

Celebrating our partnerships

Kusuma Trust
Annual Review 2019



Breaking cycles of poverty and disadvantage
Creating opportunities in education
Bringing vital evidence through research





Welcome from our founders

Investing in communities, health and knowledge

Welcome to our annual review for 2019. Over the following pages, you can read about the charities, community groups, hospitals, schools and individuals we’ve been supporting throughout the year.

For Kusuma Trust, 2019 was about growth. Our grant giving in the UK grew to over £800,000 – that’s double the previous year. We’ve grown our knowledge of new areas we want to work in, such as special educational needs and informal learning spaces. Our own team in London has grown too – we’ve taken on new team members to support our partners as we continue to increase our grant giving.

We’ve also focused on making stronger connections with our local community in London. Over the past year, we’ve gained much joy from being more personally involved with the social investments we make, and working with more partners where we live. We’ve been getting to know our current partner organisations better, and developing relationships with new ones.

We continued to work in Gibraltar, aiming to make a positive difference to society there. As well as supporting local charities and community groups, we encourage individuals to develop skills and knowledge with our Excellence Prize and Professional Development Awards. This year we held the eighth Kusuma University Talks, which provide students with expert advice on applying to university. In addition, we introduced the first interview technique training for highly selective universities and professional courses for aspiring students.

In India we’ve focused on supporting our partner People for Action, as their Transform Schools initiative continues to improve the education of millions more children across the country. An evaluation of the scale-up of the Secondary School Readiness

Programme, an accelerated learning programme which helps students progress so they’re ready for secondary school, is nearing completion as we write this review. The initial results show strong evidence that the programme is improving student learning and has the potential to transform secondary education in India.

Throughout this review, you’ll find personal stories of perseverance, grit and resilience from those who’ve received support. We hope they inspire you, as they have us.

We’d like to thank all our partners, advisers and team members, old and new, without whom none of this would be possible.

Dr Soma Pujari, Co-founder and Executive Trustee
Anurag Dikshit, Co-founder and Chair

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Our work in the UK: strengthening impact

From London's busiest hospital to a forest school in Merseyside, our grants support exceptional partners around the UK. Each one is offering important opportunities for communities and improving quality of life. In 2019, we've been focused on our three key themes: access to opportunities, health and wellbeing, and community and environment. We've developed these areas and built relationships with leading organisations. As we put our learning into practice, we've been awarding grants that we trust will have the strongest impact on people and places – now and in the future.

Access to opportunities

We believe education is key to tackling the poverty and disadvantage that can affect families for generations. The programmes we support mainly focus on providing life-enhancing opportunities for education or employment, such as extra educational support, skills training, work experience, coaching, and volunteering. In 2019, we built relationships with partners in new focus areas: special educational needs and informal learning spaces.

Left: Universify

We continued to support an innovative project to improve the way maths and science are taught in disadvantaged areas of England. We worked in partnership with the **Education Endowment Foundation** (EEF), a charity dedicated to breaking the link between family income and educational achievement. EEF has a network of Research Schools which support teachers to use the most effective teaching methods in the classroom, based on the best available evidence. In July 2019, the maths and science programmes involved approximately 1,200 teachers and reached 160,000 pupils in primary and secondary schools across the Midlands and north of England.

In 2019 in the UK, our grants supported over 169,000 people.

Over 164,000 people benefitted from access to opportunities grants, almost 1,000 from community and environment grants, and at least 1,300 from health and wellbeing grants.

We awarded 22 new grants and 12 ongoing grants totalling over £800,000.

Our work in the UK

Breaking the ‘no job, no experience’ cycle

You can’t get a job because you don’t have any experience. But you can’t get experience until you’ve had a job. Our grant to the **Circle Collective** is helping break that cycle. The charity provides skills training, mentoring and work experience to young people who’re often overlooked by other employability programmes – those who are more vulnerable to experiencing mental illness, or getting involved in crime, or using drugs and alcohol.

Jennifer’s story

“Before I came to Circle Collective I was spending most of my time at home and

struggling with depression. Not being productive wasn’t healthy and it made me feel low all the time.

I was referred to Circle Collective by my careers advisor. I was given help with my CV and went to workshops on confidence building and interview skills, which I really needed and made me feel much better when going for interviews. I had no work experience and Circle Collective helped by giving me experience in their retail store where I learnt about working with customers, using the till and pre-retailing. Being interested in fashion I was also given an opportunity to work on their new women’s clothing line and help out on a fashion shoot. I hadn’t done



anything creative in a while so I had a lot of fun and really enjoyed it.

I now have a job working as a sales assistant at Hawes and Curtis which I was put forward for through Circle Collective’s contacts. They really helped me when I was in a dark place in my life and I just want to say thank you for all the support they’ve given me.”

We awarded a grant towards a new inclusive community and education hub at **ZSL London Zoo**, which is part of the Snowdon Aviary redevelopment. Through the hub’s new programme of activities, at least 7,000 school

students will gain a better understanding of science, technology, engineering and maths (STEM) subjects, and 100,000 people from under-represented groups will get to visit the zoo – particularly those experiencing

disadvantage or people with special educational needs or disabilities. 2019 was the first year of a four-year grant that will be used alongside a National Lottery Heritage Fund grant and ZSL’s own fundraising.

Our work in the UK

Autism Exchange is an employability programme for young people with autism. Run by national charity **Ambitious About Autism**, the programme offers paid work experience in leading organisations for 16 to 25 year olds. Employers also receive training to improve their overall autism awareness so they feel more confident working with people with autism and recognise the skills they bring. Our grant is being used to give employment support to 85 young people with autism, 55 of whom will do work experience. Thanks to the programme, 8 employers and 160 employees will have a better understanding of autism and how to support autistic colleagues.

We continued to fund the Kusuma Sutton Scholars programme which worked with 11 to 14 year olds to raise their confidence and aspirations about further education. Run by the **Sutton Trust**, in partnership with the University of Nottingham, the programme included school visits, university campus visits, project days, and academic guidance. 2019 was the final year of a four-year grant,



Sutton Scholars

which has funded a total of 601 students to go through the programme. Students surveyed felt that participation in the programme helped them to understand what a university is and where they can go to university. They

had found out what being at university is like, had explored subjects you can study, and met new people.

Pathways to STEM is another collaboration with the **Sutton Trust**. The

Our work in the UK



programme is designed to give 16 to 18 year olds from coalfield communities in Nottinghamshire and South Yorkshire the skills, knowledge and confidence to apply for a degree in a STEM subject at a highly selective university. This was the fourth year of a five-year grant which will support 300 students in total. Over 90% of programme participants, who responded to a survey, felt they understood the entry routes into and variety of careers in STEM, and intended to pursue a career in a STEM field.



We gave grants to **St Paul's Girls' School** to support a range of initiatives including:

- The school's bursary programme, so a pupil who would not normally be able to could attend the school for three years.
- Buying a humanoid robot which gives pupils the chance to explore coding, robotics and artificial intelligence, as well as 3-D scanning and printing equipment.

Top: Universify; Left: Living Library, St Paul's Girls' School

Our work in the UK

Small grants, big impact

Our small grants programme was for organisations that support young people from disadvantaged backgrounds into further education or employment. These grants allowed us to join forces with small, community-based charities, or those just starting out – those with the kind of innovative ideas that make a big difference to young people.



Giving World

- **Giving World** runs a skills development programme for young adults with physical disabilities, learning difficulties, or mental health needs. Our grant gave 15 people the opportunity to

take part in workshops on topics including inventories, health and safety, quality control and team leadership. Participants build confidence and gain new skills to help them move on to further education or work. 14 of the 15 attendees reported an increase in confidence and skills by working with Giving World. 12 reported a positive or very positive impact on their life. 14 have continued with further education and 2 are now also working part time.



Yes Futures

- According to their teachers, the biggest barrier to young people's future success is a lack of confidence – something that's even more common among those from economically disadvantaged backgrounds. That's why we gave a grant to the Rising Futures programme, run by charity **Yes Futures**. The programme supports 11 to 16 year olds to boost their aspirations and fulfil their potential with personalised coaching and support. 85% of students felt the programme helped

them become more prepared for the future.

- **Universify Education** is changing attitudes and preconceptions about university. Our grant supported 79 students from disadvantaged backgrounds to attend a summer course at Oxford University, monthly academic coaching, and a GCSE-focused residential course. The programme resulted in a 67% increase in students "very likely" to apply to a highly-selective university.

Our work in the UK

- **Stainforth4All** runs a Help2Work programme for young people in former mining community Stainforth, who are not in education, employment or training. Our grant enabled 22 young people to take part in the Help2Work programme. Participants said their self-confidence, ambition, employability and job search skills had improved as a result
- **Community by Nature** (formerly Sefton Play Council) works with children, young people and adults in disadvantaged areas of Merseyside. We funded two programmes for local 16 to 19 year olds: 'Play Work' and 'Forest School'. 28 learners gained a recognised qualification in basic employability skills or forest school.
- Scotswood in Newcastle Upon Tyne is among the most deprived areas of the UK. Our grant to **Scotswood Natural Community Garden** supported their Branching Out project, helping 16 to 21 year olds gain the transferable skills and confidence they need to move into work or training.



Top: Stainforth4All
Middle: Community by Nature
Above: Scotswood Natural Community Garden

Health and wellbeing

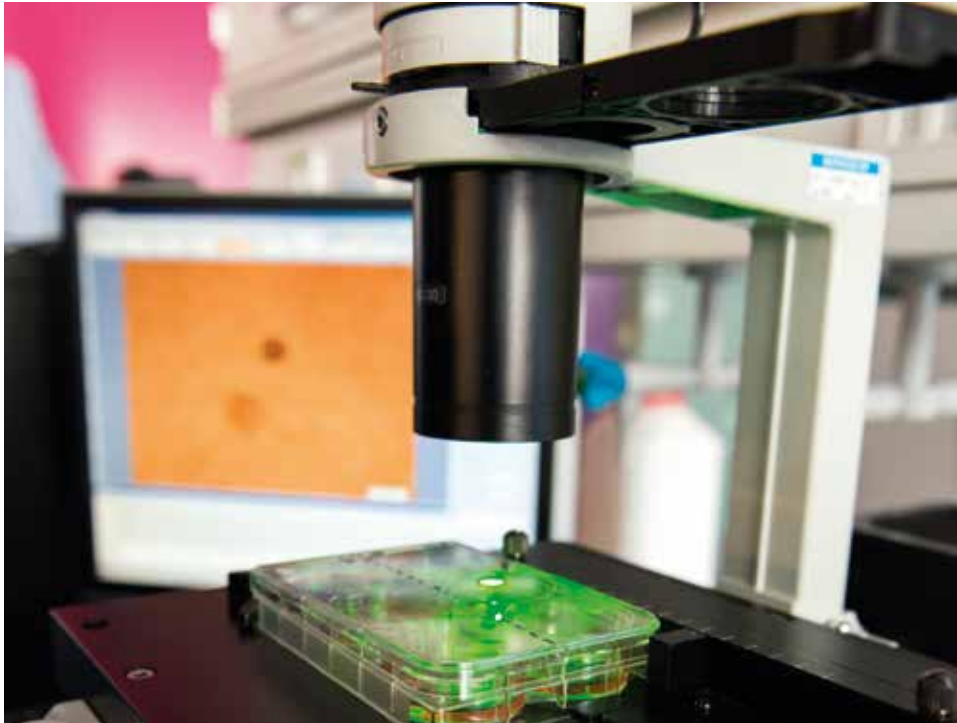
Our grants have been helping London hospitals to improve their facilities and equipment so they can provide better care for patients. In partnership with universities, we've continued to back medical research, particularly into heart conditions.

We supported the **Stevens Group** at Imperial College to help create a potentially life-changing 'plaster for the heart'. 2019 was the second year of our funding for research by Professor Molly Stevens, who's developing a cardiac patch to help tissue repair itself after it has been damaged. Heart attacks can cause severe damage to cardiac tissues. Patients end up suffering even more because these tissues do not repair themselves naturally, and available prescription drugs and therapies are falling short – meaning that cardiovascular diseases are still the number-one killer worldwide. With the limited supply of donor hearts for transplants, cardiac patches are a promising engineering innovation for patients.

Our work in the UK

We gave a grant to the More Smiles Appeal, run by **The Children of St Mary's Intensive Care Charitable Trust**. It helped modernise and expand the children's intensive care unit at St Mary's Hospital in Paddington, London, and will enable them to treat 200 more children each year. Our grant funded two isolation rooms to protect children with low immune systems. These spaces are also somewhere for families to be together at a difficult time, and for parents to speak privately with doctors. Families can personalise the space to make children feel as comfortable as possible during their hospital stay.

Our two-year match-funded grant will pay for a teaching and research facility at the **Chelsea and Westminster Hospital**, as part of their Critical Care Project to renovate the Adult and Neonatal Intensive Care Units (ICU). The new facility will offer a mix of patient monitoring, data gathering and teaching sessions for the ICU's team of doctors, nurses, therapists, nutritionists, psychologists and research scientists.



Top: Stevens group
Above: Chelsea and Westminster Hospital

Our work in the UK

It will also house a psychological support service. Its goal is to reduce rates of psychological distress and improve patient, family and staff satisfaction. Our grant is also helping

fund an overnight room for patients' families at the ICU. Keeping loved ones close at such a stressful time can reduce anxiety and help alleviate conditions like delirium which

affects 80% of ICU patients. The hospital is working with artists and designers to ensure the rooms are warm, welcoming and comfortable, with the best facilities to support families.

Revolutionising heart transplants

Our grant to the **Royal Brompton and Harefield Hospitals Charity** is helping fund their Organ Care Systems (OCS). An OCS is a portable transport system designed to simulate the natural conditions of a functioning heart in a human body. It can preserve a heart for up to 12 hours, taking some time pressure off doctors and meaning organs can be transported longer distances. With an OCS, Harefield can successfully receive organs from Scotland and Northern Ireland. It's revolutionising the success of critical heart transplants and drastically improving the outlook for patients.



Nick's story

Nick suffered with a progressive condition called ARVD for 26 years. In 2018, he was admitted to Harefield Hospital in desperate need of a heart transplant. With a shortage of hearts across the country, he faced a long wait. He spent 10 months as an inpatient at Harefield Hospital – his wife and two young children were over 100 miles away at home in the Isle of Wight. Nick finally received the call that he and his family had been waiting for. He

would get his transplant on his and wife Samantha's 12th wedding anniversary. The donated organ was examined in detail using the OCS to ensure it was suitable. Nick's surgery was a success and he continues to do well. "Thanks to the Organ Care System, I was given a better chance at life by making sure the donated heart was the right match and could be kept in the best possible condition," says Nick. "The care that I've received at Harefield has been second to none. The difference that the transplant and my donor has made to me and my life is amazing. I'm so grateful to the staff at Harefield and to the family of the organ donor for giving me this second chance."

Our work in the UK



Community and environment

One of our aims this year was to bring the benefits of engaging with green spaces to more people, particularly in built-up urban areas of London. We've been supporting projects that improve the environment, bring together communities and have a positive impact on mental health and wellbeing. Our work in this area also focused on improving air quality, particularly around schools.

Improved health and wellbeing. Better social skills. Heightened creativity. These are just a few of the positive impacts of children learning outdoors.

Our grant to **Trees for Cities'** Edible Playground project has transformed the disused churchyard of Christ Church Kensington in West London into a space for children to learn outside, grow food and connect with nature. The project also supplied curriculum resources and training for teachers on how to use the playground.

Left and above: Trees for Cities

Our work in the UK

Two local schools, a nursery and countless members of the community are benefitting from the new garden, which has contributed towards positive outdoor educational experiences and good health and wellbeing for pupils.

Our partnership will fund projects that create and use local green spaces, bring people together, and promote the benefits of gardening.

We supported a second **Trees for Cities** project tackling the problem of harmful air pollution by improving schools' outside spaces. The Planting Healthy Air in Schools programme plants trees and vegetation, and installs 'green screens' (plants which act as a barrier to some of the nitrogen dioxide from diesel vehicles) with the aim of reducing air pollution. They've also installed 'diffusion tubes' in the schools' grounds to measure air pollution levels.

Pupils will change the tubes each month, helping them learn about the impact of air pollution and the difference these plants have made. Our grant will benefit pupils from Christ Church Bentinck School and Tudor Primary School, which are both near busy A-roads.

The Kensington and Chelsea

Foundation supports local charities in the borough. We partnered with them to fund projects that encourage the creation and use of local green spaces, bring people together, and promote the benefits of gardening. The support will allow them to invest in projects that might otherwise struggle to secure funding. Four green space projects that are improving people's physical and mental health so far are:

- **SPID Theatre Company**, which provides free weekly gardening sessions. The grant funded 250 hours of communal gardening activities, contributing to the increased physical and mental wellbeing of over 200 local people and a decrease in antisocial behaviour around the garden.
- **The ClementJames Centre**, which is using the grant

to develop its community gardening project. It aims to improve the mental and physical health of 250 participants by providing nutrition and gardening courses, gardening groups and trips. The project will also reduce social isolation and improve residents' nutrition.

- **St Mary Abbot's Rehabilitation & Training (SMART)**, a project involving clearing and re-planting an overgrown garden for 30 residents of all ages. Over the year, the project is anticipated to improve the participants' mental and physical health, while over 200 people will benefit from having access to a pleasant communal space.
- **Full of Life**, which is expanding its gardening activities to develop a cut flower, individual plant and bee-keeping project with the community. The project aims to develop the confidence and gardening expertise of 25 young people with disabilities and build links with other local community organisations through flower donations. It also creates an opportunity for participants to engage with the wider community by selling flowers, plants and honey.



Getting out in the garden

In 2019, we partnered with **Thrive on their employment programme, Working it Out, which uses gardening to improve health, wellbeing and job prospects. At Thrive's garden in Battersea Park, trained horticultural therapists work with people living with disabilities or ill health, or who are isolated, disadvantaged or vulnerable.**

Sharon's story

Sharon had experienced depression and anxiety for several years. She reached out to Thrive after she had been off work for seven months and

day-to-day life had become overwhelming.

"I felt very low most days. Depression had taken over," says Sharon. "My life was filled with very harsh and upsetting moments."

Sharon wanted to move forward. As she already had an interest in gardening, she contacted Thrive and joined the women only Working it Out programme in early April 2019. Since then Sharon has thoroughly enjoyed working in the garden with other women in the group. She has formed connections with people who understand her

struggles and her confidence has grown.

Sharon has returned to work and, with support of her employer, she's continued to attend the women's group once a week, using her annual leave. She has also completed a City & Guilds Certificate in Practical Horticulture Skills.

If Sharon hadn't found Thrive when she did she believes that her life would still be going around in a vicious circle of depression and anxiety. "Thrive has broken the circle and I've now become more adventurous," she says.



Random Acts of Kindness Grants

In December, as the festive season begins, we make Random Acts of Kindness Grants. These are one-off donations of £10,000 for not-for-profit organisations whose work we want to recognise. Our staff and trustees each nominate a charity to support, anonymously.

In 2019, we gave the following Random Acts of Kindness Grants:

Action for Refugees in Lewisham – helps refugees and their families settle and adapt into the community.

Akshaya Patra Foundation UK (TAPF) – serves nourishing meals for children from low-income families, as well as homeless people and seniors.

Art Against Knives – works in London’s most isolated communities, co-designing creative spaces with young people to give them opportunities. These include a music studio and nail bars.

Left: Chefs in Schools

Chefs in Schools – trains cooks to work in schools, encouraging healthy eating by involving children in the kitchen and incorporating cooking into the curriculum.

Dyspraxia Foundation – gives advice and support for individuals and families affected by developmental dyspraxia.

Ebony Horse Club – teaches riding and horse care. They mentor children, improving confidence and wellbeing.

EHE Rare Cancer Charity (EHERCC) – supports patients affected by EHE, an extremely rare and unpredictable form of cancer.

Growth – supports homeless people in Tower Hamlets, including an emergency night shelter and help to find long-term accommodation.

Palace for All – provides services for children with physical and learning disabilities, including an inclusive space where children can meet, play and learn.

Play For Progress – provides therapeutic and educational

arts programmes to unaccompanied minor refugees in London.

Regenerate – works with young people and families in Roehampton and estates across London, helping keep communities safe and providing them with tools to create bright futures.

Shropshire Youth Support Trust – runs enterprise centres for disadvantaged young people to start and run a profitable business.

We look forward to hearing how these small charities supported the communities in the coming year.

These are two of the charities we gave to in 2018:

For Jimmy, an organisation that provides ‘safe havens’ where young people can go if they feel in danger.

Homeless Action Barnet, which provides homeless people with advice and support, as well as healthy meals, clothes, showers and access to medical services.

“It was nice to have the opportunity to input as to where money was donated. Much like the family, I was keen to give something back to my local area, and For Jimmy are well known around Lewisham. It was a chance to feel I could make a difference to a relatively small charity. One of the reasons I chose them is they focus on creating safer and more peaceful communities by understanding the root causes of violence, confrontation and anger.”
Kusuma Trust staff member

“It was a real privilege to be able to make a grant to an organisation whose work I have admired locally and who are relatively small, but making a big difference to people who access their services. I chose the organisation as I have known about their work for a long time and they are dealing with an issue that I see on a daily basis – and seems to be growing. I believe local grass roots charities can make a real difference to people’s lives for issues like this.”
Kusuma Trust staff member



Our work in Gibraltar: local support

In 2019, we continued to invest in Gibraltar, making grants to local charities and cultural events, and supporting educational development for school children. We also encouraged local people to fulfil their potential through our Professional Development Awards and Excellence Prize. Kusuma Trust Gibraltar implements and manages grants awarded in Gibraltar.

Inspiring young minds beyond the classroom

Kusuma Trust Gibraltar's education programmes are all about giving young people new experiences which help them develop skills and knowledge outside of the classroom. We partner with organisations that share our aims and offer the best opportunities.

We awarded a match funded grant to **CYE-CYL** (Change Your Energy, Change Your Life) to support their three-week Summer Challenge programme. The 16 to 20 year olds who took part gained the practical skills and confidence,

Left: BrightMed

drive and ambition necessary to find jobs or further education.

After the challenge, participants were offered one-to-one sessions with mentors to help them make contacts and find work placements. Last summer, 20 students completed the course.

Young Enterprise Gibraltar has been helping students build workplace know-how, knowledge and life-skills for more than a decade. 2018/19 was the first year of our three-year grant to the charity, which will support their operating costs and benefit more than 3,000 students over the duration. Initiatives include their flagship Company Programme, which supports 16 to 17 year olds to

In 2019 in Gibraltar, our grants benefitted over 1,750 young people.

We awarded 6 Excellence Prizes, 12 Professional Development Awards, and directly supported and worked with 12 charities.

We supported a series of events attended by over 5,000 people.

The grants we awarded totalled over £145,000.

Rock Defenders: Gibraltar's Cyber Challenge



We want to see Gibraltar's students equipped with the skills they need to work in technology and cyber industries. Last year, we gave a grant to fund the development of **Rock Defenders**, a digital game that will be used as a teaching aid in schools.

Stewart Harrison, Head of Physics at Bayside Secondary School,

started the project. He hopes the competition will encourage local students to continue the journey to become the next generation of cyber experts.

"The Rock Defenders Challenge was designed to show comprehensive school students the types of digital jobs and roles that exist in Gibraltar. It is aimed at 11 to 13 year olds, and over 1,000 students will take part.

The challenge involves a variety of tasks, ranging from basic cyber security skills such as identifying phishing emails, to investigating scenarios using databases or securing an office network. The nine tasks, which will be rolled out over three weeks, also vary in difficulty.

We aim to see a number of things in the students who take part:

- a better understanding of career prospects which are more technology orientated
- greater uptake of GCSE computer science and other STEM related subjects
- a better understanding of digital skills in general.

Not everyone has to pick a career in the field, but they should all have an awareness and understanding of digital technology. Rock Defenders helps make this happen."

set up and run a company, taking an idea or product to market. In 2019, the Ambient Project was named best company in Gibraltar's Company Programme competition. The project aimed to educate young children about the environment and how small changes in lifestyle actions can lead to a better world.

The biannual **Kusuma University Talks** provide local students with expert advice on applying to university and how to prepare for the world of work. In 2019, more than 400 students took part. Topics covered included how to choose



Kusuma University Talks

the right university and course, how to write an excellent personal statement, coping with life away from home, tips for success, and dealing with setbacks and failures. We also ran the first Kusuma University Interview Workshops, where 50 secondary school students were offered one-to-one sessions to boost their interview skills.

Rewarding excellence and encouraging professional development

When you're just starting out, being recognised and

More than 400 students took part in the Kusuma University Talks.

rewarded financially can make all the difference for a successful future. That's why we continued to give grants to young people towards their education. We also supported people working in Gibraltar to take professional development courses that will have a positive benefit to the local community.



Interview Workshops

Our work in Gibraltar

Sanya Chhugani received our Excellence Prize in 2019. She's studying for a Masters in Materials Science and Engineering at Loughborough University.



"I'm extremely thankful for the Excellence Prize from Kusuma Trust. It has given me the flexibility to get involved in as much as I

can at university, as well as the financial reassurance to be able to focus fully on my degree.

I'm involved in many fundraising initiatives and have been invited to the Birmingham RAG Conference. When I'm there, I can network with different charities in the UK. I'll attend workshops that'll help me learn more about charities, raising money and other valuable skills. Again, the

Excellence Prize has helped me as I must fly to the UK for the event.

I also took a course to qualify as a STEM Ambassador. Encouraging young children, in particular girls, to consider a career in STEM is very important to me, as when I was younger, I wasn't aware of all the amazing career opportunities available in this field."

Our Excellence Prize celebrates Gibraltar's most inspiring students, rewarding hard work and academic excellence. The one-off £3,000 prize is an incentive for high achieving students to have the best possible opportunity to study their chosen subject at top universities.

In 2019, we awarded six prizes for students to take up the

following university places:

- BA History at the University of Cambridge
- BA Geography at the University of Cambridge
- MB ChB Medicine & Surgery at the University of St Andrews
- MSc Mathematical Finance at the London School of Economics
- MBBS Medicine at St George's University, London

- BSc and MBBS Medicine at the University of St Andrews

We selected seven successful applicants and funded their chosen professional development courses, which were:

- Family Specialism Training Programme (Mediation)
- Postgraduate Certificate in Special Education Needs

Our work in Gibraltar

Speech and language therapist Kayleigh Martinez received a Kusuma Trust professional development grant to support her while she studied for a Postgraduate Certificate in Assistive Technology for Communication and Learning.



"Ultimately, the grant from Kusuma Trust has enabled me to improve the service I provide. As a speech and language therapist working in

the Gibraltar Health Authority, I have encountered children with an array of needs and complexities. The more I worked with them, the more I realised I needed to think outside the box and delve into the specialist area that is complex needs.

The Assistive Technology course was perfect for this. But it meant frequent trips to the UK and paying for books and materials. Had it not been for Kusuma Trust's generous grant, I wouldn't

have been able to cover these costs.

As a result of the course, I feel I've grown massively as a therapist and have already been able to implement many new ideas. This has helped some children I work with to participate in activities in ways they've not been able to before. I know this is only the beginning – in time, I'll be able to turn even more of my learning into action."

- Challenges of non-medical prescribing in cancer care
- Advanced Diploma in Psychology and Counselling
- Certificate in Dyslexia: Literacy, Support and Intervention
- Postgraduate Certificate in Assistive Technology for communication and learning – travel and accommodation
- Accredited Neuro-Linguistic

Programming Practitioner Training

We also supported the following two charities with professional development for their staff:

- **Citizens Advice Bureau** – the award will cover the costs of two staff members travelling to the UK and training to become

Child Inclusive Mediation Practitioners.

- **Clubhouse Gibraltar** – three representatives of the mental health charity will be funded to visit Clubhouse Headquarters for two weeks of strategy, engagement and best-practice sharing. They'll use their skills in Clubhouse Gibraltar's brand-new premises.

Our work in Gibraltar

Supporting community groups and charities

Local not-for-profit organisations make a hugely valuable contribution to our society. We continued to support a range of community groups and charities, funding events and local projects for the benefit of everyone who lives and works in Gibraltar.

We partnered with the BrightMed World Music Festival – a major event in Gibraltar’s cultural and educational calendar. The festival is a week-long programme of cultural, community and educational events that involves films, talks, conferences, exhibitions, street parties, concerts and speeches. Inspirational world musicians,

artists and special guests share their talents with Gibraltarians and visitors of all ages. This was the first year of our three-year grant to **BrightMed**.

We were one of the supporters of the **Gibraltar Dyslexia Support Group’s Diversity and Inclusion Seminar** in September 2019, which explored how people with dyslexia can be a positive benefit to business. The seminar resulted in the Gibraltar Government signing up to the Made By Dyslexia pledge. This commits them to recognising dyslexia as a different and valuable way of thinking, and to providing diagnostic tests and supportive technology so that people with dyslexia can reach their fullest potential.

Our funding for the **Gibraltar Youth Service** enabled 14

young people, from less advantaged socio-economic backgrounds, to take part in a five-day cultural visit to London. The group of 12 to 15 year olds earned their place on the trip by committing to a programme of community work, which included organising public events, taking part in street and beach clean ups, and preparing and delivering winter food hampers to local people.

In 2019, we also:

- Helped musicians develop their talent with a grant towards an electric piano for the **Gibraltar Academy of Music and Performing Arts**. The instrument is being used daily by students ranging from four years old to adults, for music practice, exams and performances.

Below: Knit Gibraltar



Our work in Gibraltar

- Contributed to a professional coffee machine to be used to train members of **Clubhouse Gibraltar**, a work-based programme which provides opportunities for people with a history of mental health problems.
- Made a donation so that **Knit Gibraltar** could buy yarn. The group offers local people vital companionship and support as they get together to knit and crochet. They donate the blankets, hats, and children’s clothes they make or use them to raise funds for local charities.

Top: Gibraltar Academy of Music and Performing Arts
Right: Gibraltar Dyslexia Support Group

Call for proposals

We’re strengthening our giving in Gibraltar and are open to proposals for projects that benefit the community. You can find out more about this at www.kusumatrust.org/gibraltar/grants





Our work in India: Transform Schools

Our partnership with Kusuma Foundation in India came to an end in 2018 and their core team began their journey as a new, independent organisation Transform Schools. This year, we've focused on supporting the Transform Schools initiative, which continues to build on programmes initiated by Kusuma Foundation to improve the education of millions more children across the country.

There is still a lot of work to do to make sure young people in India are getting the education they need. The Transform Schools initiative is working within the government school system to make sure children can reach a level of learning that is appropriate to the class they're in. They're strengthening school governance, helping teachers develop professionally, and supporting State education departments to make improvements to the education system.

Transform Schools is continuing with work initiated by Kusuma Foundation, including:

- **Transform Learning Improvement Programme** (previously called Secondary

Schools Readiness Programme) an accelerated learning programme which uses a combination of teacher training and interactive resources to help students progress so they're ready for secondary school.

- **Teacher Professional Development Programmes** – subject specific training, skills development and resources.
- **Training for School Management and Development Committees and head teachers**, on topics such as writing school annual plans and academic leadership.

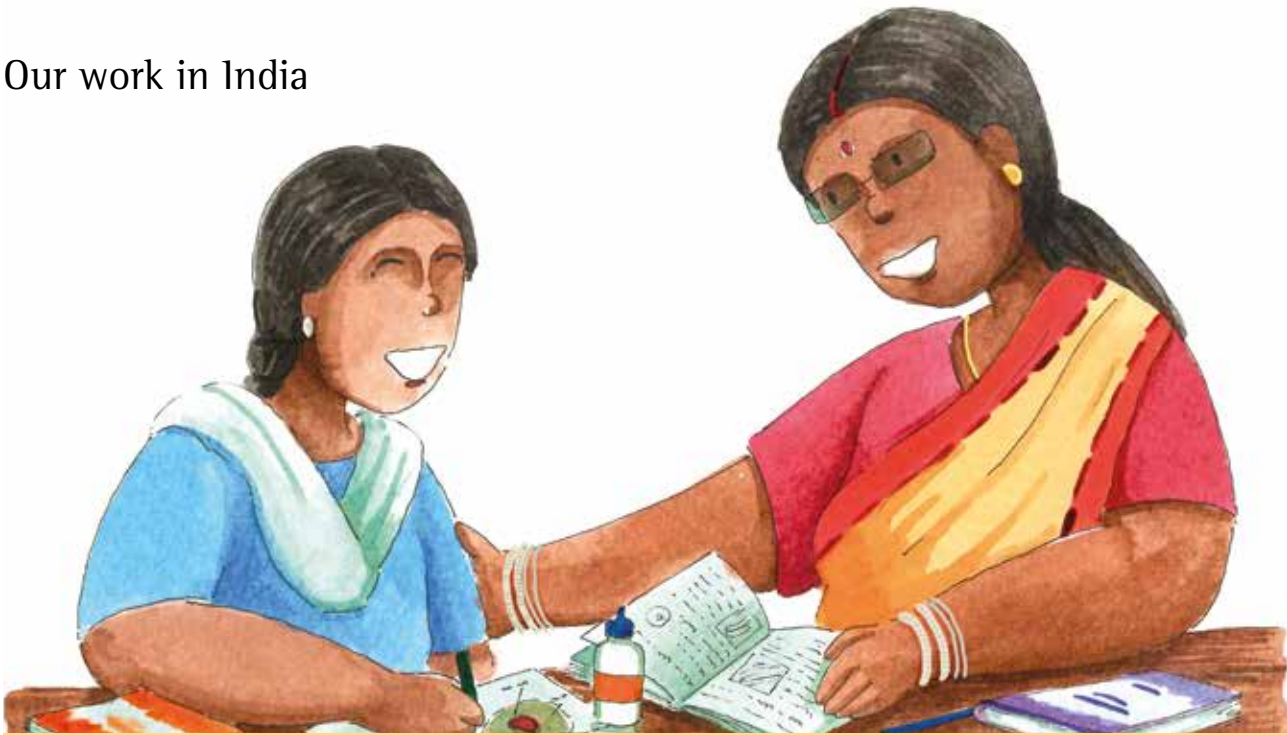
Our 2019 grant to Transform Schools is supporting them to

In 2019, we gave 2 new grants to charities in India.

Beneficiaries included more than 70,500 schools and head teachers, 111,000 teachers, and 2,348,000 students.

The grants we awarded totalled £476,317.

Our work in India



Transforming science lessons

Most students at SDS Nodal Girls High School in Sambalpur, Odisha, are first generation learners from urban slums surrounding the school. When they join the school in Class 9 they often have difficulty with the syllabus as their learning levels are very low. With no laboratory or other learning tools it was difficult for teacher Madhurima Panigrahi to generate interest or explain concepts – until the school started to work with the Transform Schools initiative.

“I was trying my best to teach my students but I realised early on that they were unable to benefit from my classes. In fact, most of my students hated Science classes. I spoke to several of them, and understood that they were not able to ‘visualise’ what I was teaching. It was too abstract for them. Fortunately, things began changing once our school got an Information and Communication Technology (ICT) laboratory and started to work with Transform Schools. Their programme helped us understand and gauge the existing learning levels of our students. We became aware of the learning gap that our

students were facing, and offered tailored support to them through Transform’s accelerated learning programme. I realised that all the experiments in our syllabus are now available in audiovisual formats on the internet. I began using our ICT laboratory regularly to show various experiments to my students. I saw a positive change in their response. I then created a library of videos for each topic in the syllabus.”

Madhurima Panigrahi, Teacher

Our work in India

deliver and expand this work, helping break the cycle of poverty and giving young people more opportunities for the future.

Reaching more teachers and pupils

In 2019, the number of districts in Odisha in which Transform Schools is working increased from 15 to 30. As well as the accelerated learning and professional development programmes, schools also took part in library improvement programmes, which provide resources and training to improve how schools use their libraries.

Our grant meant Transform Schools could work with even more State governments and

support even more young people across the country. In 2019, they worked in three new States: Chhattisgarh, Haryana and Himachal Pradesh, as well as Odisha. Across the four States, they reached: 2,348,785 students; 111,094 teachers; and 70,505 schools and head teachers.

At Kusuma Trust UK, we also offered advice and research to enable Transform Schools to attract more sources of support and grow their organisation. The organisation has really taken off and was selected to take part in the N/Core accelerator programme, which aims to ‘nudge top talent to solve India’s biggest challenges’. They were also chosen to receive a package of training from the Dasra Social Impact Leadership Programme.



“We enjoy Madhurima Ma’am’s classes especially when she takes us to the ICT lab. I love how everything we merely read in our textbook comes alive on the screen!” Student

Improving end of life care

The **Sparsh Hospice** in Hyderabad provides medical care and emotional support to people with terminal cancer and their families. Accommodation, food, medical and professional services, and medications are all free.

With just 12 beds, the hospice has already provided care to over 2,500 patients. They want to expand to 70 beds to meet the needs of the people in Hyderabad. In 2019, Kusuma Trust UK gave a grant towards this new facility.

Construction has started on a modern environmentally-friendly building, with a mix of single rooms and wards. The facility includes green open spaces, a dining room, games room and an auditorium for conferences and movie screenings for patients and their families.



Our research

We continued to work on pioneering research and evaluation projects, aiming to improve educational outcomes in India and the UK. These projects provide vital evidence to inform interventions and influence policy. Our key research findings were widely disseminated in both countries.

Research in India

Between 2013 and 2018, our partners in India, Kusuma Foundation, ran the Kusuma Schools Partnership Initiative, a holistic school improvement programme in 50 government secondary schools across Sambalpur in Odisha and Hardoi in Uttar Pradesh. We commissioned independent education researchers **Collaborative Research and Dissemination (CORD)** to evaluate the programme, to help identify lessons learned from delivering this ambitious experiment.

Students enjoyed the interactive teaching styles of Kusuma's Volunteer Teachers.

The evaluation, completed in 2019, highlighted the achievements and challenges of working with government partners, teachers and students to improve the secondary education system. These included:

- Students enjoyed the interactive teaching styles of Kusuma's Volunteer Teachers, who were trained
- The governance training programme helped school governing bodies to be better informed about their roles and responsibilities.



Our research

- Head teachers had a pivotal role in supporting community members to participate in school governance, but most schools needed post-training support to put new learning into practice.
- Evidence showed that, overall, when students took part in the Secondary School Readiness Programme (now called Transform Learning Improvement Programme) their test scores improved. This suggests that the Kusuma School Partnership Initiative has succeeded in improving student learning.

In 2018, we were excited to fund **J-PAL South Asia**, a global research centre, to conduct a two-year evaluation of our Secondary School Readiness Programme (see page 27 – this initiative is now called the Transform Learning Improvement Programme).

Our grant funded a pilot study in year one, which was completed in March 2019, and a full randomised controlled trial which started in July 2019. The main aims of the research are to rigorously evaluate the impact of the programme on student learning and to look at how cost effective it is.

The Secondary School Readiness Programme has a positive impact on secondary level learning.

Results from the pilot study showed the learning gains detailed in the chart on page 33.

The full randomised control trial, which is underway, involves 300 secondary schools in two districts in the State of Odisha. Results from the full study will be available in summer 2020.

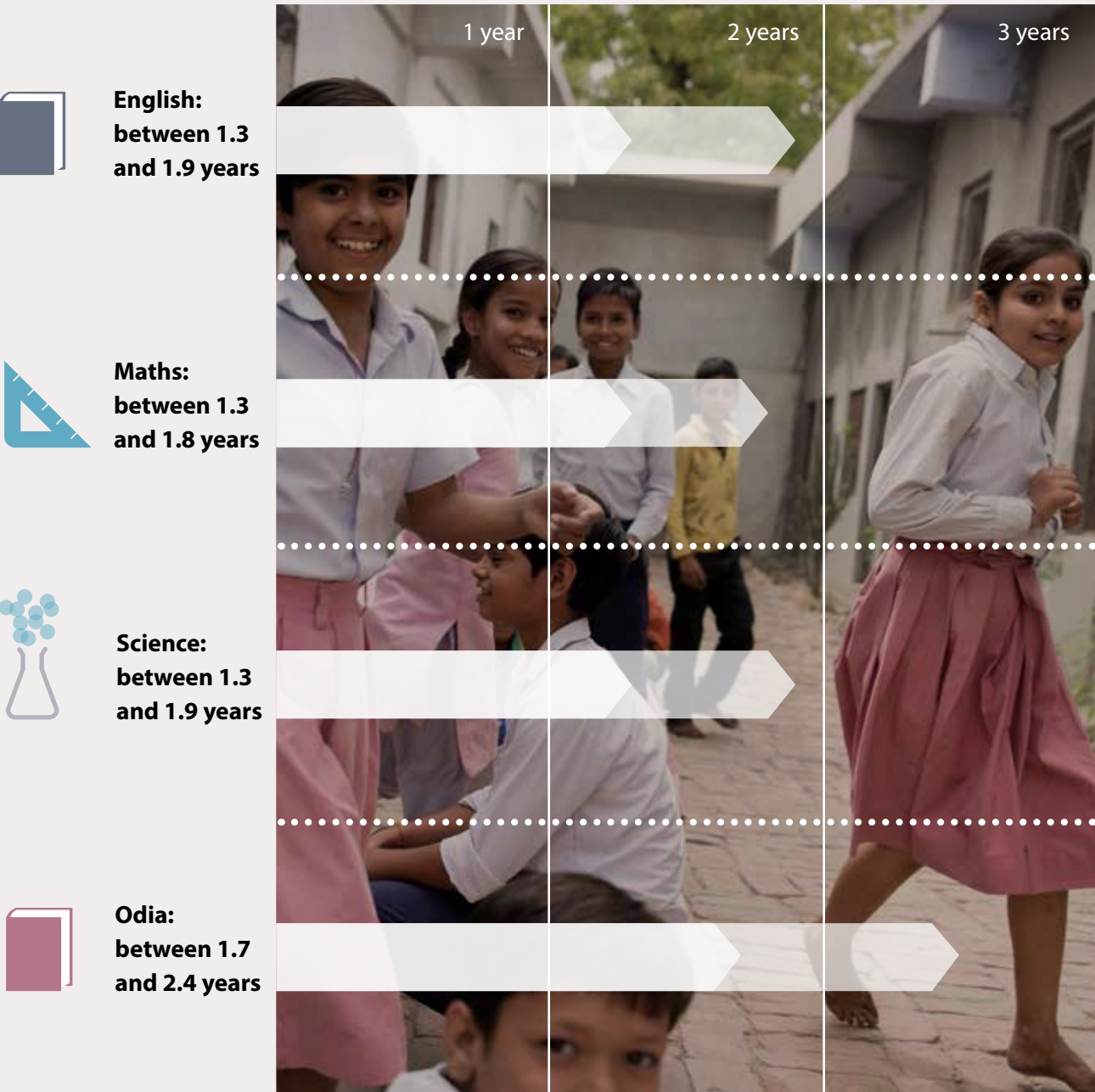
The initial results show, the programme has a positive impact on secondary level learning, and we are optimistic that this can be replicated across India, and beyond.

Our high-quality research and evaluation studies have helped give Transform Schools programmes (see page 27) credibility with State governments and attract new funding partners.



Our research

Secondary School Readiness Programme
The graph below shows the equivalent learning gains, in years of typical progress in school, made by students who participated in the programme. Data was collected and analysed as part of a pilot study in partnership with J-PAL South Asia.



Our research



Our research

Research in the UK

Air pollution, road safety and cost of travel are already huge concerns in London. Our grant to **Centre for London** is funding research and guidance that will help build the foundations for a greener more adaptable London. Aimed at developers, planners and architects, the project will report on the challenges of planning and designing large scale developments and new ways of moving around the city.

We commissioned the **Education Endowment Foundation** (EEF) to undertake a review of the evidence on ‘what works’ in teaching children with special educational needs or disabilities (SEND), to inform the development of guidance with clear recommendations.

In 2019, academics from the Centre for Educational Development, Appraisal and Research (CEDAR) at Warwick University completed the evidence review. An advisory panel of teachers, research specialists and other experts

Left: Centre for London

then contributed to a guidance report for all primary and secondary mainstream schools in England, due for publication in March 2020. We hope the guidance report will help schools to narrow the attainment gap between pupils with SEND and other pupils, and reduce the high number of pupils with SEND who are currently excluded from school.

International research

Thanks to our research grant, education charity **Afghan Connection** was able to demonstrate its success in helping thousands of children gain access to education in remote areas of Afghanistan. The charity’s research partner, the Swedish Committee for Afghanistan’s Monitoring and Evaluation Unit, carried out a survey of students, parents, teachers, the School Management Council, community members, and the government authority in the district.

Results showed there has been an 87.5% increase in school

enrolment in community-based education since 2011 when Afghan Connection started working in Worsaj district – 75% of school-aged children are now in school. 70% of students interviewed said they would continue their education after completing grade 12 (16/17 years old) – only 2% said they would not. The surveys showed that, while there are still plenty of challenges for young people trying to complete their education, more students are doing so and going on to further education than were before the initiative, particularly girls.



Afghan Connection

Our grants in numbers

Grants awarded by Kusuma Trust UK

1 January 2019 - 31 December 2019


	£		£
UK PROJECTS		INDIA GRANTS	
Action for Refugees in Lewisham	10,000	Transform Schools (People for Action)	454,742
Ambitious about Autism	18,622	Rotary Club of Banjara Hills Charitable Trust	
Art Against Knives	10,000	(Sparsh Hospice)	21,575
Centre for London	22,500		476,317
Chefs in Schools	10,000		
CORD	13,272	GIBRALTAR GRANTS	
Chelsea & Westminster Hospital	150,000		
Dyspraxia Foundation	10,000	Kusuma Trust Gibraltar	197,968
Ebony Horse Club	10,000		197,968
Education Endowment Foundation	41,940		
EHE Rare Cancer Charity	10,000	Total	1,480,990
J-PAL South Asia	107,036		
Palace For All	10,000		
Play for Progress	10,000		
Regenerate	10,000		
Royal Shakespeare Company	10,000		
Shropshire Youth Support Trust	10,000		
St Paul's Girls' School	30,000		
Sutton Trust	166,335		
The Akshaya Patra Foundation	10,000		
The Royal Brompton & Harefield Hospital	60,000		
The Stevens Group	12,000		
The Zoological Society of London	25,000		
This is Growth Ltd	10,000		
THRIVE	15,000		
Trees for Cities	15,000		
	806,705		

Our grants in numbers

Grants awarded by Kusuma Trust Gibraltar

1 January 2019 - 31 December 2019

	£		£
GRANTS TO INSTITUTIONS & PROJECTS		GRANTS TO INDIVIDUALS	
Change Your Energy - Change Your Life	5,000	University and Excellence Scholarships	24,600
Gibraltar Dyslexia Support Group	1,500	University Talks for Students	10,914
Gibraltar Cyber Challenge -		Professional Development Awards	17,930
Rock Defenders	10,000		53,444
Knit Gibraltar	1,000		
Gibraltar Academy of Music and Performing Arts	980	Total	146,524
Clubhouse Gibraltar	600		
Gibraltar Youth Service	4,000		
Young Enterprise Gibraltar	20,000		
Gibraltar World Music Festival	50,000		
	93,080		



“To give away money is an easy matter and in any man’s power. But to decide to whom to give it and how large and when, and for what purpose and how, is neither in every man’s power nor an easy matter.”

Aristotle



Trustees

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Page 11: David Guttridge (top)
Page 26, 28, 29: Transform Schools and
Labonie Roy (illustrations)
Page 30, 31, 32, 33: Sam Strickland
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