

TEAM KENYA



Impact Report 2020

Educating girls, empowering women, transforming communities.

About us

Team Kenya was officially established in 2008 to work together with communities in Ndhiwa, South Western Kenya, to support girls and women to live a life free from poverty.

Working hand-in-hand with our long-standing partner organisation Twende Pamoja and local communities, we have transformed the lives of over 60,000 people in Ndhiwa, including 20,000 young girls.

We are committed to being community led and finding holistic and effective solutions for families we work alongside, to ensure better outcomes for vulnerable girls.



Our vision

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



Our mission

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



Our values

Collaboration, empowerment, integrity and respect.



What we do

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

A word from our Chair



Lynda Evans

2020 started with some new faces and a revised staffing structure for Team Kenya. This would allow us to increase our capacity and continue work on our changing relationship with our partner organisation, Twende Pamoja. As a result of the global pandemic, our ways of working had to change and our focus shifted temporarily. In the UK we quickly moved to fully remote working and plans for challenges, events and trips to Kenya were put on hold. The furlough scheme gave us several experienced marketing volunteers who were able to review and update our brand guidelines and produce some ideas on how we could grow our supporter base. We also used the time to review and update our volunteer induction information, ensuring this included information and activities linked to our values and our approach.

Despite the significant challenges faced during the UK and in Kenya were very quickly mobilised so that we were able to source additional funds which Twende Pamoja staff were able to use to effectively support many girls when schools closed. Accessing curriculum material online was not an option, due to the poor infrastructure and limited technology available in Ndhiwa. The Learning and Resource Centre staff quickly changed the way they worked and delivered printed learning material to pupils in remote villages. At the same time, other staff made sure the local community had the correct information about COVID-19 and were able to support many people through the pandemic. Some projects were also realigned so that, through peer mentors and community support volunteers, girls could be supported not just with their education, but also physically, socially and emotionally. In April 2020, the headteacher from one of our partner schools told us “You have proved to be a major and serious pillar to our school. You’ve been able to put smiles on our faces when the situation in the whole country is gloomy”. As schools slowly reopened towards the end of 2020, the success of the support provided was seen with nearly 99% of supported students returning to school.

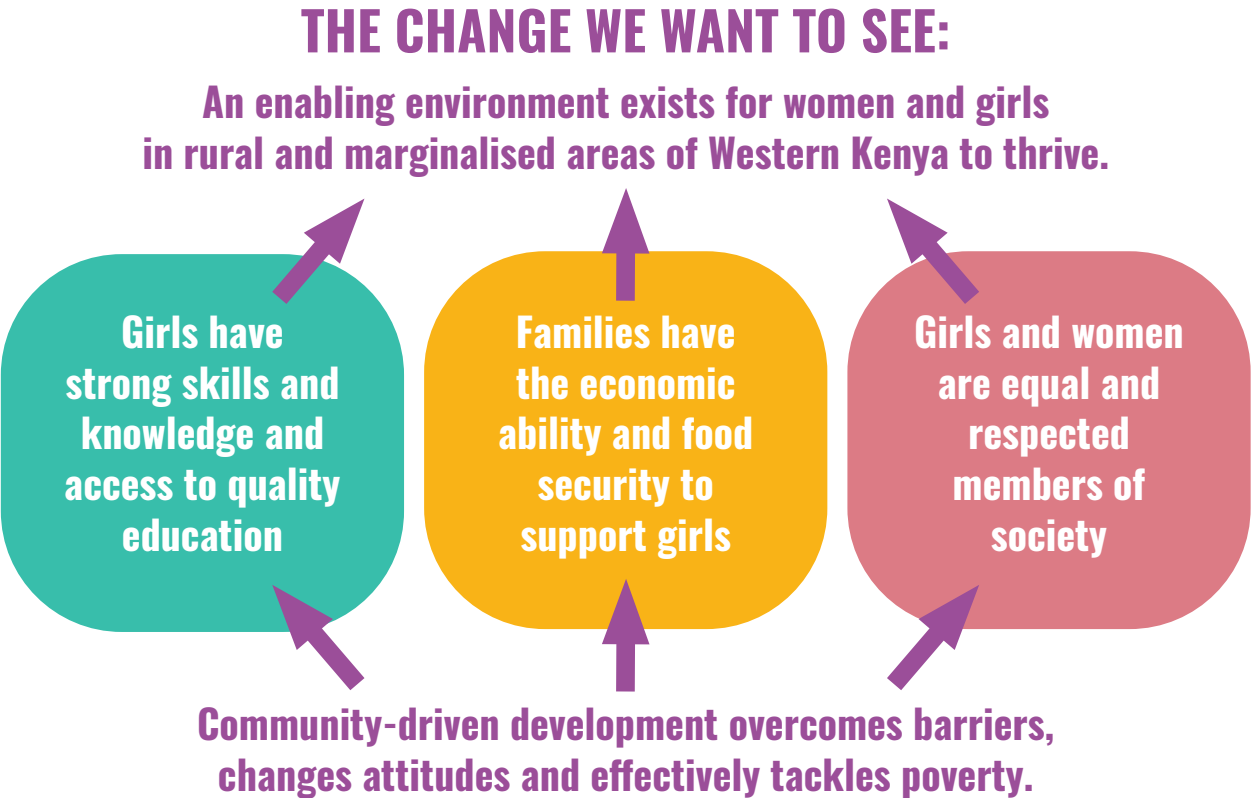
Looking back on 2020 makes me feel immensely proud to now be the Chair of Trustees of this amazing small charity. Fortunately, in October, some board members and the staff were able to meet face to face. The focus of this event was partly strategic, to review our journey so far, to reflect on current thinking in international

development and partly operational, to review the staffing and governance capacity of Team Kenya in preparation for the next stage of our journey. This won’t be an easy one, as we expect the effects of the pandemic to continue well into 2021, with funding difficult to access and a lot of initial uncertainty around fundraising events and visits abroad. The starting point will be to strengthen the capacity of the Team Kenya board, so it is in a strong position to both lead the future strategic direction of the charity and support Twende Pamoja board members with their strategic development.

“staff made sure the local community had the correct information about COVID-19 and were able to support many people through the pandemic”

-Lynda

At the same time, we want to influence attitudes and grow awareness and understanding of holistic, community-based approaches to international development, which lift girls out of poverty. Twende Pamoja means “let’s go together”, and this is what we would like to do – with our partners and the community in Ndhiwa, with donors and organisations in the UK and with partners from around the world so that we can continue to work towards our vision “for every girl in Kenya to have an equal chance to achieve her potential and be free from poverty”.



Reflecting on 2020

This has been a year of change for Team Kenya. The challenging external environment has played a role, but it has also been a year of internal reflection and changes to our approach and staffing structure. Through extensive consultations with our implementation partner in Kenya, we decided to work rapidly and deliberately towards a transfer of leadership, decision-making, autonomy and ultimately income generation to Twende Pamoja in 2020 and beyond.

Our long-term goal is to work with Twende Pamoja to build capacity and independence and to ensure local ownership and leadership of sustainable strategies to dismantle the structures that perpetuate poverty, including inequality, marginalisation and injustice. We know the people who can best “solve” deeply-rooted social, political, and economic problems are the people whose lives are most affected by them.

“I feel proud that I can stand beside the women and girls in our beloved communities during this hard and challenging time”

Doreen – Twende Pamoja Social Worker

Our strategic priorities for 2021 have had an operational focus on:

- Growing Team Kenya’s income to a sustainable level
- Investing in organisational development, sustainability, and capacity building of Twende Pamoja
- Investing in organisational development and capacity building to strengthen the resilience of Team Kenya.
- Building a reflective and learning culture as we strive to evolve and share best practice.

At the heart of all our work is the desire to make positive and sustainable changes to the lives of girls in Ndhiwa and to empower them to create their own bright futures.

Hear from our Trustees

Pavandeep Rai



I enjoy working with a passionate team of individuals to help support Twende Pamoja in making a difference in the lives of women and girls in Ndhiwa. It is a privilege to bring some of my experiences to the role of Trustee, ensuring that we as a board have the right skills in place to champion the sustainable development efforts of our colleagues in Kenya.

Catherine Sackey



Contributing to a great cause has been a privilege and while it is impossible to resolve all issues, the little we can do goes a long way to bring hope, stability and fulfilment. Our work to preserve female rights and dignity is inspiring and rewarding; no effort is wasted as Team Kenya creates opportunities for girls to go above and beyond their limitations to survive, thrive and achieve.

Our response to COVID-19

There is no doubt that 2020 was a tough year both in Kenya and in the UK. Many of our programmatic and fundraising activities were not able to go ahead as planned due to the COVID-19 pandemic. However, together with our long-standing partner, Twende Pamoja, we developed and adapted a resilient response to the situation and were still able to reach large numbers of community members in new and innovative ways.

“During COVID-19 life has been tough and there have been points where we have gone hungry because Mum could no longer get work. The support from Team Kenya has helped me so much”

- Girls’ Support Group member

In March 2020, schools were closed by the Kenyan government as part of the national lockdown response to the COVID-19 pandemic. After this point, the situation in Ndhiwa became very difficult. Many families were pushed further into poverty and found themselves in urgent need due to the closure of markets and the close-down of available employment opportunities. Girls found themselves at a greater risk of violence and abuse in the community and at home, and lost access to the support mechanisms provided at school.

Twende Pamoja focused on mitigating the immediate impact of COVID-19 restrictions.

The numbers of confirmed cases of COVID-19 in the area have been relatively low, however, the restrictions have severely impacted on communities. In the first instance, Twende Pamoja reassured girls from Girls’ Support Groups (GSG) and their families that tailored support would continue to be given to them.

A needs assessment was carried out in April (during the strictest restrictions), and the team identified the following priority response areas: ensuring the safety and well-being of the most vulnerable girls (e.g. home visits, safe spaces, counselling); continuing learning for girls (e.g. outdoor tuition groups, provision of learning resources); strengthening livelihoods and food security among the most vulnerable families (e.g. emergency farming inputs and food supplies).

This support has meant that girls from the sixteen schools we work with have learned how to stay safe, have received emotional and practical support and have been able to stay in touch with their education. Their wider families have also been supported through building the capacity of their female caregivers so that they are in a better financial position to take care of their families and provide them with nutritious food. Close to 500 vulnerable girls and their female caregivers from across sixteen rural communities in Ndhiwa continued to be supported during this difficult time.



Our impact in 2020

Together with Twende Pamoja, our adapted response in 2020 enabled us to ensure that:

- **480** of the most vulnerable girls were given access to safe spaces, counselling and home visits from a social worker to enhance their personal safety and wellbeing.
- **450** families of the vulnerable women and girls received public health education awareness on COVID-19 to protect them from infection.
- **700** pupils continued to benefit from reading clubs / homework club and tuition sessions (560 girls and 140 boys) to maintain their education during school closures.
- **234** female caregivers of girls received agricultural training to build their capacity and independence, strengthen household incomes and enhance food security.
- **260** families received emergency agricultural supplies enabling them to grow nutritious food and sell the surplus to provide an income.
- **510** women were engaged in table banking (microfinance) groups to enable them to save and access loans to start and continue small businesses.



- **500** families of vulnerable women and girls received emergency food parcels and COVID-19 protection supplies to respond to basic needs during lockdown restrictions.
- **60** women and girls received health and safety awareness training to enhance their safety.

Schools reopened after nine months of closures in January 2021, and we are proud to say that nearly 99% of Girls' Support Group girls returned to our partner schools. In non-partner schools locally, between 15% and 30% of girls have not returned, due primarily to high rates of teen pregnancy and early marriage. This is testament to the adapted approach put in place to meet changing needs effectively and Twende Pamoja's highly agile response to their community.

PROJECT: Safe access to quality education for girls in Ndhiwa, western Kenya



In 2019, Team Kenya received an 18-month grant from the UK Government's Small Charities Challenge Fund (SCCF), to replicate our holistic approach in four new local schools. These schools were selected due to the high number of vulnerable pupils, the lack of clean drinking water and high levels of gender-based violence (GBV) in the community.

In each of the four schools, 30 girls were trained on life skills, 10 of these girls received extra support (e.g. solar lamps, books), 48 (24 girls and 24 boys) engaged in mixed gender football, 30 female caregivers were trained

on agricultural and small enterprise skills, 11 teachers were trained in improved teaching methods and a School Business Farm was established to bring in income for the school.

Despite 11 months of the project taking place during the COVID-19 pandemic and school closures, we exceeded our targets. The project directly reached 2,510 people. As a result of the project, there have been improvements in school attendance, academic performance, quality of teaching, the feeling of safety and confidence among girls, household incomes and food security, relations between girls and boys of the same

age, and the sustainability of schools. By the end of the project, 225 students graduated from primary school, compared to our target of 160, with an incredible gender balance of 52% female, 48% male.

The SCCF Project Completion Report (a technical assessment of the project completed by Mannion Daniels on behalf of UKAid), graded our project A with a particular strength identified as our approach to sustainability fostered by good community engagement and ownership, and a particularly strong approach to beneficiary feedback mechanisms.



Our programmes

Alongside Twende Pamoja, we are now working with sixteen partner schools in Ndhiwa, and their surrounding communities, and collaborating on advocacy work in a further twelve.

Our three programme areas work together holistically to tackle gender inequality and build the resilience of women and girls.

Highlights from each of our programme areas in 2020 are featured over the next three pages.

1. 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 Learning Resource Centre
- Income-generating farms for schools
- Youth groups & peer mentors

2. 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
- Provision of tools for women
- Beekeeping
- Co-operative farms
- Community advocacy with income-generating farms

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.



Girls Education - Achieve potential

Girls' Support Groups (GSGs): Working with a minimum of 30 of the most vulnerable girls in each of the 16 partner schools to build their confidence, life and leadership skills, resilience and knowledge through girls' clubs, extra-curricular activities (e.g. football, drama) and forums. Girls have access to counselling and one-to-one support and the most vulnerable receive learning resources to support their education (e.g. solar lamps). The GSGs form the backbone of much of the rest of our work (e.g. reaching caregivers). This work has continued throughout school closures through outdoor learning sessions

in the community, peer mentors delivering learning resources to girls, access to the community library and home visits from Twende Pamoja's social worker.

Learning Resource Centre (LRC): The LRC now has a total stock of 4,002 books for children and adults. This includes both library resources and mobile resources delivered to remote communities. The LRC also has a good range of DVDs and educational resources. The LRC has been used by over 10,000 people since it opened in 2019 and has a strong reputation as a child-friendly learning space. It is also used for community activities, such as homework clubs and teacher training. Reading for Empowerment activities also take place at the LRC to embed a culture of reading and develop literacy and cognitive skills. It represents the only resource of its kind for many

miles. The LRC has been a vital resource during COVID-19 school closures.

Teacher training: In the last two years, 146 teachers have been reached through our teacher training programmes, focusing on positive discipline, pupil-centred learning strategies, school related gender-based violence (SRGBV) awareness and children's rights. The sessions are attended by head / lead teachers, Girls' Advocates and teacher librarians. Sessions are now led by teachers previously trained in our Raising Achievement programme. Teacher training has continued throughout the COVID-19 pandemic both via Zoom and face-to-face when restrictions allowed. Lead teachers have played a key role in identifying and supporting some of the most vulnerable girls at community level during the pandemic.



Emmaculate's story

Emmaculate is 13 and attends Ligega Primary School. She lives with her grandmother and her siblings. Before getting involved with Twende Pamoja, Emmaculate was extremely vulnerable and needed personal support. She had poor performance at school and lacked self-confidence. Emmaculate was invited to join the Girls' Support Group at her school to help her build her confidence and life skills. She was also given extra support to help with her schooling, such as a solar lamp and books.

The support she received helped her to improve her performance at school and become much more self-confident. Over the past year, the COVID-19

pandemic has disrupted her learning and stigma attached to the pandemic has had a negative impact on her life. Twende Pamoja provided her with guidance and counselling to help her through this difficult period, as well as giving her access to e-learning and books from the mobile library. As a result, Emmaculate returned to school in January 2021 and continues to have good performance in class.

"I would like to continue my education and become an actor. I encourage others to join the Girls' Support Group and benefit in the same way I did. I hope that even more vulnerable girls and families can be supported in the future."

Economic Empowerment and Food Security

- Free from poverty

Women’s agribusiness training and empowerment: Providing the female caregivers of GSG girls with agricultural training and equipment on subsistence crops, cash crops, agro-processing beekeeping. The project empowers and equips women to generate income through agriculture and enterprise enabling them to be food secure and able to support their children’s education. Good parenting training is also provided to beneficiaries of agricultural training to improve family dynamics. Women also receive basic financial management and business training to help women with setting up and managing small businesses and are linked to table banking (microfinance) groups. Training and

table banking activities had to be put on hold until June, when women were able to meet in smaller groups. There was also emphasis on emergency food supplies for the most vulnerable families and seeds for short-term crops to enable women to harvest quickly and make an income once markets reopened. Throughout this difficult period, the team have been providing advice, practical support and encouragement to the women individually and in small groups.

“Thank you so much Twende Pamoja. I could find it hard to cater for basic expenses but through involving myself into women’s table banking, honestly, I have moved from nothing to something.”
- Table banking participant

Karibuni Demonstration Farm Social Enterprise: Karibuni is an agricultural demonstration site that is a community resource and Social Enterprise to support the economic empowerment of women through training and long-term sustainability for Twende Pamoja, through selling produce and products (e.g. honey, jam, juice). It is used to teach agricultural techniques and technologies and test out and showcase new crops. The Karibuni demonstration farm has continued to be used to provide training on business skills and value addition produce for income generation (e.g. roselle jam and moringa powder) when restrictions allowed and it continues to be unique resource locally.

School Business Farms: All 16 partner schools now have School Business Farms, which have been supported to now operate independently. The farms bring in income, which in turn is invested back into the schools (e.g. procuring learning resources). Twende Pamoja therefore started reducing the level of support it provides to the farms in 2020.

Hear from Margaret

“I thank Twende Pamoja for agribusiness trainings and support that have really boosted our agricultural yields. I have been able to sell three bunches of bananas which I was given in 2019. Vivian trained me on Roselle production and gave me seeds as well. I was able to plant them in a very small portion of land and lucky enough, I got 800 Shillings from selling 10 litres of roselle juice.

This money was used to purchase some chemicals for my bananas, while the remaining amount I used in purchasing table banking shares. My family enjoyed taking the juice and I believe this has really boosted our immunity. This new agricultural venture is very important and profitable which I personally plan to practise it in large quantity.”

Images from the programme, not of the specific named person.

Advocacy for Safe Communities

- Equal chance

Child protection: In 2020, a team of Community Child Protection Volunteers were trained to work closely with Twende Pamoja to flag concerns about child protection issues. The volunteers are mothers of GSG girls from the partner schools we work with. This work is guided by a child protection handbook. Volunteers are trained on common child protection concerns and their roles in the context of COVID-19 and more broadly. This work is being expanded in 2021 to work more effectively with schools on child protection issues.

Community Conversations: Workshops and community discussions to promote good parenting and raise awareness of the importance of girls’ education, to challenge traditional attitudes towards girls and women in the community as a whole, and to collaboratively find solutions to the prevention of violence against girls with key stakeholders in the community. The project engages with parents, chiefs, elders and religious leaders to bring about sustainable change. This has been an important activity (when restrictions allowed) during 2020, to keep discussions open and to identify changing needs in the community.

Brighter Futures: Mixed gender classroom-based and sports activities (e.g. football) to reduce violence against girls and provide support for vulnerable girls and victims, change boys’ attitudes towards girls and engage their support for gender equality and make schools and surrounding communities safe places for girls and boys. Many of these activities were on hold during school closures but some activities were able to take place in smaller groups to continue to create a space for boys and girls to mix.



Important role of chiefs and religious leaders

Chiefs and religious leaders play a crucial role in ensuring that women and girls are equal and respected members of their communities. As a result of Twende Pamoja’s work, their active support has increased and their positive influence on local attitudes is bearing fruit. Chiefs and religious elders have agreed to:

- Encourage parents around the need and importance of girls joining school, and pursuing their education from primary to tertiary level.
- Inform parents about school-related gender-based violence (SRGBV) and how to report cases of concern.
- Explore how to be good and responsible parents to support their girls.
- Emphasise the joint responsibility of local administrative leaders and parents to take care of girls.
- Provide information and support to children to enable them to speak up and seek support from relevant legal authorities when necessary.
- Promote the meaningful participation of children in efforts to prevent and respond to school violence and bullying.
- Give priority to children who are especially vulnerable, as a result of race, ethnicity, disability, gender or sexual orientation.
- Establish child-friendly and gender-sensitive reporting procedures of complaints and also facilitate access to counselling and relevant support.

Future plans

In 2021, we continue to adapt our response to increased vulnerabilities brought about by COVID-19, whilst also aspiring to develop and expand our work. Our primary focus is on encouraging and continuing to support a sustained return to school for girls and addressing increased vulnerabilities. Below is an overview of priority areas for 2021, some of which are dependent on securing funding.

Capacity building:
As we move forward in our journey to ensure that Twende Pamoja is a resilient and sustainable independent organisation, both Twende Pamoja and Team Kenya have a strong focus on organisational capacity building this year. We want to make sure both organisations have strong staff, boards, systems and processes in place to be as effective as possible.

Supporting a sustained return to school:
To support the transition back to school, we are providing catch-up classes for girls who require additional support getting back into learning. The focus is on exam classes and any girls who are really struggling. We envisage that this will be a time-limited activity. Homework clubs are also an ongoing activity outside of schools to support girls with their learning after school, at weekends and during holidays.

Emergency support:
As a response to COVID-19, emergency supplies (e.g. food products) and emergency grants have been provided to GSG families and other vulnerable families in 2020. This is continuing as required in 2021 as a time-limited intervention.

Child Protection:
We are expanding our child protection work from 16 schools to 28 with a focus on changing attitudes towards girls' rights through a targeted child protection campaign, and fighting for justice and providing support to victims of school-related gender based violence.

Girls' digital empowerment:
We plan to build the digital skills of girls to support their learning, understand their rights, encourage staying safe and embed skills for future employability.

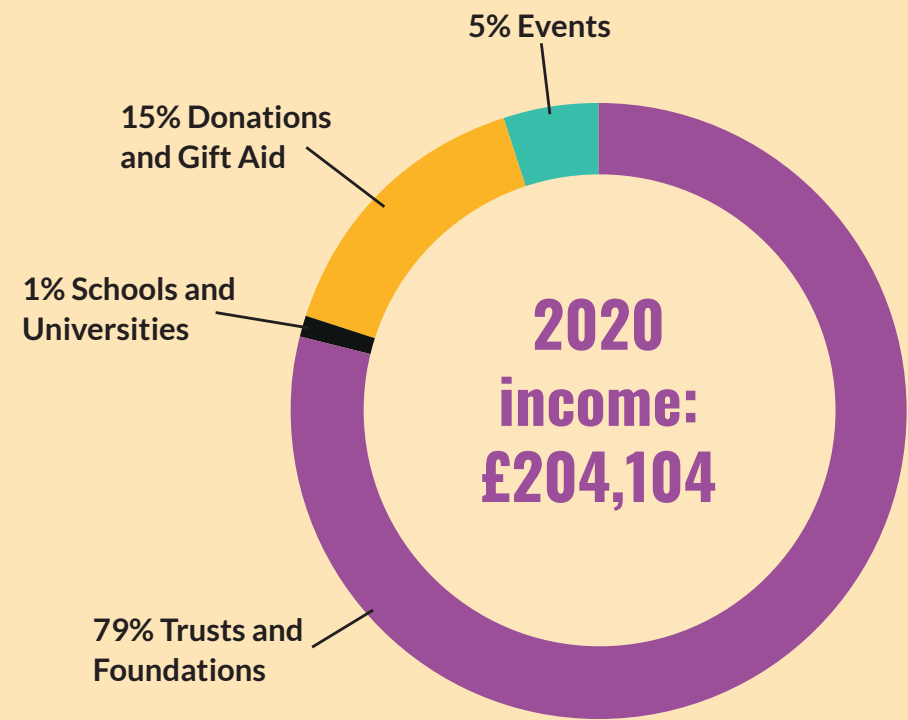
Learning and Resource Centre expansion:
The LRC has proved to be a crucial learning resource during COVID-19 restrictions. We want to refurbish a new section of the building, increase the range of resources and expand the range of training programmes on offer.

Sexual and reproductive health:
Given the high levels of HIV and teenage pregnancy among young girls locally, it is a priority to integrate more comprehensively across our programmes. Initially we will build the capacity of staff, peer mentors and girls' advocates to deliver accessible and age-appropriate information about sexual and reproductive health and rights in GSG sessions.

Karibuni:
We are further developing the demonstration farm by expanding the range of cash crops and value addition crops, and the apiary for income generation both for Karibuni and for women, who will be trained on these crops. The training site will also be developed to enable it to eventually be used for external training, including professional work placements, which will generate further income for Karibuni. We also plan to become more adept at using climate smart techniques.

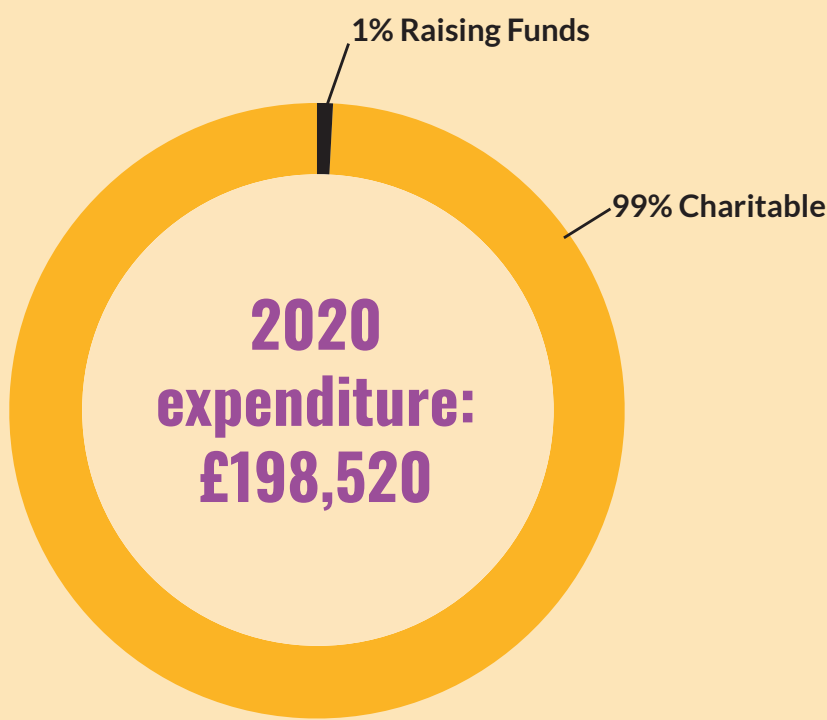
Economic empowerment:
The agricultural training is being expanded to reach more members of vulnerable families - young people and young girls in particular. As job prospects are very limited and have become more so as a result of COVID-19, the wider families of GSG girls are in need of livelihood opportunities. We also plan to deliver small grants to women, as the COVID-19 context means that loans are not a realistic approach for many women.

Income and expenditure



We saw a considerable drop in our income in 2020 (2019 income was £311,805) due to various external factors beyond our control. The funding environment has been increasingly challenging compared to previous years, due to the COVID-19 pandemic, Brexit and increasing demands on trusts, foundations and statutory donors.

We had been shortlisted to receive £50,000 over two years from the DfID (now FCDO) Small Charities Challenge Fund to support a tailored response to COVID-19 vulnerabilities in Ndhiwa. However, the UK government cut funding for this and various other funding mechanisms in their recent UKAID cuts, which have been devastating for small and large organisations alike.



In 2020, Team Kenya's community locally and internationally were all impacted by COVID-19 in a number of ways. Our usual vibrant calendar of in person fundraisers was put on hold as the world went into lockdown. It made such a difference in the toughest months to know that our supporters were not only cheering us on, but always thinking of our friends in Kenya, despite the challenges they were experiencing themselves.

Our supporters

Despite our traditional fundraisers, such as trips to climb Mount Kenya and cycling, running and hiking challenges, all being put on pause, our amazing supporters still managed to support us within the virtual space. We saw much needed funds trickle in as online shopping became the new normal in many countries like the UK. Websites like EasyFundraising, Amazon Smile, eBay and Etsy enabled our supporters to donate a percentage of their purchase to Team Kenya at no extra cost.

On social media our supporters reminded us that they were there by setting up Facebook fundraisers for birthdays, anniversaries, special events or just for fun, encouraging their friends and family to give a little to those facing the most disproportionate impacts of inequality at the most important health crisis of our lifetime. Supporters who were fortunate to receive an income during the lockdown gave generously by donating alongside their employers thanks to platforms like Benevity. We also saw an increase in one-off and recurring donations from those with something to give. Be it a little or a lot, every pound goes a long way!

We are constantly looking at the impact of the pandemic and international travel advice and hope that more in-person events can safely happen again soon.

The Newcastle University Team Kenya society held a pub quiz to raise funds because “Team Kenya makes such a difference to the lives of girls in Ndhiwa and whole communities, so thank you for your help in continuing the amazing work of the charity!”



Jess signed up to do the Great North Run 2020 for Team Kenya. She said she was raising funds to support girls’ education because: “When a girl gets an education she learns more than numeracy and literature, she learns that she is important. It gives her the ability to stand up for her rights, go for her dreams and change the world.”

Our funders

We would like to thank all of our dedicated funders, without whom none of our work would be possible. We are very grateful to the funders who have given us additional funds in 2020 to support our COVID-19 response. In total we received £25,246 for our emergency response from the Rozelle Trust, the Fonthill Foundation, the Southall Trust, Didymus, Chalk Cliff and The Suzy Fund.



OUR THREE LARGEST GRANTS IN 2020 WERE:

PETER CUNDILL FOUNDATION
£31,396

UKAID SCCF
£24,475

FONTHILL FOUNDATION
£23,946

How you can help

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



Get in touch

Please contact us at
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