

**PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS)**  
(a Company Limited by Guarantee)

**REPORT AND AUDITED ACCOUNTS**

**YEAR ENDED 31 JANUARY 2012**

**PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS) (a Company Limited by Guarantee)**

**I N D E X**

**Year ended 31 January 2012**

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	<b>Page</b>
General information	2
Report of the trustees	3
Auditors' report	23
Statement of financial activities (including income and expenditure account)	24
Balance sheet	25
Accounting policies	26
Notes to the financial statements	27

**PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS) (a Company Limited by Guarantee)**

**GENERAL INFORMATION**

**Year ended 31 January 2012**

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**Registered address** 4 More London Riverside  
London  
SE1 2AU

**Auditors** Dixon Wilson  
22 Chancery Lane  
London  
WC2A 1LS

**Bankers** Barclays Bank  
2 Victoria Street  
London  
SW1H 0ND

**Trustees and directors** Paresh Mashru  
Celia Petty  
David Townsend  
Brett Wigdortz  
David Stephenson  
Rhys Pullen

**Company secretary** John Rendel

**Company number** 06552715

**Charity number** 1126550

**PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS) (a Company Limited by Guarantee)**

**R E P O R T   O F   T H E   T R U S T E E S**

**Year ended 31 January 2012**

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**Our mission is to unlock the potential of Africa by delivering equal access to affordable, quality secondary education.**

Since the 1997 launch of free primary schooling (UPE) in Uganda, enrolment at primary school has reached 93% and numbers of primary school leavers have increased dramatically, even though large numbers of students drop out after enrolling. However, insufficient secondary school places and an inability to pay high fees mean that thousands of young Ugandans are denied the opportunity to continue their education beyond primary school. Secondary school enrolment is currently at just 25% (Uganda Ministry of Education and Sports Statistical Abstract 2008).

PEAS (Promoting Equality in African Schools) aims to permanently widen access to high quality secondary education by making grants to our partner organisations PEAS Uganda and PEAS Zambia to launch, develop and run a network of sustainable secondary schools. PEAS funded schools are run using a unique school management approach called SmartAid, which guarantees that through government subsidy, low fees and income generating activities, PEAS funded schools become financially self-sufficient and therefore sustainable. PEAS not only safeguards its efficient approach with regular financial audits of all schools, but also ensures high quality and continuous improvement in educational provision by using a bespoke school inspection programme implemented by PEAS Uganda.

PEAS Uganda has secured a Public Private Partnership (PPP) with the Ugandan Government, which secures a per-pupil, per term subsidy in 12 of our 13 schools in Uganda. PEAS has also this year expanded to Zambia, where we receive support from the government through the provision of teachers. This allows us to keep fees very low to cover the cost of providing lunch.

It is our vision to make PEAS funded schools centres of excellence whilst continuing to promise universal access for any student who wishes to study in one. Therefore PEAS is dedicated to advocating for the rise of the subsidy in Uganda and for its introduction in Zambia, so that we can eventually make all our schools both sustainable and free.

PEAS had another big year in 2011. The phrase 'Strategic Plan – 2011 to 2017' may sound mundane but the process of defining our aims for the next six years was a hugely important one. The strategic plan was developed and signed off in 2011, the central goal of which is to fund 100,000 permanent and sustainably financed secondary school places through a network of the best quality low-cost schools in Uganda and other Sub-Saharan African countries. If PEAS Uganda achieves this, these schools could educate up to half a million students over a twenty year period. PEAS will also have created a sustainable approach to secondary education provision which can be copied, franchised, re-conceptualised and rolled out across Africa to help move as fast as possible to a world in which every child benefits from a quality education.



Can we achieve it? 2011 certainly gave us the confidence to feel that we could. Having doubled turnover for a third year running, the tiny fundraising team at PEAS UK, led by Director of Development Katie Cross, helped us fund the launch of five new schools in Uganda and the first PEAS school in Zambia through grants to our partner organisations PEAS Uganda and PEAS Zambia. This took us to 14 schools in total. We are finding that word of mouth is generating as many new funding partners as our own fundraising initiatives. It is a good sign that our existing supporters are helping to widen awareness of the way we work, because PEAS's SmartAid model often takes 30 minutes rather than 30 seconds to explain. However, our efforts to partner with those funders favouring more traditional approaches to international development are sometimes frustrated. It is therefore a huge help that big new partnerships with organisations like ARK (who undertook an extremely rigorous new partner assessment process) have really helped build PEAS's credibility amongst a group of donors who were out of our reach even just a year ago.

As well as the hugely successful launch of PEAS in Zambia, 2011 also saw the strengthening of our implementing partner organisation PEAS Uganda. Led by Managing Director Susan Opok, PEAS Uganda recruited strong leaders into the finance, education, HR and engineering departments. Alongside the recruitment of PEAS's global Director of Programmes Laura Brown (who led the launch of the partner organisation PEAS Zambia), this widening group of talented new leaders has helped ensure that the organisation would now survive should the CEO be run over by a bus (I remain averse to testing the theory!).

As PEAS looks ahead to 2012 and beyond, we have set ourselves challenging targets in order to ensure we have the resources to build new schools, expand existing ones and to make sure they provide the best quality education possible. While 2011 was a successful year, in 2012 PEAS once again will rely on all of its supporters large and small, as well as finding many new organisations and people to help expand access to secondary education in Africa.

## New School Building Programme

This year saw PEAS UK provide funds to PEAS Uganda and PEAS Zambia to launch five new schools in Uganda and one in Zambia.

### NEW SCHOOL PROFILE (1)

School:	<b>NANGONDE ARK-PEAS HIGH SCHOOL, NAMUTUMBA, UGANDA</b>
Background:	Nangonde ARK-PEAS High School is one of 5 new PEAS Uganda schools in Uganda this year and opened on 30 January 2012. It is located in Nangonde sub-county, Namutumba district in Eastern Uganda. The school was principally funded by Absolute Return for Kids (ARK), with whom PEAS has a partnership to build ten new schools over the next three years.
Infrastructure:	Nangonde is built on ten acres with the following structures: <ul style="list-style-type: none"><li>▪ 4 classroom block, Library plus two Science Laboratories , 2 dormitory blocks, 2 classroom block plus admin, Kitchen with two fuel efficient stoves, 3 sanitary blocks, chain link fence, solar lanterns in dorms</li></ul>
Enrolment:	183 students (March 2012) 186 day students, 15 boarders 50% female, 50% male
Fees:	Day students: USE - 50,000 shillings (£12.70) Non-USE - 90,000 Shillings (£22.90.) per term, Boarders: USE - 200,000 shillings (£50.90), Non- USE – 250,000 Shillings (£ 63.61) per term
Staffing:	Director of Finance and Development Bulumba Micheal and Deputy Director of Education Mirembe Pheona, 7 teaching staff and 7 non-teaching staff:
Curriculum:	13 subjects at O-level
Finance:	Nangonde ARK-PEAS High School functions on termly revenue which comes from subsidy provided by the Ugandan government. Pupils pay low fees to cover the cost of lunch. PEAS Uganda will invest in income generating activities to secure the sustainability of the school and expand these to enable teacher salaries to rise and lunch fees to decrease.
Future Growth:	The school is currently nearing capacity and will likely need an additional classroom block ready for the beginning of the next academic year. The school urgently needs teacher housing in order to retain good teaching staff and drive up the quality of education

### NEW SCHOOL PROFILE (2)

School:	<b>MALONGO ARK-PEAS HIGH SCHOOL, MAYUGE, UGANDA</b>
Background:	Malongo ARK-PEAS High School is one of five new PEAS funded schools in Uganda this year and opened on 30 January 2012. It is located in Malongo sub-county, Mayuge district in south eastern Uganda. The school was principally funded by Absolute Return for Kids (ARK), with whom PEAS has a partnership to build ten new schools over the next three years.
Infrastructure:	Malongo is built on seven a half acres with the following structures: <ul style="list-style-type: none"><li>▪ 4 classroom block, Library plus two Science Laboratories, kitchen with two fuel efficient stoves, 2 dormitory blocks, 2 classroom block plus admin and 3 sanitary blocks</li></ul>
Enrolment:	217 students (March 2012) 205 day students, 12 boarders 48% female, 52% male
Fees:	Day students: USE - 50,000 shillings (£12.70), Non-USE – 90,000 shillings (£22.90) per term Boarders: USE - 200,000 shillings (£50.90), Non-USE – 250,000 shillings (£63.61.) per term
Staffing:	Director of Finance and Development Isooba Robert and Deputy Director of Education Luwangula Ismail, 7 teaching staff and 7 non-teaching staff:
Curriculum:	13 subjects at O-level
Finance:	Malongo ARK-PEAS High School functions on termly income which comes from subsidy provided by the

Ugandan government. Pupils pay low fees to cover the cost of lunch. PEAS Uganda will invest in income generating activities to secure the sustainability of the school and expand these to enable teacher salaries to rise and lunch fees to decrease.

**Future Growth:** The school is currently nearing capacity and will likely need an additional classroom block ready for the beginning of the next academic year. The school urgently needs teacher housing in order to retain good teaching staff and drive up the quality of education

### **NEW SCHOOL PROFILE (3)**

**School:** BWESUMBU PEAS HIGH SCHOOL, KASESE, UGANDA

**Background:** Bwesumbu High School is one of five new PEAS funded schools this year and opened on 30 January 2012. It is located in Bwesumbe sub-county, Kabarole district in western Uganda. The school was principally funded by the Costa Foundation.

**Infrastructure:** Bwesumbu is built on just over three a half acres with the following structures:  
▪ Two three-classroom block including admin, girls' dormitory block, two sanitary blocks, temporary kitchen, gravity water system, solar lanterns for dormitories.

**Enrolment:** 203 students (March 2012)  
169 day students, 34 boarders  
33% female, 67% male

**Fees:** Day students: USE - 60,000 shillings (£15.27), Non-USE – 90,000 shillings (£22.90) per term  
Boarders: 220,000 shillings (£52.98) per term

**Staffing:** Director of Finance and Development Hulhuky A.K.Morris and Deputy Director of Education Bwambale Benon, 11 teaching staff and 7 non-teaching staff:

**Curriculum:** 13 subjects at O-level

**Finance:** Bwesumbu High School functions on termly income which comes from subsidy provided by the Ugandan government. Pupils pay low fees to cover the cost of lunch. PEAS Uganda will invest in income generating activities to secure the sustainability of the school and expand these to enable teacher salaries to rise and lunch fees to decrease.

**Future Growth:** The school is currently nearing capacity and will likely need an additional classroom block ready for the beginning of the next academic year. The school urgently needs teacher housing in order to retain good teaching staff and drive up the quality of education

### **NEW SCHOOL PROFILE (4)**

**School:** KITHOMA PEAS HIGH SCHOOL, KASESE, UGANDA

**Background:** Kithoma PEAS High School is one of five new PEAS funded schools this year and opened on 30 January 2012. It is located in Kithoma sub-county, Kasese district in western Uganda. The school was principally funded by the Costa Foundation.

**Infrastructure:** Kithoma is built on just under five acres with the following structures:  
▪ Two three-classroom block including admin, girls' dormitory block, two sanitary blocks, temporary kitchen, gravity water system, solar lanterns for dormitories.

**Enrolment:** 340 students (March 2012)  
307 day students, 33 boarders  
39% female, 61% male

**Fees:** Day students: USE - 60,000 shillings (£15.27), Non-USE - 90,000 shillings (£22.90) per term  
Boarders: 220,000 shillings (£52.98) per term

**Staffing:** Director of Finance and Development Bwambale Tom and Deputy Director of Education Musungu Wilson, 10 teaching staff and 7 non-teaching staff:

**Curriculum:** 13 subjects at O-level

**Finance:** Kithoma High School functions on termly income which comes from subsidy provided by the Ugandan government. Pupils pay low fees to cover the cost of lunch. PEAS Uganda will invest in income generating activities to secure the sustainability of the school and expand these to enable teacher salaries to rise and lunch fees to decrease.

**Future Growth:** The school is currently at capacity and needs additional classrooms, and teacher housing to ensure the quality of education and its ability to enrol more students at the beginning of the next academic year.

#### **NEW SCHOOL PROFILE (5)**

**School:** **SAMLING PEAS HIGH SCHOOL, KABAROLE, UGANDA**

**Background:** Samling PEAS High School is one of five new PEAS funded schools this year and opened on 30 January 2012. It is located in Kasingo sub-county, Kabarole district in western Uganda. The school was principally funded by The Danson Foundation, with support for scholastic materials from the Fondation Eagle.

**Infrastructure:** Samling is built on a three a half acres with the following structures:  
▪ 3 classroom block, Library, Science Laboratory, Main Hall, dormitory block, 2 classroom block plus admin and two sanitary blocks, chain link fence

**Enrolment:** 118 students (March 2012)  
35 day students, 77 boarders  
42% female, 58% male

**Fees:** Day students: USE - 60,000 shillings (£15.27), Non-USE – 90,000 shillings (£22.90) per term  
Boarders: USE -- 160,000 shillings (£42.71), Non-USE - 200,000 shillings (£50.90) per term

**Staffing:** Director of Finance and Development Stella Monica Kcaongoro and Deputy Director of Education Angelica Tumwebaze, 10 teaching staff and 7 non-teaching staff:

**Curriculum:** 13 subjects at O-level

**Finance:** Samling PEAS High School functions on termly income which comes from subsidy provided by the Ugandan government. Pupils pay low fees to cover the cost of lunch. PEAS Uganda will invest in income generating activities to secure the sustainability of the school and expand these to enable teacher salaries to rise and lunch fees to decrease.

**Future Growth:** The school is expected to grow in size at the beginning of the next academic year and will require an extra classroom block. The school badly needs teacher housing as it is in a rural location and will struggle to retain good staff if this is not provided.

#### **NEW SCHOOL PROFILE (6)**

**School:** **GEORGE SECONDARY SCHOOL, TWAPIA, NDOLA, ZAMBIA**

**Background:** George Secondary School is the first PEAS school to be built in Zambia, in partnership with UK charity Build It International. It opened on 9<sup>th</sup> January 2012. It is located in the Copperbelt region of Zambia, near Ndola in the compound of Twapia. The school was principally funded by the COINS Foundation and a number of private donors, who donated to PEAS UK in order for us to grant PEAS Zambia with the funds to launch GSS.

**Infrastructure:** George is built on eight acres with the following structures:  
▪ 3 classroom block; laboratory+classroom+admin block; permanent free-standing staffroom; borehole; chicken house, arable income generating activity; 2 sanitary blocks.

**Enrolment:** 204 students (April 2012)  
All day students  
60% female, 40% male

**Fees:** G8 - 255,000 kawacha a term (£30.28)  
G10 - 300,000 kawacha a term (£35.63)

**Staffing:** School Director: Gershom Simwanza School Director. 10 teaching staff and 4 full time and 4 part time non-teaching staff:

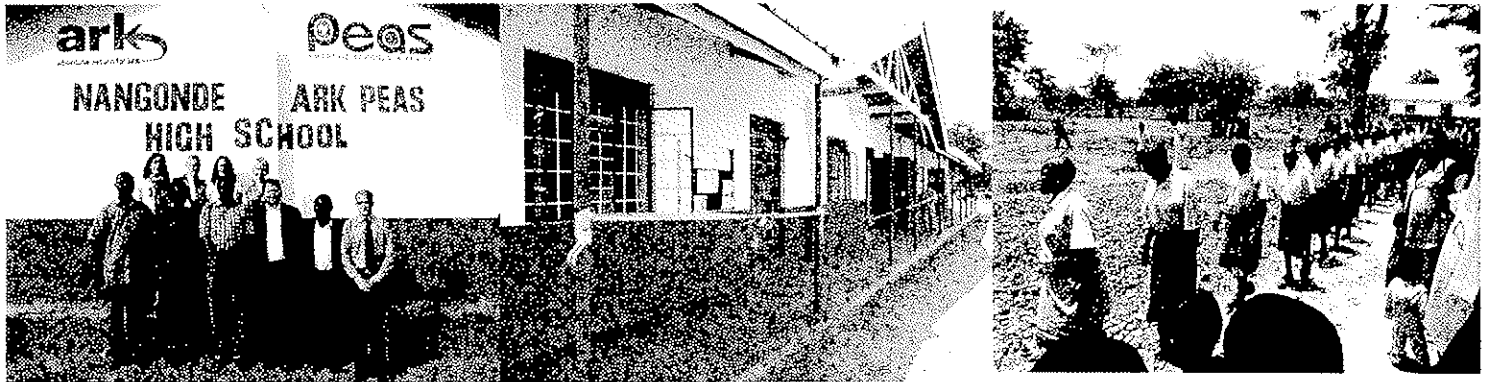


Curriculum: 10 subjects at O-level and A level

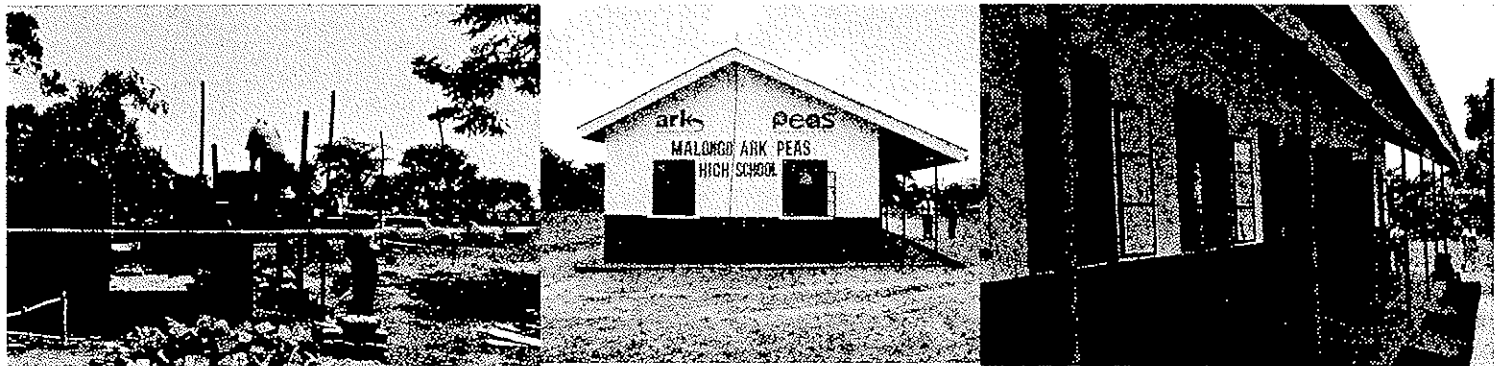
Finance: PEAS funded schools charge low school fees to students and run Income Generation Activities including a poultry project and an arable project (beans and cabbages) to generate income to subsidise school running costs. Currently the Ministry of Education covers teachers' salaries, which would otherwise be the greatest school expenditure.

Future Growth: The school is currently at capacity and had to turn away a further 400 children wanting to enrol. Additional classrooms, teacher housing and facilities will be needed to ensure the school can grow at the beginning of the next academic year in January 2013.

#### New School Gallery



Nangonde ARK-PEAS High School, Namutumba, Uganda. PEAS and ARK staff at the opening, local primary school children visit the school.



Malongo ARK-PEAS High School, Mayuge, Uganda. Construction of the school, and the new buildings on opening.



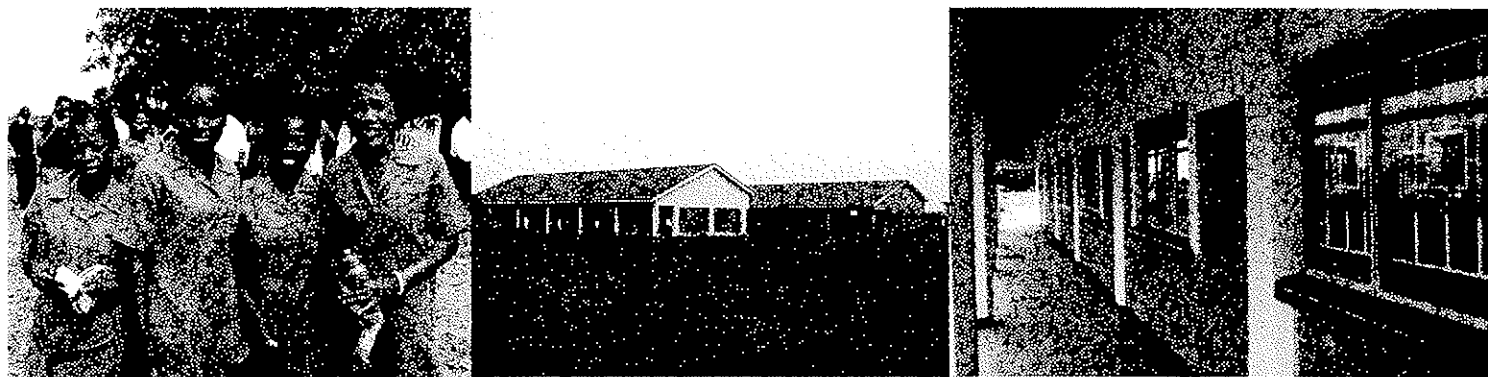
Bwesembu PEAS High School, Kasese, Uganda. Students enjoy the finished school buildings.



Kithoma PEAS High School, Kasese, Uganda. Students take lessons.



Samling PEAS High School, Kabarole, Uganda. Boarding students in the dormitory, primary school children visit the school on opening, PEAS students perform at the opening ceremony.



George Secondary School, Ndola, Zambia. Students enjoy the finished buildings.

**Existing schools opened pre-2012**

**EXISTING SCHOOL MINI PROFILES**

School:	Onwards & Upwards	Forest High School	Kiira View
Background:	Mixed day and boarding secondary school in Wakiso District, Uganda, 15km from Kampala city. Opened January 2008 and provides education from S1 to S6, with the first candidate classes sitting exams last academic year. Recently became the first PEAS school to achieve the difficult status of UNEB centre (no. 2545) meaning it is licensed to hold state examinations from within the school.	Located in Kalwana, Mubende District. Mixed day and boarding secondary school, opened January 2008. Has students from S1 to S6. Most students Kalwana sub-county and from households supported by parents or guardians who are dependant on agriculture for their livelihood. The school was formed in partnership with the New Forests Company who have an equal representation in the governance of the school. Part of the USE PPP making tuition free for eligible students.	Opened in February 2009. The school is in Bubugo trading centre, around 30 km north of Jinja town, and boasts a view of the River Nile. It has students from S1 through to S6. The nearest USE school is around 5 km away, and there are few other private secondary schools in the area. Part of the USE PPP making tuition free for eligible students. Has also achieved status of UNEB centre meaning it is licensed to hold state examinations from within the school.
Infrastructure:	5 acre site: - Admin block - 3 classroom block - 4 classroom block (including lib and lab) - 3 classroom block - 3 classroom ISSB - 3 dorms - central sanitary block - girls sanitary block - permanent kitchen with fuel efficient stoves - football pitch, basketball court - fence - water tank - lightning conductors	20 acre site: - Admin block - 100 capacity dorm - separate boys' and girls' sanitary block - 4 classroom block - 3 classroom block - library + recreation area - laboratory - kitchen - fence - water tanks	5 acre site: - Boys' dormitory - Girls' dormitory with sanitary block - Central sanitary block - 3 classroom block - 4 classroom block - Staff room (non-permanent building) - Admin block - 3 classroom block with laboratory and library - Fence (needs replacing) - Permanent kitchen with fuel efficient stoves - Bore hole
Enrolment as of April 2011:	631 students 449 day, 182 boarders 44% boys, 56% girls	250 students 147 day, 103 boarders 56% female, 44% male	464 students 371 day students, 93 boarders 44% boys, 56% girls,
Fees (UGSH):	Day: 90,000 (£22.36) per term O level, 100,000 (£24.85) A level Boarding: 250,000 (£62.12) per term O level, 280,000 (£69.57) per term A level	Day: 75,200 (£20.90) per term Boarding: 178,800 (£49.66)	USE lunch fees: 65,000 (£16.15) per term Non USE fees: 100,000 (£24.85) per term Boarding USE fees: 200,000 (£49.69) Boarding non-USE fees: 250,000 (£62.12) per term
Staffing:	DFD Moses Mwanje, DDE Abbey Sembatye, 27 teaching staff, and 10 non-teaching staff	DFD under recruitment DDE Francis SSerubbide, 17 teaching staff and 8 non-teaching staff	DFD Richard Obbo, DDE Richard Ayaga, 17teaching staff and 4 non-teaching staff
Curriculum:	11 subjects at O-level 9 subjects at A-level Vocational learning: schools farm growing maize and beans, poultry farming pilot.	14 subjects at O-level 6 subjects at A-level Vocational learning: maize and beans IGA	13 subjects at O-level 8 subjects at A-level Vocational learning: school farm growing maize and beans.
Finance:	The school is fully covering its running costs and investing any a surplus into	Forest High School functions on termly income which comes from subsidy provided	Kiira View functions on termly income which comes from subsidy provided by

	equipment and improvements.	by the Ugandan government. Pupils pay low fees to cover the cost of lunch. PEAS will invest in income generating activities to secure the sustainability of the school and expand these to enable teacher salaries to rise and lunch fees to decrease.	the Ugandan government. Pupils pay low fees to cover the cost of lunch. PEAS will invest in income generating activities to secure the sustainability of the school and expand these to enable teacher salaries to rise and lunch fees to decrease.
Future growth	Refurbishment of neighbouring buildings purchased from Springs of Hope	Teacher housing	Teacher housing, power, 2 <sup>nd</sup> science laboratory

### EXISTING SCHOOL MINI PROFILES

School:	Sarah Ntiiro	Green Shoots	Hibiscus
Background:	Mixed day secondary school in Katwe Trading Centre, a few km from Mayuge Town. Opened late January 2009 admitting students to S1, S2, and S3 (UK equivalent Years 8-10, now has classes up to S6. The school is named after Sarah Ntiiro, the first woman to graduate from Makerere University, as a tribute to her achievement and as an inspiration to the school's pupils.	Mixed day school in Kigorobyia in the Hoima District of western Uganda near Lake Albert. Opened in February 2010 and a range of O Level and A level subjects will be taught, making the school the first provider of HSC education in Kigorobyia. The school was opened on 2 <sup>nd</sup> February 2010 by Local Council Chairman V George Bagonza. The school is a registered UNEB exam centre.	Hibiscus High School opened on 31 <sup>st</sup> January 2011. It is located in Kibatsi sub-county, Ntungamo district in south western Uganda. The school was principally funded by the Costa Foundation.
Infrastructure:	5 acre site: - Three three-classroom blocks - Teacher housing - Admin/ laboratory - Kitchen - Fence - Football pitch - Girls' dormitory - Boys' dormitory - Central sanitary blocks - Solar lanterns - Mains electricity connection	5 acre site: - Admin block - Two three-class blocks - One four class block include library & laboratory - Three dormitories - Separate sanitary blocks - Central sanitary block - Bore hole - Fence	3.5 acre site: - Two three-classroom blocks - Two classrooms and admin block - Library and two laboratories - Temporary kitchen - Gravity flow water system - Girls' dormitory - Boys' dormitory - Three sanitary blocks - Fence - Solar Lanterns
Enrolment as of April 2011:	346 students 272 day, 74 boarders 57% female, 43% male	589 students 421 day, 168 boarders 46% female, 56% male	477 students 281 day, 196 boarders 52% female, 48% male
Fees (UGSH):	USE lunch fees: 40,000 (£9.90) per term Non USE fees: 85,000 (£21.03) per term Boarding non-USE fees: 230,000 (£56.92) per term	USE lunch fees: 65,000 (£16.15) per term Non USE fees: 65,000 (£16.08) per term Boarding non-USE fees: 165,000 (£40.83) per term	USE lunch fees: 60,000 (£14.79) per term Non USE fees: 80,000 (£19.80) per term Boarding non-USE fees: 160,000 (£39.59) per term
Staffing:	DFD Anatoli Wafuaia, DDE Francis Bogere, 13 teaching staff and 8 non-teaching staff	DFD Cephus Ssenyonga, DDE Simon Okwera, 19 teaching staff and 7 non-teaching staff	DFD Luciano Musiime, DDE Andrew Arientwe, 19 teaching staff and 7 non-teaching staff
Curriculum:	13 subjects at O-level Vocational learning: school farm growing maize and beans plus a poultry farming project.	8 subjects at O-level 7 subjects at A level Vocational learning: school farm growing maize and beans.	11 subjects at O-level Vocational learning: school farm growing maize and beans.
Finance:	Sarah Ntiiro functions on termly income which comes from subsidy provided by the Ugandan government. Pupils pay low fees to cover the cost of lunch. PEAS will	Green Shoots functions on termly income which comes from subsidy provided by the Ugandan government. Pupils pay low fees to cover the cost of lunch. PEAS will invest	Hibiscus functions on termly income which comes from subsidy provided by the Ugandan government. Pupils pay low fees to cover the cost of lunch. PEAS will

invest in income generating activities to secure the sustainability of the school and expand these to enable teacher salaries to rise and lunch fees to decrease.

invest in income generating activities to secure the sustainability of the school and expand these to enable teacher salaries to rise and lunch fees to decrease.

invest in income generating activities to secure the sustainability of the school and expand these to enable teacher salaries to rise and lunch fees to decrease.

Future growth 3 classroom block

Teacher housing

Teacher housing

### EXISTING SCHOOL MINI PROFILES (continued)

School:	Pioneer	Lamwo Kuc ki Gen
Background:	Pioneer High School opened on 31 <sup>st</sup> January 2011. It is the first secondary school to be built in Namongo sub-county, Mityana district in central Uganda. The school was principally funded by the Costa Foundation.	Lamwo Kuc Ki Gen High School opened fully in May 2011. It is located in Lamwo District, formerly name Padibe, near Kitgum in northern Uganda. The school was funded by the COINS Foundation, the Waterloo Foundation and a large number of individual PEAS supporters.
Infrastructure:	5 acre site: <ul style="list-style-type: none"> <li>- Two three-classroom blocks, including admin</li> <li>- Temporary kitchen</li> <li>- Bore hole</li> <li>- Girls' dormitory</li> <li>- Two sanitary blocks</li> <li>- Solar Lanterns</li> </ul>	10 acres: <ul style="list-style-type: none"> <li>- Two three-classroom blocks</li> <li>- Permanent kitchen with fuel-efficient stoves</li> <li>- Bore holes</li> <li>- Girls' dormitory</li> <li>- Boys' dormitory</li> <li>- Two sanitary blocks</li> <li>- Chain link fence</li> <li>- Solar lanterns</li> </ul>
Enrolment as of May 2010:	305 students (April 2012) 272 day students, 35 boarders 57% female, 43% male	320 students (April 2012) 272 day students, 48 boarders 52% female, 48% male
Fees (UGSH):	USE lunch fees: 30,000 per term (£7.40) Non USE fees: 50,000 (£12.33) per term Boarding non-USE fees: 150,000 (£36.99) per term	USE lunch fees: 30,000 per term (£7.40) Non USE fees: 80,000 (£19.72) per term Boarding non-USE fees: 160,000 (£39.45) per term
Staffing:	Director of Finance and Development Senjja Abubakami and Deputy Director of Education Francis Kiyanja, 10 teaching staff and 7 non-teaching staff.	Director of Finance and Development Ester Atim and Deputy Director of Education TBC, 11 teaching staff and 6 non-teaching staff.
Curriculum:	9 subjects at O-level Vocational learning: school farm growing maize and beans.	11 subjects at O-level Vocational learning: school farm growing maize and beans.
Finance:	Pioneer High School functions on termly income which comes from subsidy provided by the Ugandan government. Pupils pay low fees to cover the cost of lunch. PEAS will invest in income generating activities to secure the sustainability of the school and expand these to enable teacher salaries to rise and lunch fees to decrease.	Lamwo Kuc Ki Gen High School functions on termly income which comes from subsidy provided by the Ugandan government. Pupils pay low fees to cover the cost of lunch. PEAS will invest in income generating activities to secure the sustainability of the school and expand these to enable teacher salaries to rise and lunch fees to decrease.
Future growth	The school is currently at capacity. The school will require additional classroom blocks to grow and badly needs teacher housing in order to retain the best teachers.	The school is nearing capacity and will require an additional classroom block. It also requires teacher housing, which will be built this year funded by the Waterloo Foundation.

## Income Generation

Income Generating Activities (IGAs) have become a priority in order to further secure the sustainability of the schools we support and to provide excess income for schools that can be re-invested in increased teacher salaries and improved infrastructure. In 2011 PEAS Uganda recruited an Associate Director of Finance responsible for income generation, who is working on feasibility studies for a number of different businesses. It is our aim that each PEAS school will have at least one IGA and that some schools will have several. Seven existing PEAS funded schools received funding in 2011 for a school farm, most planting maize and beans, successfully reducing the cost of providing lunch to students. A feasibility study for poultry farming was also conducted and a pilot is being run at Onwards and Upwards, and soon at Sarah Ntiro. In 2012, we would like to invest a further £50,000 in IGAs across the network in Uganda and Zambia.

## Financial Overview

### Income Analysis

#### **Sources of Income**

Private Donations	86,278
Corporate Donations	312,331
Charitable Trusts & Foundations	1,093,160
'Bridges to Africa' Event	20,976
Other Fundraising Events	132,909
Investment income	7
<b>TOTAL INCOME</b>	<b>1,645,661</b>

PEAS received a number of donations in excess of £5,000 from the following individuals and organisations, to whom we are very grateful: Allan and Nesta Ferguson Charitable Trust, Best Practice Network, Julia and Derek Breed, British School Al-Khubairat, The Costa Foundation, The COINS Foundation, Mike and Helen Danson, Equitable Charitable Trust, Fondation Eagle, The New Forest Company, The Reed Foundation through the Big Give Christmas Challenge, The Waterloo Foundation, The Venture Partnership Foundation, and The Wilmington Trust. A number of donors wished to remain anonymous.

PEAS is also greatly indebted to the hundreds of our supporters and the UK schools taking part in the Bridges to Africa sponsored walk, who gave smaller donations and organised autonomous fundraising events. Without them we would not have been able to meet our fundraising targets and to fund the launch of six new successful schools.

## Expenditure Analysis

### **Areas of Expenditure**

School building programme	1,258,735
Project management costs (Uganda)	59,621
Administration & Fundraising Costs (UK)	186,359
Governance	24,552
TOTAL EXPENDITURE	1,529,297

Note 1 – Currently salary costs of PEAS UK staff are split between administration and fundraising, project management and governance to account for the time these employees work directly on project implementation, assessment and overseeing.

In the financial year 2011/2012, 86p in every £1 went on grants to our independently managed partners PEAS Uganda and PEAS Zambia to fund school building projects in Uganda and on project management costs in the UK and Africa of these school building projects. 14p was spent on the fundraising costs in the UK.

### **A Note on Our Reserves Policy**

Any funds generated during a financial period which are not needed for grants to PEAS Uganda and PEAS Zambia are placed in a savings account in the UK until required.

During the time period the trustees agreed a policy that PEAS UK should work towards the maintenance of reserves to cover up to three months running costs of the charity in the UK and partner organisations in PEAS Uganda and Zambia. This policy is likely to take up to two years to implement fully.

### **Note on Grant making**

PEAS only makes grants to partner organisations PEAS Uganda and PEAS Zambia, and Got Matar School in Kenya.



## New Schools opening in 2013 and future plans

In 2011 PEAS developed and agreed a strategic plan that aims to fund 100,000 secondary schools places in Uganda by 2017 as well as 10,000 in five other Sub-Saharan countries by the same date. This is an ambitious plan, but one we believe is possible to achieve. In 2012, PEAS UK hopes to fund at least eight new schools in Uganda and a second school in Zambia to open in January 2013. These new schools will be funded by ARK (Absolute Return for Kids), with whom we have agreed to build 10 schools over three years, The Costa Foundation, who have already funded four PEAS funded schools, and The COINS Foundation who are long-term funders of PEAS in Uganda and now in Zambia. We also hope a number of private donors will become and continue to be, new school funders.

PEAS Uganda now operates a constant process of land research and next year will concentrate on Kumi District in the East, where we hope to locate some of the new PEAS funded schools near primary schools funded by UK charity Build Africa. This will ensure the continuation of education from primary into secondary for those students. We will also build schools in more Western sub-counties, particularly in coffee growing areas. PEAS is committed to providing secondary education in the neediest areas of Uganda and research undertaken in 2011 has identified 48 sub-counties in Uganda where over 500 children a year have no where to continue their education beyond primary level. We will concentrate our building in these sub-counties, where other factors allow.

In Zambia PEAS intends to continue a successful partnership with UK charity Build It International to build a second school, once again near Ndola in the compound of Kawama. There is great need for a school there and the local authorities have donated land to PEAS for the purpose.

There are now 14 existing schools in the PEAS network, and while they may currently or will soon cover their own running costs, PEAS is committed to providing further capital funding to these schools so that they can all eventually expand to 1000 students and provide a high quality of education to all. We will therefore search for funding to conduct major expansion works at existing schools, so that all schools satisfy the minimum standards agreed by PEAS which represents what each school should have at each year of its existence and development. Expansion will concentrate particularly on providing each school with teacher housing, as through consultation with the schools, is clearly one of the most effective ways we can increase education quality as it is key to attracting and retaining the best staff. Given that the majority of PEAS funded schools are in rural areas, it is very important we provide teacher housing, especially in the drive to make PEAS the best free and low fee schools.

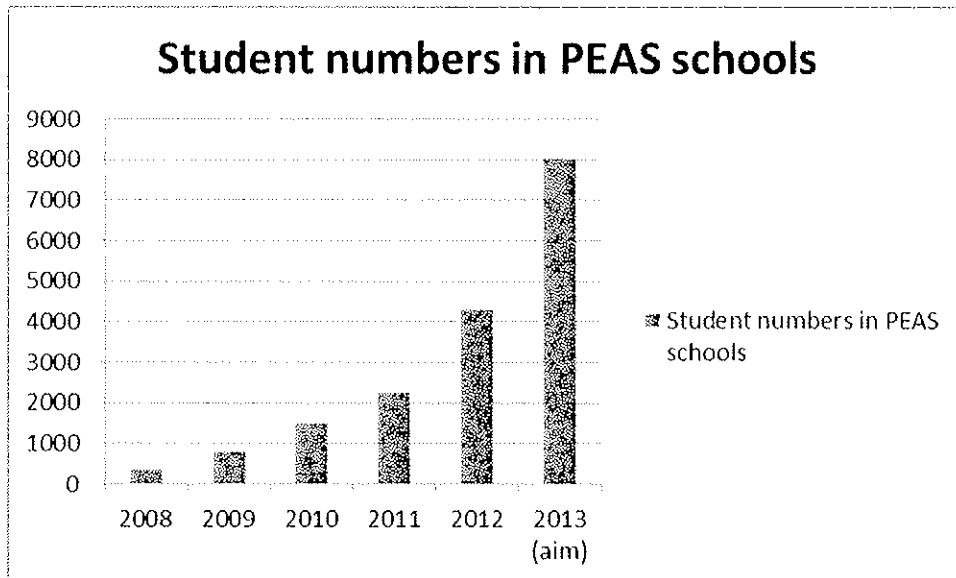
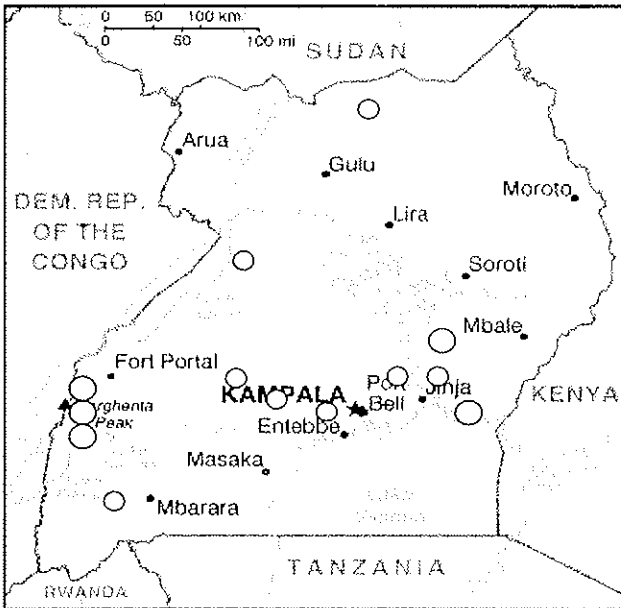
In 2011 PEAS began to invest more heavily in IGAs, also recruiting an Associate Director of Finance with responsibility for their success. Schools farms were planted in seven existing PEAS school in Uganda and in the new school in Zambia, growing maize and beans which are used to feed students and drive down the cost of providing lunch. IGAs are an increasingly important part of the PEAS SmartAid model and as most PEAS funded schools currently receive subsidy from the Ugandan government, which has not risen in real terms since its introduction in 2007, providing other sources of income for schools instead of increasing fees, is an important concern. To this end, other business ideas are being developed, including a potentially highly profitable poultry farming project, which is being piloted in two PEAS funded schools.

The PEAS Uganda Education Department is always working to improve the quality of education delivered across the PEAS network. In the coming year PEAS will implement new initiatives to support the development of PEAS school staff and to build upon previous work in the areas of School Inspection and School Improvement Planning. The upcoming curriculum development work will focus on embedding the learning outcomes from student involvement in agricultural Income Generation Activities into classroom lessons. A new Citizenship Education Curriculum will also be launched at the next PEAS Annual Teacher Conference.

PEAS teams in Uganda and Zambia will also be undertaking important advocacy work to drive forward necessary changes in aspects of education policy in both countries. In Uganda, it is important that we achieve a rise in the USE subsidy that 12 out of our 13 schools currently benefit from. The subsidy has not been increased since its introduction five years ago and represents around half the cost of educating a child in a PEAS school. At the moment, PEAS funded schools continue to charge fees to cover the cost of lunch and cross-subsidise from boarding fees as well as investing in IGAs. If we can increase the government subsidy, fees can reduce eventually to zero and schools will have excess income from IGAs to increase teacher salaries and begin to invest in their infrastructure independently of UK funding. In Zambia, a public-private partnership that provides subsidy to privately-run schools does not exist.

Instead, the Zambian government provides teachers to the PEAS school in Twapia. While this is useful for reducing school running costs, it does not fit with the PEAS model, which insists on school-level management of teachers, enabling the Director to hire and fire, keeping teacher absenteeism rates low. Advocacy is ongoing to achieve a PPP with the Zambian government and a subsidy per student per term. Both pieces of advocacy work in Uganda and Zambia would not only benefit PEAS funded schools, but the hundreds of other eligible private schools in both countries.

**PEAS funded schools in Zambia and Uganda**



## PEAS Volunteer Programme

In early 2011, PEAS Uganda moved into a house in Northern Kampala that not only provides office space for PEAS staff, but also living accommodation for PEAS volunteers. This arrangement has limited the number of short term volunteers we are able to regularly accommodate in addition to Education Consultants, who stay for one year.

This year, PEAS Uganda recruited three new Education Consultants in September 2011, all of whom had completed the Teach First programme in the UK. They are Kieran Cooke, Sarah Moore and Lizzie Butler and provided support to the Education Department in Uganda and in land research and community engagement for new schools. Our previous Education Consultant, Laura Brown, went to Zambia once she had finished her stint at PEAS Uganda to lead the set up of a PEAS office there and the launch of our first school. Lizzie Butler moved from Uganda to Zambia in February 2011 to take over from Laura, who has now joined the PEAS UK team as Director of Programmes.

Next year PEAS Uganda expects to recruit a further two Education Consultants in Uganda and PEAS Zambia expects to recruit one in Zambia, as well as a number of short term volunteers over the summer. Education consultants have their flights and living expenses covered by PEAS. PEAS is very careful to use volunteers sensitively in-country. As a matter of principle to guard our sustainability, we never ask volunteers to take up executive or teaching positions within our projects. Volunteers normally undertake finite projects that match their skills. Our short term volunteers normally pay to stay at PEAS Uganda's volunteer house in Kampala.

## Recruitment, Staffing and Professional Development

As a result of the strategic plan and the rapid growth of the organisation, PEAS has invested in capacity, particularly in Uganda. This was essential in order to properly support a growing network of schools and to drive improvements in education quality that are crucial to making PEAS funded schools the best free and low fee schools.

In Uganda, Managing Director Susan Opok oversees a number of different departments. Human Resources is headed up by a Director of HR, Joseph Kasujja, the Finance Department by a Director of Finance, John Byaruhanga, who is supported by two Associate Directors of Finance, one concentrating on IGAs and the other on school audits. The Project Management team is headed by a Chief Engineer, Frank Waibale and the Education Department is lead by Christine Apiot and supported by a Director of Continuous Professional Development, who works closely with teachers across the network.

In Zambia, Education Consultant Lizzie Butler works with a Finance Officer Brian Musonda to support the first PEAS school in the country. PEAS Zambia hopes to recruit a Country Manager for Zambia in June 2012.

Between November and January all six new schools recruited an initial staff using a recruitment framework designed by UK project consultants alongside PEAS Uganda managers. The same team, led by the director of Continuous Professional Development, delivered initial teacher training for the most senior staff in the new school with the rest of the teaching staff receiving similar training facilitated by senior staff themselves. Professional development of staff within PEAS funded schools is based around a combination of regular and reciprocal lesson observation and feedback combined with workshop-based training on a variety of teaching and learning related topics facilitated both with and between PEAS funded schools. The Director of Educational Excellence at PEAS supports each school's development, transferring best practice through our network of schools. In December 2011 PEAS held the second PEAS teacher conference when all senior teachers from PEAS funded schools met in Kampala to share information and skills.

The PEAS UK team has also grown to six members of staff. The CEO John Rendel and Director of Development Katie Cross are supported by a Communications and Events Officer, Abigail Colley, a Corporate Fundraiser, Priya Mishra, and a Monitoring and Evaluation Coordinator, Linda Jönsson. Laura Brown, previously an Education Consultant in PEAS Uganda and PEAS Zambia has joined PEAS UK as Director of Programmes.

PEAS UK is a registered charity (#1126550) and is registered as a company limited by guarantee.

**The Board of Trustees**

The Board of Trustees remains the same as the previous financial year. New trustees are elected to the board by existing members. Trustees of the charity currently sit on the board for a three-year, renewable term and the board meets three-four times a year.

The current Board of Trustees:

David Townsend	<i>Chair of the Board of Trustees and member of the Finance Committee</i>
Celia Petty	<i>Trustee &amp; Policy and Research Committee Chair</i>
Brett Wigdortz	<i>Trustee &amp; Professional Mentor to the Chief Executive</i>
David Stephenson	<i>Trustee line manager of the Chief Executive</i>
Paresh Mashru	<i>Trustee and Chair of the Finance Committee</i>
Rhys Pullen	<i>Trustee</i>

The Board of Trustees sets the mission and visions of PEAS UK. The executive team are then asked to develop aims relating to each PEAS vision and strategies to meet these aims. This set of strategies and aims are then signed off by the Board who are responsible for holding the executive team to account in their implementation of these strategies.

Risks both financial and in terms of health and safety in construction are assessed on an ongoing basing and strategies to mitigate those risks exist as part of the PEAS approach. Please contact PEAS for a copy of 'The PEAS approach'.

**Advisory Committees**

PEAS has set up a Finance advisory committees which support the trustees and help to guide the operations of the charity, and is in the process of establishing an Education advisory committee. We are grateful to all members who have volunteered their services to support us in this way:

FINANCE COMMITTEE: David Townsend, Paresh Mashru (Chair)

### **ARK (Absolute Return for Kids)**

ARK (Absolute Return for Kids) is an international organisation whose purpose is to transform children's lives. Founded in 2002 by a group of leaders in the alternative investment industry, ARK delivers high social returns on philanthropic investment. We are working with ARK (Absolute Return for Kids), an international children's organisation with extensive experience of improving access to quality education around the world, including running a network of schools in disadvantaged areas of the UK.

### **Build IT International**

Build IT International provide essential community buildings and skills based training in Zambia. Founded in 2006, the charity trains members of the local community in practical building skills and building theory whilst building the schools and clinics that are desperately needed. Build IT International has completed over 19 building projects helping over 125,000 people and training over 150 men and women in building skills.

Build IT International have partnered with PEAS to build our first school in Twapia, Zambia called George Secondary School, and will build upon the success of this school to launch a second in nearby Kawama in 2013.

### **Best Practice Network (BPN)**

The Best Practice Network is a company whose vision is to be the leading provider of professional development in the Children's Services sector. BPN fundraise to support PEAS, which supports the annual PEAS teacher conference in Uganda. In 2012 two members of BPN staff will travel to Uganda to visit a school and name a classroom.

### **The Costa Foundation**

The Costa Foundation supports coffee-growing communities around the world. Set up in 2006, the Foundation helps to provide access to education in these communities, as well as supporting the coffee-growers. The Costa Foundation has already built 22 schools around the world.

A highly successful partnership has developed between PEAS and the Costa Foundation. The Foundation has funded two new PEAS funded schools in Uganda, which opened in February 2011 and a further two which opened at the beginning of 2012. It is a partnership we hope that will continue to provide secondary education to Ugandans living in coffee growing areas.

### **The COINS Foundation**

COINS is a company that works in the construction industry, supplying construction and house-building software. The COINS Foundation aims to fund projects that offer relief to vulnerable and disadvantaged people and communities both in the UK and internationally. We are hugely grateful to the COINS foundation for their support in expanding our school building programme and in facilitating our partnerships with other charities working in our field. The COINS Foundation is a key partner in our move to Zambia and now directs all its funding to these projects.

### **The Danson Foundation**

The Danson Foundation joined PEAS as a new partner in 2011 and funded the construction of Samling High School in Western Uganda, which opened in February 2012. This is an exciting partnership and we hope to work with the Danson Foundation on further projects in the future.

### **The Equitable Charitable Trust**

The Equitable Charitable Trust gave PEAS a three year grant to fund the PEAS Uganda to build and equip laboratories in new PEAS funded schools, which was key to providing PEAS students access to science education. They have now funded the provision of teacher housing at Kiira View Secondary School, which is an organisational priority in order to improve the quality of education provided at PEAS funded schools.

## **Fondation Eagle**

Fondation Eagle is a Swiss-based foundation who have funded a number of urgent expansion projects across PEAS funded schools in Uganda. This has included supporting the construction of Lamwo Kuc Ki Gen in Northern Uganda, as well as new kitchens and dormitories across other schools and the purchase of lightning conductors for many schools.

## **Got Matar**

PEAS is working in partnership with the [Got Matar Development Group](#) on the development of a new secondary school serving a rural community in Western Kenya. Find out more about the project [here](#).

## **The Laura Case Trust**

The Laura Case Trust is helping PEAS put 12 of our students through university, on the understanding that they will return to PEAS funded schools for 3 years to act as finance managers and science teachers. The trust awards a grant to PEAS to cover the cost of the students' university fees.

## **The New Forests Company**

The New Forests Company is a sustainable-forestry business driven by commercial timber economics whose business mixes commercial plantation forestry with the protection and regeneration of indigenous tree species and the promotion of bio-diversity and environmentally sustainable land use management. The company has already established itself as the biggest tree planter and dominant player in Uganda. The New Forests Company is committed to contributing to the local communities where it runs projects and joined with PEAS to support the development of Forest High School

## **Teach First**

PEAS has developed a ground-breaking partnership with Teach First, a not-for-profit organisation that selects outstanding graduates from Britain's top universities and places them as teachers in 'challenging schools' for a period of at least two years. John Rendel, PEAS CEO, is a Teach First alumni himself and qualified as a maths teachers through the programme.

PEAS send alumni of the Teach First programme to Uganda. These volunteers have two main roles; founding new PEAS funded schools and helping to develop teaching and learning by transferring the skills and knowledge they have learnt during their time in London schools. Teach First also supports PEAS in many other ways, not least by providing cheap office space in London.

## **Venture Partnership Foundation (VPF)**

VPF is a grant-making foundation dedicated to supporting social entrepreneurs and the charities they run. PEAS is very proud to have been awarded multi-year funding from VPF, which includes both financial support and consultancy from Oliver Wyman, who were instrumental in the development of the Strategic Plan 2012-2017.

## **The Waterloo Foundation**

The Waterloo Foundation is a grant-making foundation based in Wales that runs a number of different funding programmes including world development. In 2011, The Waterloo Foundation partly funded the construction of a new PEAS school in Northern Uganda (Lamwo Kuc Ki Gen High School) as well as our work with the Ugandan government. They have since committed to a three year grant to support the continued expansion of the school as well as further capacity building in the PEAS Uganda team.

## **Oakam Ltd**

Oakam is a London based financial services company with 15 stores across London. Their diverse customer base and employees alike supported PEAS throughout 2011 with fundraising activities including Equator 24, a 10 day, 1000km bike ride across the Congo, volunteering at Bridges to Africa, the Wessex 100 bike ride, the Great Kent bike ride, and also a payroll giving scheme where Oakam employees donate a proportion of their salary to PEAS. The Oakam and PEAS partnership is ongoing

**PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS) (a Company Limited by Guarantee)**

**REPORT OF THE TRUSTEES (CONTINUED)**

**Year ended 31 January 2012**

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**Statement of the Board of Trustees' responsibilities**

The members of the Board of Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable laws and regulations.

UK company law requires the Board of Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the income and expenditure for that year. In preparing those financial statements, the Board of Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business;
- state whether applicable accounting standards have been followed.

They are responsible for keeping adequate accounting records, which are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Statement as to disclosure of information to auditors**

Each trustee confirms that so far as they are aware, there is no relevant audit information which has not been made available to the company's auditors and that they have each taken all the steps that they ought to have taken as the company's Trustees to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

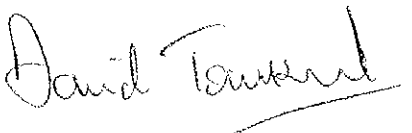
**Special provisions**

This report is prepared in accordance with the provisions applicable to companies subject to the small companies regime in Part 15 of the Companies Act 2006.

**Statement of public benefit**

The trustees have complied with their duty to have due regard to the guidance on public benefit published by the Commission in exercising their powers or duties.

By order of the board



D TOWNSEND  
Chair

London  
15/6/2012

# PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS) (a Company Limited by Guarantee)

## INDEPENDENT AUDITORS' REPORT

Year ended 31 January 2012

### INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS)

We have audited the financial statements of Promoting Equality in African School (PEAS) for the year ended 31 January 2012 which comprise the Statement of Financial Activities, the Balance Sheet, the Accounting Policies and the related notes

The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

#### Respective responsibilities of trustees and auditor

As explained more fully in the Trustees' Responsibilities Statement on page 22, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

#### Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements.

#### Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 January 2012 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

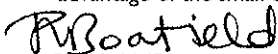
#### Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

#### Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report.

  
Joanna Boatfield (Senior statutory auditor)  
For and on behalf of Dixon Wilson, Statutory Auditor  
22 Chancery Lane, London WC2A 1LS

26/6/2012



**PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS) (a Company Limited by Guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES  
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)**

**Year ended 31 January 2012**

	Note	Unrestricted funds £	Restricted funds £	Total 2012 £	Total 2011 £
<b>Incoming resources</b>	4				
<b>Incoming resources from generated funds</b>					
Voluntary income		285,653	1,360,001	1,645,654	604,823
Investment income		7	-	7	3
<b>Total incoming resources</b>		<u>285,660</u>	<u>1,360,001</u>	<u>1,645,661</u>	<u>604,826</u>
<b>Resources expended on charitable activities</b>					
Costs of generating voluntary income	5	186,359	-	186,359	125,528
Charitable activities		14,262	1,304,124	1,318,386	427,128
Governance costs	6	24,552	-	24,552	15,139
<b>Total resources expended</b>		<u>225,173</u>	<u>1,304,124</u>	<u>1,529,297</u>	<u>567,795</u>
<b>Net incoming resources before transfers</b>		60,487	55,877	116,364	37,031
<b>Transfers</b>					
Fund transfers		<u>(6,176)</u>	<u>6,176</u>	<u>-</u>	<u>-</u>
<b>Net incoming resources for the year</b>		54,311	62,053	116,364	37,031
<b>Reconciliation of funds</b>					
Accumulated funds brought forward at 1 February 2011		<u>51,707</u>	<u>-</u>	<u>51,707</u>	<u>14,676</u>
<b>Accumulated funds carried forward</b>	2	<u>106,018</u>	<u>62,053</u>	<u>168,071</u>	<u>51,707</u>

PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS) (a Company Limited by Guarantee)

BALANCE SHEET

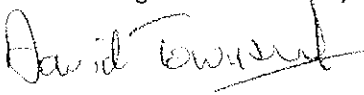
At 31 January 2012

Company number: 06552715

	Note	2012 £	2011 £
<b>Fixed assets</b>			
Tangible assets	3	876	754
<b>Current assets</b>			
Debtors	10	74,857	17,458
Cash at bank and in hand		226,656	44,206
		301,513	61,664
<b>Creditors: amounts falling due within one year</b>	11	(134,318)	(10,711)
<b>Net current assets</b>		167,195	50,953
<b>Total assets less current liabilities</b>		168,071	51,707
<b>Net assets</b>		168,071	51,707
<b>Funds</b>			
Restricted income		62,053	-
Unrestricted income		106,018	51,707
		168,071	51,707

The financial statements on pages 24 to 31 were approved by the Board of Trustees on and were signed on its behalf by:-

15/6/ 2012



D TOWNSEND  
Trustee

## **PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS) (a Company Limited by Guarantee)**

### **A C C O U N T I N G   P O L I C I E S**

**Year ended 31 January 2012**

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The financial statements have been prepared in accordance with applicable accounting standards and with the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP 2005), issued in March 2005, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). The particular accounting policies are described below:

#### **Basis of accounting**

The financial statements are prepared under the historical cost convention.

#### **Incoming resources**

Grants and donations are only recognised when the charity has unconditional entitlement to the resources.

Incoming resources from tax reclaims are recognised at the same time as the gift to which they relate.

Investment income is included in the accounts when receivable.

#### **Tangible fixed assets**

Tangible fixed assets are stated at their purchase price, together with any incidental costs of acquisition.

Provision for depreciation is made so as to write off the cost or valuation of tangible fixed assets, less any residual value, on a straight line basis over the expected useful economic lives of the assets concerned. Depreciation is charged from the month of purchase, and none in the year of disposal. The annual rates used for this purpose are:

Computer equipment	- 25%
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#### **Governance costs**

Governance costs are those incurred in connection with the management of PEAS organisational administration and compliance with constitutional and statutory requirements.

**PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS) (a Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**

**Year ended 31 January 2012**

**1. Analysis of fund movements**

<b>Analysis of fund movements</b>	<b>Brought forward</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Transfers</b>	<b>Gains and losses</b>	<b>Carried forward</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted Funds</b>						
Got Matar	-	16,783	(16,999)	6176	-	5960
Costa	-	296,716	(267,936)	-	-	28,780
Coins Foundation	-	100,000	(100,000)	-	-	-
Ark	-	504,115	(504,115)	-	-	-
Evan Cornish Foundation	-	4,600	(4,600)	-	-	-
Allan & Nesta Foundation	-	30,000	(30,000)	-	-	-
Foundation Eagle	-	79,525	(79,525)	-	-	-
Danson Foundation	-	123,000	(123,000)	-	-	-
Hibiscus Expansion	-	45,296	(45,296)	-	-	-
Green Shoots Expansion	-	50,000	(50,000)	-	-	-
Equitable Charitable Trust	-	27,313	-	-	-	27,313
Sarah Ntiro Expansion	-	70,968	(70,968)	-	-	-
Other Restricted Funds	-	11,685	(11,685)	-	-	-
<b>Total Restricted Funds</b>	-	<b>1,360,001</b>	<b>(1,304,124)</b>	<b>6176</b>	-	<b>62,053</b>
<b>Total Unrestricted Funds</b>	<b>51,707</b>	<b>285,660</b>	<b>(225,173)</b>	<b>(6,176)</b>		<b>106,018</b>
<b>Total</b>	<b>51,707</b>	<b>1,645,661</b>	<b>(1,529,297)</b>	<b>-</b>	<b>-</b>	<b>168,071</b>

**2. Analysis of group net assets between funds**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total 2012</b>	<b>Total 2011</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Fund balances at 31 January 2012 are represented by:				
Debtors	18,764	56,093	74,857	17,458
Cash at bank and in hand	220,696	5,960	226,656	44,206
Creditors	(134,318)	-	(134,318)	(10,711)
	105,142	62,053	167,195	50,953
Fixed assets	876	-	876	754
	<b>106,018</b>	<b>62,053</b>	<b>168,071</b>	<b>51,707</b>

**PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS) (a Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**

**Year ended 31 January 2012**

**3. Tangible fixed assets**

	Computer equipment £	Total £
<b>Cost</b>		
At 1 February 2011	875	875
Additions	380	380
Disposals	-	-
At 31 January 2012	<u>1,255</u>	<u>1,255</u>
<b>Depreciation</b>		
At 1 February 2011	121	121
Charge for the year	258	258
Disposals	-	-
At 31 January 2012	<u>379</u>	<u>379</u>
<b>Net book value</b>		
At 31 January 2012	<u>876</u>	<u>876</u>
At 1 February 2011	<u>754</u>	<u>754</u>

The fixed assets are held for use by the charity.

**4. Analysis of incoming resources**

	Unrestricted funds £	Restricted funds £	Total 2012 £	Total 2011 £
<b>Voluntary income</b>				
Got Matar	-	16,783	16,783	-
Private donors	69,495	-	69,495	75,951
Corporate donors	3,930	308,401	312,331	185,789
Charitable trusts	58,343	1,034,817	1,093,160	306,036
Bridges to Africa	20,976	-	20,976	18,577
Other fundraising events	132,909	-	132,909	18,470
	<u>285,653</u>	<u>1,360,001</u>	<u>1,645,654</u>	<u>604,823</u>
<b>Investment income</b>				
Interest on cash	7	-	7	3
	<u>285,660</u>	<u>1,360,001</u>	<u>1,645,661</u>	<u>604,826</u>

**PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS) (a Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**

**Year ended 31 January 2012**

**5. Analysis of resources expended**

	Unrestricted funds £	Restricted funds £	Total 2012 £	Total 2011 £
<b>Costs of generating voluntary income</b>				
Fundraising events costs	35,151	-	35,151	24,123
Donor administrative costs	99,362	-	99,362	101,405
Support costs	51,846	-	51,846	-
	<u>186,359</u>	<u>-</u>	<u>186,359</u>	<u>125,528</u>
<b>Charitable activities</b>				
Grants to schools	14,262	1,244,473	1,258,735	408,805
Volunteer programme	-	23,562	23,562	4,600
Projects management costs	-	479	479	-
Support costs	-	35,610	35,610	13,723
	<u>14,262</u>	<u>1,304,124</u>	<u>1,318,386</u>	<u>427,128</u>
<b>Governance costs</b>				
Governance costs (see note 6)	24,552	-	24,552	15,139
	<u>225,173</u>	<u>1,304,124</u>	<u>1,529,297</u>	<u>567,795</u>

**6. Governance costs**

	2012 £	2011 £
Governance costs	<u>24,552</u>	<u>15,139</u>

£6,820 of the above governance costs for 2012 (£3,500 - 2011) relates to auditors' remuneration.

**7. Allocation of support costs**

	2012 £			2011 £
<b>Cost type</b>	<b>Charitable activities £</b>	<b>Fundraising £</b>	<b>Governance £</b>	<b>Total allocated £</b>
Salaries and staff costs	35,610	17,877	17,732	71,219
Rent and premises costs	-	19,500	-	19,500
Professional fees	-	13,186	6,820	20,006
Training and HR	-	258	-	258
Depreciation	-	1,025	-	1,025
	<u>35,610</u>	<u>51,846</u>	<u>24,552</u>	<u>112,008</u>

The breakdown of support costs and how these were allocated between governance, charitable activities and fundraising is shown in the table below:

**PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS) (a Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**

**Year ended 31 January 2012**

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**7. Allocation of support costs (continued)**

Currently salary costs of the two members of PEAS UK staff are split between administration and fundraising, charitable activities and governance in the following proportions to account for the time these employees work on project implementation, assessment and oversight.

Member 1: Administration and fundraising (20%), charitable activities (50%) and governance (30%).

Member 2: Administration and fundraising (50%) and charitable activities (50%).

Renting and premises costs, depreciation, professional fees other than audit fees and training have all been allocated to fundraising, as this is the activity they primarily support.

Audit fees have been entirely allocated to governance.

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**8. Paid employees**

	<b>2012</b>	<b>2011</b>
	<b>£</b>	<b>£</b>
<b>Staff costs</b>		
Gross wages	144,953	97,393
Employer's NIC	15,891	8,290
	<u>160,844</u>	<u>105,683</u>
Average number of full time equivalent employees in the year	<u>5</u>	<u>3</u>

£107,502 of staff costs has been allocated to costs of generating voluntary income, £35,610 to charitable activities and £17,732 to governance.

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**9. Trustees**

No trustee received any remuneration during the year.

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**10. Debtors**

	<b>2012</b>	<b>2011</b>
	<b>£</b>	<b>£</b>
PAYE	449	-
Other debtors	10,815	7,458
Donations receivable	63,593	10,000
	<u>74,857</u>	<u>17,458</u>

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**PROMOTING EQUALITY IN AFRICAN SCHOOLS (PEAS) (a Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**

**Year ended 31 January 2012**

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<b>11. Creditors</b>	<b>2012</b>	<b>2011</b>
	<b>£</b>	<b>£</b>
Other creditors including taxation and social security	698	5,411
Grants due	124,500	-
Accruals	9,120	5,300
	<u>134,318</u>	<u>10,711</u>

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**12. Related party transactions**

During the year the charity made grants of £1,123,197 to PEAS Uganda Limited, a Ugandan charity of which the chief executive of PEAS is a director. He has agreed to make further grants of £124,500.

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