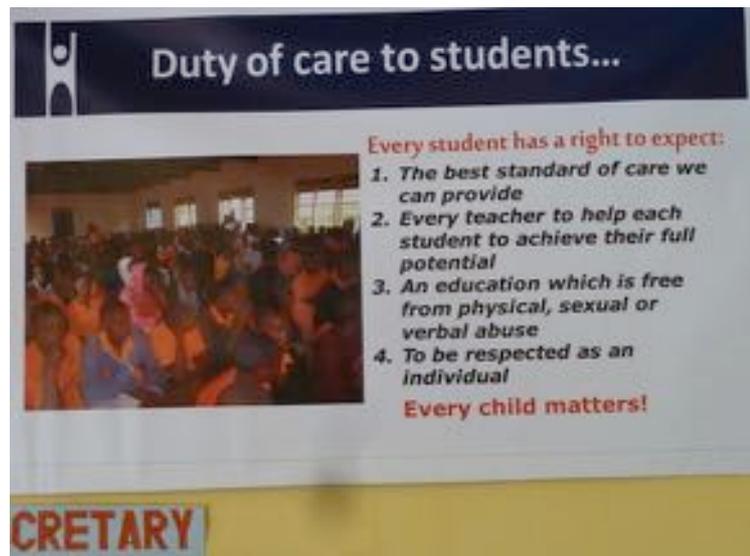




Uganda Humanist Schools Trust

7th Annual Report 2015



Duty of Care statement in the office of Mustard Seed School



Baby of student (3rd from left) in care of School Director's mother at Isaac Newton

UHST Objectives

Object 1: To support the educational work of Humanist Schools in Uganda.

Object 2: To provide support to enable needy children to attend those schools.

The Charity supports schools providing a broad general education consistent with the Humanist principles embodied in the 2002 Amsterdam Declaration:

(<http://www.iheu.org/amsterdamdeclaration>).

Grant-making Policy

The Trust offers grants to Humanist schools in Uganda. We normally expect the schools we support to be charities and to be members of the Uganda Humanist Schools Association (UHSA). Our mission is to help the schools provide a good educational experience for children attending them. A condition of support is that places are made available to disadvantaged children from the local community.

UHST funds items that contribute to improvements in the education and welfare standards of children attending the schools. The Trust gives grants for learning materials, staffing costs, staff development activities and towards the improvement of school buildings and infrastructure or for additional buildings and such other items that meet the objects of the Trust. The Trust also funds day and boarding scholarships so that schools can recruit bright children from families without the means to pay.

Trustees will consider applications for funds from (a) individual Humanist schools and (b) from organisations offering services on a collective basis to the schools (for example, to pay for professional development events for teaching staff). Applicants are advised to approach the Trust on an informal basis and to seek advice before they make a firm

application for funds. Where bids exceed the funds available the Trust reserves the right to provide a proportion of the funds requested or to mount an appeal for additional funds to meet a need that has been identified.

From time to time, the Trust may offer grants to schools for specific purposes determined by our Trustees. The Trust may also announce a total amount of money available for a specific purpose and invite applications from schools either individually or on a cooperative basis.

In most cases, successful grants go through the following stages: (1) initial enquiry and outline bid, (2) full application with reasonable and realistic cost estimates from suppliers, (3) on approval of larger projects, payments may be sent as each stage is completed, (4) recipient supplies evidence of completion with a list of outcomes, including photographs, (5) a final account with receipts are submitted. UHST will require a copy of the relevant annual accounts of each school supported and we expect the amount and purpose of each grant to be recorded in those accounts.

Management and Governance

A number of other Humanist organisations share an interest in the schools and UHST exchanges information with such organisations about grants awarded and applications received. From time to time, we share the costs of particular projects with one or more kindred organisations. UHST is affiliated to the International Humanist and Ethical Union (IHEU) and our Board of Trustees includes members from:

- South Cheshire and North Staffordshire Humanists (SCANS)
- The Rationalist Association/New Humanist (RA)/School of Oriental & African Studies
- The British Humanist Association (BHA)
- Cambridge & Dorset Humanists

UHST Trustees held their Annual General Meeting in July 2015.

The Board of Trustees in 2015 comprised Steve Hurd (Chair – formerly Open University School of Education), Prof. Hilary Hurd (Scholarships Manager – Emeritus Professor of Parasitology, Keele University), Caspar Melville (London University School of Oriental & African Studies – formerly Rationalist Association/New Humanist), Andrew West (UHST Website - British Humanist Association), Dan Hurd (UHST financial adviser – Director, Ernst & Young), Paul Ewans (Cambridge Humanists – charity manager), Chris Smith (formerly VSO Uganda, Dorset Humanists) and Stuart Naylor (South Cheshire & North Staffordshire Humanists, Science teacher trainer and curriculum developer).

Fundraising activities

In 2015 funds were raised in a variety of ways.

Existing supporters

The largest single source of funds during 2015 continued to be the 1,300 supporters who have contributed to the Trust in previous years. Some supporters send periodic donations by cheque. However, there has been a steady rise in the number of supporters making regular donations by standing order. In 2015 63 supporters made regular general donations by standing order and 84 provided scholarships that way. This regular funding stream is invaluable as it underpins our grants programme and allows forward planning.

Website

The news blog on our website helps to maintain a constant flow of visitors to the site:

www.ugandahumanistschoolstrust.org



People visit the website to obtain general information about the Trust. Many supporters download reports on the schools and we know, from emails received, that they appreciate their detail and frankness. We make an effort to publicise the progress that the schools are making, but also to share with supporters the periodic setbacks and challenges they face. The school reports display a rolling list of funding priorities and supporters can download donor and standing order forms, and make PayPal donations.

While standing order donations kept up in 2015, there was a fall in on-line donations. Website donations via PayPal fell from £10,162 in 2014 to £3,208 in 2015. Donations through Virgin Money Giving also fell from £2000 in 2014 to less than £200 in 2015. Casual one-off donations also fell during 2015.

Other fundraising activities

UHST offers talks to Humanist groups and other organisations throughout the country. These raise awareness of the work of the schools in Uganda and of the Trust and have been an important source of donations from both groups and individuals. We are grateful to those groups who have invited us to speak to them and welcome invitations from other groups. Below is a list of the groups we visited during 2015.

Date	Event and Group involved
31 March	South-west London Humanists
27 April	East London Humanists
18 October	Leicester Secular Society

Receipts

In 2014 donations from supporters amounted to £94,132, the highest level since we formed the charity. However, total receipts in 2015 fell to £66,898 – down 29%. There were a number of reasons for this.

1. The number of large donations, in excess of £5,000, fell in 2015. As such donations are often the proceeds of wills they vary considerably from year to year. The normal level of donations, excluding bequests and other large donations, seems to be around £60,000.
2. All charities experienced a fall in donations in 2015 due to general economic circumstances.
3. Charities in Africa often find it particularly difficult due to perceptions of corruption and, in Uganda's case, adverse reaction towards the government's intolerant stance towards homosexuals and liberal causes in general. We find this difficult, because it is at this time that the islands of liberalism, which the Humanist schools represent, need additional support.
4. UHST's policy is to welcome new supporters and provide annual reports on progress. We have chosen, however, not to pester supporters with request for further donations. In 2015 we sent out no fundraising leaflets beyond our group of existing supporters or to Humanist groups we have visited to give talks.

Grants awarded

Scholarships

The money our supporters provide for scholarships brings bright, needy children into the Humanist schools and scholarship income makes a substantial contribution towards staffing and day-to-day running costs. In 2015 we provided 130 scholarships, of which 102 were for day scholars and 28 for boarders. They were allocated as follows - first figure is total scholarships, number in brackets is number of boarding scholarships:

School	Scholarships (Boarding)
Isaac Newton High School, Kateera	66 (16)
Mustard Seed School	63 (11)
Kasese Humanist Primary School	1 (1)
TOTAL	130 (28)

North-East Humanists provided an additional 17 day scholarships to students attending Isaac Newton High School. Below is a picture of Hilary, our Scholarships Manager, with some of the scholarship holders from Mustard Seed School.



We try to maintain an even gender balance in the allocation of scholarships though, at the moment, rather more scholarships are allocated to girls than to boys. As in the

previous two years, two scholarships were provided to enable successful students from Kasese Humanist Primary School to transfer to Isaac Newton High School. This has proved to be a very fruitful link. The Kasese students settle in well and are among the top students in their year.

As the standard of education and performance of students in national examinations has improved, the schools have experienced an excess demand for places. Mustard Seed School enrolled 325 students and Isaac Newton School, Kateera 450.

Learning Resources

In 2015 we substantially increased to £3,385 the allocation of funds to the schools to buy books. Following a lead from the Teachers for East Africa organisation we involved the schools in a **“Reading for Pleasure” programme**. As part of this UHST bought each secondary school a carefully selected set of reading books written by African writers. The schools, in turn, nominated one of their teachers to be the Reading for Pleasure coordinator. We share with the schools the belief that excellence in reading is both an important life skill and a source of pleasure through life. It also helps to raise performance across all subjects. Both schools attribute much of the improvement in examination results in 2015 to our policy of flooding the schools with books, which has enabled students to become autonomous learners. A further £1,000 was allocated to Kasese Humanist Primary School to enable them to make greater use of books in their teaching.

We also increased the allocation of funds to purchase science equipment and chemicals to support practical work in the science subjects.

Providing the girls with sanitary pads was another priority and we did this by arrangement with Afripads, a Dutch/Uganda social enterprise. While not strictly a learning resource, the provision of the pads has greatly

reduced girls’ absence from lessons and increased their ability to concentrate in class.



Sanitary pads manufacture at Afripads

Infrastructure improvements

In earlier years UHST allocated substantial sums of money to develop the infrastructure of the schools. By 2015 the schools had all of the main facilities they needed to operate on the basis of single stream entry. This past year the emphasis has switched from infrastructure spending towards care, maintenance and upgrading existing facilities.

Isaac Newton School

At the start of the year we provided money to empty out the school’s latrines and repair the water pump. Further funds were used to refurbish the school office by putting in a ceiling, plastering, painting and generally making it secure for the storage of examination papers – essential for the school to operate as an examination centre. We also paid for 10 new bunk beds to accommodate students in the new boys’ hostel. A UHST supporter in Leicester bought the school a bicycle to enable errands to be run more quickly.

Mustard Seed School

Early in the year more money was required to improve grass cover on the school playing field, to construct goal posts and buy equipment and balls for boys and girls’ sports.

The computer room was refurbished. This involved taking steps to reduce the amount of dust in the room by fitting a ceiling and putting lino on the floor. At the same time money was spent tidying up electric cables to make them safer and less prone to damage. The school had further sums to carry out general repairs and repainting around the school site in order to improve the overall appearance of the school, which was becoming very shabby.

The biggest development at Mustard Seed



School during 2015 was the construction of a school Health Clinic. At a cost of £8,000 the clinic has a room where a school nurse can sleep, a treatment room, where medicines can be stored safely, an isolation room with beds where sick students can sleep under supervision, and a bathroom with shower, flush toilet and wash basin. At the time of writing the school is advertising for a suitably qualified nurse. It is intended that the clinic will cater for the needs of students, staff and acute cases from the local community. The nurse will have the means to test for and treat malaria and other common parasitic diseases. Having a clinic on site is essential now the school has almost 200 students living in hostel accommodation on the school site.



Staffing and Governance

Apart from the quality of the students coming into a school, the most important factor in school success is the quality and motivation of its teachers. For most of their existence the Humanist Schools in Uganda have relied upon the use of part-time teachers. It is very difficult in a one-stream entry school to provide full-time posts for teachers who specialise in a single subject. Each school has only 7 or 8 full-time staff and relies on 10 to 20 teachers coming into school on a part-time or casual basis. Teachers tend to be paid only for the time they teach and they receive no pay during the school holidays. In order to incentivise teachers to return to school after the end of year break, UHST introduced, two years ago, an end-of-year bonus – equivalent to a months salary. This has helped teachers financially and greatly improved the retention rate. We continued this bonus in 2015.

By the same token, the two school Directors receive very little money from the teaching they do in the schools. The huge amount of effort they put into managing the school, making day-to-day resource and policy

decisions goes normally unrewarded. For this reason we continued to pay a bonus to the Directors – which is some small reward for the enormous efforts they make on behalf of the schools.

We have continued to help the schools to improve their formal governance arrangements. To this end we have provided funds to obtain legal advice on the registration of the schools as companies, with independent boards and a not-for-profit constitution. We have also provided help to improve the quality of accounting procedures to ensure that all transactions are transparent and grants that we give can be traced through the accounts to the final use of the money. In the past year the schools have made progress in this respect.

International Friendship Visit

The visiting team for the 2015 International Friendship Visit to the Humanist Schools in Uganda in June comprised: Steve and Hilary Hurd (UHST), Andrew West (BHA/UHST), Trisha Rogers (Vice-Chair BHA), Ed Schmidt (Chair, Ethical Society of St. Louis) and Peter Furness (Director, Australia Humanist Aid).



Enjoying Mustard Seed hospitality during the 2015 Friendship Visit

Hilary gave talks on various aspects of malaria. Steve gave lessons on climate change, the economics of energy markets and set up a school debate on urban-rural migration. Ed and Trisha ran a series of lessons to encourage students to think more deeply about the

nature of mathematics. Trisha, an experienced mathematics curriculum developer and researcher, ran a workshop for teachers on new developments in mathematics teaching. Ed conducted a fascinating demonstration of pendulum swings using chains of students making wave motions. Steve and Peter worked together in presenting Humanism to the staff and students.

As many teachers in the schools are employed on a casual basis we provided the school with extra funds for payment and food so that all staff could be present to work with the visitors and students. This created a collaborative learning experience, which benefits everyone – teachers, visitors and students.

Humanist Ethos Project

In 2015 UHST was awarded a grant of 6,500 Euro by the International Humanist and Ethical Union (IHEU), to co-fund with UHST a Humanist Ethos Project in collaboration with the Uganda Humanist Schools Association. Steve Hurd served as UK Project Director and Moses Kamywa, Director of Mustard Seed School acted as the Project Manager in Uganda. Other members of the management team were Peter Kisirinya, Director of Isaac Newton High School, Kateera and Robert Bwambale, Director of Kasese Humanist Primary School. The project was hugely successful in raising the profile of Humanism among the staff and students of the schools involved.



The project ran a series of workshops in the

Humanist Schools. They had help from facilitators from the Raising Voices Project, which is working to create more positive and collaborative relationships between teachers and students in schools in Uganda. The project created materials the schools could use to brief newly recruited and existing teachers on how to develop a Humanist Ethos. Each school has nominated a senior teacher to act as Humanist Counsellor. Full details of the project and links to the project materials can be found on the UHST website:

<http://www.ugandahumanistschoolstrust.org/latest-news/>

and also on the Uganda Humanist Schools Association website:

<https://ugandahumanistschoolsassociation.wordpress.com/our-mission/>

Student outcomes

In 2015 the performance of the Humanist schools in the national O-level School Certificate examinations was remarkable.

O-level is a group certificate in Uganda and the important grade is the aggregate score over 7 subjects including Sciences, Maths and English. Gaining a Division 1 or 2 is important for progression, yet fewer than 6% of students nationally gain a Division 1 aggregate.

The results at the schools were far better than the national average and the schools were among the best performing schools in their Districts.

MUSTARD SEED SCHOOL

7 students gained a Division 1 – over 12% of the students entered.

The school was 5th out of the 40 schools in the Kamuli District and 462 in the list of top 1800 Ugandan schools in the New Vision national newspaper. Mustard Seed School had

a weak tail end of students and two failures – but these were two students who joined the school in senior 4 having had a poor education in another school.



Ivan, a Division 1 student from Mustard Seed School celebrating his success

ISAAC NEWTON HIGH SCHOOL

The school gained 10 Division 1 (14% of the students entered).

Because Peter allowed another school with weak students to use his exam centre it depressed the schools place in the overall rankings. In the official rankings it came 559 out of the top 1800 schools and 10th out of 30 schools in the Kalunga District, but excluding the weaker students from the other school it would have been 300th position nationally and 5th in the District. Isaac Newton School gained good grades across the whole student entry with very few weak students. One girl missed the exams due to pregnancy and she will be rejoining the school this year to complete her studies – with Peter's mother and sister looking after the baby for her (photograph on front cover).

Both Moses and Peter put the success down to having lots of books, which allow the students to study outside class and research additional information to supplement lessons. They have both also started using scholarships to attract students with a grade 1 in their

primary leaving certificate – they pick the most needy from among these.

UHST has been following a “Book flood” policy since we started. There is evidence from around the world that books make a huge difference to performance in rural schools in impoverished areas. The RACHEL repository of encyclopaedic and non-fiction materials on the school computer networks is also making a contribution.

Challenges During 2015

Our greatest disappointment has been the failure to reopen the school at Mbute, formerly the Humanist Academy and Fair View School. This is the school set up jointly by IHEU and the Uganda Humanist Association (UHASSO). IHEU has tried hard, over the course of the year, to resolve the dispute concerning the ownership of the school between UHASSO and the former School Director, Deo Ssekitooleko.

Legal means are being used to sort out the dispute but court processes in Uganda are slow. However, we understand from IHEU that UHASSO has now been confirmed as the owner of the school land and, hence, of the school. They are still not in possession of the title deeds so it will be some time before the matter is completely settled.

When Mbute closed over one-third of the students transferred to Isaac Newton School at Kateera (one and a half hours drive away). Most of the rest of the students moved over to a new free Universal Secondary Education school, which had recently opened within easy walking distance of the Mbute school. One pleasing outcome is that two of the students who transferred to Isaac Newton School gained Division 1 aggregates in their O-level examinations – so they succeeded in spite of the hiatus. This is a testament to the improvement in teaching at Mbute in the two years it was managed by Isaac Newton and the care taken to nurture the Mbute students

during their Senior 4 year at Kateera. Peter Kisirinya, in particular, is to be congratulated for the huge additional commitment he put in to trying to save Mbute and protecting the interests of the students when the school closed down.

Another unexpected challenge during 2015 came as a result of the success of Isaac Newton and Mustard Seed Schools. As a result of improving educational standards in the two schools in recent years there was a big increase in student enrolment in 2015. Although a rise in student numbers brings an increase in fee income it has also brought pressure on school cash flow. Every new student needs an additional desk and chair, a bed (for boarders), school uniform, food, examination fees and more books and educational materials and these costs, together with tuition, are larger than the first year fee income. Furthermore, many of the new students, like the others before them come from poor homes, and their families fail to fully pay the albeit very low level of fees they are charged. So the schools end the year with substantial arrears in school fees.

We have had to help both schools, in different ways, to cover their cash-flow shortfall in 2015. Though we are hoping that, with better cash flow forecasting, this will not be necessary in 2016.

Future role of UHST

Achievement of Intermediate Goal

UHST is approaching its intermediate goal of enabling the schools we support to reach a broadly sustainable state. By sustainable we mean able to cover their day-to-day running costs on the basis of locally collected fees plus scholarships from donor organisations, notably UHST.

We have helped the schools to develop the infrastructure required to accommodate an annual enrolment of 400 students. This is on the basis of being one-stream entry schools

with 4 classes to O-level in the Ugandan School Certificate and two sixth-form classes, preparing students for Advanced level.

Both Isaac Newton and Mustard Seed Schools have sufficient classrooms, a science lab, computer room, small library, a hall for assemblies, debates and examinations, a kitchen to prepare food, offices for school administration and boys' and girls' hostels, which accommodate 200 students on site. The schools also have water pumped from wells to header tanks and then fed to stand pipes around the school site. They have electricity from either solar or mains power. They have access to playing fields for sports – on site and belonging to the school in the case of Mustard Seed and in a nearby village in the case of Isaac Newton. Each school also has a newly constructed clinic, which takes care of the health needs of students and staff.

The schools have gardens where food and vegetables can be grown and, in the case of Isaac Newton, stock reared. In each case, these are tended by agriculture students to enable them to gain practical experience. The schools have active links with other schools in their area through sports, debating and scouting competitions and they have active co-curricular clubs and make trips out of school for field work in various subjects.

Several teachers at Isaac Newton School have received training to become examiners for the national examination board (UNEB), which brings valuable insights into the school.

We have seen the schools move from small, struggling organisations to larger self-confident places which are starting to exert a presence in their local areas by achieving a high ranking in relation to other schools in national examinations and also doing well in sports and, in the case of Mustard Seed School, developing a regional and national reputation in scouting.

We have also helped the schools to mount staff development programmes. These have

included a “Guidance not Violence” programme for school discipline run at Isaac Newton School and led by a Voluntary Service Overseas trainer and two local assistants. We funded the first national Humanist Schools Teachers' Conference, which brought together teachers from Isaac Newton, Mustard Seed and Kasese Humanist Primary Schools. In 2015, with help from IHEU, we funded a series of conferences at the three schools where they could discuss how they might best promote a Humanist Ethos in the Schools. The schools themselves help to fund course fees for teachers wishing to work part-time to gain their Bachelor's degrees in Education and other professional courses.

Our aim has always been to help the schools to become self-sustaining by the end of 2016. They have made great progress and, in 2015, both schools felt sufficiently confident about their finances to take external loans to share the cost with UHST of building boys' hostels. In each case, however, making the repayments put pressure on cash flow and UHST was called upon to help out with cash flow shortfalls towards the end of the year. Clearly cash-flow needs to be carefully managed in future, but we are confident that the schools are moving in the right direction.

How long should UHST continue to support the schools? The donor-recipient relationship can be difficult at times. If the donor is always there to provide emergency funding, then it can foster a sense of dependence. UHST has always felt that we want to help the schools to become self-confident, independent organisations that have an ability to take charge of their own future development. We may eventually declare a definite end-point for future funding. However, for the time being we feel that our partnership with the schools is strong enough to justify continuing an appropriate level of support for, at least, another five years.

We would very much like to hear the views of UHST supporters on the duration and nature

of support you feel we should provide the schools in future.

Partnership Model

We like to think that UHST, as their major external fundraiser, has worked in partnership with the schools. We draw information from the school Directors and staff to prepare promotional talks and school reports, which are used to raise money in the UK and internationally from donors. We discuss openly and frankly with the school Directors the challenges and opportunities the schools face and work with them to raise funds to tackle the most pressing current challenges. Money is allocated among scholarships, books, learning materials, student welfare, staffing, buildings and land, in ways that reflect a combination of most pressing need and the preferences expressed by donors.

UHST is accountable to its supporters and to the Charity Commission in ensuring that funds are used for the purpose for which they are raised. Our supporters need to know that the schools are providing education that is liberal and non-discriminatory, encompassing Humanist values and that children are learning in a safe and caring environment without any form of physical punishment or sexual harassment. We rely on the Directors to ensure that there is good governance in the schools. We require the schools to operate on a not-for-profit basis, to have independently audited accounts and a legal structure that guarantees the long-term security of assets provided from charitable funds.

In the past we feel the partnership model has worked well. It has provided a reliable flow of funds to enable the schools to sustain steady progress. Good news stories of improvements in facilities and educational outcomes have encouraged supporters and brought new donations. In the past 6 years annual donations through UHST has increased from £10,000 a year to almost £100,000 in 2014 – though they fell back to £60,000 to £70,000 in 2015, as explained on page 4.

Maintaining the partnership model requires on-going funding, which itself depends upon high quality information from the school Directors and from regular visits to Uganda.

UHST has been occasionally surprised to find that things have not always been working in the schools as we expected. The collapse of Mbuta highlighted the need for ownership and governance to be legally robust in order to safeguard the assets provided by UHST supporters and other donors.

The governance model based on not-for-profit companies has needed to be reinforced to ensure that AGMs are held regularly, Boards of Directors are properly constituted, annual returns are submitted to the Registrar of Companies and annual accounts are produced and audited by reputable accountants. In 2014 there was some slippage in procedures and it has needed a concerted effort during 2015-16 to ensure that proper standards of governance are restored.

A UHST Director is in the process of being voted onto the Board of each school. This will help to strengthen the partnership, foster the sharing of knowledge and expertise bring improved transparency.

Uganda Humanist Schools Trust

People and contacts

The UHST (UK) is a charity that raises funds to support education in Humanist schools in Uganda.

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Board of Trustees in 2015

Steve Hurd B.Sc.(Hons), M.A.(Econ), PGCE, FRSS (Chair)

Professor Hilary Hurd, B.Sc.(Hons), Ph.D., FRES, FRSTMH, MIBiol (Scholarships Manager)

Caspar Melville, B.A., M.A., Ph.D. (London School of Oriental & African Studies, formerly Rationalist Association & New Humanist)

Andrew West, B.A. (Hons) (British Humanist Association)

Daniel Hurd, B.Soc.Sci., ACA., MABRP (Honorary Accountant & Director, Ernst & Young)

Paul Ewans, B.A.(Hons) (Cambridge Humanists, formerly Foreign & Commonwealth Office)

Christine Smith, B.Sc., PGCE (Shropshire and Dorset Humanists, and former VSO Uganda)

Stuart Naylor, B.Sc., PGCE, M.A., C.Sci.Teach (Science education consultant and publisher, former Chair of South Cheshire & North Staffordshire Humanists)

Uganda Education Adviser: Christopher B Mugimu, PhD, Associate Professor and Head, Department of Foundations and Curriculum Studies, *College of Education and External Studies, Makerere University, Uganda*

Grants awarded by UHST

January to December 2015

Isaac Newton High School, Kateera, Masaka

Water pump repairs, emptying latrines, printing school brochures	£1,500
School office refurbishment + 10 bunk beds for boys' hostel	£1,154
Textbooks through Aristoc Bookshop	£689
Scholarships Term 1	£2,600
Science materials through Chemequip	£400
Sanitary pads from Afripads	£181
Scholarships Term 2 (including new S1 intake)	£3,600
Bicycle via Leicester Secular Society	£80
Legal advice on not-for profit company registration	£550
Staffing and catering costs during International Friendship Visit	£439
Honorarium payment to School Director	£300
Accounting and legal costs + visa application fee	£480
Scholarships Term 3 (paid in 2 instalments to aid cash flow)	£3,600
Honorarium payment to School Director	£300
Reading for Pleasure Project – books from Aristoc Bookshop	£479
Emergency cash flow support (to pay salaries and other essentials)	£1,500
End of year bonus payments to school staff	£1,538
Total funds to Isaac Newton High School, Kateera	£19,389

Mustard Seed Secondary School, Busota, Kamuli

Scholarships Term 1	£2,320
Textbooks through Aristoc Bookshop	£688
Completion of playing field, sports equipment & science materials	£682
School Health Clinic 1 st instalment	£4,000
Sanitary pads from Afripads	£181
School Health Clinic 2 nd instalment	£3,000
Scholarships Term 2 (including new S1 intake)	£3,240
Humanist Ethos Project Phase 1 – initial meetings	£962
Legal advice on not-for profit company registration	£550
Staffing and catering costs during International Friendship Visit	£439
School Health Clinic 3 rd instalment	£1,000
Tents and uniforms for school scouts	£500
Scholarships Term 3 (paid in 2 instalments to aid cash flow)	£3,240

Refurbishment of computer lab + other small works	£1,481
General site repairs and painting	£1,937
Honorarium payment to School Director	£300
Reading for Pleasure Project – books from Aristoc Bookshop	£474
Humanist Ethos Project Phase 2	£363
Humanist Ethos Project Phase 3 – 3 school workshops	£2,918
End of year bonus payments to school staff	£1,192
Honorarium to Manager of Humanist Ethos Project	£490
Advance of Scholarships for Term 1 2016	£1,965
Total funds to Mustard Seed Secondary School	£27,189

Kasese Humanist Primary School

Textbooks through Aristoc Bookshop	£343
Boarding scholarship	£240
Textbooks through Aristoc Bookshop (including science)	£713
Total funds to Kasese Humanist Primary School	£1,296

Total grants allocated during 2015 = £52,607