



**Impact Report 2019
(and 2020 Covid update)**

Educating girls, empowering women, transforming communities

About us

Team Kenya was officially established in 2008 to work together with the communities in Ndhiwa, South-West Kenya, to support girls and women to live a life free from poverty. Working hand-in-hand with the communities we serve and our partner organisation Twende Pamoja, we have transformed the lives of over 60,000 people in Ndhiwa, including 20,000 young girls.

We are committed to being led by the communities we work with to find holistic and effective solutions and provide better outcomes for the families we work alongside. With over 22 years of experience working with communities in the region, we know that the best approaches to addressing some of the local challenges come from the expertise of those living in the area. We are proud to stand by our values of collaboration, empowerment, integrity and respect as we strive to change the outcomes for girls growing up in Ndhiwa.



Vision

Our vision is for every girl in Kenya to have an equal chance to achieve her potential and be free from poverty.



Mission

Our mission is to involve entire communities in gender equality, so that girls in rural Kenya can create their own bright futures.



What we do

We work with local Kenyan people to educate girls, empower women and transform communities in rural Kenya.



Introduction from the Founder/CEO

Val Wilson



"Our purpose is to have the most significant impact we possibly can, and I am delighted that in 2020, despite numerous challenges, we were able to continue our work to tackle gender inequality"

Following our successful grant applications, increased income and increase in partner schools from 8 to 15 in 2019, in 2020, like many small charities, we faced some significant challenges. We knew we needed to continue to support the local community but with the closure of schools and our recently established Learning and Resource Centre, had to rapidly change the way we worked.

At the same time, having previously agreed our common values of **collaboration, empowerment, integrity, and respect**, we wanted to continue to shift the power away from the UK to the Twende Pamoja team as part of our wider, ongoing transition plan.

Whilst some elements of this, such as our capacity development plan, had to temporarily be put on hold, it was important that we both listened and responded to the needs of the community in Ndhiwa to best support them through the coronavirus pandemic.

Initially our response was around ensuring the local community had the correct information about Covid-19 and both knew how to, and had the resources they needed, to keep themselves safe.

This was followed by a realignment of projects and associated funds to allow vulnerable girls to be supported while schools were closed, both educationally and physically, socially, and emotionally.

Towards the end of 2020, as schools started to reopen, we were able to see the success of the support offered by Twende Pamoja staff, despite having their own personal situations to deal with.

Valerie Wilson
Founder and CEO

Covid-19

Statement

Global solidarity is critical in combating Covid-19 and we have been bowled over by the support offered to us from both individual donors and funders. The restrictions put in place to curb the pandemic in Kenya have pushed families in Ndhwa further into poverty. Schools closed in March 2020 and only partially reopened in November, meaning many girls lost vital support. Peer mentors and our staff on the ground in Ndhwa innovatively adapted their response - distributing resources for e learning, offering counselling, and training to many vulnerable girls and ensuring girls and women got essential supplies throughout this unstable time.



Covid-19 What is the impact?



Home for many girls in the Ndhiwa community is not a safe space, as violence is commonplace. Mercy, 13, needed special care and protection during the Covid-19 pandemic and was enrolled onto the Karibuni Safe Space program, our short term residential and day care for the most vulnerable girls. In total we had 16 community safe spaces for girls to access support close to their homes.

While girls in the UK looked forward to a return to school in September, most girls in Ndhiwa had to wait until January 2021. Our teams on the ground ran reading groups and tuition sessions and delivered books to enable girls to continue their learning.

In the U.K., our healthcare workers worked tirelessly to provide care and support to us during the crisis. In Ndhiwa, scarce access to healthcare caused panic and misinformation to spread. The team in Kenya was able to provide clear health information and guidance on Covid-19, as well as supplies of masks and sanitiser to help people protect themselves. Fears over jobs and income affected everyone in the UK. Families in Ndhiwa were no different as during lockdown crops were not harvested and loss of jobs left many with no stable income or food. Our teams on the ground provided 450 families with basic food supplies and seeds to grow foods and gain income from selling the surplus.

The internet keeps us connected whilst we stay safe at home. For much of the community in Ndhiwa, lockdown means poor connectivity and low access to devices so families are unable to access government online learning. Our team was able to deliver printed learning materials to families and, when restrictions eased, provide access to computers in our Learning Resource Centre.

Working in partnership

Our partner organisation on the ground in Ndhiwa is Twende Pamoja.

In 2019 they changed their name from Ndhiwa Community Empowerment and Development Project to Twende Pamoja, meaning 'Let's Go Together'.

Twende Pamoja is a registered NGO run by local people who understand the needs of the community. We have a unique relationship with the team and work together to achieve our shared dream of a poverty-free, empowered, and equal community in Ndhiwa.

Twende Pamoja launched its own website in October 2019:

<https://www.twendepamoja.org/>

Jacob Ayoro a former sponsored student and now Twende Pamoja ICT Manager regularly updates the website with updates and news from Ndhiwa.

Maxwel Lang'o Chair of Twende Pamoja Board



"Being the chairperson of this wonderful organisation, it's with great humility and honour that I express my gratitude to the organisation for the

great impact the projects carried out by Twende Pamoja in partnership with Team Kenya have created amongst the women, girls, teachers, and students in general in both academics and poverty eradication. The greatest achievement and a legacy to stand is the establishment of the first ever Community Library which is the only one in Homabay County and receiving several users on a daily basis. The response towards the COVID-19 Pandemic is so amazing being the first organisation that had an action plan to reach our beneficiaries and the vulnerable in the society to help mitigate the effect of the pandemic in Ndhiwa. Learners were provided with learning resource materials as teachers were also trained on online teaching. 261 teachers were trained by the end of September 2020. We are looking forward to reaching more vulnerable families and learners to help safeguard and raise their living standards through education and enterprise activities."

Pala Headteacher

"The attitude towards education is slowly changing from negative to positive.

Of importance to note also is the fact that during 2019, school dropout rate significantly reduced while pregnancy among schoolgirls was brought to zero; no reported case completely unlike the previous years, meaning therefore that our school has become a safe place for all learners, both boys and girls. This can be attributed to embracing of alternative discipline methods and strengthening of guidance and counselling as means of directing and guiding learner behaviour. With all the intervention measures instituted by Team Kenya since we renewed our partnership, through the programmes undertaken together such as Brighter Futures [our football programme for girls and boys], Girls Support Group with its Extra Support [i.e. the basic needs for the girls], library and reading activities, school business farm and the financial support towards provision of clean and safe water and finally desks, our school has been able to improve its image and even the academic performance in both local and national examinations."

Working in partnership - Continued



Francis Benecha Headteacher

"We want to thank you sincerely for your tireless efforts to support the girls in our school and the community at large. Your organisation stood out by leading the provision of education when schools were closed, rolling out many programmes to cushion the girls and community from the adverse effects of the pandemic. The library lessons you offered helped the girls continue learning. Our girls enjoyed listening and learning from the radios you provided and have shown improvement in the recently completed national assessment. Two girls achieved marks of 354 and 349 and came second and third in the class.

The emergency measures, together with the extra support programs and provision of emergency supplies have helped the girls during the pandemic. None of our girls in grade four and standard eight have dropped out of school. Your team of peer mentors tirelessly did door to door visits to the most vulnerable and disadvantaged girls, encouraging them and offering them psychological and social support where necessary. The peermentors, together with the able group of community volunteers kept our girls safe during the pandemic. Only Twende Pamoja taught our children how to protect themselves from Covid-19. You provided spaces fully equipped with hand-washing equipment, hand-wash, facemasks, soaps and sanitizer. You even provided our girls with soap to use at home. We appreciate all that you are doing for our girls and others in the community in general."

Our Strategy and Approach

2019 and 2020 were years of success, challenge and change - we know it is possible to get all girls in school and keep them there, providing safe and quality education, and we need to continue to strengthen, amplify and refine our strategies to **Leave No Girl Behind**. We also know that educating girls does not happen in isolation, which is why we also work with the local community in Ndhiwa and are constantly researching best practice. Our strategy and approach are based on our values and current best practice in international development. In 2019 Team Kenya and Twende Pamoja took part in a joint consultation to determine our joint **organisational values** and how these can be used to drive our programmes forward. Values are defined as “principles or standards of behaviour; judgments on what is important to us”. Our agreed values are:

Collaboration: “the action of working with someone to produce something”

Empowerment: “the process of becoming stronger and more confident, especially in controlling one’s life and claiming one’s rights”

Integrity: “the quality of being honest and having strong moral principles”

Respect: “a feeling of deep admiration for someone elicited by their abilities, qualities or achievements”

In 2020 we started to change our narrative from “**making a difference**” to “**here’s how transformation really happens and why we need you to support and work with us.**” 2021 will now be a year of real transformation, of shifting the power, to ensure that Twende Pamoja can ensure the continued impact and future sustainability of their work. Embedding the agreed values in Team Kenya and Twende Pamoja will help us do this. #Shift the Power encourages organisations to transfer power to the edges.

For Team Kenya, this means;

- **Building the capacity and skills** of Twende Pamoja so they become “co- creators.” We can do this by respecting the contribution the board and staff in Kenya have to make to project planning and delivery and making sure we work collaboratively with them and the local community to plan projects based on need.
- **Continuing to evaluate and refocus** our work so that we are adopting the behaviours associated with our values. This means looking at outcomes with honesty and integrity to keep learning about what works best for the girls we support, their families and the wider community.
- **Making a conscious effort** to avoid bias in our language, our approach, and our communications with the wider community in the UK and Western Kenya. This is how we avoid falling into the “white supremacy” trap and means we can truly empower the girls and women to change their lives.



Leave No Girl Behind

"Girls can't do it alone so Team Kenya and Twende Pamoja are engaging the whole community in Ndhiwa in work around gender equality."

– Val Wilson, Founder of Team Kenya

Gender equality is the most important social and political issue of our time. Girls around the world desperately want to take control of their lives, but violence and discrimination keep them suppressed and powerless. No matter how hard girls try to improve their lives, they are routinely beaten down by discrimination, prejudice and violence.

Today, more girls are in school globally than ever before; but 132 million are not, particularly those in remotes rural communities such as Ndhiwa. Many girls drop out before they complete their education. These girls struggle to learn the basics, and don't reach secondary education, where they would gain the skills, knowledge and opportunities for a productive and fulfilling life.

Far too many girls in Ndhiwa continue to face barriers to their education, including poverty; sexual and gender-based violence; child, early and forced marriage; early and unwanted pregnancy; and restrictive social norms and expectations. We know our programmes remove these barriers.

In 2019 we increased direct support to more girls in each of our 15 partner schools but know there are hundreds more who are extremely vulnerable and at risk . Our ambitious plan is to Leave No Girl Behind through Inclusive, equitable education, in safe and secure environments, which reaches the most vulnerable, as this remains fundamental to achieving empowerment and economic sustainability.

840 very vulnerable girls supported to stay in school

331 girls from 13 primary schools graduating to secondary education.

22 high school scholarships

8 university scholarships

10 students graduating from university, including education and medicine.



Our Programmes

1. Advocacy for Safe Communities

Girls and young women are equal and respected members of society who are safe at home, in school and in their community.

We will achieve this by:

- Community training in gender
- Support & advice for victims
- Community advocacy
- Mixed gender football
- Girls' advocates in schools
- Girls' Support Groups

3. Economic Sustainability and Food Security

Families have improved food security and develop sustainable economic enterprises to support girls.

We will achieve this by:

- Demonstration farms
- Table-banking savings schemes
- Small loans for women
- Agricultural training for women

4. Organisational Development and Sustainability

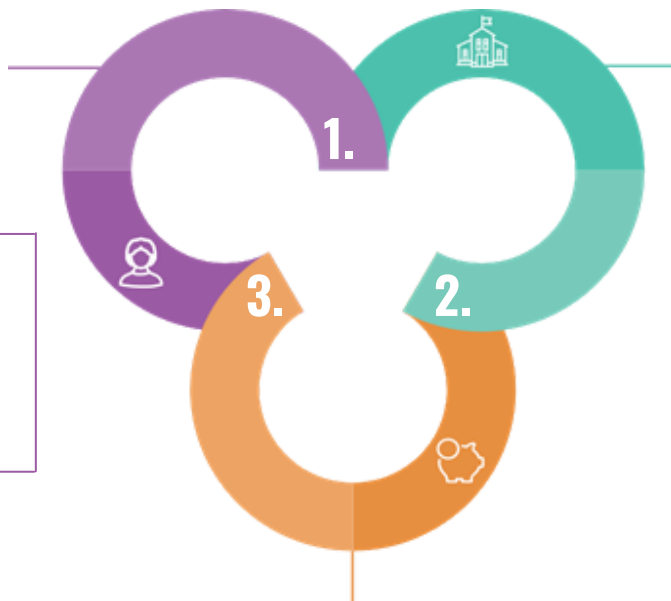
- Twende Pamoja are efficient, transparent, and accountable.
- Twende Pamoja can generate their own source of income to support their work.

2. Girls Education

Girls gain access to and attain a good quality education and have relevant skills and knowledge to fully participate in economic social and cultural life.

We will achieve this by:

- Resources for primary schools
- Teacher training
- Alternative behaviour management training
- Girls' Support Group
- Homework club
- Family income generation for school fees
- Learning Resource Centre
- Income-generating farms for schools
- Youth groups & peer mentors



Our Impact - Girls Education



Over

11,000

Pupils have
Improved standards
of education



9

Schools provided
with educational
resources



8,000

Girls provided
with educational
resources



5,000

safe and happy girls
in primary schools



11

Income generating
farms



28

Girl friendly
primary schools



8,000

children, teachers
and parents have
access to computers
and books

“Being in the Girls’ Support Group has helped us to believe in ourselves. Not do what others do what you want to do and follow your own self.”

- Girls' Support Group Member

Georgina Gor Awino



Georgina Gor Awino is 19 years old. She was born in Yiembe village and is the second last born of six children. She attended Koduogo Primary School and was a member of the Girls Support Group from 2011 to 2014.

"Through the Girls' Support Group, I was able to gather some different information from the different mentors that were brought to our school. First, how to take care of yourself as a girl. Second, on how to relate to other people in different environments, this helped me to be a good girl and to be appreciated even by my teachers. I could relate well with my fellow girls at school, even the other guys outside the school and the neighbours. I also received uniform and stationery to help me with my studies. If you don't have school uniform, then you can't carry yourself with confidence."

Georgina sat her KCPE Exams when she completed primary school and the support she received in revision meant that she achieved a good mark of 344 and continued to St Mary's Nyamogo Girls' Secondary School. She also received an Aspire Scholarship from Team Kenya to enable her to finance her secondary education. "When I started secondary school, I knew how to relate to other girls so was able to have positive relationships and avoid fighting or quarrelling with them."

Georgina describes St Mary's Nyamogo as a good school, but says there were some simple challenges which impacted on her studies; "The school suffered from a lack of water, so we had to go out of school to search for water."

Georgina achieved a grade of B- in her KCSE Exams at the end of her secondary school studies and has recently started studying Education with Science at Moi University in Eldoret. She hopes to become a biology and chemistry teacher in the future. "Right now, I'm happy through the support that I was offered. Even my parents are happy with me, together with my brothers and sisters because at least now I am seeing that my life is enlightened, at least my dreams are valid, I can now have a brighter future ahead of me. My life has changed a lot; I am unlike other girls who never got the support."

<https://www.teamkenya.org.uk/2019/10/28/meet-georgina/>

Meryl's Story

I have been a beneficiary of Team Kenya since I was in standard four. I was from an extremely poor family and my parents could not afford my basic needs like a school uniform and shoes, among other things, while I was going to school. We lived in a small grass thatched house which leaked a lot, and this made it extremely hard for my family and my education. I was sponsored because I was vulnerable, and since then Team Kenya has changed my whole life. They have provided for all my needs both at home and at school and supported my family a lot, for example, putting a new house for us and we are all so grateful and happy.

I was sponsored to go to a boarding girl's secondary school, and I got a direct entry to a public university in Kenya where I went to pursue my degree in education arts; English/Literature. I completed this last year and came back to work as a peer mentor to the young girls in Ndihiwa community. I work with different schools to mentor girls in classes. We hold different talk sessions and learn together on school related gender-based violence, adolescence, sexual reproductive health among other key issues impacting them. The girls talk to me on a personal level as a big sister who transitioned from where they are now. Through me they believe they can make it even far beyond me. They can be open about issues affecting them. At Team Kenya we do our level best to solve their issues and create a safe environment for their continued education.



Girls Football

Girls Football has been a key project which also gives girls a forum for talking about their lives as well as developing their skills – our team has had success at regional level, winning numerous trophies and receiving national recognition in the press and on TV.



Learning Resource Centre – Reading for Empowerment and Teacher Training

Ndhiwa Community Library was created in March 2019 on the first floor of the same building as the Twende Pamoja offices. Since then, there have been 6,669 visits to the library from primary and secondary school children, 4,453 of those from primary school children & 2,216 from secondary students. There have also been 346 adult visits to the library, even though the adult library is still being developed. There are two qualified librarians, Dan and Collins, both trained by the Kenya National Library Service.

Learning Resource Centre activities:

Reading for pleasure: Many children come in the school holidays (1,144 visits in August 2019!) Educational board games are available as well as a wide selection of readers, information and reference books, school textbooks and curriculum support books.

Reading for Empowerment Clubs: Groups of 20 children from each of 15 partner primary schools join in a range of reading-based activities, either at the library if they are at one of the 3 local schools, or in their own school.



Around 700 children have been involved in R4E activities so far. The sessions are run by the librarians, or by teachers they have trained in the schools.

Mobile book boxes: Children from the 9 schools which are too far away from Ndhiwa to come to the library have books delivered to them in boxes. Children can borrow the books and read for pleasure at special after school sessions. After a few weeks the boxes are exchanged for a different one.

Teacher training: The library includes a small education section. Teachers can come to read or borrow resources. Teacher and Head teacher training sessions on topics such as the elimination of school-related gender-based violence, positive behaviour management and inclusiveness in the classroom are covered in the teacher training programmes. Around 120 teachers from 28 schools were involved in training programmes in 2019.

Our Impact - Advocacy for safer communities



1,900

People trained in
child rights and SRGBV*



280

Teachers have been
trained in positive
behavioural management



120

Teachers trained in
strategies to prevent
SRGBV



864

Boys and girls learned
about gender equality



840

very vulnerable girls have
been able to stay in school

**Dramatic
reduction in
child
marriages and
teenage
pregnancies**



Classroom session on gender norms

An Advocacy for Safe Communities Handbook has been produced by Twende Pamoja which explains why this is an important initiative and outlines the programme's key objectives. "Alongside pupils, parents, teachers, religious leaders, and chiefs, we will address the issues which allow SRGBV to occur. Advocacy for Safe Communities will focus on addressing the deep rooted cultures, traditions and beliefs which shape the idea of gender and authority and find ways together to change them". Activities are aimed at school pupils, teachers, and the community, with community leaders encouraged to play their part.

Our Impact - Advocacy for safer communities: COVID-19

“Throughout the Covid-19 pandemic, our advocacy work has been more important than ever. The longer girls are out of education due to school closures, the higher the risk of them not returning. Our team have remained in touch with girls and their mothers throughout the year. Peer mentors and staff have visited girls in their homes to check how they are getting along, and this has been an opportunity to emphasise the importance of girls staying in school. As restrictions eased, our Community Conversations have started up again, allowing staff to discuss gender equality, child protection and prioritising education for girls with the wider community. We are confident that the girls themselves are eager to return and we are beginning to see the majority returning as schools reopen.”



Our Impact - Economic Sustainability and Food Security

21

Women's Table banking groups supporting 500 women to save and share funds to start their own small businesses to pay for their daughter's education



650

Women trained in agribusiness



10,000

Trees planted in 11 school communities.

Over
4,000

family members have improved food security

Karibuni eco cottage fully developed its organic demo farm with a tree nursery, moringa, native local vegetables & bananas

11

income generating school business farms using income to support the most vulnerable children and training the local community in sustainable agriculture



55

beehives were distributed, and 2 new women's groups were trained in bee keeping

20

beehives at Karibuni Eco cottage and 35 beehives in the community are generating income for women from honey.



Erick Otieno

In June 2019 Erick Otieno took over as the Agribusiness Manager at Karibuni Eco-Cottages.

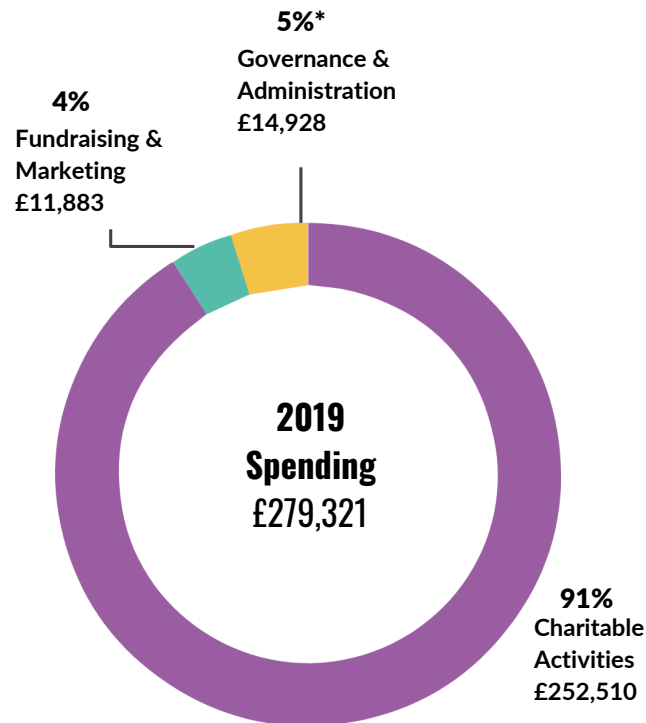
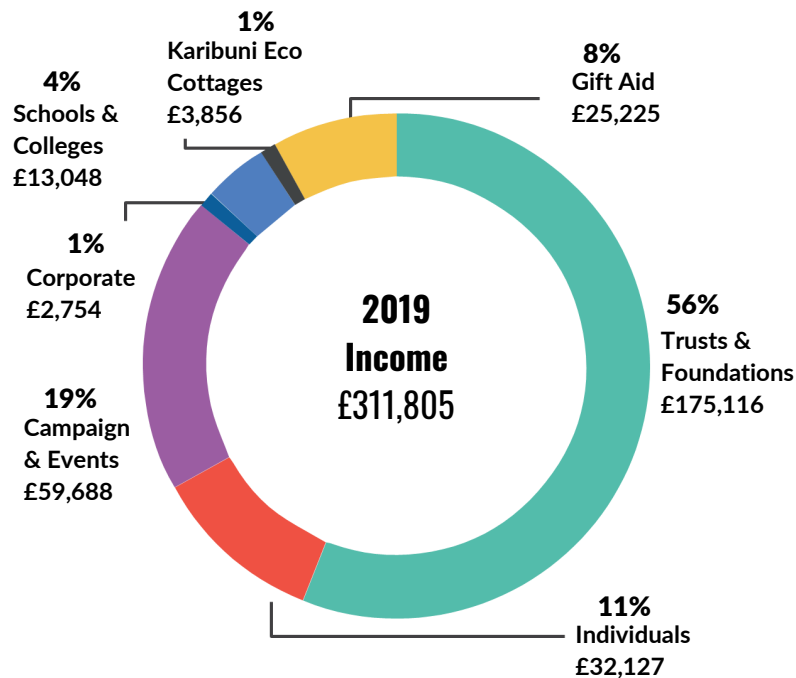
Erick was supported directly by Team Kenya through high school and college and is now determined to use the knowledge and skills he has acquired to contribute towards sustainable development and food security in his community. Erick completed his agricultural College in 2019, during his final year he completed an agricultural placement within Kisumu, which really motivated him to use his new skills and knowledge back in his own community. Speaking before his return to Ndhiwa, he explained;

"We have been looking at what is best for Karibuni in terms of income generating activities based on market, resources available and manpower. We are also doing research on value addition for our products such as fruits. The farm where I am now they grow various fruits and they don't sell them but they carry out value addition before they sell final products. They also do fruit trees in large quantities of which they sell seedlings to farmers which brings a lot of money to the farm. Moringa tree is doing well and they add value to moringa which they sell as a powder! This can be used as raw or add powder in the food. We can even bake cakes, bread, yogurt using our own products. We will also look at marketable and early maturing fruits for our farm! I will make sure that we turn Karibuni green, with quality products"

Erick has already implemented a tree nursery program producing seedlings including kayaba (kei apple) and eucalyptus and is growing Moringa and Roselle alongside the successful bee and honey project.



Income and Expenditure



2018 was our 10th Anniversary year and to celebrate, you helped us to raise our millionth pound! Since 2008, your incredible support has enabled us to raise a total of £1,493,632, which has impacted on the lives of over 60,000 children and adults in Ndhiwa, including 20,000 girls.

We could not have achieved this without you –thank you.

**Travel and subsistence expenses, governance costs and staff salaries.

Our Funders

2019 was an extremely successful year for our trust and foundation applications, exceeding our target and bringing over £175,000 in. We would like to thank all of the organisations for their support as well as our many individual supporters and donors. Our 4 largest grants for 2019 and 2020 combined were:

- **Peter Cundill**
£117,936
- **Department for International Development SCCF**
£55,599
- **The British and Foreign Schools Society**
£25,632
- **The Fonthill Foundation**
£11,520

*The Team Kenya Trustees were especially pleased to be awarded a grant through the Department for International Development's Small Charities Challenge Fund. This provides funding over a period of 2 years which is being used to:

- Increase levels of understanding of School Related Gender Based Violence (SRGBV) & girls' rights issues in schools, communities and among girls themselves
- Raise awareness of procedures to follow in schools and communities and provision of guidance

We are very grateful to the funders who have given us additional money in 2020 to support our Covid-19 response. In total we received £25,246 for our emergency response from the Roselle Trust, the Fonthill Foundation, the Southall Trust, Didymus, Chalk Cliff and The Suzy Fund.



Future Plans

As we continue to support our communities through Covid 19 and beyond we are also continuing to move the organisation forward in line with the changing needs of the communities we support and best practice in international development.

#Shift the power: we have very recently made 2 new senior appointments in Ndhiwa which will be crucial in helping key staff in Kenya develop the skills to plan and deliver the projects they know will have the greatest impact on the ground. The new staff, Zahra and Winnie, will be supported by Laura Craggs, our Grants and Impacts Manager in the UK.

Digital strategy: Covid-19 has made us, like many other charities, rethink the way we work and deliver our programmes. We are currently developing a digital strategy which will cover all aspects of our work from fundraising and digital marketing in the UK to teacher training and girls support in Ndhiwa. We hope to secure funding to develop our previously successful Girls IT Pilot project which addresses our key objective of empowering girls, women and the local community.

Results from a pilot, with 30 girls, showed that the combination of ICT and interactive learning styles (group work and problem solving) had a positive impact on the girls' knowledge and behaviour re staying safe and understanding their rights. After the first six months over 70% of the girls were more confident in their knowledge about SRGBV and the actions they should take. The use of ICT is now embedded in other programmes with peer support from the pilot but there are many more girls in our partner schools who would benefit from this experience.



Make an Impact

Donate

Make a one-off or regular donation via www.teamkenya.org.uk/donate and help us to keep supporting girls in Ndhiwa.

Fundraise for Us

Can you run for us, climb a mountain, host a bake sale, shave your hair, organise a quiz, have a movie night - anything that puts the fun into fundraising! Can your school or business partner with us to raise awareness and funds?

Volunteer with Us

We're always looking for skilled, experienced volunteers who can support us with marketing, research, fundraising, communications, admin and much more, find out more on our website.

Find out more at

www.teamkenya.org.uk/get-involved



Share our voice

We want the girls we work with to have a voice but we can't do that alone, please follow us on social media and share our content with your friends and family. The more people who know about us the more chance we have of ensuring every girl in Kenya can use her voice.

“Team Kenya is a unique charity both in its impact and leadership. Collaborating with a driven all-female team is a joy, working towards a greater societal ambition a privilege.”

- Twende Pamoja staff member


TEAM KENYA

Get in touch

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