1,000
Large cooking pots for new stove	£390
Blair-VIP toilets and wash rooms for girls	£6,400
Materials for science exam centre	£630
Land by upper school site final instalment	£1,125
Initial 40% payment on new girls' dormitory + £200 teachers expenses to attend workshop at Isaac Newton School, Masaka	£11,200
Annual pay bonus + £200 for teachers' travel to Masaka workshop	£1,200
2nd 40% instalment on new girls' dormitory	£11,000
Total funds to Mustard Seed Secondary School	£53,008

Total grants allocated during 2012 = £95,443



Charity Name UGANDA HUMANIST SCHOOLS TRUST	No (if any) 112876
---	-----------------------

CC16a

Receipts and payments accounts

For the period from	Period start date 01-Jan-12	To	Period end date 31-Dec-12
---------------------	--------------------------------	----	------------------------------

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 - untied	£30,015	£0	£0	£30,015	£29,280
Donations - restricted	£0	£52,095	£0	£52,095	£18,012
Donations - student scholarships	£0	£10,937	£0	£10,937	£8,905
Gift aid	£10,230	£0	£0	£10,230	£5,730
Interest	£111	£0	£0	£111	£118
Sub total(Gross income for AR)	£40,356	£63,032	£0	£103,388	£62,045
Total receipts	£40,356	£63,032	£0	£103,388	£62,045

A3 Payments

Isaac Newton School - unrestricted	£22,680	£0	£0	£22,680	£6,505
Isaac Newton School - restricted	£0	£10,195	£0	£10,195	£2,926
Isaac Newton School - student scholarships	£0	£4,080	£0	£4,080	£2,600
Mustard Seed School - unrestricted	£14,848	£0	£0	£14,848	£23,992
Mustard Seed School - restricted	£0	£34,400	£0	£34,400	£15,426
Mustard Seed School - student scholarships	£0	£3,760	£0	£3,760	£4,000
Fair View School - unrestricted	£0	£0	£0	£0	£0
Fair View School - restricted	£0	£3,000		£3,000	£0
Fair View School - student scholarships	£0	£2,520		£2,520	£3,840
Other including printing costs	£79	£0	£0	£79	£1,154
Bank charges	£422	£0	£0	£422	£223
Refund of donation	£0	£0	£0	£0	£96
Sub total	£38,029	£57,955	£0	£95,984	£60,762
Total payments	£38,029	£57,955	£0	£95,984	£60,762

Net of receipts/(payments)	£2,327	£5,077	£0	£7,404	£1,283
A5 Transfers between funds	£0	£0	£0	£0	£0
A6 Cash funds last year end	£14,707	£4,481	£0	£19,188	£17,904
Cash funds this year end	£17,034	£9,558	£0	£26,592	£19,188

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	Donations - unrestricted	£17,034	£0	-
	Donations Restricted	£0	£4,500	-
	Scholarships	£0	£5,052	-
	Total cash funds	£17,034	£9,552	-