

Gambia School Support

UK Registered charity 1176136

Project summary at 31 July 2023

GSS salient facts:

1. GSS now assists (not operates) 11 community pre-primary schools with 1,506 pupils (age 3-7) with 46 qualified teachers and 17 trainees
2. Our approach is backed by the latest research from UNICEF/UNESCO/IIEP
3. To receive GSS support the schools must adhere to best practices:
 - class size max 35 pupils, each taught by a qualified teacher
 - safeguarding policies properly implemented
 - attend GSS funded teacher training and development program
 - work with our 'on the job' coaching and inspection/monitoring team
 - demonstrate good accounting, administration and governance

In return GSS pays for and ensures:

- well maintained and equipped buildings, toilets and classrooms
 - full supplies of teaching materials, educational toys and playground equipment
 - contributes 55% of staff salaries and costs
4. Project is implemented by our tried and tested local partner
 5. We work in conjunction with the Education Ministry (MoBSE) and NGO's
 6. GSS is now assisting over 3% of the good quality pre-primary school places in the country

Update on the 4 months since our last report:

1. Training program extended and improved
2. All 11 Head Teachers, 35 qualified teachers and 17 trainees have attended training workshops and received 'on the job' coaching
3. 4 inspector/coaches recruited, initial training completed and school visits started
4. System of rating and regular monitoring of teacher performance bedded in - good results already (see progress on next page)
5. Program of infrastructure works costing £15,000 now finished which levels up the facilities at all 11 schools (classroom tiling, toilet upgrades and repairs)



'Graduation' of the leavers at the Santo Su school.

These are 6-7 yr olds who will go to the State Primary in Sept

The first results of teacher training program are encouraging

Program started in March to:

- improve the ratings/scores of the 11 head teachers
- improve the scores of the 35 teachers
- identify good candidates from the 17 classroom assistants to gain the ECD qualification

Rating system and results

- We have adopted a straightforward ranking score:
8 = excellent, 6 = above average, 4 = below average, 2 = poor
(prevents the easy option of a 5 score).
- Process:
Kemo Bah and his inspection team of 4 do the initial rankings, then these are reviewed by consultant Kira Dalton and GSS.
Kemo Bah visits all the schools regularly and his inspectors (their allotted schools) once a month. All unannounced. Inspection forms completed and submitted to Kemo Bah..
- See the tables which show marked improvements.
- the swift progress is attributable to intensive workshop program and better motivation.
- Examples of the improvements seen and measured:
 - use of the MoBSE curriculum
 - engagement with the children
 - better classroom discipline
 - child/teacher interaction
- 4 candidates selected from the pool of trainees who GSS will fund to gain their pre-primary teaching qualification at Gambia University

11 Head Teachers	Mar 23	July 23
Excellent	3	3
Above-average	1	5
Below-average	5	2
Poor	2	1

35 Qual Teachers	Mar 23	July 23
Excellent	3	4
Above-average	6	18
Below-average	22	13
Poor	4	0

Kemo Bah
Managing Director
leader of the GSS project
in The Gambia



celebrating of GSS funded
teachers qualifying at Gambia University
May 2023

The coaching and inspection/measurement regime is up and running

Before further expansion of the GSS project we want to see this team 'bedded in'.
Cost of this initiative £3,300 a year.

1. Four inspectors have been recruited. This will:
 - a) resource Kemo Bah providing more time to employ his considerable pedagogic strengths
 - b) develop the capabilities and strength of the 'Gambian Management Team' our partner organisation implementing the GSS project
 - c) drive improvements in our teachers and Head Teachers
 - d) provide career progression opportunities (3 inspectors are also teachers at the schools)
2. Coaching
 - a) in the daily use of the MoBSE curriculum
 - b) how to keep good order in the classroom
 - c) child centered teaching making good use of toys/teaching aids
 - d) techniques to ensure all children are engaged
3. Inspection
 - a) 10 criteria are scored 2/4/6/8 (ratings explained on previous page)
 - b) criteria include: school environment, curriculum use, attendance - teacher & pupil, child centered learning, safeguarding policy & practice, happy inspired pupils
 - c) forms submitted and findings reported to Kemo Bah at monthly meetings
4. *Going forward*
 - a) *This 'regime' is at an early stage and it will no doubt evolve*
 - b) *It is not truly objective though we are working hard to seek accurate assessments whilst working within the local constraints*
 - c) *Over time we expect to be able to demonstrate to our supporters that their money is driving improvements in the quality of pre-primary education in The Gambia*

Kemo Bah training the coach/inspectors 12 May



form used by the coach/inspectors

School Observation Form

1. Name of School: _____

2. Name of Teacher: _____

3. Level: _____ Number of Children: _____

4. Theme: _____ Topic: _____

S/N	Scoring / Rating	Weak	Below Average	Above Average	Excellent	Remark
1	Indicators	2	4	6	8	
1	School Environment					
2	Evidence of Curriculum Use					
3	Child Centred Learning					
4	Community Participation					
5	Tr. Attendance Records					
6	Trusting Learners Equally (happy, inspire children)					
7	Quality of the Head teacher					
8	Use of teaching / learning resources					
9	Safe guiding policies available					
10	Total =					

Other Comments:

A) Any training needs: _____

B) Maintenance needs: _____

C) Any teaching / learning resources: _____

Name of Observer: _____ Signature: _____

Tr. Observed signature: _____ Date: _____



workshop to draft new inspection form and its use

How is your money being spent?

The cost of running the project is currently £90k a year and rising due to high Gambian inflation (today's rate 17% p.a.)

How we allocate your donations:

- 55% on teacher salary 'top up' contributions. Their pay is met:

- 30% from the fees the schools collect (av fee per child £8 p.a.)
- 70% from GSS's 'top up' contributions

Note: GSS ensures that 20% of the places go to orphans, disabled and children from backgrounds of severe hardship

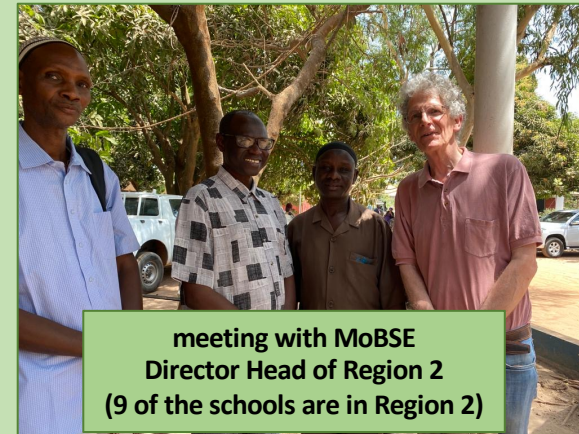
- 17% - teaching materials and maintenance of the infrastructure
- 10% - teacher training and development program
- 8% - remuneration/car for our project leader (Kemo Bah)
- 3% - food at 2 schools (charity Rising Brook funds food at a further 3 schools)
- 7% all other items e.g. office costs, WiFi, rent for 2 schools, Kemo Bah's 'Gambian Management Team' GSS's 'implementing partner'.
- Every penny raised is spent in The Gambia. Any UK costs/fees are paid by GSS's trustees as are all their travel/hotel costs when visiting The Gambia.



morning assembly at
Good Shepherd, Pirang



interactive teaching
at Santo Su school



meeting with MoBSE
Director Head of Region 2
(9 of the schools are in Region 2)



'Duplo as a teaching aid'
training the trainers workshop



GSS's financial position is strong

- **Fund raising track record (GSS's year end is 31 July):**

2019-20 £57,926

2020-21 £75,196

2021-22 £117,182

2022-23 £114,214

- GSS's cash in bank £114,500 at 31 July 2023 plus equivalent of £16,500 held in The Gambia
- Every penny GSS raises is spent in The Gambia. GSS's Trustees pay all their travel and UK overheads
- Reserves policy is to retain a minimum of one year's running costs - currently £90k
- ***A huge thank to you the GSS donors***

- the 44 individual regular donors – now producing a bedrock income of £23,500 p.a. (up from £18,000 p.a. at 31 March)
- the 27 donors to the 2022 Christmas Appeal *(NB we have entered the BigGive Christmas Challenge 2023)*
- the many one-off donations
- Help in Progress - Germany based sister charity
- African Oyster Trust – UK based charity
- Philip King Charitable Trust
- Highclere Investment Management
- The Peter Cundill Foundation
- BPL Global Benevolent Fund
- CBRE GI Charity Committee
- Austin Bailey Foundation
- Marie Helen Luen Charitable Trust



teacher showing the MoBSE curriculum
she is using at Mariama Mae, Gunjur

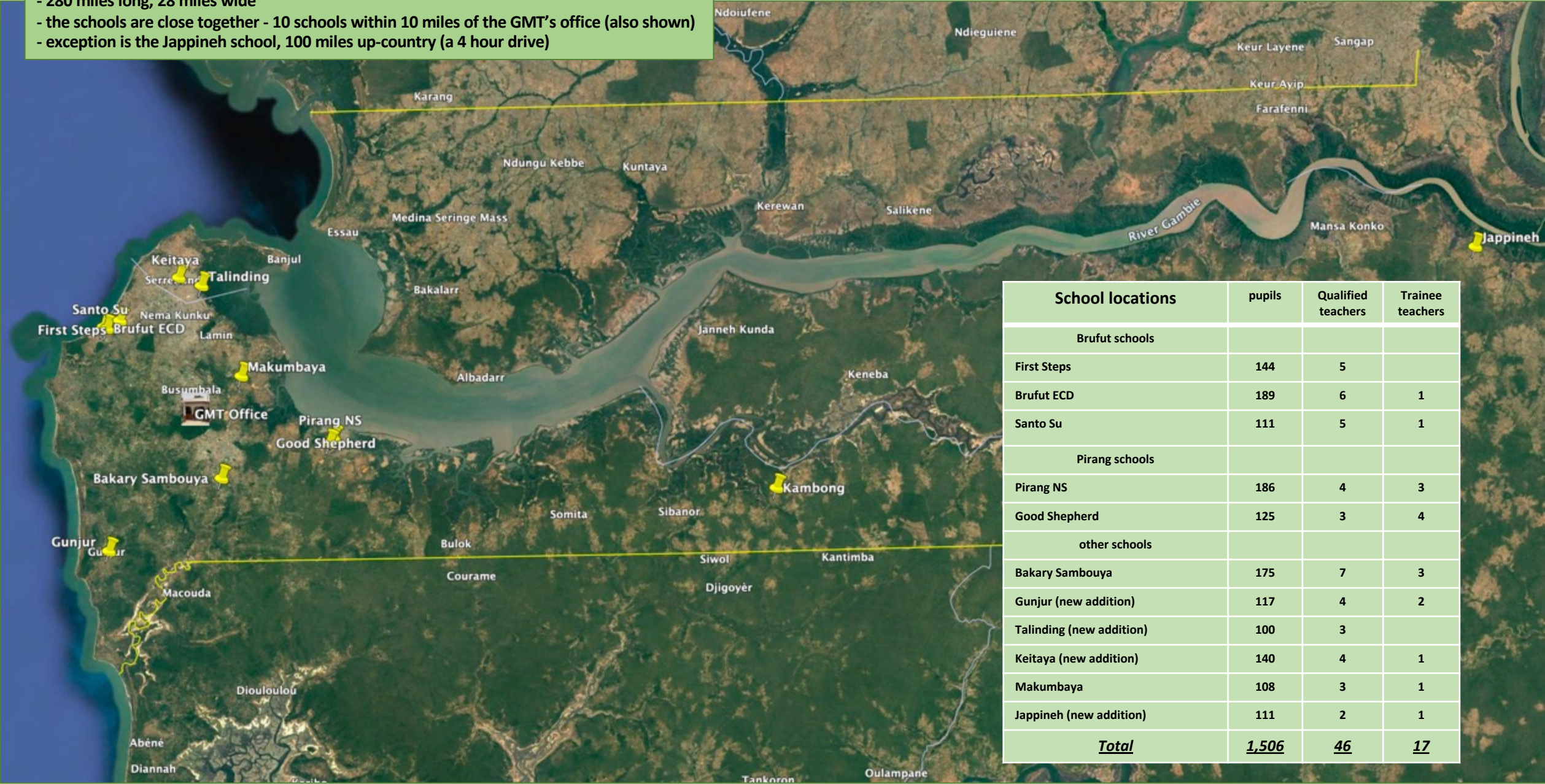
Donations following this link

<https://gambiaschoolsupport.org/how-you-can-help/>



GSS’s project is helped by the geography of The Gambia

- population 2.5m (concentrated along the Atlantic Coast south of the capital Banjul)
- 280 miles long, 28 miles wide
- the schools are close together - 10 schools within 10 miles of the GMT’s office (also shown)
- exception is the Jappineh school, 100 miles up-country (a 4 hour drive)



School locations	pupils	Qualified teachers	Trainee teachers
Brufut schools			
First Steps	144	5	
Brufut ECD	189	6	1
Santo Su	111	5	1
Pirang schools			
Pirang NS	186	4	3
Good Shepherd	125	3	4
other schools			
Bakary Sambouya	175	7	3
Gunjur (new addition)	117	4	2
Talinding (new addition)	100	3	
Keitaya (new addition)	140	4	1
Makumbaya	108	3	1
Jappineh (new addition)	111	2	1
<i>Total</i>	<i>1,506</i>	<i>46</i>	<i>17</i>

Gambia School Support

Trustees

← *the partnership* →

Gambian Management Team

GSS's implementing partner



Josh Dale-Harris

Chairman Oct 14

former Senior Director
at CBRE Global Investors



Tim Lodge

Trustee Jan 19

former CFO
Tate & Lyle

Ran their
operations in
Zambia

Nick Stevenson

Secretary Jun 17

Former Head of
Equity Research at
SG Warburg and
then Mirabaud



Ed Dale-Harris

ARB
Trustee Oct 14

Built schools in
Sierra Leone and
Senegal

**Robert
Whitcombe**

Treasurer
Oct 14

Oversight of
agricultural
project in
Ghana



Kemo Bah MSC
Managing Director

- MA's in Education & Public Administration
- 25 year teaching experience (8 as Headmaster)
- Leading posts in the Min of Ed and GTTI
- recruited to lead GMT in Dec 2018



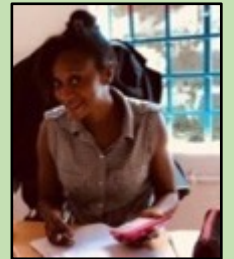
Fanding Manyang
Heads maintenance & construction



Sainey Dampha
Financial controller



Pa Gibba
General Assistant



Fatoumatta Bah
Administrative assistant



Lady Kira Dalton
*African Oyster Trust
consultant to the GMT*

- lives in The Gambia and set up the GMT in 2002
- extensive local experience and connections

Mrs Ada Bright
**Independent Examiner
of GMT's accounts
appointed by GSS**

(no photo at Ada's request)

Gambia School Support



assignment underway at Bakary Sambouya



newly tiled Year 1 classroom at Bakary Sambouya

Gambia School Support is a UK registered charity Charity Commission number 1176136 registered on 6 December 2017

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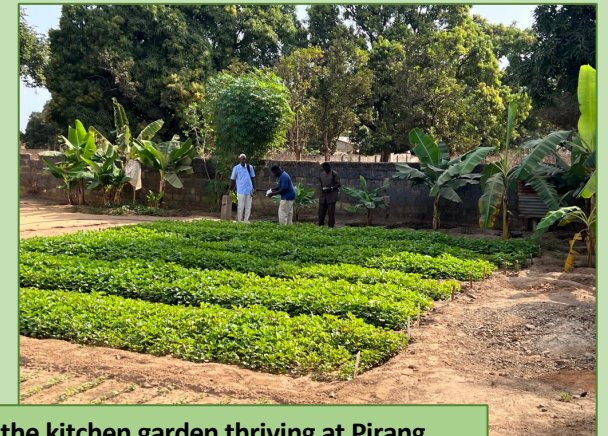
website URL: <https://gambiaschoolsupport.org/>

facebook page: www.facebook.com/sanchabacommunity/

instagram: www.instagram.com/joshgambia

GSS does not hold any assets or are party to any contracts in The Gambia. GSS works through a trusted implementing partner.

This document was prepared in August 2023 by Josh Dale-Harris



the kitchen garden thriving at Pirang
produce sold to supplement school income