



Training local volunteers to teach in their communities.

Chair's overview of the year: June 2019 – October 2020



Acronyms

CAMFED – Campaign for Female Education
CVT – Community Volunteer Teacher
DfID – Department for International Development
GES – Ghana Education Service
MEL – Monitoring, Evaluation and Learning
SCCF – Small Charities Fund
T2T – Teach2Teach

Welcome to all.

T2T has grown from strength-to-strength this year, despite challenges presented by the coronavirus pandemic, and has developed significantly in organisational capacity. Our core team is now made up of finance and development officer; programme manager; MEL expert business and development consultant; grant designers; administrator and communications officer. As always, we feel extremely grateful to work with our enthusiastic and energetic CVTs, who work tirelessly to promote the value of education for all students in northern Ghana. T2T continues to effectively collaborate with our implementing partners, School for Life (SfL), with whom we work closely to ensure all programmes can be locally-owned.

This year T2T pivoted its programme to adapt to the changing circumstances, continuing to provide essential education to marginalised communities in northern Ghana. T2T is extremely pleased with the success of our programmes:

T2T Community Volunteer Teacher Programme
Teach4Health
T2T Adaptive Learning Programme
T2T Disability and Inclusion Programme

CVTs are essential leaders and change-makers in their local communities. They support education in and outside the local schools in which they work and the life of the local community, working closely with headteachers, senior staff members and parent representatives to develop learning.

A CVT, Ibrahim Mubarik at Woribogu Ahamadiyya E/A Primary for instance, does not only teach in Year Six (P6 – the year the student graduate) but has also become the volleyball instructor of the school. The headteacher of this school commented:

“We are very happy that the CVTs have been posted to our school. Ibrahim Mubarik for instance is a very hard-working teacher. Due to his hard work, I have sent him to basic six class. The pupils are lagging behind and I think he can bring them up to expectation. In addition, Ibrahim Mubarik has brought life to the school again by establishing a volleyball team. We are grateful to School for Life and T2T International”.

At the AGM in June 2019, we anticipated the start of the Community Volunteer Teacher Programme. Julia Goddard joined the organisation at that time to help with the development of the T2T Training Manual, Data Management, and MEL. Fundraising over the summer produced donations in July 2019 from the Ashworth Trust, the Clifford Chance Foundation, a second injection of cash from our year long relationship with Benenden School, and the first investment from the Ghanaian Association of Bankers.



Equipped with the T2T Training Manual and a suitcase full of T2T t-shirts, Anita and Julia headed to Ghana in August 2019 to help train the first cohort of CVTs. 45 volunteers were invited to the training and 34 attended of which 18 were women and 16 were men. Baseline assessments were compiled on the CVTs so that we could track their progress through the programme. There was high energy and enthusiasm throughout the training. An individual from our partners CAMFED joined to help provide perspectives on gender inclusion and leadership. The training resulted in a strengthening between T2T and SfL. The target of 60% female CVTs was met, all CVTs exclaimed their commitment to the programme. Our media partners, Ronin Africa, captured the learning and atmosphere which we cut into a new film¹. We experience issues when it came to posting due to a change in leadership at the GES in Kumbungu district and some misinformation on the CVTs themselves, who had already gained places at teacher training colleges or did not live in the villages. These issues were resolved by November 2019.

In September 2019, the first batch of 600 Book Aid International books were distributed. Assessments are conducted each year to establish their impact as a resource both in the classroom and for after school clubs. CVTs flagged challenges such as lack of library facilities. CVTs reported that every school were given five books of assorted kinds, kindly donated by BookAid International and that the books were being put to good use.



¹ <https://www.t2tinternational.org/films>



T2T hosted an inauguration event for the Community Volunteer Teacher Programme at the training centre in Kumbungu, northern Ghana, which was attended by Ambassador Patrick Hayford; Chief Alhassan Andani, who is also our generous sponsor in his capacity as CEO of Stanbic Bank and President of the Ghana Association of Bankers (see left in pink robes); Mohamed Haroon, Regional Head of Education for the Northern Region; and many other representatives from governmental and educational bodies and institutions. The event was also photographed and filmed by national press, increasing the profile of T2T's work within Ghana.²



² <https://www.ghanaiantimes.com.gh/teach2teach-trains-community-teachers-in-northern-region/>
<https://www.ghanaweb.com/GhanaHomePage/NewsArchive/Teach2Teach-training-volunteers-to-teach-in-Northern-Region-Anita-Lowenstein-Dent-707663>

September 2019 was extremely busy as preparations were underway for the Wiyaala Gala which took place on the 4th October 2019. The event was incredibly successful raising over £30,000 in donations and over 130 people attending.



Please see photos of the event, available at our website.³

The gala included an exclusive performance from T2T's cultural ambassador, and famous pop star, Wiyaala, who travelled from Africa to support the event. She gave a brilliant performance and T2T was extremely touched by her presence. The evening included a prize auction and raffle which contributed to the funds raised, gifts having been generously donated by various UK brands, whose support was invaluable. While events are wonderful in terms of raising the profile of T2T's work and galvanising funds they are also institutionally exhausting. We are exceedingly grateful to Fiona Geddes and Diana Phillips and the volunteer team lead by Alex Manners and Annie Davison our sponsors and the raffle and auction prize donors, without whom the event would not have been possible.

In October 2019 Anita was awarded the prime ministers *Points of Light* award. The award recognises outstanding individual volunteers working to create social change⁴. This is an amazing achievement and resulted in an excellent press response, positively promoting the work of T2T. Towards the end of October, the first round of reports on the performance of CVTs in their respective schools was shared by SfL. We discovered that some of the CVTs we trained in August had been accepted in consequence for places in full tertiary training or had left temporarily to give birth. In November 2019 we changed our recruitment methodology, making it more local, and mounted a second training, increasing the total number of CVTs from 40 to 51.

In November 2019, T2T was awarded a highly prestigious grant by The Fore, which was targeted at making transformational change in the organisation by supporting institutional capacity costs. The delayed baseline assessments were finally conducted on the students so that their progression throughout the year could be mapped. Anita also delivered a presentation to A-level students at Westminster school about the causes of war, which began

³ : <https://www.t2tinternational.org/event>

⁴ <https://www.pointsoflight.gov.uk/teach2teach-international/>

a collaboration between the school and the charity with a donation in December 2019 of £1,200 from Home Clothes Day.

In Ghana, a workshop took place hosted by School for Life which spanned over six days and was designed to develop teaching methods, understanding of surveys and assessments and increase confidence of CVTs. Several sessions took place throughout the duration, with sessions on safeguarding, beneficiary feedback mechanisms, use of books and reading materials in teaching and lesson and planning delivery. The workshop was successful, there was 100% attendance by CVTs and Sfl reported high levels of participation from CVTs. 80% of CVTs rated the workshop as excellent and advised the coaching had significantly increased confidence levels.



“The training was of high quality because some of us can now prepare lesson plans” - CVT

In December 2019 T2T trustees and advisory board members had the first strategy away day. The focus of the meeting was to identify the unique selling points of the organisation and plan how to promote and expand T2T moving forward. Key items on the agenda included using data to demonstrate impact, developing MEL capacity, the role of Anita as both CEO and chairperson and the expansion of the BoT's. T2T responded proactively and efficiently to the issues raised throughout the year by:

1. Hiring a MEL expert to develop capacity and to provide expertise on continuous improvement
2. Devising several impact graphics that articulate the charities role in social change
3. Gathering key statistics that demonstrate T2T's work and dispersing these throughout communications materials
4. Anita stepped down as chairman to act as CEO and vice-chair and Paul Brown took over

After 18 months of service with T2T, Elaine Stevenson accepted a new post in a UK-based safeguarding charity. Elaine made significant contributions to the growth of the charity, developing our grant writing, managing our DFID SCCF grant and other funders, and initiating the framework for the CVT programme with School for Life. Advertising on the BOND website and on university recruitment portals produced over 60 quality responses. Anita spoke to most of the applicants in person and selected six candidates for interview in person, which were carried out at Charlie Geffen's offices, which he kindly made available to us. Ian joined on Skype. All the candidates we met were extremely strong. After much deliberation, we offered the post to Maggy Blagrove, who join T2T as Programmes and

Development Manager on a three-day-a-week basis. Lina Gonzalez-Pineros also joined on a *pro bono* basis as a Grant Development and Programme Expansion Consultant. She brought expertise in gender and conflict-analyst and has expertise in MEL and evaluating regional and global projects.

After two years volunteering with T2T Tracie Hussein left the organisation. Tracie kindly set up and ran the T2T's books, ensuring a seamless system for fundraising and donations. Not only did Tracie achieve this, but she also volunteered at events. Her contributions to T2T were immense and we are extremely grateful to have had her on our team. After over three years working with T2T, Fiona Geddes also left the team. Fiona was responsible for our branding, having devised our name and logo. Her expertise in event management and organisation significantly impacted T2T's fundraising, she will be missed, and we thank her for her invaluable contributions.

In January 2020 we began to increase our fundraising activities, writing donor report for both DfID and other donors. Working with CVTs, T2T began to focus on developing inclusion techniques for women, girls and persons-with-disabilities after 1 in 5 CVTs self-



reported disability and advising that, on average, each CVT teaches 4 students who have a disability. CVTs are trained to advocate within communities, to change attitudes towards all disabilities and to break down barriers to access education. Inclusion for all students has been a driving mission within T2T this year, and CVTs are now trained in disability-friendly and gender-inclusive teaching methods. The T2T Training Manual was updated to include modules on Disability and Inclusion and in Sport for Learning.

“Before the volunteer teachers, there were very few pupils in class because some children, like my friends would not come to school. But now, thanks to the CVTs, we all like coming to school because our teacher is friendly towards us, everyone now enjoys going to school.”
- Amina, Primary 5 student.

T2T's founder, Anita, travelled to America in February 2020 to meet with the World Bank Vice President, Keith Hansen, to better understand their plans for the GALOP programme and how small NGOs could get involved in it. Additionally, a group WhatsApp platform was created as the primary beneficiary feedback mechanism to facilitate peer to peer learning and closer ties between T2T, SfL and the CVTs in the field. The platform has been a valuable resource to communicate with beneficiaries, CVTs have used it as a space to promote their success stories, provide updates and share best teaching practices. The platform proved essential when the COVID-19 pandemic took hold. We used it to disseminate reliable information to the CVTs and encouraged them to become health messengers. The CVTs particularly used the platform to share ideas on how to build community handwashing facilities. We are delighted to get almost daily updates direct from the classroom. Added to this T2T now shares their stories with wider audiences on Twitter, promoting the hard work they do.

Lisa Lucas joined T2T in February 2020 to undertake business and grant development and took the lead on the Educational Outcomes Fund (EOF) negotiations, which was to be the mechanism through which NGOs could potentially access World Bank GALOP funds. With a background in large donor- funded contracts with DfID, EU, World Bank and UNICEF, Lisa

Lucas was recruited for her strengths in bid-writing, business development and contract management.

A great deal of work was undertaken to build a consortium to bid for contracts in the EOF - a results-focused funding mechanism that provides payment-by-results grants to educational organisations on the condition that the pre-agreed outcomes are met. After huge work and careful consideration by T2T's BoT's, being part of the EOF impact investment model was not deemed an appropriate next step for T2T as an organisation.



In February core T2T members, and BoT's Paul and Kwame, came together for a follow up away day hosted at Anita's house. T2T strategized on essential business developments such as expanding the T2T network, identifying important events that would lead to business exposure and community outreach that would assist with fundraising. Discussions arose around the future role of technology within the organisation as an educational tool and utilising the online WhatsApp platform as an essential resource and an important connection with T2T beneficiaries. Furthermore, members addressed key governance related issues such as roles and responsibilities and the effective division of labour within the team. The away day provided a clearer focus on T2T's priorities for the upcoming months, T2T members took away key actions to develop.

From February 2019 onwards the BoTs was keeping a close eye on how the global COVID-19 pandemic was likely to impact both operations and logistics; almost immediately the planned refresher training for the 40 CVTs and the trip to Ghana by Anita and the PM. Unfortunately, due to the escalating situation caused by the coronavirus pandemic, the training and the trip were cancelled.

The T2T team expanded in March as Suzy King-Patterson joined T2T as a board member. Suzy is a journalist, author and advisor to an MP, she has a background working in Africa. Unfortunately, due to a road traffic accident in which her husband was severely injured. Suzy was obliged to leave the organisation in September. Her support was extremely valuable and we are grateful to have worked with Suzy, if only for a short period. Grace Biddulph joined the team, providing essential communications and administration support. She is a recently-graduated Master's students who has worked on projects in Somaliland. T2T also welcomed back Tom Craig, who returned to the organisation after a period of sick leave. Tom works in communications and events for T2T and has been a great support in developing T2T materials including the T2T website, the T2T prospectus and the T2T training manual.

The organisation came together to work collaboratively to create some new key institutional assets: creating a theory of change, getting up-to-date case study profiles on the CVTs, their students and parents; updating the website; creating annotated maps to describe needs and challenges; and creating a year-in-the-life graphic to show the journey of a CVT through the CVT programme. See our website for all this and more.⁵

⁵ <https://www.t2tinternational.org/our-work->

Mid-term assessments began to take place with CVTs and students, revealing important data – that there has been a 19% uplift in literacy in numeracy rates after just five months in the areas where we work. Additionally, the T2T training manual was expanded to include essential information on lesson planning, new modules on sport, inclusion and disability. T2T received positive feedback from GES, who stated that the basic pedagogical methods were essential to any teaching and learning and that the safeguarding information was directly in-line with GES standards.

In March 2020, one week before the UK shut its schools, the Ghanaian government closed all schools due to the continuing spread of the coronavirus. This directly impacted T2T's capacity to deliver programmes. Globally, the pandemic has resulted in millions of children in some of the poorest areas leaving education. There is a risk that, as schools remain closed and the economic downturn bites, children will be forced to go into casual labour. This work is often dangerous and illegal. Recent reports highlight how the pandemic directly impacts child labour, and children's access to education (NY Times, 2020)⁶.



In response to the pandemic, T2T urgently pivoted its programme and set up the **Teach4Health** programme, working to build health resilience in local communities. Through the power of education, CVTs have become health resilience champions, sharing best practices to their families, students and communities. CVTs disseminate important health information, supplied via the CVT online WhatsApp platform, all of which is verified. This network of health messengers has meant T2T has been able to reach remote communities, promoting awareness around protective health measures. T2T continued to pay teachers stipends to support CVTs, minimising the impact of economic insecurity.



In April 2020, T2T published a COVID-19 emergency newsletter to ensure all T2T followers were aware of the organisational response, with T2T working to raise funds to continue support SfL, CVTs and their students.

⁶ <https://www.nytimes.com/2020/09/27/world/asia/coronavirus-education-child-labor.html>



- NB: Photo from TFN Xmas Event, Dec 2018

March and April 2020 were active months for income generation, yielding over £24,000. T2T was very fortunate to be selected to be one of only three organisations to present to the Strategic Funding Group of The Funding Network. Anita engaged the audience at their first ever online fundraising event, raising over £12,000 in donations. Having been extremely fortunate to be chosen by The Fore for a two-year investment of £30K, they invited T2T to apply for an emergency 'Raft' grant of £5K to meet the immediate challenges of the COVID-19 pandemic, which we used to support the stipends of our CVTs when schools were put into lockdown. Successful applications were also submitted to Crapps Charitable Trust, Rhododendron Trust, Matrix Trust and Souter. The COVID Update Newsletter⁷, which was circulated in April, which described our immediate programming response to the pandemic, generated a very generous donation of £20K from a loyal donor, and several other donations. In the same month, with grateful thanks to Lord Paul Boateng, Chair of Book Aid International, T2T was offered the renewal of the partnership with a shipment of over 2,000 books to Ghana, which arrived in Accra in July 2020 and were transported to Tamale by our film crew, Ronin Africa, in August. We are grateful to Mr Alhassan Andani, CEO of Stanbic Bank and President of the Association of Ghanaian Bankers and Special Advisor to the President on SDG Delivery, for his personal support in paying for the transportation. These books are in storage and will be distributed to the next cohort of CVTs in 2021.

T2T utilised the UK lockdown time to develop its digital communications. The communications team, Grace and Tom, re-designed the website, to better articulate the work of the charity, which is a key asset for the organisation and is used by supporters, donors and partners. New content and up-to-date imagery were added and was launched in August. T2T also joined Twitter, using another platform to expand the reach of our work and to raise the profile of the work T2T does.

Maggy Blagrove left the organisation in June 2020 to focus on her own social enterprise. However, the organisation grew in capacity, Sarah Oswald joining as a MEL, as impact and development consultant in order to develop MEL processes within the organisation, to ensure the progression of our programmes and to fully understand the amazing impact of the work we do. Sarah has worked as an expert within the sector for over twenty years with a specific focus on education for refugees. Karen Goodman-Jones was recruited as acting Project Manager. Karen has over thirteen years working on international programmes globally and also has a background working to create access to education for young children.

⁷ <https://mailchi.mp/b07de89c3a57/teach2teach-international-in-7071800?e=4f82b504fo>

In July 2020 T2T worked with SfL to expand the training manual to include adaptive teaching and learning strategies. The motivation to add new modules was an important outcome for the emerging situation caused by the pandemic and highlighted the needs for teachers to be able to work with a flexible, adaptable approach. The modules include out-of-classroom learning strategies, encouraging learning through play and remote working. Furthermore, modules on building health resilience through education were also added, which include valuable teaching methods to promote the value of health in the classroom and information on recognising ill-health in students and how to respond to this.

Ghana and the UK unlocked at around the same time. Despite rising COVID numbers in Ghana, it was decided that the CVT Refresher Training (postponed from March 2020) would take place in August 2020. July was spent updating the T2T Training Manual, adding modules on Adaptive Learning Strategies, Health, Well-Being and Resilience. On August 24th a three training took place in Dalun Simili Centre in Kumbungu and was run with social distancing measures in place. The highlights are:



- CVTs have a deeper understanding of an adaptive learning process
- CVTs increased confidence in their teaching methods
- CVTs received the updated training manual to better equip them with strategies for out-of-classroom learning

Our media partners, Ronin Africa, attended the entire three days and got fantastic coverage of the training and interview with the CVTs, which will be turned into two films. Ronin Africa also trained the CVTs in how to shoot good images for the WhatsApp group. The material we receive from Ronin Africa and from the CVTs themselves on the WhatsApp group are essential for giving donors and supporters insight into our work.

Each CVT was provided with a new style T2T T-shirt, which includes the T2T, DfID and SfL logos and says: Community Volunteer Teacher.



The expanded T2T training manual was very well received by the CVTs, ensuring that they are well equipped to support students creatively and safely once they return to school. Working in partnership with School for Life, T2T introduced essential learning strategies on health and well-being, within and outside the classroom, to ensure teachers are provided with the knowledge they need to adapt to the changing educational circumstances caused by the pandemic. Teachers are now better trained to manage socially distanced

learning and have gained new skills in inclusion methods in and out of the classroom. The training was extremely successful, CVTs advising that confidence had grown and that they

felt better equipped to teach children safely. We thank all CVTs for their enthusiastic engagement with the additional training and hope that they feel refreshed in their skills, full of confidence and new ideas.

“I pray for all the staff for being patient with us, may we get more support to further this programme”- CVT Teacher

Also in August 2020, T2T’s received a further donation of books from our partners, Book Aid International, for which we are extremely grateful. Our thanks to BAI Chair, Lord Paul Boateng, for ensuring the continued support of BAI. We are also grateful to Mr Alhassan Andani who paid for the internal transportation of the books from Accra to Tamale and to Ronin Africa who transported them when they went to Tamale to film for us.



“Reading and literacy skills have improved, which wouldn’t have been possible without the books.” – Alhassan M Abukari, CVT Teacher

CVTs had already set up after school reading clubs to encourage a culture of reading for students. With schools closed due to the COVID-19 pandemic, the books became an even more essential resource supporting our CVTs endeavours to provide quality lessons and learning beyond the classroom.



Back in the UK, Anita met with the headmistress of the City of London School for Girls (CLSG), Jenny Brown, to discuss engagement opportunities for the next school year. Jenny was extremely enthusiastic about T2T, and we are looking forward to working with them as the year progresses.

T2T continues to receive invaluable support from its BoT's and AB's, whose wealth of knowledge contributes hugely to the organisation. Throughout the year BoTs have kindly attended 10 BoT's meetings including an emergency meeting to discuss the upcoming challenges presented by COVID-19. With Paul Brown having completed almost a full year as Chair, and Ian Glover and Professor Kwame Akyeampong continuing in post, T2T is blessed with excellent governance and strategic oversight. Prof Kwame brings his wisdom and enormous knowledge of the international education landscape and we congratulate him on his recent appointment to Professor of International Education and Development at The Open University. After almost two years working almost unsupported running the T2T finances, Ian will now step back and delegate the day to day work. I want to particularly emphasise the tireless work of Ian Glover, who has worked endlessly to ensure the integrity of all T2T's financial matters from audit, to fundraising and on operational budgets. Ian has held the fort on finances since May 2018. The finance team will now consist of a bookkeeper, Chin Yun, a second-year student of accountancy, who joined us in September 2020 on a *pro bono* basis, and by Michael Hynds, who assumes the role of Finance and Development Director from October 2020. Michael is a Fellow Chartered Accountant with over 25 years of financial accounting and related experience. Since 2013, he has worked almost exclusively in international relief and development settings, for consulting firms and international charities operating predominantly in Africa, South East Asia and South America.

T2T's network of partners, volunteers and supporters, has grown exponentially. We continue to receive generous legal support from Slaughter and May and IT support from Chris Pickering. Toufic Allouche has joined the Advisory Board. He is committed to empowering less fortunate people – mainly those from marginalised areas - and provides excellent knowledge of disability and inclusion support for young people. Fiona Geddes and Diana Phillips led a team of many volunteers to ensure the success of the Wiyaala Gala, and Diana's daughter, Livvy Magyar, was instrumental in gaining the support of The Harroddian School. Alex Manner, Penny Bagnall Smith and Annie Davison ensured that the guests were exceptionally hosted at the Gala which was supported by many friends. T2T is moved by the continuing support from the BoT's, AB's, donors, volunteers and supporters, and we are forever grateful for their hard work.



Looking forward, T2T is set to release its Autumn newsletter in which we will announce our latest FCDO UKaid SCCF grant and the Sir Halley Stewart grant. Both were hard won and we thank Lisa Lucas and Lina Gonzalez-Pineros for their work in stewarding the process. These grants will be the basis for funding next cohort of CVTs Cohort 1, who have been with T2T since August 2019, will leave the programme in December 2020. We are planning a two-day Reflections, Review and Networking event culminating in a CVT Certification Ceremony which should equip current CVTs with what they need to continue on their pathway to success.

T2T has made tremendous achievements this year, completing the current project, despite the challenges brought by the pandemic. We are immensely proud of the progress made by the organisation, working tirelessly to support marginalised communities, using education as

a tool to lift people out of poverty. T2T continues on its mission to provide high-quality education for all students, working to ensure **‘no child is left behind’**.