



Annual Report 2020 - 2021



Netball Development Trust

Netball Development Trust Annual Report 2020-2021



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Introduction

The *Netball Development Trust* (NDT) is a UK registered charity that teaches netball at grass roots in less developed countries, providing children with the freedom to play and have fun. We work with schools and communities to help young people to become players, leaders, coaches and officials.

Crucially, we also use netball as a tool to bring communities together where, with our partners and in-country teams, we deliver health education sessions to young people.

NDT focuses on creating access and encouraging freedom of play in youth around the world.

We currently have active community teams working in our principle locations of Uganda (Jinja, Budondo, Buwenda, Fort Portal, Mbale and Kampala), Kenya (Bungoma & Oriri) and Ghana (Accra). In addition, we have ‘to be resurrected’ projects in India (Kolkata and Bhubaneswar) and Pakistan (Fort Abbas).

To date NDT has reached over 15,334 children.

The Trust was founded in 2010 and became a UK registered charity (1145858) in February 2012. Our objective is ‘**Making a difference through netball**’ and everything we do revolves around this.

Charity update

This is our annual report covering the period 1 June 2020 – 31 May 2021.

For many charities, the Covid-19 pandemic has presented new challenges. At NDT, we used the pause in normal operations as an opportunity to review our approach and think about a more sustainable way to make a difference. This included:

- Updating and publishing our 2021-2025 strategy
- Using free business consultancy advice from [Q5 Partners](#).
- Recruiting a back-office project manager (Wendy Shepherd) to help deliver the new strategy and prioritise our work.
- Reviewing and updating our website and NDT brand to make us more attractive to investors, partners, donors and volunteers.
- Advertising to recruit a fundraising strategic consultant/advisor to help develop and deliver a fundraising strategy and action plan.

We also concluded the projects we had started, while others had to stop due to the pandemic. We share the country and project updates below.

Strategy 2021-2025

Our new vision

Using netball to educate, create opportunities and improve the health of the communities we serve.

Our new mission

There are four pillars to our work and together they underpin how we will achieve our vision.

Pillar 1: Netball

Teaching and playing the game of netball to coaches and young people.

Pillar 2: Health Education

Delivering mental, physical, and sexual health education to empower young people to make better decisions.

Pillar 3: Opportunities

Offering life skills and positive pathways for everyone linked to NDT.

Pillar 4: Equality

Promoting gender equality across all aspects of our work.

Please contact us if you would like a copy sent to you.

Our team

The core UK team



Monica Thandi
CEO & Founder



Julie Smith
Head of Development



Liz Broomhead
Trustee



Shantou Chundur
Business Advisor



Emma Richardson
Communications Team



Shóna Slemón
Communications Team



Wendy Shepherd
Back Office Manager





During this period our core team grew. Wendy Shepherd joined us in December 2020. She has a degree in Sports Science and an MBA, is an ex-netballer and volunteers at many netball events, most recently at the Netball World Cup in 2019 and with Netball Jamaica at the Nations Cup in 2020. She works as a Change Management consultant with organisations across a range of sectors. The skills she brings to NDT, as well as her passion for netball and gender equality, are project management, strategic advice, a strong understanding of how to operate in a competitive corporate environment and a 'can do' attitude to support the core team.

The core team met more frequently than before, given home working and the furlough scheme during the pandemic. We met virtually, benefitted from online meeting software and became closer as a team as a result. This was one positive of a

difficult global situation.

We also spoke to the international teams more as we built the strategy, made plans and checked in with them on the situation in their country.

We also set about making plans to prioritise fundraising and did much learning in this area. We started the recruitment process to find more volunteers with experience in this industry and have learned a lot about what we need in this field.



Country and project updates

With the onset of Covid-19, our project & field activities halted as schools closed and strict lockdown rules prevented gatherings in all countries. As we started to live and work amidst Covid-19 and the "new normal", we knew we had to focus on redesigning our delivery and coaching methods. This allowed us to continue to work with our existing and new beneficiaries and adapt our projects to ensure there was continued access of youth friendly sexual and reproductive health (SRH) information and services through netball. This was a critical time to continue working with our



beneficiaries (in all countries) during this pandemic, where almost everything they had access to (school, sports, play) had stopped. We developed a revised delivery methodology that was in line with the measures and guidelines set to protect the population against Covid-19 such as hand washing/sanitising, social distance rules & managing shared sport equipment & wearing of facemasks.

Furthermore, we saw this as an opportunity to test how self-sufficient each in-country team could be, with less in-person support from the UK team, due to travel restrictions.

To read more about the projects, please contact NDT and we'll be happy to share the reports.

Uganda

XSUBA Covid 19 training workshop for coaches (26-28 November 2020)

In November 2020, our partner, XSUBA, ran a 3 day “Covid-19 and Sports” training workshop for the coaches to kick start the delivery of our programmes in Uganda. Our aim was to train our experienced XSUBA coaches equipping them with the necessary skills and information on how to continue with play-based learning while considering Ministry of Health Uganda and WHO (World Health Organization) guidelines, with the aim of them then recruiting new coaches in rural districts in Jinja to start new SRH projects in their communities.



(the XSUBA team in November 2020)

Following the kickstart workshop the XSUBA team tasked themselves to recruit a dozen or more new community coaches in Budondo and Buwenda, met the local stakeholders and informed them of the coming programme. They also carried out a ‘needs assessment’ in each community to assess what SRH & netball project could be beneficial to run.

Budondo and Buwenda Trainer Of Trainers workshop (22-25 Feb 2021)

In February 2021 NDT & XSUBA delivered a 4-day training workshop to 14 newly recruited community coaches from two rural districts in Jinja (Budondo and Buwenda). We were excited to be increasing our footprint and impact in more remote areas.



The workshop was a huge success. The new community coaches learnt a variety of skills but most importantly they gained the confidence to deliver active netball play and SRH sessions. Following this initial workshop the new community coaches have been conducting 2-hour free play sessions in their respective communities every Saturday (“Connection Days”) which has



gradually seen an increase in participants as children and parents start to feel confident that they can play during covid whilst schools remained closed. The major weakness was found to be monitoring and evaluation. Most of our projects struggle with this and we know we need build the capability and capacity in the next financial year.

We will continue to support the community coaches to develop their SRH knowledge and play based coaching.

Kenya

Re-engaging during covid; Rural community project (15 October - 15 December 2020) & Urban community project (12-30 December 2020)

NDT Kenya ran a rural community programme called “Re-engaging netball and SRH sessions during the Covid-19 pandemic” in response to the effects of the Covid-19 pandemic. The sessions sought to address the challenges posed by corona virus. Schools in Kenya had remained closed since March 2020. The government had declared 2020 ‘a dead year’ academically and learners in all classes remained at home. National statistics had showed that teenage pregnancy, drug abuse among teenagers and gender-based violence rates had really gone up since the emergence of the corona virus disease.

By September 2020, the Kenyan government had



slightly relaxed the containment measures and allowed gatherings of not more than one hundred people to take place. 'Return to sports protocols' had also been issued allowing the resumption of community-level sports. In October 2020, NDT Kenya used that opportunity to engage girls and boys to discuss being safe with Covid and to reconnect with the coaches with the beneficiaries.

The program involved NDT Kenya volunteers and mentors working with the children from their communities in different locations in Bungoma county, for at least three days a week for two months.

The program started off with capacity building workshops for the trainers on Covid-19 and sexual and reproductive health. The re-trained volunteers then went out to the three locations where they worked with children for two months. They taught the children on:

- a. Covid-19 awareness
- b. Netball games
- c. Sexual and reproductive health rights and education – specifically teenage pregnancy

We were very pleased with the turnouts - 300 kids in rural, 200 kids in urban, 10 volunteers in urban, 24 coaches in rural.



Both programmes had great impact because they:-



- Reconnected and re-engaged the volunteer coaches;
- The coaches got to re-engage with a high number of our beneficiaries and street children.
- Parents got the opportunity to spend time with their children and see what they were involved in.
- Dealt with the current SRH issues in the communities.
- Gave opportunities to many of our secondary school aged mentors to motivate the children (peer-to peer encouragement).



Oriri Community NDT Netball Club (Oct – Dec 2020)

In September 2020 an enthusiastic NDT volunteer approached us to start a netball project in her community. Vidah Opiyo started volunteering with NDT when the UK team came on tour in 2018. Concerned by the closure of schools in Kenya, as a result of covid-19, we came to learn the students, particularly girls, became more vulnerable and exposed to negative influence and peer pressure.

As a result of this she came up with the idea of setting up a netball club in her community Working with two other netball enthusiasts, Vidah worked with girls (aged 13-24 years old) from disadvantaged families in the Kakelo/Kokwanyo ward in Kenya to appreciate their sexuality, embrace being a woman and to avoid early pregnancies. She requested us to partner with her co-team mates to deliver this project.



Prior to NDT stepping in, the coaches had no ready training space, balls or bibs. So they improvised and used “jembes’ and ropes to create a playing area in an overgrown grass within the local primary school and used the inner tube of an old ball as a netball.

NDT stepped in to provide netballs and bibs and a small budget for transportation. Then they trained and played almost every day for 3 months on farmland kindly offered by the team matron. Numbers participating grew quickly from a handful to 30 regular girls but later some



boys also started joining in. The main focus was to have fun and learn/discuss about menstrual health and teenage pregnancies. But they also covered Covid-19 myths.

Vidah said “At first the team struggled to convince the community and parents that this was free programme for the participants well being. But eventually we got the message through that there is no monetary benefit other than training on SRHR and engaging their children in netball with the heed of building their character confidence and skills.”

The girls also got the opportunity to play tournaments which motivated them even more to come to training.



We could see the outcomes from this short programme were huge:-

1. The girls trained, made friends and reduced stress levels imposed by the tough financial situations following covid-19 and the pressure of doing household chores which is expected of them. It was a safe space to forget their daily worries.
2. They had suitable netball kit and balls to play;
3. Having had young girls who were victims of early pregnancies and having created a safe environment for them to share their experiences with their peers helped in making our training more practical. We are happy to report that the girls in our program all went back into school in January 2021 with zero pregnancies cases.

4. We have prospect donors who were impressed by the program and offered to donate sanitary towels to the girls and training uniforms.

As a result of the impact of this project Vidah and NDT are now looking/discussing to start a more longer term project in her community with SRH education. What an inspiring individual!

Kenya Sanitary Pad Project

We started this project in 2016, which involved monthly distribution of sanitary pads to 240 very needy girls across eight NDT Kenya partner schools both rural and urban (30 pads per school). The funding of the pad project was mainly from NDT UK who were sending 17,920 KSH (£140) per month. In March 2018 the number of disposal pads distributed dropped to 210 because we started a trial of reusable pads in one school. An additional 16 packets of pads were donated to the female coaches, volunteers and mentors so they could coach effectively. Over 23 NDT volunteers and mentors were involved in this project.



The project ended in December 2020 but we are looking into a new pad project that will include menstrual health education as well as donating sanitary pads. This will be more sustainable and enable us to reach out to a larger number of beneficiaries. We feel it is important they get the education information as well as pads for a more sustainable and long lasting beneficial effect.

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Some of big highlights from the pad project:-

1. The distribution of pads kept girls in school and led to improved academic results of the beneficiaries as well as increased participation and development in netball.
2. Cases of teenage pregnancy were reduced. No cases of teenage pregnancy were reported among the NDT pad beneficiaries.
3. Promoted NDT Kenya and partner schools cooperation because of the regular visits to schools to distribute the pads and to get reports.
4. Dissemination the SRH sessions alongside distributing the pads increased the girls knowledge about menstrual health.

And some of the challenges we are looking to address for a future pad project:-

1. Find a local sponsor/partner to help finance the project.



2. Encourage the use of reusable pads as this was more sustainable but the girls need more training and support on using them properly.
3. Engaging boys. This project was girl centred leaving the boys out.
4. Expand into more NDT partner schools in urban and rural Bungoma.



NDT Kenya Volunteer Induction Workshop (16 January 2021)

In January 2021, with the biggest number of volunteers, mentors and peer educators involved in its history, we used the time to reflect. The team ran a capacity building induction session to ensure everyone had a clear overview of the NDT work in Kenya, share NDT's strategic plan for 2021-2025, share the fundraising plan for the NDT Kenya Centre, help bond the volunteers and build a strong volunteer service mentality and passion for duty and re-energising the team in light of covid-19.



(NDT Kenya Team – Jan 2021)

NDT Kenya Easter rural community project (1-30 April 2021)

The NDT Easter community rural program run in rural Bungoma was aimed at keeping the Kenyan children engaged in their netball and sexual reproductive health (SRH) talks over the first holiday after schools resumed in January 2021 following a long break of corona virus.

18 NDT Kenya volunteers & mentors worked with the children from their communities in rural Bungoma for four days a week in the month of April (1st April - 30th April 2021). The project was implemented in three different parts (Kabkara, Machakha and Kibindoi) with at least four volunteers/mentors involved per location.



Key Easter Project achievements

- (a) Provided an opportunity for mentorship and knowledge dissemination to 350 children on the SRH topic of teenage pregnancy; and
- (b) Enhanced the netball skills of 350 children; keeping them engaged and out of 'trouble'.



NDT Kenya Centre

In July 2020, Joseph Olita submitted a “dream” proposal to build a dedicated netball centre in Bungoma. This was discussed by the NDT UK Board and approval was granted to explore and document the proposal in more detail. In tandem, NDT UK was approached by a potential donor who was looking for a specific project to help fund.

Ghana

Following our 2019 tour in Ghana our partner, Akwaaba Volunteers identified that there was a need for more SRH in schools and the community and to build confidence of the teachers to deliver SRH to students.

Through a relationship with a UK volunteer (who came to Ghana in 2019), Paycare offered us funding for a sexual and reproductive health and netball project in Ghana. This was the perfect opportunity to deliver the project on a larger scale to have an even greater impact on the community. So the team started the process:-

Jan 2021 - March 2021

Working with a group of virtual volunteers Akwaaba Volunteers identified the key areas that were not being taught or considered to be the most important by parents, teachers and students and developed the sexual and reproductive health curriculum

First Teachers Workshop - May 2021 - 2 days

The first teachers workshop was hosted at Burma Camp Garrison Primary school in Labadi. There were teachers from 12 schools present. The workshop was delivered by Nurse Mabel Akpor (Ghana) and Dr Stella Rijks (Holland) and the Akwaaba Volunteers team.

The remainder of the programme took place in the next financial year...watch this space!



DEVELOPING THE CURRICULUM

JAN 2021 - MARCH 2021
Working with a group of virtual volunteers Akwaaba Volunteers identified the key areas that were not being taught or considered to be the most important by parents, teachers and students and developed the sexual and reproductive health curriculum

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SECOND TEACHERS WORKSHOP

JUNE 2021 - 2 DAYS
The second teachers workshop was hosted at LA Salem Junior High School in Labadi. There were 14 schools present. The workshop was delivered by Nurse Mabel Akpor and the Akwaaba Volunteers team.



India

Our programme in India has struggled in this period. We continue to scout for the right partnership to develop our activities.

Pakistan

Our programme in Pakistan has also struggled in this period as we haven't been able to visit them. We hope to reconnect in the coming months, once the pandemic is over.

Tours 2020-2021 and the positive outcomes

No tours took place due to the Covid-19 travel restrictions. It was a huge disappointment to be forced to cancel the planned tours to Ghana (May 2020) and Uganda & Kenya (August 2020) as they are and have been a fundamental element of how NDT operates. It was hard not to be able to unite the UK volunteers with their counterparts in country because of Covid-19, lockdown and a ban on international travel.

Aside from the personal disappointment, it forced NDT to acknowledge its reliance on tours as its main source of income and that we must consider a range of other income stream options to ensure we are better able to cope with disruptive events or market changes going forward. We have advertised for a fundraising strategy volunteer to help us explore and make a more sustainable fundraising plan.

It also helped us consider how best to support the in-country teams from a distance and how self-sufficient they can and should be in the future. Some project based activity was able to continue, but it was understandably limited, and dependent on local COVID health and safety protocols.



In summary, not the year we had planned, but one of reflection and a rare opportunity to do some planning and think about the longer term strategy.

Charity growth and workforce

In the period 1 June 2020 – 31 May 2021 we:-

- Coached 913 kids;
- Worked in 3 communities in Uganda, 3 communities in Kenya and with 26 schools in Ghana. (schools in Uganda and Kenya were closed due to covid);
- Worked with 10 local coaches in Uganda (XSUBA) and 38 coaches in NDT Kenya during this period;
- Trained the first set of 20 teachers from 12 schools in Ghana;
- Recruited 14 new coaches in Budondo and Buwenda districts of Uganda;
- Ran 10 different projects/workshops/events throughout the year.

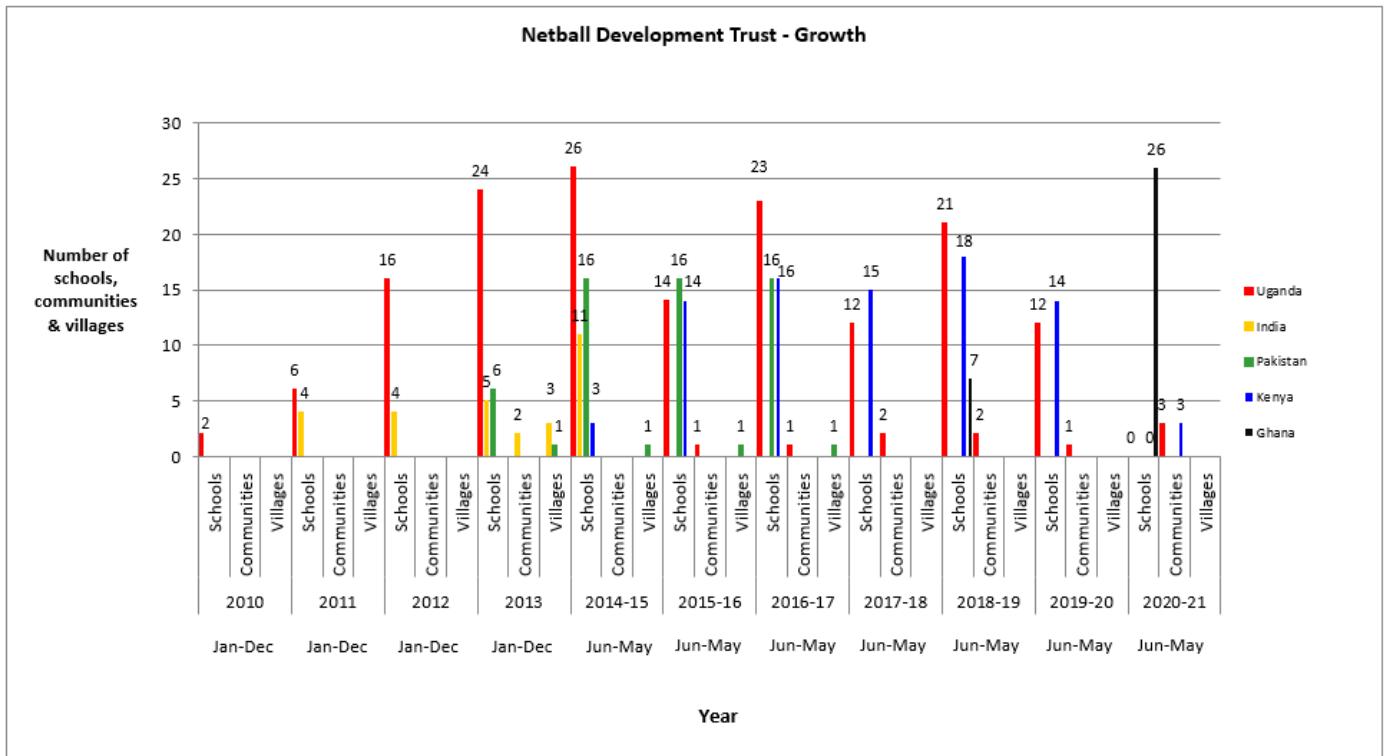
Due to the pandemic and school closures, our in-school project reach was much lower.

All the events/projects/workshops were run by the in country teams with the assistance of external facilitators.

We had limited fundraising opportunities, as we struggled to facilitate any other events and no volunteer tours took place.

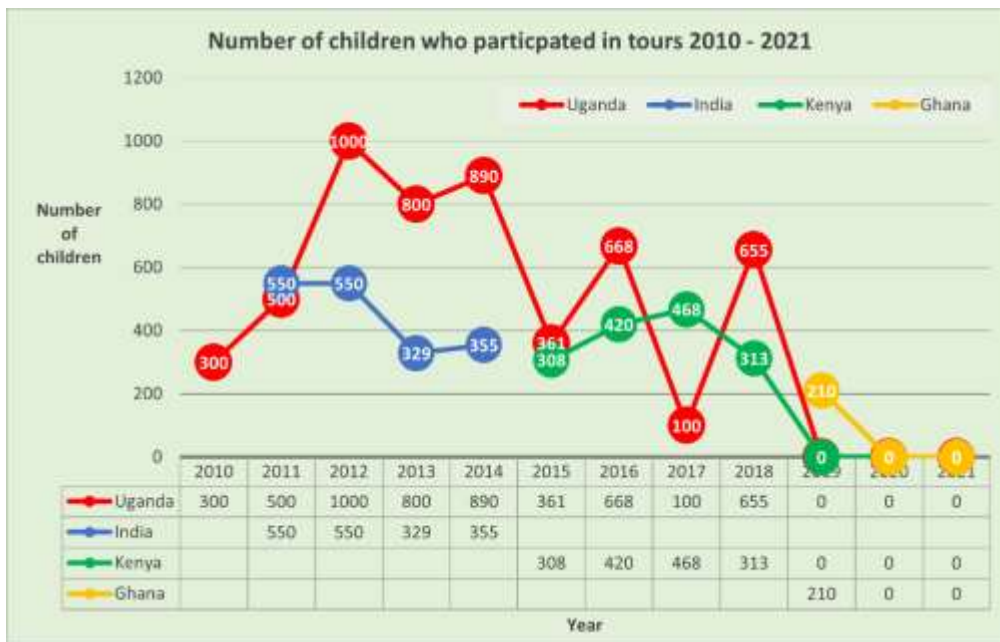
Unfortunately, due to the effects of the year, we had no new UK volunteers other than the core team, as highlighted above. We do, however, have more and more UK volunteers

fundraising for us and collecting kit behind the scenes in their netball clubs, universities and families, to whom we're eternally grateful.



(data collected between July 2010 – May 2021)

NB - The statistics for this period now show how many schools, communities and villages we have worked with over the course of this 12-month period, whereas for the first 3 years it showed the schools with which we worked during tours only.



(data collected between July 2010 – May 2021)

The graph shows participation numbers vary year on year on our tours. This is quite deliberate as NDT focusses its efforts where the need is greatest and where it can yield the most

worthwhile impact. In our experience, smaller more concentrated groups allow for more intensive work and a greater likelihood of sustainable long-term benefit.

Through the stories we receive from all projects, we know we are keeping young people in school, we are reducing bullying around menstruation and gender-based violence, and we are increasing girls' school attendance due to having sanitary pads and better understanding teenage pregnancies. Numbers alone simply do not show this progress. We aim to regularly update our "impact report" to show the qualitative and sustainable benefits, as well as these statistical updates.

Our partners and supporters

We would like to thank all our partners, supporters and donors who provide logistical support, technical expertise, equipment, donations and inspiring advice.

Thank you to: Big Yellow Storage, Paypal Giving Fund (various), PlayNetball, World Netball, England Netball, Tag Rugby Trust, Freedom 4 Girls, X-SUBA, YOUganda, Paycare, Akwaaba Volunteers and to all the individuals and netball clubs who have donated kit and fundraised for us.

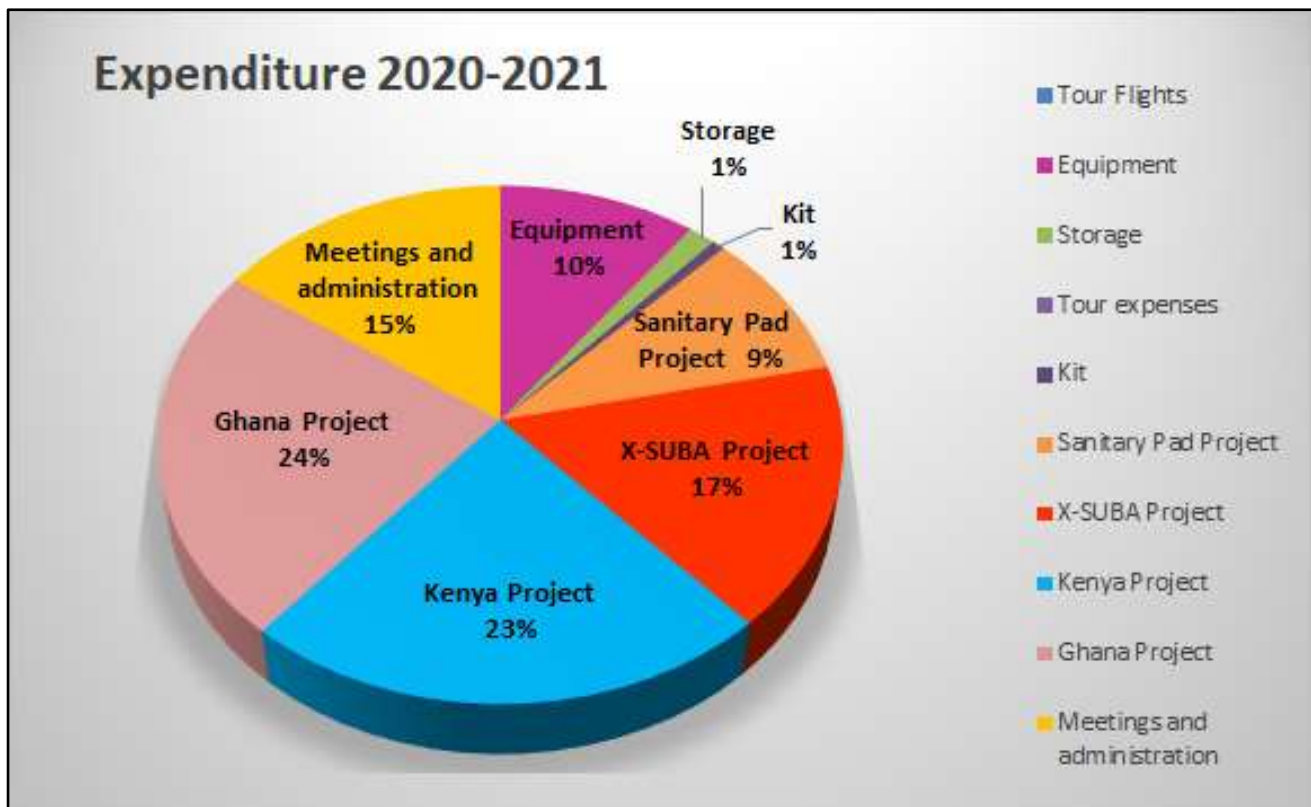


Financial summary

Income:	£
Donations	9,850.30
Tours	0.00
Sales and Fundraising	0.00
Grant	0.00
Income	9,850.30
Expenditure:	
Tour Flights	0.00
Equipment	870.92
Storage	120.80
Tour expenses	0.00
Kit	55.63
Sanitary Pad Project	790.62
X-SUBA Project	1,406.44
Kenya Project	1,960.40
Ghana Project	2,000.00
Meetings and administration	1,299.80
Expenditure	8,504.61
Excess Income for the period	1,345.69

We need to focus on increasing fundraising in order to realise an ambitious vision over the coming years. Currently revenue is generated through volunteers travelling to NDT programmes and through ad-hoc fundraising from generous individuals. However due to Covid-19, no tours or events took place during this period and all our income came from generous donations. Our income rose slightly from last year.

The charts here provide a breakdown of our income and spend for 2020-2021.



Diversifying NDT's fundraising approach is critical to securing a sustainable staffing model that does not exclusively rely on either touring or local volunteers.

We have a big wish list, but here are our top 5:

- Buy/acquire land to develop into court/sports hub and NDT learning centre
- Salary for local in country key staff
- Provide more reusable pads to girls (whether purchased or handmade by the girls)
- Allow teams to meet up (potentially in Uganda) to experience and share learnings cross-projects.
- Provide more kit and equipment for projects and schools

Our future



- ✓ Covid-19 means the next financial year will be different again.
- ✓ Getting projects back up and running after Covid, in a safe way.
- ✓ Supporting the Kenya team to become more sustainable and independent in developing their fundraising plans to build the NDT Kenya Centre.
- ✓ We will apply for grants and funding applications and will take advice on how to best do this.
- ✓ We want to continue developing the growth of netball and offering opportunities for the children and young leaders we work with.
- ✓ We are always looking to expand the UK volunteer network.
- ✓ We will attend training events to learn all we can.

Thank you to everyone who has supported us since our humble beginnings; and a huge welcome to our future volunteers and supporters.

Happy flowers



For more information about us please do not hesitate to contact us.

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