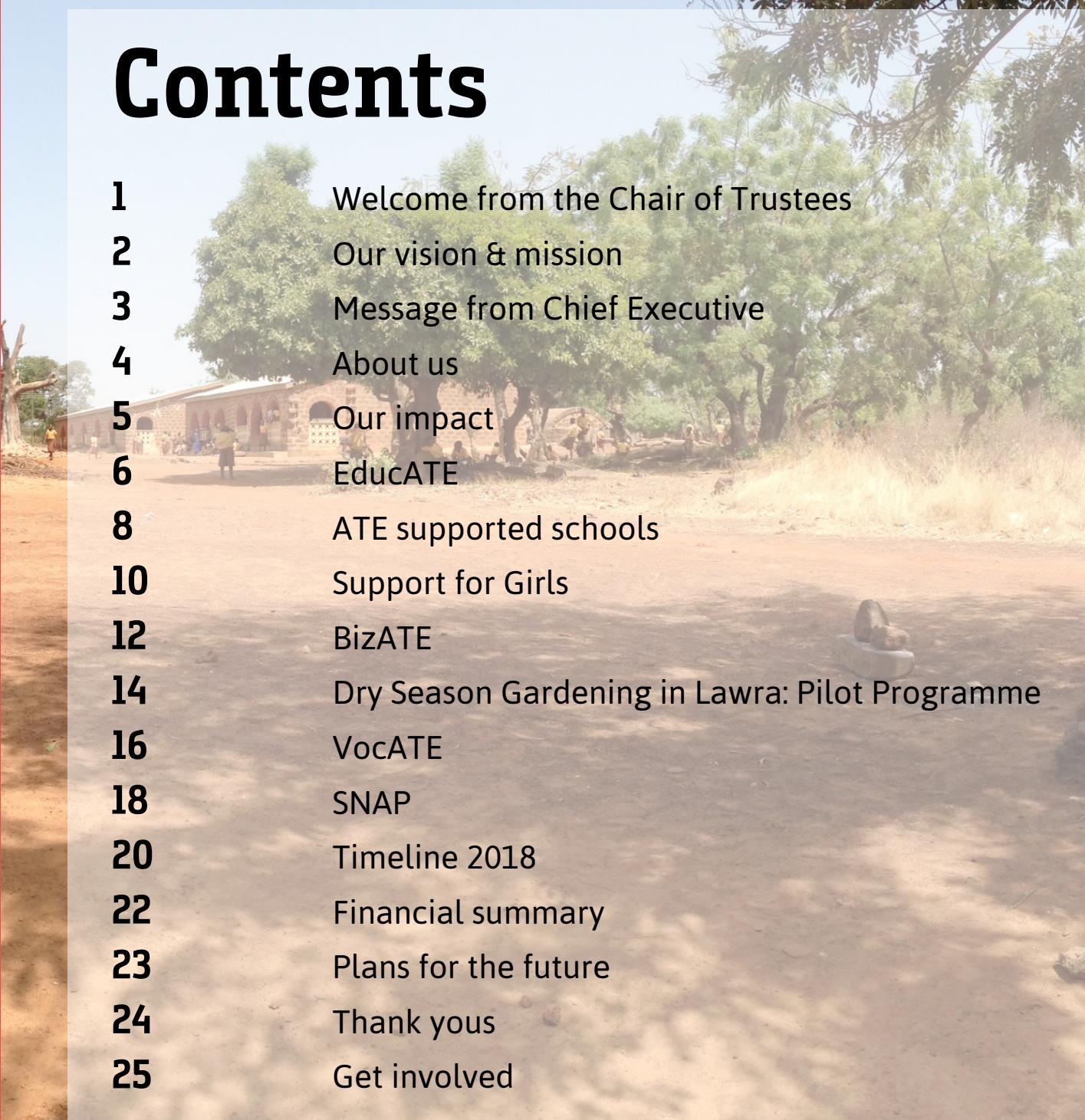




ANNUAL REPORT 2018

Registered charity number: 1149988

Contents

- 
- 1** Welcome from the Chair of Trustees
 - 2** Our vision & mission
 - 3** Message from Chief Executive
 - 4** About us
 - 5** Our impact
 - 6** EducATE
 - 8** ATE supported schools
 - 10** Support for Girls
 - 12** BizATE
 - 14** Dry Season Gardening in Lawra: Pilot Programme
 - 16** VocATE
 - 18** SNAP
 - 20** Timeline 2018
 - 22** Financial summary
 - 23** Plans for the future
 - 24** Thank yous
 - 25** Get involved



Welcome from the Chair of Trustees

2018 was a very good year for ATE. We were able to significantly expand the impact of our work in Lawra Municipal and at the same time increase the stability and sustainability of our organisation, both in Ghana and the UK.

This report covers all aspects of our work in 2018, we hope, in an easily digestible way. I am extremely proud of the work we do and recommend you to “read all about it”. We have come a long way since our founding in 2012.

In 2018, the generosity of our supporters enabled us to substantially increase our expenditure.

As we grow and mature, we strive to learn and become more effective in our work. We are committed to make this process continue. One feature of this learning has led to us increasingly working in the remote rural areas away from Lawra Town, where the level of poverty

and need is very high. For example, in 2018 we launched our latest hub around the village of Biro (see page 9). Biro is a remote village and seems to be a village with no centre just little groups of buildings dotted around the landscape. It gives the impression of being the most difficult place to live that I have ever been to. At this stage we support the school and several small businesses there. The impact of our work there is becoming evident, one clear sign being that school attendance has already grown dramatically.

I have been lucky enough to visit Lawra seven times since 2012. These visits have many benefits, one of which is to reinvigorate my personal motivation for being a committed ATE voluntary worker. My latest visit in January 2019 was no exception. One stand out for me is the resilience of the people I meet, many of whom live in

extreme poverty, a level of poverty that I have only ever personally encountered up close in the Lawra area.

No electricity, no running water, maize dominated diet (which often runs short in the lean time of the year) and none of the basic facilities that I take for granted in my everyday life. These people battle through their many challenges. They do their best for their families. I regard it as a privilege to be able to work with them and assist in making a positive impact on their communities.

Charles Gardner,
Chair of Trustees and Co-Founder





Our Vision & Mission

Our vision is an end to poverty in Upper West Ghana. We are committed to achieving a measurable reduction in poverty in Lawra by 2020 through social and economic development.

Message from the Chief Executive

2018 was a hugely exciting and inspiring year for ATE. I could not be prouder of the long term, sustainable impacts that we have contributed to in Lawra. I know with certainty that we have made a huge difference to many lives, and that the difference we have made is long lasting. I know our projects are excellent, but what we are most proud of, is the way that we are working – in genuine collaboration and partnership.

Almost all of our fantastic development work is carried out by enthusiastic, skilled, knowledgeable people, who have been born and educated in Lawra.

They work in their local language (Dagaare), striving to empower people to improve their own lives.

They are imbedded in the communities we work in, they ask insightful questions to find out about the challenges facing local people, and listen carefully to responses before working with the wider team to provide solutions. It's inspiring to be a part of.

As we end 2018, I look forward to 2019 with renewed passion and hope for a brighter future for the people of Lawra. With the incredible support of our generous donors, hardworking volunteers

and skilled staff, we are continuing to change lives. Thank you to everyone of you for believing in us, for enabling ATE to thrive.

With love from Lawra,
Sarah Albebourne,
Chief Executive



About ATE

ATE has been established for six years and delivers key initiatives in education, enterprise and social change to reduce the level of poverty and improve lives for people in Lawra Municipal, Upper West Region, Ghana.

What makes ATE unique is that we are the only charitable organisation rolling out a holistic combination of programmes in a 'hub model', for rural communities, in this incredibly neglected area of Ghana.

We've grown from a small seed and have now established four hubs; feed almost a 1000 school children each day; have supported over 80 small sustainable businesses and improved the lives of 160 disabled children and their families

The context in Lawra

- Lawra is located in the Upper West region of Ghana
- It is remote and peaceful but neglected in terms of development
- For 5 months of the year many households can only afford one meal per day (UN 2010), or even as little as 4 meals per week (ATE 2016)
- Most people grow their own food to survive
- Climate change is worsening the crops
- Children's health and education are significantly affected
- Just 19% of the adult population are literate (UN 2010)

What we do

ATE works directly with communities in Upper West Ghana, reducing poverty through education, enterprise and social change. ATE does this through working in partnership with the local community and key stakeholders (such as GES & GHS) on three key programmes of work.



EducATE – Our education programme provides free school meals which relieves hunger and provides motivation to children to attend school, to learn and complete their basic education.



BizATE – Our small business development programme kick starts small sustainable enterprises for motivated people to be able to provide for themselves and their families.



SNAP – Our special needs awareness programme provides vital support to marginalised disabled children and their families to overcome isolation, and access healthcare and education.

Our Impact

894 children across six schools fed free school meals and provided with essential materials to support their education.



178,800 nutritious school meals provided to children in Lawra.



60 dry season farmers enabled to grow crops when food is most scarce.



84 small business owners supported to kick start sustainable enterprises.



160 marginalised disabled children and their families reached to overcome isolation across three support groups, and 66 adults and 86 children enabled to access healthcare.



10 female apprentices provided access to apprenticeships to gain lifelong vocational skills.





EducATE is a partnership with local government schools to reduce hunger, increase pupil attendance and enable completion of basic education through provision of a school meal and learning materials.

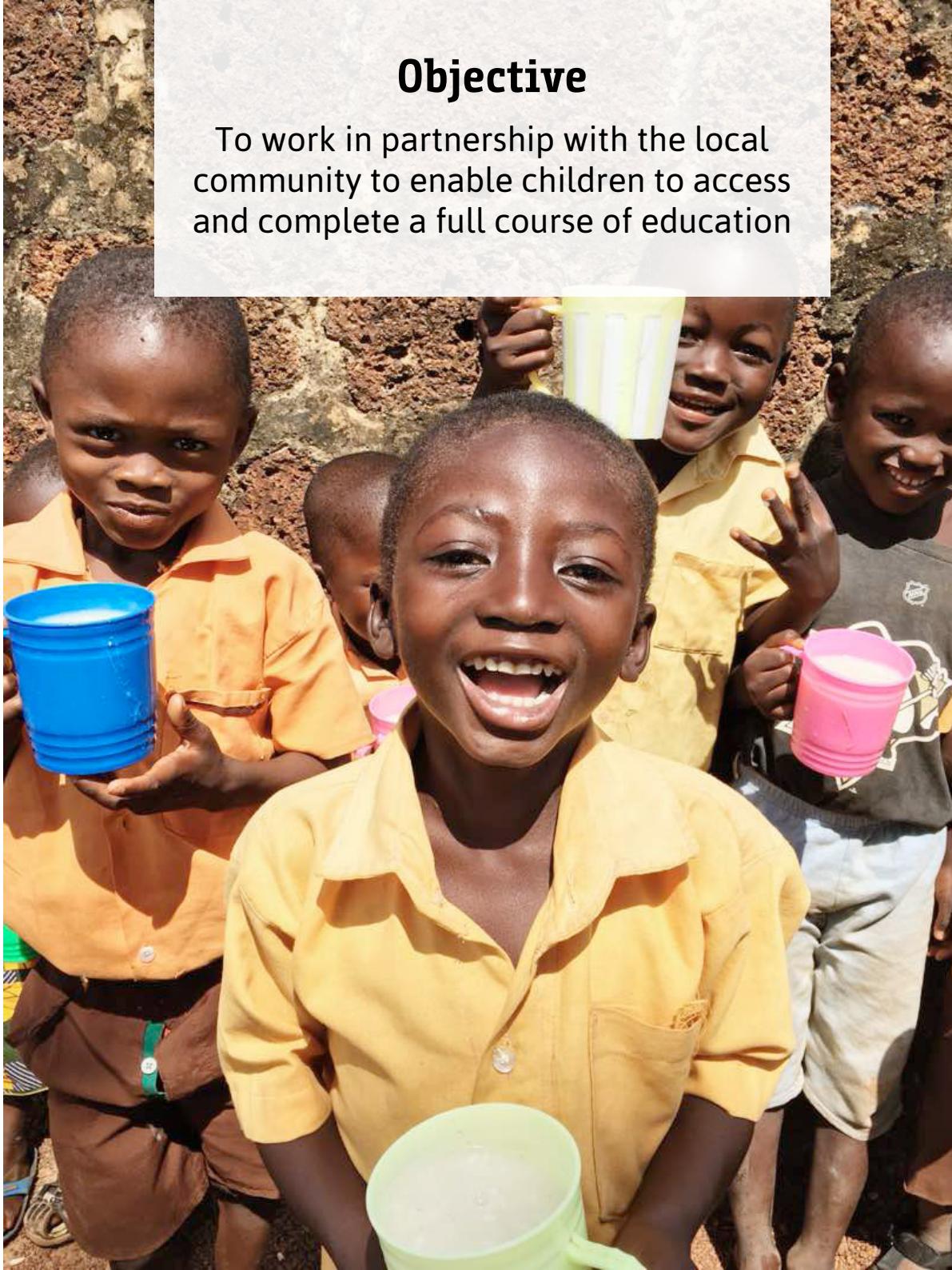
The aim of the programme is that by providing free school meals and provisions such as school uniforms, books and pens, children are encouraged to attend school, to attend regularly and to complete their basic education. Satisfying hunger and removing cost barriers increases children's opportunity to reach their full potential, and improve their opportunities for the future, for the benefit of themselves, their families and their communities. ATE is now partnered with six schools over Lawra Municipal, ensuring the provision of meals at one primary school and five junior high schools.

Key achievements in 2018

January saw the hand-over of school lunch feeding at Karbo Primary to the Ghana Education Service, an important and positive step in the right direction. Rather than removing support completely, ATE made the decision to supplement the government provided lunch with an additional breakfast feeding programme at the school, meaning that the children now receive two delicious meals, every week day.

Objective

To work in partnership with the local community to enable children to access and complete a full course of education





In May 2018, ATE launched a new feeding programme at the Model Girls Junior High School in Lawra Town, after being approached by the local government. The school was established in September 2017 by the Ghana Education Service (GES), and is a unique opportunity for the selected girls to receive education from outstanding teachers in a small group setting. Model Girls School now has 69 pupils, and ATE are really excited to be involved with an institution which is working to ensure that girls in Lawra access a good education in order to improve their future prospects!

In June, we launched a new feeding programme at Biro Junior High School (JHS) in line with the launch of a new hub in Biro. This very small school had just 12 students when we first visited in April, and was extremely low on resources. Since ATE has been providing school meals at Biro JHS, the population of the school has almost tripled in size, with the number of students in November recorded as 35. This huge increase is testament to the impact of school feeding on enrolment numbers and attendance.



"Students used not to come to school on re-opening day. But now the turn up is great because they know that there's food at school"

ATE Supported Schools



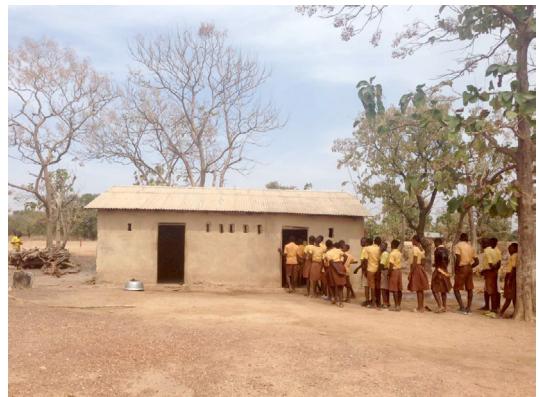
Karbo Primary School

The first school that ATE started working with, Karbo Primary is also the largest, with a population of 380 students, including a Kindergarten. ATE started the feeding programme here in January 2013, and since then the school has seen marked increase in attendance.



Karbo JHS

ATE started the school feeding programme at Karbo JHS in January 2015, a Junior School now with 134 pupils. From an EducATE evaluation in 2017, we found 14% more pupils attending at the start of the year compared with two years before.



Dowine JHS

ATE partnered with Dowine JHS in January 2016. This is the largest JHS which ATE feeds, with 213 pupils. Since we began the feeding programme here, 48% fewer girls and 40% fewer boys are skipping school. Furthermore, in the first year of feeding at Dowine we saw a 77% decrease in dangerously underweight children.



Gombele JHS

ATE school feeding started at Gombele JHS in January 2017. Here, we saw a 26% average attendance increase in the first 6 months of school feeding, and there was an average school weight gain of 3.9kg. Being a more rural school, with the pressures of chronic food shortages, the EducATE programme has measurable benefits for the 79 pupils here.



Model Girls School

A newly supported school in May 2018, the Model Girls School in Lawra Town has 69 pupils and is an all-girls, selected school. The Model Girls School also was host to a pilot programme of Support for Girls workshops, in November this year (see page 10).



Biro JHS

The latest school to join the EducATE programme in June - when we first visited Biro it had only 12 pupils. 5 months later, and with the encouragement of a daily school meal, the size of the school has almost tripled, with 35 pupils at the last record. An incredibly rural and impoverished school, with extremely dedicated teachers.



Launch of Biro Hub

Expanding our reach

At the start of 2018, ATE's Chief Executive and Ghana Operations Manager, Sarah and Habib Albebourne, identified Biro as an additional community for ATE to work with – a village, an hour from Lawra town, inaccessible by car, with no electricity, no mobile phone network and extreme poverty.

There is a new government Junior High School in the centre of Biro village with extremely dedicated teachers but very few students. The pupils shared with us that within their community there is a high rate of child marriage for girls, and for boys travelling South for labour, driven by high rates of poverty and chronic food shortages.

Together ATE, the Biro community and our supporters are trying to change this. In April 2018, ATE set up a 'Hub of Development' in Biro, starting with the roll out of the EducATE school feeding programme. This was followed by the implementation of our BizATE small business development programme later in the year which gives adults an opportunity to generate an income, support their families and enable their children better chances to complete their basic education.

ATE's 'Hub Model' has developed organically to provide a range of transformational programmes to communities like Biro to relieve hunger and reduce poverty. Our replicable hub model aims to concentrate support, and dovetail programmes and resources for maximum impact, led by a Hub Manager who can build up trust and knowledge of the community, to strengthen the hub over time. In 2018, Biro became our fourth hub of development and we believe that this is an effective model to enable people to pull themselves out of poverty. To explore this we have planned a thorough evaluation of our hub strategy in 2019.

Support for Girls - Workshops

An ATE evaluation of the EducATE programme in May 2017 revealed that although girls enrol in higher numbers and maintain better attendance than their male counterparts during primary and the early years of junior high school, they are less likely to remain in school to complete their basic education.

In response to this, in November 2018, ATE ran three workshop sessions, as part of a Pilot Programme aiming to increase gendered support for girls at ATE-supported schools. The workshops were held at the Model Girls School in Lawra town, with 34 girls participating aged between 12-16 years old from the oldest class in school. Janet, a local Dagaare-speaking ATE consultant who is also a practicing nurse, facilitated the session by helping with translation, and also served as a positive role model for the girls.

The three sessions were focussed on key issues for girls – menstruation, future planning and confidence building. The girls took part in a variety of activities – some fun, some educational, some creative – aiming to ensure they felt comfortable, and allowed them to relax into the workshops. One of the main activities was making re-usable sanitary towels, with materials and instructions given to the girls in groups.



This activity encouraged teamwork and, more importantly, provided long-lasting solutions with development of a valuable skill - many of the girls said they wanted to make them for their parents/sisters, for example. All the activities were designed to be enjoyable, educational, to promote self-expression, and build confidence. At the end of the workshops, the girls were also all given a hygiene pack, which included two pairs of underwear, one re-useable sanitary towel, and two interchangeable liners.

Evaluation data was compiled from questionnaires, completed by the girls. We found that only 1 in 3 girls knew what menstruation was at the time of starting their period, and only 38% of these girls could give an appropriate explanation for it.

The purpose of the pilot workshops was to gauge information on whom the sessions would benefit the most, and what areas to focus on for future sessions. The sessions as a whole were incredibly successful, uplifting and positive. They will form a central part in ATE's new, gender-focused response to the unique challenges which girls face in Lawra today. We plan for this support for girls to be extended into each ATE-supported school, to ensure that we are doing all we can to help these girls access their education and gain greater opportunities for their future.





Setting up small sustainable businesses for the most vulnerable people

BizATE is a small business development programme which provides new and emerging businesses in Lawra Municipality with customised support to increase their likelihood of success in an extremely challenging economic environment.

Each year, ATE selects 16 small business owners (SBOs) from a cross-section of some of the poorest parts of the community, for example, people living with disabilities, mothers of disabled children, and older men and women with a high rates of illiteracy, as well as motivated young people, with ideas and drive but no capital or opportunities to realise their potential. Those supported by the programme have a wide range of skills and trades from weavers to xylophone makers.

The selection process is rigorous, exploring the viability of business ideas, and commitment to learning and enhancing the wider community through their success. The programme includes investment capital grants, business development training workshops every 6 months, direct business advice and assistance, and 12 months one-to-one mentoring from ATE staff to ensure the best chance of the business being fully sustainable.



Delivery of the BizATE Training Plan in 2018

As part of the Commercial Education Trust (CET) funded business training & development programme, a number of workshops were held in January and August to deliver a differentiated, responsive training plan for ATE-supported Small Business Owners (SBOs), as well as training of local trainers and consultants. The training is devised to work sensitively for SBOs who have low levels of literacy and numeracy to significantly increase their capacity to run sustainable and profitable enterprises. Building on the learning from previous workshops, delegates were able to build on their experience and skills, with a special focus for the training in August placed on marketing.

Training of our Ghanaian staff as local trainers was a key development in the training plan in 2018. Developing an effective method of training small business owners is a demanding area of learning for the Ghana team - primarily due to the challenge of moving beyond traditional Ghanaian teaching and learning methods - but is vital in order for the training to lead to real behaviour change, for small business owners to move beyond obstacles and seize opportunities. This meant a huge, very welcome shift in training delivery this year as all workshops were delivered by local staff and held entirely in the local language, Dagaare, genuinely enabling local people to facilitate change in their community.



"The workshops presented new ways to think about my business."

Male SBO (farmer)

"The workshops allow us to meet and sit with other people who are running their own businesses and have things to say that we can also learn from."

Female SBO (petty trader)

Dry Season Gardening in Lawra: Pilot Programme

Local knowledge driving economic change

The situation in Lawra

Unlike the rest of Ghana, Lawra and other northern regions experience just one rainy season resulting a difficult five month dry season. As an area with a dependence on subsistence farming the dry season brings the people of Lawra to the brink of survival: food insecurity reaches an all time high, opportunities for income reduce, and some families will eat just four times a week. And with the increasing effects of climate change, farmers face new challenges every year.

How ATE helps

Launched as a pilot programme, support to farmers is an off-shoot from BizATE. We deliver grants of equipment (eg. fences, water pumps) and business development training. Coupled with mentoring, this



support has achieved a powerful, rapid improvement in the lives of the 60 farmers we support.

Our impact

Our support ensures farmers can expand their gardens, boost crop yields with new agricultural techniques for water poor farming, and maximise profits. This generates income, which can be spent on health care and education, and increased access to vegetables which keeps farmers and their families healthier.

We work with three individual farmers along the river and two groups of community farmers in Lissa and Baazing. These communities are far removed from markets, schools, clinics and even adequate roads. All members are elderly men and women, and many are blind or visually impaired. Age and illness bring additional challenges causing the Lissa group to reduce by 7 members from one dry season to the next. This will make the work tougher for the remaining members who have pledged to continue caring for colleagues too ill or old to continue in the garden. With no other opportunities outside of farming, ATE's support has become a lifeline for these communities.



Raymond's Story

Raymond, a farmer on the banks of the Black Volta River: "I am most proud of my dry season garden work because before I was a carpenter and there were so many carpenters it was hard to get work. But since I started the garden work I am getting lots of money from the garden."

Raymond experienced some challenges as a bush fire tore through half of his farm. Fortunately he was able to keep



going with what had been spared and was able to buy a new motorbike with his profits which has helped to carry manure down to his garden and to bring his bountiful crops back up!

Incidentally, Raymond's wife, Theresa, is also an ATE-supported business owner running a thriving seamstress business in Town. How brilliant to be working with such a hardworking, dynamic duo!



'ATE's support has made my garden better, easier to manage and much more profitable.'

Moses, Farmer in Amburi, Lawra

VocATE: Pilot programme ATE's apprenticeship scheme

The situation in Lawra:

Low school completion rates, low levels of adult literacy and dependence on subsistence farming make apprenticeships an attractive option. They offer a vocation that can earn a reasonable living. But, Ghanaian apprenticeships are tough – they are unpaid, difficult to secure and can last up to 4 years at the discretion of your instructor. Due to the challenges in brokering an apprenticeship without family connections or cash, vocational learning remains difficult to access in Lawra.

How ATE helps:

Development through vocational learning arose during our 2016 BizATE Evaluation and was realised in VocATE. We pair motivated learners with a skilled trainer who runs their own business. We support the learning process through regular monitoring, including mediation with learners, trainers and families and provide holistic care to enable the apprenticeship to continue through challenges.

Our impact:

We support 10 young women and 2019 will be the final year for 7 of them. We have learnt a great deal about the journey and the challenges, and firmly believe in the value of this process to provide lifelong vocational skills. Once completed, all graduates will be fast tracked into our business development programme, BizATE, so they can realise their dreams of opening their own business and one day train others too!



"The single greatest means of transforming a community in a sustainable way is to empower community members to support themselves."

Patricia's story

Patricia never went to school. When she was just a child she was sent away from Lawra and her family to go work in a small village down South. There was no school and when she was finally able to make her way back to Lawra at 18 it was too late for her to enrol to earn a living she sold grain in the market and thought that would be her lot.

When ATE paired Patricia with Grace for this apprenticeship many people told her that, nearing 30, she was too old to learn something new. In fact, ATE and Grace worked hard to convince Patricia's husband that it was a worthwhile venture to support – almost three years later and nearing the end of her apprenticeship this is something that Patricia is still grateful for.

Patricia is excited to complete her apprenticeship and relishes the opportunities it will bring her. She plans to apply to ATE for a grant to rent workshop space of her own and begin her weaving business.





Special Needs Awareness Programme

Disabled children in Lawra face a multitude of barriers to education, healthcare, and participation in community life. Challenges faced because of their impairments are compounded by widespread negative attitudes and traditional beliefs. The extent of discrimination, particularly for children with severe learning difficulties, cannot be overstated. They are exposed to a high risk of abuse, neglect and infanticide. Discrimination is often extended to the family, marginalising them within the community, and creating greater hardships in meeting their children's most basic needs.

ATE's Special Needs Awareness Programme (SNAP) currently supports 160 families with disabled children across three support groups. ATE coordinates monthly meet-ups which are a lifeline for isolated children to socialise and play, and parents/caregivers to come together with people experiencing the same struggles. ATE invite speakers in from other organisations, facilitates access to medical care and orthopaedic equipment, supports disabled children into education, and works with the community to improve inclusion and enable disabled children to thrive.

Throughout 2018, we significantly increased our focus on our SNAP programme. We wanted to ensure the programme was given the leadership needed to deliver on the recommendations highlighted in the programme evaluation and achieve greater positive change for the lives of disabled children and families in Lawra.



Working for the inclusion of disabled children and their families



Hiring of a SNAP Project Leader

In March 2018, we employed Kaamil Issahaku into the newly created role of SNAP Project Leader in order to drive the programme - particularly to take on casework to support disabled children into mainstream and special schools. Kaamil's dedication and mediation with families and schools is making a huge difference to the individual lives and opening up opportunities to disabled children in Lawra.

Inclusion Centre

Building inclusion into the heart of the Lawra community

In 2018, ATE secured land in the heart of Lawra to build an accessible Inclusion Centre to host a play-scheme and drop-in services for disabled children and parents, with flexible, fit-for-purpose workshop and meeting space too. This is a huge capital project for us and one that we believe will solve key challenges that we face in terms of our capacity - for example, monthly SNAP meetings are at capacity for the hired-space we use and we have nowhere to store or develop much-needed resources. The Inclusion Centre is guaranteed to make a big impact in Lawra - it will model inclusion and most importantly it will increase the visibility of marginalised disabled children and their families. It's been amazing seeing this big dream project become a reality!



A look at ATE through 2018

JANUARY

Ghana Education Service (GES) and the World Food Programme take over lunch service at Karbo Primary School! So we took this as an opportunity to supplement the lunch service with breakfast – helping these growing children thrive!



APRIL

We had our first London Marathon runner! Emily Price, a teacher from London, ran the London Marathon in 6 hours and 9 minutes and raised £2,000! Pretty remarkable for the hottest London Marathon on record at 24°C!

MAY

We were delighted when the GES approached ATE to extend EducATE programme to Model Girls, a new government school. There are now 69 students, thriving in this special environment and enjoying a delicious meal everyday!



JULY

We partnered with Village Bicycle Project to deliver 100 subsidised second hand bicycles to students and apprentices - some travelling 2.5 hours each way to school or work!

AUGUST

CET funded business training and development workshops were delivered this August by local staff and supported by volunteer, Asif Noorani.

The 8-days of workshops provided tailored support to: 11 mechanics and tradesman; 30 petty traders and farmers; 8 weavers and manufacturers; 20 local consultants and 5 ATE staff members. What a valuable week of training it was!



SEPTEMBER
ATE Trustee takes on a new ultra challenge in support of the two charities closest to his heart – the Stroke Association and ATE! Pete Willetts cycled the 500 mile length of Ireland in all elements, with one day cancelled due to the terrible winds and horizontal rain! What a terrific effort and an incredible £2,876 raised!



OCTOBER

We celebrated ATE's 6th Birthday! Sometimes it seems remarkable how far we've come and how much we've achieved. We are excited about what the next six years will bring! Let's see what we can achieve!

NOVEMBER
We are empowering girls through workshops to stay in school. Each workshop was carefully created to encourage attendance, participation, future planning, and to provide girls with the knowledge and tools they need to overcome obstacles to their education, such as periods. They were a great success and we are excited to continue the work in 2019!



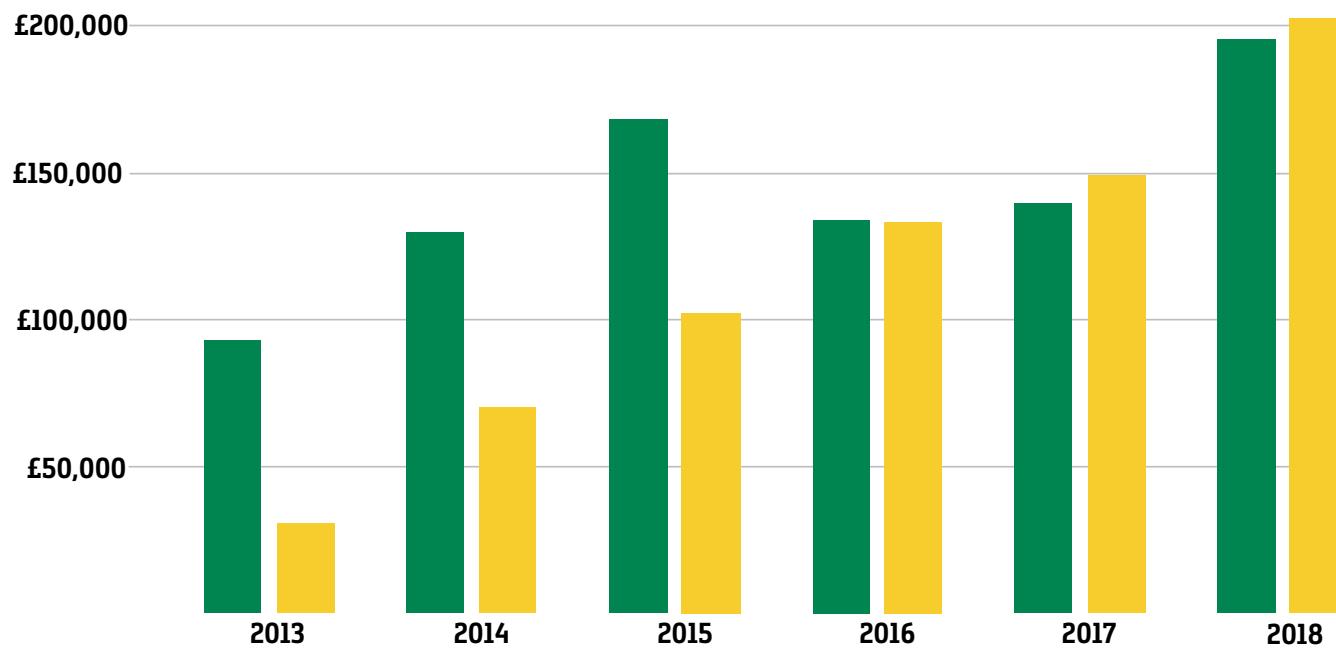
AUGUST
Monthly SNAP meetings cover a range of topics. In August, founder and CEO, Sarah Albebourne, held a Sex Ed and Women's Health workshop – it went down a storm, with many parents learning this information for the very first time.

Out of every £1 you donate

Financial summary

ATE Income & Expenditure

Income
Expenditure



In 2018, ATE cooked up
178,800 lunches for school
children in Lawra



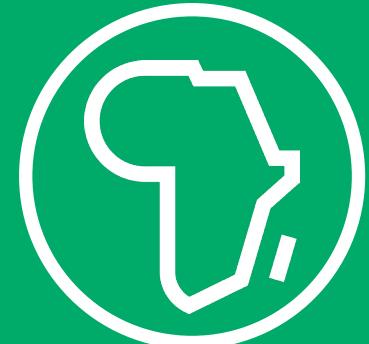
83p goes directly towards
project costs in Ghana



9p is spent on
fundraising



8p is spent on
administration costs



Plans for the future

We have some exciting forthcoming plans for 2019 and 2020 as follows:

- The most exciting thing we are doing in 2019 is the grand opening of our Inclusion Centre – this will mean we can significantly improve our provision for disabled children, teenagers and their parents. In June 2019 we will launch the play scheme for the younger children to enjoy learning through play and will develop vocational learning for disabled teenagers.
- To significantly improve our mentoring of small business owners we will be implementing use of a newly developed Mentoring Handbook and Workbook, working alongside a more regular integrated training plan. This new regime puts entrepreneurs at the heart of ATE's work and leads to a far more structured improved learning process. This combination of tools will lead to more successful entrepreneurs to lead to a growing economy.
- In 2020, we will be launching a new batch of VocATE apprenticeships with an anticipated rolling intake for 2020 and 2021 to improve the opportunities for young, underemployed community members in Lawra. This will enable access to well monitored apprenticeships to ensure steady acquisition of skill towards successful completion of the three year on-the-job training, followed by an opportunity for support to set up their own small business.
- Our current mission statement takes us up to 2020, so we have planned an evaluation of our Hub Model of development to measure our current impact, assess the successes and challenges of our work and draw findings to support our future planning to 2030.
- We will continue to embed gender analysis into our programmes of work, monitoring and decision-making which includes the delivery of further girls workshops in June 2019.



Thank you

Fantastic fundraising

We can't thank our brilliant fundraiser enough for all their hard work and support, big and small!





GET INVOLVED

Donate | Volunteer | Legacy

website: www.ateghana.org | email: admin@ateghana.org

Contact ATE

www.ateghana.org

admin@ateghana.org

facebook: facebook.com/ATEGhana

instagram: @ateghana

twitter: @ATEGhana

