



Uganda Humanist Schools Trust

8th Annual Report 2016



Moses Kamy, Director of Mustard Seed School



**Peter Kisirinya, Director of Isaac Newton School
with his brother Edward, the school's site manager**

www.ugandahumanistschoolstrust.org
Charity Registration Number 1128762

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 offers grants to Humanist schools in Uganda. We normally expect the schools we support to be not-for-profit organisations and to be members of the Uganda Humanist Schools Association (UHSA). Our mission is to help the schools provide a good educational experience for children attending them. A condition of support is that a proportion of places are made available to disadvantaged children from the local community.

UHST funds items that contribute to improvements in the education and welfare standards of children attending the schools. The Trust gives grants for learning materials, staffing costs, staff development activities and towards the improvement of school buildings and infrastructure or for additional buildings and such other items that meet the objects of the Trust. The Trust also funds boarding scholarships so that schools can recruit bright children 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 advised 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 may 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. UHST will require a copy of the relevant annual accounts of each school supported and we expect the amount and purpose of each grant to be recorded in those accounts as well as a record of how the money donated has been spent.

Management and Governance

A number of other Humanist organisations share an interest in the schools and UHST exchanges information with such organisations about grants awarded and applications received. From time to time, we share the costs of particular projects with one or more kindred organisations. UHST is affiliated to the International Humanist and Ethical Union (IHEU) and our Board of Trustees includes members from:

- The former South Cheshire and North Staffordshire Humanists (SCANS)
- The Rationalist Association/New Humanist (RA)/School of Oriental & African Studies
- The British Humanist Association (BHA)
- Cambridge Humanists & Dorset Humanists

UHST Trustees held their Annual General Meeting in July 2016.

The Board of Trustees in 2016 comprised Steve Hurd (Chair – formerly Open University School of Education), Hilary Hurd (Scholarships Manager – Emeritus Professor of Parasitology, Keele University), Caspar Melville (London University School of Oriental & African Studies – formerly Rationalist Association/New Humanist), Andrew West (UHST Website/Facebook - British Humanist Association), Dan Hurd (UHST financial adviser – Director, Ernst & Young), Paul Ewans (Cambridge Humanists – charity manager), Chris Smith (formerly VSO Uganda, Dorset Humanists) and Stuart Naylor (South Cheshire & North Staffordshire Humanists, Science teacher trainer and curriculum developer).

Fundraising activities

Receipts

In 2016 the donations we received to help the Humanist Schools in Uganda almost doubled to £127,255.

Funds were raised in a variety of ways.

Existing supporters

The largest single source of funds during 2016 continued to be the 1,500 supporters who have contributed to the Trust in previous years. Some supporters send periodic donations by cheque. However, there has been a steady rise in the number of supporters making regular donations by standing order. In 2016 60 supporters made regular general donations by standing order and 90 provided scholarships that way. This regular funding stream is invaluable as it underpins our grants programme and allows forward planning.

Website

The news blog on our website helps to maintain a constant flow of visitors to the site:

www.ugandahumanistschoolstrust.org



People visit the website to obtain general information about the Trust. Many supporters 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 progress that the schools are making, but also to share with supporters the periodic setbacks and challenges they face. The school reports display a rolling list of funding priorities and supporters can download donor and standing order forms, and make PayPal donations.

Website donations via PayPal increased from £3,208 in 2015 to £8,045 in 2016. Donations through Virgin Money Giving remained in the low hundreds of pounds.

Large donations

We were delighted to receive a number of large donations in 2016. Members of Leicester Secular Society donated £9,000 towards extending mains power to Isaac Newton School and the surrounding villages. The Ethical Society of St Louis donated \$40,000 for the construction of a second girls' hostel at Isaac Newton High School. The picture below shows Ed Schmidt from St Louis Ethical Society teaching some mathematical ideas to students at Isaac Newton School during the 2015 International Friendship Visit. Such visits

provide a good opportunity for supporters to experience the Humanist Schools at first hand.



A further £10,000 was donated by a Cambridge Humanist to support the general work of the charity.

We are also receiving more large individual donations in the range of £500 to £2000.

Publicity

Perhaps surprisingly our promotional efforts were relatively muted in 2016. We received no requests for talks about the Uganda Schools and Positive Humanism during the year. This probably reflects the fact that we have spoken to most Humanist groups around the country, in some cases more than once. However, as the schools are moving into a new phase, we would be very happy to revisit groups to provide an update on progress.

We sent out no publicity leaflets during the year. However, we have tried to keep existing supporters up to date with developments in the schools by circulating reports on the schools by email and posting them on our website and on Facebook. Each time we post new information, many of our supporters respond to the specific needs identified in the reports by sending donations. We really appreciate the level of engagement that UHST supporters show. We will try to limit appeals to the occasional large infrastructure project.

Grants awarded

Scholarships

The money our supporters provides for scholarships brings bright, needy children into the Humanist schools, such scholarship income makes a substantial contribution towards staffing and day-to-day running costs. In 2016 (2015) we provided 143 (130) scholarships, of which 105 (102) were for day scholars and 38 (28) for boarders. They were allocated as follows - first figure is total scholarships, number in brackets is number of boarding scholarships:

School	Scholarships (Boarding)
Isaac Newton High School	70 (20)
Mustard Seed School	72 (17)
Kasese Humanist Primary School	1 (1)
TOTAL	143 (38)

Below is a picture of Hilary, our Scholarships Manager, with some of the scholarship holders from Mustard Seed School.



We try to maintain an even gender balance in the allocation of scholarships though, at the moment, rather more scholarships are allocated to girls than to boys. This reflects the preference of some donors to support girls. As in the previous two years, two new scholarships were provided to enable

successful students from Kasese Humanist Primary School to transfer to Isaac Newton High School. This has proved to be a very fruitful link. The Kasese students settle in well and are among the top students in their year.

As the standard of education and performance of students in national examinations has improved, the schools have experienced increased demand for places. Mustard Seed School enrolled 365 students and Isaac Newton School 450 in 2016.

Learning Resources

In 2016 we allocated £1,600 to the Mustard Seed and Isaac Newton accounts at Aristoc Bookshop to enable them to buy books to promote Reading for Pleasure. Each school has appointed a member of staff to coordinate reading development in their schools. Additionally we gave a grant of £500 to enable Kasese Humanist Primary School to buy books. Below the new reading books are being registered by the Mustard Seed librarian.



We share with the schools the belief that excellence in reading is both an important life skill and a source of pleasure through life. It also helps to raise performance across all subjects. Both schools attribute much of the improvement in examination results in 2016 to our policy of flooding the schools with books, which has enabled students to become autonomous learners. As a further positive development, Isaac Newton High School has introduced English Literature as a compulsory subject for all students, with the aim of

promoting excellence in English to the benefit of all subjects across the curriculum.

We also substantially increased the allocation of funds for science. Hitherto results in science have been poor in Mustard seed School. We provided, therefore, £600 to supplement pay levels to enable to school to hire a well-qualified Head of Science and Science Technician and also to hire trainers to convey good practice to all science staff in the school. Additionally we gave grants of £1,561 to enable the school to increase its stock of essential science equipment and chemicals. Isaac Newton School, which has always allocated funds to science, was given an additional £1005 for science. Below are A-level students at Mustard Seed School conducting an experiment in the re-equipped science lab.



Providing the girls with sanitary pads was another priority and we did this by arrangement with Afripads, a Dutch/Uganda social enterprise. Much of the costs of £1,345 were met by a grant from members of St Louis Ethical Society.



In the above picture girls from Mustard Seed School are receiving their packs of Afripads. While not a learning resource, the provision of

the pads has greatly reduced girls' absence from lessons and increased their ability to concentrate in class.

Infrastructure improvements

Isaac Newton School

At the start of the year we provided £2,860 for work to improve the site roadways and paths, to dig drainage channels and construct a retaining wall across the site to deflect floodwaters from classrooms, and to complete a reception building at the school gate. The picture below shows work on the retaining wall which diverts water away from the classrooms.



The solar power system, which drives the computer network and provides lighting had also become less effective due to deterioration in the batteries. A UHST grant made it possible to buy replacement high quality, long-life gel batteries and this has restored the system to its original levels of efficiency. We have taken advantage of the upgrading by adding 10 Zotec Z-box computers to extend the computer network. The school now has 20 workstations – 10 windows-based and 10 using Linux-Ubuntu. All computers have access to the huge RACHEL repository of educational materials. A grant of £2,280 has also enabled the school to buy a state of the art RISO printer.

Two large items of spending have come at the end of the year. In November, the school

started work on the construction of a second girls' hostel made possible by a large grant of \$40,000 from St Louis Ethical Society. The new building had reached roof level by the end of the year (picture below).



We paid the school and local community's £10,000 share of a £56,000 project by the Ministry of Rural Electrification to bring mains hydroelectric power to the school and its surrounding villages. Two Humanists from Leicester Secular Society provided the bulk of the funds for this. It is a hugely important project. The school will have lighting for the evenings and early mornings, and power for audio-visual equipment and computers during the day. The local villagers will also be able to connect to the local grid for lighting, refrigerators, TVs and power tools. This development will transform life and productive opportunities in the local area.



The local community came together with the school (picture above) to negotiate the details

of the power project, notably the routing of power lines and permissions from local landholders. As an unexpected outcome, an Isaac Newton Community Association has been established to promote the economic and social welfare of the local community. Although independent of the school it will hold its meetings on school premises, and use a school building to store fertilisers and seeds bought collectively. In effect it will operate as a local cooperative. Picture of members of the new community association below...



Mustard Seed School

We funded a major upgrade and extension to Mustard Seed School's computer system. The purchase of 10 powerful but low energy use Zotec Z-box computers give teachers and students access to a windows-based system, with a huge amount of educational materials embodied in the RACHEL repository. This gives access to a huge selection of media from Wikipedia, the Khan Academy science and mathematics videos, many video files (including Zeffirelli's Romeo & Juliet) and a very large number of electronic textbooks and classic novels. The picture below shows Senior 5 students using the study materials on the new computers.



The school has been suffering from the large number of power cuts that occur in Uganda. Often there is no lighting at night when students want to do prep in the run up to exams. When we visited the school in June 2016, a delegation of students asked us to help them. After talking with Moses we agreed to fund, at a cost of £1,380, the installation of solar panels, inverters and battery storage so they would have power on site when mains power fails.



A grant of £2,280 has enabled the school to buy a state of the art RISO printer. The picture above shows senior staff being trained in the use of the new printer. This enables the school to use cheap newsprint paper and has very low consumable costs. It also has a very high output rate and low maintenance costs. Such equipment is ideal when large print runs are required, such as for school internal examination papers. The acquisition has substantially reduced the school's printing costs, much of which was paid over to printing firms external to the school.

Staffing and Governance

Apart from the quality of the students coming into a school, the most important factor in school success is the quality and motivation of its teachers. For most of their existence the Humanist Schools in Uganda have relied upon the use of part-time teachers. It is very difficult in a one-stream entry school to provide full-time posts for teachers who specialise in a single subject. Each school has 10 to 15 full-time staff and relies on the remaining 10 to 20 teachers coming into school on a part-time or casual basis. Teachers tend to be paid only for the time they teach and they receive no pay during the school holidays. In order to incentivise teachers to return to school after the end of year break, UHST introduced, two years ago, an end-of-year bonus – equivalent to a months salary. This has helped teachers financially and greatly improved the retention rate. We continued this bonus in 2016

Unfortunately when the school Director and a colleague went to the school bank, which is 50 miles from the school in Jinja, to collect this year's bonuses, amounting to £1,500, they were held up on the road by robbers. It seems the robbers had seen them collecting the money in the bank and they set up a road block and stopped their car. One of the robbers carried a Kalashnikov rifle and shot Moses's colleague, Tedeo, in the arm. Realising the seriousness of the situation Moses handed over the 2016 bonus money.



Tedeo recovering in hospital (above). This posed a dilemma for UHST. We did not feel we should pay the same money twice. However, in response to a blog account of the incident a number of UHST supporters sent money so we were able to reimburse the school and staff for the lost bonuses, pay Tedeo's hospital fees and give him some financial compensation to help him get back on his feet. We are very grateful to our supporters for responded so quickly to this urgent human need.

One positive outcome from the robbery is that the money donated was enough to pay the initial fees and small deposits need to open a bank account for each of the teachers at Mustard Seed School. In future their pay will be transferred straight from the school bank account to teachers' personal accounts. This will eliminate the risk taken every month when salaries were being collected and transported in cash, making too easy a target for robbers who realise the regular pattern.

Uganda has always been a predominantly cash economy so people moving large amounts of cash have always been vulnerable. There is less call for this these days since the advent of mobile money, which allows people to move cash by text from one mobile phone to another one. There is also a big push to persuade people to open bank accounts. Another robbery earlier in the year affected Isaac Newton School. Peter Kisirinya was transporting money to the national examination board UNEB to pay students' examination entry fees, when a taxi driver and his accomplices, who were purporting to be fellow passengers, robbed him. As students would have lost their opportunity to take their

O-level exams if we had not immediately replaced the money so it could be paid before the UNEB deadline.

With two robberies, 2016 has been a bad year. However, we regard this as coincidence rather than evidence that Uganda is becoming more lawless.

During 2016 we provided funds to pay legal and survey fees so that long-term leases could be drawn up on the school land. Since the new Uganda Land Act came in, and the decision was made to keep a central computer database of land titles, a long backlog has built up. Consequently new transactions are taking a long time to complete and register. By the end of the year, necessary forms have been submitted to the Land Registry and the schools are waiting in line to receive their leases. Once the leases are in place we will feel more confident about devoting new donor funds to expanding the infrastructure of each school. Below is the deed plan for the signed and registered lease on the first piece of Mustard Seed land.



During our visit to the schools in June we were able to take part in the Annual General Meetings of each school's board. Since the start of last year UHST has had a named Director on the Board of each school. Steve Hurd is the UHST Director at Isaac Newton School and Caspar Melville our Director at Mustard Seed School. Should one or other Director not be able to attend the meeting we can send a deputy. We are very pleased about this development, which strengthens the sense of partnership between the schools and UHST and makes it easier for us to coordinate and sharpen up accounting procedures.

Priorities for 2017

The current obstacle to further infrastructure development is the need for long-term leases to be secured on the school land. Mustard Seed School has four separate plots of land and so far only one of these is subject to a lease, though two more are imminent. Isaac Newton's progress on its lease has been slow due in part to the peculiarities of the local Mailo land tenure system but also due to the closure for several months of the local land office, while corruption charges were investigated. The office has now re-opened and the school's land deeds are in the queue for processing.

Once this obstacle is out of the way we feel very optimistic about the ability to help the schools to move up a gear in developing their infrastructure. We have agreed, in principle, that, so long as recruitment remains buoyant, we will help each of the schools to move to two-stream entry.

By the end of February the second girls' hostel at Isaac Newton should have been completed and the clinic will have running water, a sink and flush toilets. By Easter the school and local villages should be connected to mains electricity.

We have currently launched an appeal to raise £42,000 for a multimedia-building project at Isaac Newton School. This will construct 3 new

classrooms, a science lab, a teachers' preparation room and two storerooms. Each room will have ceilings with sound damping under the corrugated iron roof to reduce the disturbance of lessons during heavy rainstorms. There will be ceiling-mounted data projectors, cabling and points where teachers can connect laptop computers for lesson presentations, and microphones and speakers to improve audibility in large classes.

At Mustard Seed School our aim is to raise funds for a new school hall, with connected deputy head's/site manager's office, to be constructed next to the new playing field. Once this is finished it will be possible to turn the old hall into a library, reading room and information centre with on-line computers so that students can research information from both off and on-line sources. The old library will be removed to free up space for creating a refurbished science lab. The adjoining classroom will be turned over to a staff room, where teachers can undertake preparation work. This will have the advantage of being close to the new computer information centre so that teachers will be able to research new material for lessons. The old, very cramped, computer room will also be released for use as staff offices. The original site will then be able to undergo a facelift and flower garden planted to make it a pleasant place to receive visitors and for staff to work. It will also improve the environment for the girls who stay in the hostel on the same site.

As well as developing the infrastructure of the two schools we also intend to continue the policy of ensuring that students and staff have plenty of books to consult for research and to read for pleasure. We also want to ensure that all subjects have the learning resources they need to offer a good education. In addition we will try, where we can, to help the schools to offer co-curricular activities such as sports, music and outside visits.

We are very grateful to our supporters whose generous donations have made the progress reported here possible. Should readers wish to

donate to our work to improve school infrastructure to cope with the rising numbers of students who are being attracted to the Humanist Schools in Uganda the please visit our website:

<http://www.ugandahumanistschoolstrust.org/donate/make-a-donation/>

Uganda Humanist Schools Trust

People and contacts

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

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Board of Trustees in 2016

Steve Hurd B.Sc.(Hons), M.A.(Econ), PGCE, FRSS (Chair)

Professor Emeritus Hilary Hurd, B.Sc.(Hons), Ph.D., FRES, FRSTMH, FBiol (Scholarships Manager)

Caspar Melville, B.A., M.A., Ph.D. (London School of Oriental & African Studies, formerly Rationalist Association & New Humanist)

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

Daniel Hurd, B.Soc.Sci., ACA., MABRP (Honorary Accountant & Director, Ernst & Young)

Paul Ewans, B.A.(Hons) (Cambridge Humanists, formerly Foreign & Commonwealth Office)

Christine Smith, B.Sc., PGCE (Shropshire and Dorset Humanists, and former VSO Uganda)

Stuart Naylor, B.Sc., PGCE, M.A., C.Sci.Teach (Science education consultant and publisher, former Chair of South Cheshire & North Staffordshire Humanists)

Grants awarded by UHST

January to December 2016

Isaac Newton High School, Kateera, Masaka

Laptop and software for school Director	£289
Local transport and other costs related to school visit	£102
Scholarships for 50 day and 20 boarding students	£10,650
Work on site roadways, paths, drainage, retaining wall & reception	£878
Science materials and chemicals through Chemequip	£1005
10 Zotac Z-box computers and software from UConnect	£366
Director's honorarium	£500
IT equipment: keyboards, monitors, leads, CD writers, laptops	£647
Reading for Pleasure Project – books from Aristoc Bookshop	£800
Re-useable sanitary pads for all girl students from Afripads	£700
Ultratec upgrade computer room solar power with gel batteries	£800
High capacity RISO printer	£2,280
Legal and survey fees for land lease	£522
Architect & surveyor's fees for design of multi-media block	£250
End of year bonus payments to school staff	£2,165
<i>Extraordinary item – replacement of exam entry fees after robbery</i>	£1,057
Total from discretionary funds	£24,615
SPECIAL PROJECTS <i>spent from restricted funds in 2016</i>	
Site works on roadways and drainage	£1,982
2 nd Girls' Hostel (St Louis Ethical Society)	£23,713
High tension power project for school and local community	£10,000
Total from Restricted Funds	£35,695
TOTAL GRANTS	£60,311

Mustard Seed Secondary School, Busota, Kamuli

Laptop and software for school Director	£289
Local transport and other costs related to school visit	£102
Scholarships for 55 day and 17 boarding students	£8,704
Science salaries & staff development	£600
Science materials and chemicals through Chemequip	£1,561
10 Zotac Z-box computers and software from UConnect	£366
Director's honorarium	£500
Reading for Pleasure Project – books from Aristoc Bookshop	£800

Re-useable sanitary pads for all girl students from Afripads	£645
Solar system for backup lighting for MS from Ultratec	£1,380
IT equipment: keyboards, monitors, leads, CD writers, laptops	£178
High capacity RISO printer	£2,282
Legal and survey fees for land lease	£520
End of year bonus payments to school staff	£1,500
Director's bonus arrears and advance of bonus for 1 st half 2017	£1,000
Advance of Scholarships for Term 1 2016	£1,965
<i>Extraordinary Item: Advance of exam fees against scholarship - families unable to pay due to drought and crop failure</i>	£1,266
<i>Extraordinary Item: Replacement of stolen staff bonuses, compensation & health fees for injured staff member and money to open bank accounts for all staff</i>	£1,950
TOTAL GRANTS	£25,422

Kasese Humanist Primary School

Textbooks through Aristoc Bookshop	£500
Boarding scholarship	£240
Total funds to Kasese Humanist Primary School	£740

Total grants allocated during 2016 = £86,473



Charity Name UGANDA HUMANIST SCHOOLS TRUST		No (if any) 1128762	CC 16a
Receipts and payments accounts			
For the period from	Period start date 01/01/16	To 31/12/16	

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 - unrestricted	52,083.95		0.00	52,083.95	38,354.00
Donations- restricted		40,778.87	0.00	40,778.87	24,716.12
Donations- scholarships		21,316.22	0.00	21,316.22	20,554.00
Gift aid	12,874.20	0.00	0.00	12,874.20	10,422.72
Interest	201.77	0.00	0.00	201.77	85.61
Total receipts	65,159.92	62,095.09	0.00	127,255.01	94,132.45

A3 Payments

Isaac Newton High School - unrestricted	12,465.25	0.00	0.00	12,465.25	27,400.00
Isaac Newton High School - restricted		35,695.44	0.00	35,695.44	0.00
Isaac Newton High School - scholarships		12,150.00	0.00	12,150.00	7,520.00
Mustard Seed School - unrestricted	15,556.35	0.00	0.00	15,556.35	15,230.00
Mustard Seed School - restricted	0.00		0.00	0.00	16,580.00
Mustard Seed School - scholarships		9,866.00	0.00	9,866.00	6,555.00
Kasese Humanist Primary School- unrestricted	500.00	0.00	0.00	500.00	400.00

Kasese Humanist Primary School- scholarships		240.00	0.00	240.00	0.00
Other including printing costs	0.00	0.00	0.00	0.00	0.00
Bank charges	104.05	0.00	0.00	104.05	791.21
Total payments	28,625.65	57,951.44	0.00	86,577.09	74,476.21

Net of receipts/(payments)	36,534.27	4,143.65	0.00	40,677.92	19,656.24
A5 Transfers between funds	0.00	0.00	0.00	0.00	0.00
A6 Cash funds last year end	35,153.31	2,131.02	0.00	37,284.33	23,446.00
Cash funds this year end	71,687.58	6,274.67	0.00	77,962.25	43,102.24