

**Leonard Cheshire Disability Zimbabwe Trust
2013 Annual Report**



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LIST OF TRUSTEES

Leonard Cheshire Disability Zimbabwe Trust (LCDZT) is run by a diversified board of trustees comprised of:

1. Mr. Clemence Muzondo, Chartered Accountant (**Chairman**)
2. Mr Godfrey Sibanda, Lawyer (**Vice Chairman**)
3. Mr. Solomon Magede, Banker (**Honorary Treasurer**)
4. Mr. Wisdom Choto, Engineer
5. Mrs Molly Dingani, Banker
6. Mr. Mike Juru, Real Estate Consultant
7. Mr Maxen Karombo, Chartered Marketer
8. Mr. Amato Machikicho, Physiotherapist



Zimbabwe Trust

Leonard Cheshire Disability Zimbabwe Trust (LCDZT) (formerly known as Leonard Cheshire Homes Zimbabwe) is a non-profit organization registered in Zimbabwe working for and with children and youths with disabilities. LCDZT was founded in 1981. It is a member of the Leonard Cheshire Disability Global Alliance, which has national offices in 55 countries across the globe. Through various programme interventions for people with disabilities (PWDs) and their families, LCDZT ensures access to quality rights based education, health and rehabilitation services that improves wellbeing and promotes inclusion in the society to enable them to live a life of dignity and respect.

We Believe

People with disabilities as rights holders should have equal access to opportunities in every aspect of life in order to discover themselves, understand their environment and exercise through greater participation control over affairs that affect their lives, and take decisions that build on the positive aspects of their situation to shape their future.

Our Vision

‘A society in which every child and youth with disability can enjoy their rights and has the opportunity to fulfil their potential’

ACRONYMS

CWD	Children with a Disability
CYWD	Children and Youth with a Disability
DCA	Direct Child Assistance
DPO	Disabled People's Organization
DSO	Disability Service Organisation
IE	Inclusive Education
LCBL	Little Children of the Blessed Lady (Catholic Nuns)
LCDZT	Leonard Cheshire Disability Zimbabwe Trust
MoPSE	Ministry of Primary and Secondary Education
NASCOH	National Association of Societies for the Care of the Handicapped
PO	Partner Organization
PWD	Persons with Disabilities
YV	Young Voices (referring to groups of youth with disabilities)
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNICEF	United Nations Children's Fund

FROM THE EXECUTIVE DIRECTOR'S DESK

We have once again come to the end of yet another exciting year. The year registered great developments for disability issues globally, as a nation and for us as an organisation. Heads of State and Government, gathered at United Nations Headquarters in New York on 23 September 2013 to reaffirm the resolve to work together for disability-inclusive development and the commitment of the international community to the advancement of the rights of all persons with disabilities. The meeting themed, 'The way forward, a disability-inclusive development agenda towards 2015 and beyond,' brought to the fore that disability is a development issue. As a country great strides were seen in the ratification of the United Nations Convention on the Rights of Persons with Disability (UNCRPD) and the adaptation of a disability sensitive national Constitution.

As an organisation, most important to us are the life changing milestones that were registered in this year. The expansion of the Inclusive Education programme and the coming on board of the Access to Livelihoods programme brought to life what we are mandated to do. We value the work that we do and desire to deliver more and more each time. Thus the Board, staff and management came together and we crafted the organisation Strategic Plan (2014-2018) for the next 5 years. Vital gains were recorded. It is therefore my pleasure to share with you the journey travelled by LCDZT in 2013.

In conclusion, I would like to thank our funding partners, our Board, our partner organisations and our staff. Without their support and hard work, the progress and milestones of 2013 would not have been possible.

B.A Chikwanha



Executive Director

INTRODUCTION

A number of encouraging developments were witnessed in Zimbabwe and globally in as far as the disability movement is concerned. On the 23rd of September 2013 the government of Zimbabwe ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). The ratification of the UNCRPD by the Zimbabwean government is a commitment made at the highest level to promote and protect the rights of persons with disabilities including a vow to take deliberate measures for their advancement. In addition a New Constitution was adopted on 22 May 2013 with several provisions which if implemented are a basis for a disability inclusive society. The constitution is the supreme law of the country and it is highly applauded for provisions that cater for persons with disability in the country. To note is the recognition of Sign Language as an official language in Zimbabwe and the reservation of 2 seats in Senate for persons with disability.

However, constitutional provisions and ratification of the UNCRPD only without their implementation do not translate into practice the desired societal attitude towards persons with disabilities but provides the basis for rights claim and a platform for advocacy. Therefore, persons with disabilities and disability organizations still have a lot of advocacy work to do for the realization of the legal provisions made in the UNCRPD and National Constitution. For instance lobby and advocacy work can be rallied around the inclusion of Sign Language in the training curricula for all relevant civil servants especially teachers, police, prison

officers, magistrates, nurses and doctors. The commitment for disability inclusive development shown by the UN during the High Level Meeting on Disability and Development on 23 September 2013 is also a source of inspiration for disability organizations and persons with disabilities themselves in Zimbabwe. Prospects are high that governments and donors will strive to avail resources to projects, programmes and services that benefit persons with disabilities.

According to the UN Development Programme (UNDP) more than 80% of children with disabilities live in developing countries and have little or no access to appropriate services. While our desired goal for PWDs has not been reached immutable efforts and scores have been recorded as we strive to create equal opportunities for PWDs. Our various interventions not only have a holistic approach to disability but are deeply rooted in community based rehabilitation for PWDs.

History of Leonard Cheshire Disability Zimbabwe Trust

Leonard Cheshire Disability Zimbabwe Trust (LCDZT) (formerly known as Leonard Cheshire Homes Zimbabwe) is a professional non-profit organization working for and with children and youths with disabilities. It is a member of the Leonard Cheshire Disability Global Alliance, which has national offices in 55 countries across the globe.

History

1948: Leonard Cheshire services were started in 1948 by a British World War II veteran Group Captain Lord Leonard Cheshire of Woodhall-UK. After realizing

that the needs of disabled people were not being met he started establishing homes for disabled people in the UK. His idea later on saw the establishment of homes for disabled people across the globe which became known as Cheshire Homes.

1980-1: In Zimbabwe Leonard Cheshire was started by an Irish Catholic Priest who got the idea from his experience in the UK. At the inception two residential homes, one for adults and the other for children with disabilities were established where they were housed on a temporary basis pending their rehabilitation. Since that time, the world has changed its approach to disability from institutionalization to a rights based approach, with a definite move away from residential care to community based rehabilitation.

2008: LCDZT embraced this change in approach to the management of disability and has made a decision to wind up all residential facilities and to apply its resources to non-residential and outreach programmes focusing on children and youths. Besides maintaining children and youths in their communities, outreach programmes also have the immense advantage of serving a larger number of disabled persons per dollar than residential programmes. Thus, limited resources available to LCDZT can reach out to a wider community of people with disabilities.

Corporate Governance

Leonard Cheshire Disability Zimbabwe Trust has adequate capacities and institutional structures that enhance effectiveness and responsiveness in engaging its clientele. The organisation is run by a competent Board of Trustees. The Board comprises of eight (8) members with varied and rich professional backgrounds. There are four Board Committees that run the organisation's business in between the quarterly Board

meetings and these are: The board has strategic oversight committees namely:

Executive Committee

Finance Committee

Property Committee

Resource Mobilisation Committee

LCDZT PROGRAMMES

1. Inclusive Education (IE)

According to National Association of Societies for the Care of the Handicapped (NASCOH) only 33% of CWDs have access to education compared to over 90% for non-disabled children. While Zimbabwe is committed to achieving MDG 2 and has maintained relatively high levels of primary school enrolment with net enrolment rates increasing from 81.9% in 1984 to a peak of 98.5% in 2002, the country has not progressed well with regard to CWDs and a sizeable proportion are not in school (Melander Schenell Consultants, 2011).

The inclusive education programme has been the niche of programming for LCDZT as it gives the platform for social and economic inclusion for persons with disabilities. 2013 saw the expansion of the inclusive education programme into new areas which are Hurungwe, Kariba, Mhondoro-Ngezi and Sanyati. Thirty schools in the four districts were chosen as the model schools for the implementation of the programme. Through the cluster model approach one school is developed into a model school to influence the surroundings schools within the cluster. In the first year alone the following are the achievements that have taken place in Inclusive Education.

Achievements

- 2,100 children were assessed

- 592 children were enrolled surpassing the 500 target for the year.
- Number of teachers trained in IE reached 436 instead of the targeted 300 this was due to the use of cluster centres for training teachers which is cost effective.
- 6612 people were reached by community sensitisation
- 196 parents were trained in inclusive education.
- 25 key government officials trained on IE:
- 90 SDC members trained and supporting the education of CWDs A total of 8 schools began adaptations well before they got funding from the project as a result of effective training of SDCs signifying total project buy in by community.

Inclusive education is also taking place under Save the Children funding in Bikita, Binga, Matobo, Mbire and Rushinga. The main thrust of this initiative is training of in-service teachers on inclusive education.

Achievements

5 model inclusive schools were established. The schools are Chikuku in Bikita, Runwa in Rushinga, Marinoha in Matobo, Mushumbi in Mbire and Samende in Binga. These will become model learning and sharing best practice centres for each of these Districts on matters relating to Inclusive Education.

A total of 260 members of the community were sensitized on Inclusive Education a factor leading to the enhancement of a more positive attitude towards CWDs.

219 teachers were effectively trained on the management of Children with Disabilities improving and enhancing their skills in the management of learners with disabilities in inclusive settings.

Bad infrastructure prior to Inclusive Education intervention.



Model school under Inclusive Education programme



Figure 1: Adapted Infrastructure



Figure 2: Braille Training for Teachers



Figure 3: Inclusive Education Environment

2. Health and Rehabilitation

LCDZT facilitates increased access to quality; rights based rehabilitation facilities and appropriate services for children with disabilities aged between 2 and 12 years. A total of 19 children were enrolled and retained at Westwood Children’s Rehabilitation Centre in 2013. The centre offers physio and occupational therapy. Five of the CWDs enrolled in school continued to access mainstream education while residing at the centre and receiving support in the form of payment of their school fees, purchase of school uniforms and stationery and monitoring of education progress. We are humbled to be part of the success story of Cliff who had been at the centre from Grade one. Cliff wrote his grade 7 and came out with flying

colours. He is now enrolled at a nearby secondary school in his home area. On departure he also received a bicycle to assist in his mobility to school. He will continue to receive assistance while he is living with his parents.



Figure 4 Cliff

In another feat of success LCDZT also weaned Charity who had been with the home since she was 5. She comes from Domboshava. Charity has a below knee amputation and mobility to school was a challenge. Through LCDZT she was able to go to school and was provided with prosthesis as she grew. At 25 she had gone through her O levels and attained a qualification in Interior Decoration. On leaving Charity was given a sewing machine and materials to start her off. The weaning of children facilitates the onset of community based rehabilitation (CBR).



Figure 5: Charity as a rights holders of the economic independence project.

3. Direct Child Assistance (DCA)

With 33 active partner organisation (POs) the programme supported 1,243 children and youth with disabilities (CYWD) surpassing the 2012 targeted number of direct beneficiaries of 1000 by 243 children. Out of this number 57% are boys and girls constitute 43%. Explanation for this gender imbalance is not ascertained but the result seems to validate the general belief that girls with disabilities have fewer opportunities than boys hence are confined to their homes with less chances of getting assistance.

Education claimed the bulk of the interventions followed by health, participation in the family, participation outside the family and lastly work and income (economic independence). The number across all DCA focus areas are reflective of the holistic approach to rehabilitation adopted by POs as they look at all the needs of the child and address them on priority basis.

Achievements

Total of 956 CWD received educational assistance, physical and sensory functionality interventions and were assisted with inclusion programmes so as to participate within the family and in the community.

287 CYWDs benefitted from work and income (livelihood) interventions



Figure 6 Adaptations at home (above) and corrective surgery (below)

Before



After



Capacity Building

In total 69 participants from partner organisations (POs) including those responsible for resource mobilization and or mediation as well as the finance department were trained project planning and management that encompassed application of the Logical Framework Approach (LFA) to problem analysis, project formulation, objective formulation and proposal writing among others. This was done empower POs to run effective rehabilitation programmes.

4. Access to Livelihoods

With Zimbabwe unemployment rate estimated to be at 90% persons with disability find themselves relegated to a life abject poverty. Through this programme LCZT aims to attain an enabling environment for PWDs to participate in opportunities that secure gainful and meaningful employment for sustainable Livelihoods in both formal and/or informal sectors as a group or as individuals.

Achievements

37 clients were placed in waged employment.

37 clients were engaged in self-employment. Projects included electronics (Electric Bucket water Heaters, electric bulbs and surge protectors production), beading and performance arts)

1225 people received information on livelihoods and disability

603 people received career guidance support

519 clients completed foundation training (numeracy, literacy, life and workplace

12clients started Higher Education

88 people completed vocational training

150 client completed business development training

124 people with disabilities were trained in Leadership and Entrepreneurship skills development after expressing an interest in running their own businesses but lacked insight in what was involved in running a business.

34 clients were trained on how to utilize Social Media platforms in educating oneself, communicating and self-marketing using the following platforms



Figure 7 Surge protector production by PWDs



Figure 8 Beading

5. Advocacy and Campaigns (Young Voices Project)

The Young Voices is a grass roots group of young people with disabilities who are empowered to exercise their rights, implement citizen driven change processes and effectively participate in issues that affect their lives. Formed in 2009, with funding support from the European Union, the Young Voices played a key role in the ratification of the CRPD in Zimbabwe. Under the programme young people with disabilities are organized into groups that are strengthened to emerge as dynamic, self-sufficient and cohesive groups that are able to steadfastly campaign for their rights. As agents of change, young people with disabilities engage with government, politicians, media, the community at large and other stakeholders using a range of methods such as awareness campaigns and open dialogue to bring about changes in policy formulation and implementation, positively altering the realization of their human rights. Currently, there are 3 YV groups based in Harare, Chitungwiza and Bulawayo. The pilot project has been a success in ensuring that the concerns of PwDs are included in the new Constitution of (2013) and in the ratification of the UNCRPD (2013).

Through activities such as radio and television programmes, translation of the UNCRPD and utilising it as an advocacy tool, Young Voice members managed to put their views across. Young people with disabilities also gained an invaluable insight into the way in which human rights instruments come into being. This experience had a marked impact on their confidence such that they have become a resource for positive social change, and as civically engaged youth, they can take action to try to address concerns at local and national level.

Young Voices continue fighting and speaking out for the promotion, protection of the rights and improvement

of the lives of persons with disabilities through the breaking of barriers, opening of doors for the creation of a disability inclusive society for disability inclusive development across gender and age. YV conducted Inclusive education and disability rights and issues campaigns in four districts in Mashonaland West. These Districts were Sanyati, Mhondoro/Ngezi, Hurungwe and Kariba.

4200 people were reached through the campaigns.

In addition YV conducted disability awareness raising- speaking tours in Mufakose/Glen View District Secondary Schools, covering a total of 6 schools. The speaking tours being part of the civic engagement were well received and showed that if people are educated on disability issues they are bound to have attitudinal change. The targeting of students has a positive ripple effect in terms of broadcasting the right message to the community where attitudes towards people with disabilities are rife.



Figure 9 YV to student-Speaking tours



Figure 10 YV School speaking tours

In total about 12 150 students were reached with the correct message on what is a disability, disability inclusion etc.



Figure 11 Young Voices

6. Child Protection and Access to Justice programme

LCDZT avails disability experts (e.g. sign language interpreters, braille experts etc.), and logistical support to persons with disabilities who come in contact with the law as victims, witnesses or perpetrators.

Since the launch of the programme in September 2012, a total of 151 cases were assisted by LCDZT experts. The total number of direct beneficiaries is 155 and the indirect beneficiaries (care givers) are 136. Out of 151, a total of 78 are CWDs (70 being girls and 8 boys), the number of adult's females is 57, and adults' males 20. Out of the cumulative 151 cases only 16 were completed and 104 have received one form of assistance or the other either in the form of expert or logistical support while the remaining 36 are waiting further assessments. In 2 cases the beneficiaries passed away before appearing before the courts. The project has and continues to assist in the clearing of case backlog

which had resulted from PWD not being able to attend court and go for psychological assessments.

Strategic Planning and Team Building

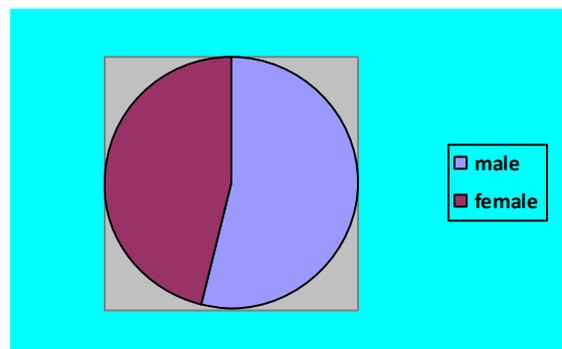
In conformation with organisational management standard we come up with an Organisational Strategic Plan. Priorities were set, measures to strengthen operations established and it helped to adjust the organization's direction in response to a changing environment. The organisation came up with a 5 year Strategic Plan spanning from 2013 to 2018.



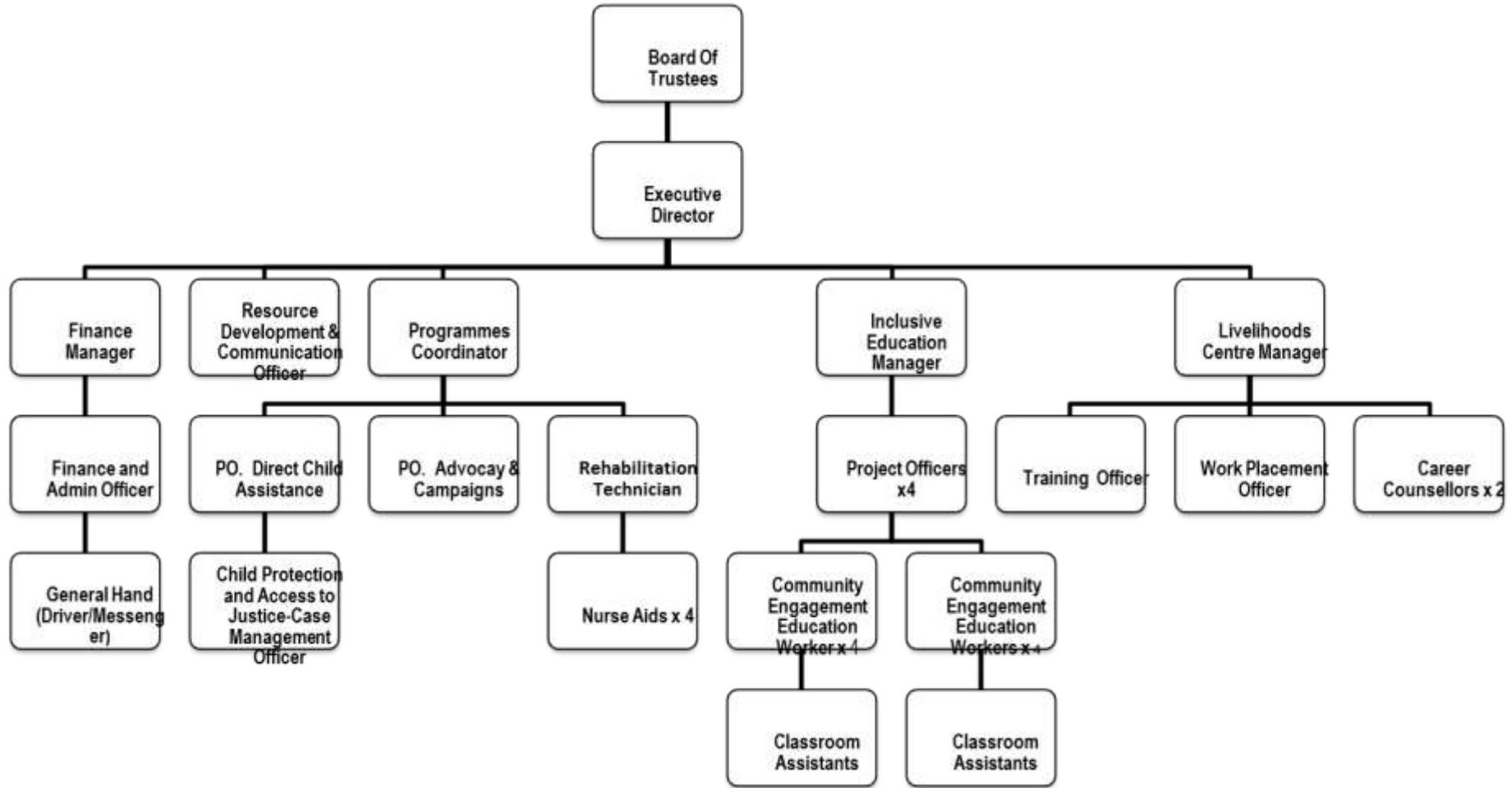
Figure 12 Staff group work during Strategic Planning

HUMAN RESOURCES

For the year under report LCDZT staff stands at 20 office staff and 8 support staff. The gender distribution among staff is as follows.



LCDZT Organogram



FINANCIAL MATTERS

Statement of Comprehensive Income for the year ended 31 March 2014 audited by Ernest and Young

Highlights of Audited Accounts (by Ernst& Young)

Statement of Comprehensive Income for the year ended 31 March 2014

Item	2014(USD)	2013(USD)
Gross Income	1,807,543	966,133
Programme Implementation Costs	1,267,804	729,010
Organizational Capacity Building & Administration Expenses	575,478	337,337
Total Expenditure	1,843,282	1,066,347
Deficit for the year before Non-Cash Items	(35,739)	(100,214)
Fair Value on Investment Property	-	-
<i>Net Deficit for the year</i>	<i>(35,739)</i>	<i>(100,214)</i>

Statement of Financial Position as at 31 March 2014

Item	2014 USD)	2013 USD)
ASSETS		
Non-current Assets		
Property, equipment, motor vehicles & investments	1,864,120	1,888,911
Current Assets		
Cash & bank balances	183,665	202,868
Stocks-Goods-In-Kind	1,582	880
Sundry Debtors & Staff advances		7,039
	4,454	
TOTAL ASSETS	2,053,821	2,099,698
EQUITY AND LIABILITIES		
Accumulated fund	385,224	400,963
Foreign currency translation reserve	1,018,417	1,018,417
Revaluation Reserve – Land & Buildings	411,583	431,583
Current Liabilities	238,597	248,735
TOTAL EQUITY AND LIABILITIES	2,053,821	2,099,698

Current Donors

1. Department of International Development-DFID-(IE programme)
2. Save the Children (IE Programme)
3. US Embassy (once off fund)-(Young Voices Project)
4. Liliane Fonds-Direct Child Assistance Programme.
5. Anglo American Group Foundation-(Access to Livelihood)
6. Unicef-Zimbabwe-(Child Protection and Access to Justice)
7. Ministry of Health and Child Welfare-(Rehabilitation programme)
8. Various local church organisations, corporates and individuals.

Appendices

Appendix I: Map of Zimbabwe showing where our programmes are being implemented



■ [Key: Areas where LCDZT is currently working](#)

Appendix II: List of LCDZT Partners

Name of PO	Location
Zimcare Sibantubanye	Bulawayo
Zimcare Simanyane	Bulawayo
ZPHCA Bulawayo centre	Bulawayo
King George 6	Bulawayo
Zimcare Sir Humphrey Gibbs Centre	Bulawayo
Jairosi Jiri CBR	Bulawayo
Jairos Jiri Narran centre	Gweru
ZIMCARE Mudavanhu	Gweru
Jairos Jiri Waterfalls	Harare
Jairos Jiri Southerton	Harare
Emerald Hill	Harare
Mufakose High 1 (Resource Unit)	Harare
Sharon Cohen Special School	Harare/Chitungwiza
Danhiko Project	Harare
St Giles	Harare
Zimcare Ruvimbo	Harare
Zimcare St Catherines	Harare
ZPHCA (Glen View Centre)	Harare
Zimcare Tinokwirira	Harare
Tose Respite Care Home	Harare
Zimcare Batsirai	Harare
Epilepsy Support Foundation	Harare
Life Empowerment Support Organisation	Harare/ Chitungwiza
Zimcare Rubatsiro	Kadoma
Zimcare Ratidzo	Masvingo
ST John's Matarutse Primary School	Mhondoro
ST Michaels Mission hospital	Mhondoro
Bonda Mission Hospital	Bonda/ Mutasa
Jairos Jiri St Faith Mukwapasi	Rusape
St Faith Primary School	Rusape
Nzeve Deaf Children's Centre	Mutare
Zimcare Chengetai	Mutare
Sport 4 Socialisation Zimbabwe	Mutare

Are you willing to help LCDZT make a difference?

There are several ways to show support to Leonard Cheshire Disability Zimbabwe Trust's work. For more information on how you can help us enhance the lives of PWDs write to info@leonardcheshire.org.zw or visit our website @ www.leonardcheshire.org.zw for more information.