



Giving Report 2024/2025



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Chairman's Message



Thank you to all our supporters for your ongoing contribution to Zimbabwean rural schools and communities over the last couple of years. We have welcomed some new committee members and volunteers to ZRSDP: Lauren, Rosie, Jenn, Lucy and Porai. All of which have experience living and teaching in Zimbabwe and are keen to take the charity forward as we amazingly enter into our first quarter of a century as an institution.

Our success has built on a strong network of personal connections and one of the chief advantages of being small is that we can keep you very close to the work that we do. This report outlines the work that you have enabled over the last couple of years and plans going forward.

A special mention must go to Patrick Easen, my father. He has been part of the committee as Treasurer for more than a decade. Patrick is now handing the baton over to Lauren. Thank you, Patrick, for all you have done for ZRSDP.

In the past couple of years we have committed to two projects, teachers' housing at Mapane Secondary School and a Water Tank Project at Hope School. These projects would not have been possible without your support.

Thank you once again and best wishes for 2026.

James Easen

March 2026



www.zrSDP.org

ZRSDP: Who we are and what we do



- Our objective is to improve the education of children in rural Zimbabwe through the provision of better facilities and teaching resources.
- We do this to create the foundations to transform people's lives. We are tackling chronic under-investment in education in the hardest to reach parts of Zimbabwe; low teacher retention in rural schools and sub-optimal progression of children from primary to secondary school and onwards
- ZRSDP is run by a committee of highly committed professionals who have either a family connection with Zimbabwe or taught there. We do this on a voluntary basis around our day jobs. We have local partners on the ground in Zimbabwe who oversee the delivery of our projects on a day to day basis.
- We are unique because:
 1. We reach remote communities in Zimbabwe that are not supported by other means (government or other charities).
 2. We work with communities that are actively engaged and committed to the long term usage and care of the facilities we provide.
 3. The success of our charity is based on personal connections – we keep our supporters very close to what we do so they are only ever one step away from delivery on the ground.

Our Team



Trustees and Main Executive Committee members



James Easen, Founder and Chairman

When James returned to the UK after teaching in Zimbabwe in 1994 he continued to raise funds to send back to schools in deprived rural areas. In 2001 this culminated in forming the charity. He has chaired the charity since its inception and has led many fundraising initiatives including most recently climbing Mount Kilimanjaro. James lives in the Cotswolds and works in the energy industry.



Jamie Drysdale, Trustee

Taught geography and coached sports at Chinhoyi Secondary School in Zimbabwe in 1996 through Africa Venture. Jamie oversees delivery of our project portfolio and organises a number of events including our ZRSDP pub quiz. With over 25 years in advisory roles, Jamie is a Director at PwC, where he leads the operations transformation practice in the insurance sector. And is currently Non Exec Director of the Scottish Investment Operations Board.



James Herbertson, Trustee and Charity Secretary

Brings his entrepreneurial flair to the committee identifying fundraising opportunities and managing our marketing. In 2011 he formed a relay team that swam The Channel raising over £35,000 for ZRSDP. He has family links to Zimbabwe and taught at Chipadze Secondary School in 1996. James is the co-founder and Director of Bayswater Education, a social enterprise in international education that operates eleven year-round colleges across the UK, France, Cyprus, Canada, and South Africa. He is also Vice Chair of English UK.



Lauren Williamson, Treasurer

Our treasurer. Lauren looks after the financial affairs of ZRSDP producing the annual accounts and all things finance related. She currently works in strategy and finance for a city fund manager and also works to support biodiversity in the UK. Lauren has volunteered within the school setting in Lilongwe, Malawi and also has a background in education related outcomes and access.

Our Team



Committee members

Allison Lobb, Committee Member



Allison was born and grew up in Zimbabwe, then moved to the UK for university before settling in London. She works in financial services and has extensive expertise in Capital Markets, Public Finance, and Sustainable Investment. She remains very passionate about her home land and the importance of education in a child's development. Allison has actively fundraised for the charity for ten years including climbing Kilimanjaro and joined the committee five years ago. On the committee she helps drive the engagement with the local stakeholders and schools. Allison is currently a Non Exec Director of the Wales Squash Association.

Rosie Browne, Committee Member



Based in the Midlands, Rosie Browne is a primary school headteacher with over 20 years of experience of working in education in the UK. Her career and previous experience of volunteering in Zimbabwe have combined to lead Rosie to a project management role in ZRSDP, liaising with contacts in the country and working to ensure that projects are completed.

Patrick Easen, Committee Member



Patrick Easen is a retired academic living in Newcastle upon Tyne. He was Treasurer for ZRDP for 11 years and, although he has handed that job on, he remains on the Committee. He has visited schools in both the Bulawayo area, where our local partner, Family Impact, works and in the north of Zimbabwe, where our local partner is Chidamoyo Hospital. This enabled him to see completed projects and identify potential new projects for ZRSDP.

Local Partners



Family Impact

Kudzai Mutanga

Kudzai has been overseeing our projects in the Matabeleland and Bulawayo Province, including school construction and educational support. She is responsible for budget allocation, and ensuring compliance with donor specifications. Additionally, Kudzai conducts research and gathers information to develop new programs and projects, identifying needs and gaps in existing ones.



Chidamoyo Christian Hospital

Major Mereki

Major is a senior leader at Chidamoyo Christian Hospital in Zimbabwe, where he plays a key role in overseeing healthcare delivery and community outreach programmes. He is responsible for the coordination of hospital operations, ensuring that services are delivered effectively and in line with both medical standards and the hospital's mission. In addition, Major works closely with local and international partners to support project implementation, manage resources, and identify areas of need within the surrounding communities, helping to develop sustainable health and development initiatives.



What ZRSDP does in practice

Fundraising



During 2024 and 2025 £26k was raised through

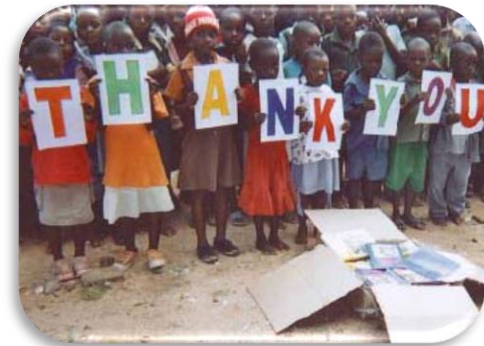
- Private donations
- Fundraising events
- Standing Orders
- Gift Aid

Project Delivery



2 School Infrastructure Projects
Teachers Accommodation at
Mapane Secondary School and a
Water Tank Project at Hope School

Outcomes



- Kids receiving significantly better quality education
- In a more fit for purpose educational environment
- Leading to better educational outcomes

Fundraising Overview



In 2024 - 2025 together with your help we successfully raised £26,743

We raised money through a wide range of fundraising activities. Including:

1. Regular Donations
2. Gift Aid
3. Other Donations Incl. Fundraising

Lauren, our Treasurer comments on the last management accounts: “2025 saw us continue to build up our free reserves as we look to identify even more suitable projects we can support going into 2026. As with prior years, the majority of income came via regular donations from supporters along with the associated gift aid. Our financial priorities for the coming year are centred on continuing to look for fundraising opportunities and supporting fully researched, considered projects that offer the highest impact at the best value.”

Last and by no means least we would like to thank those of you who provide ongoing support for the charity through a regular monthly donation. This income provides the solid foundation for the charity to plan for the long term.

Looking Ahead to the Future...

Our next project we are starting in 2026 is a return to Davare.

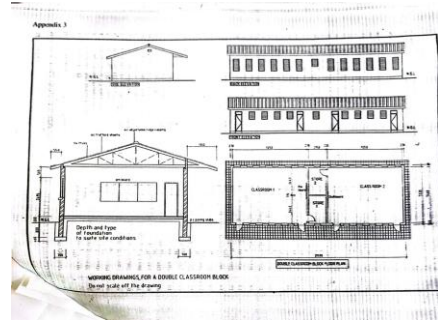
Back in 2012/2013 you helped transform the school and community with the construction of 2 x double classroom blocks, 2 x F14 teachers accommodation and the installation of a secure a water supply.

The Headmaster has asked us to continue to develop the school.

Major identified to continue to support the community of Davare we should build teachers' housing, followed by classroom block second.



- Community has produced 40,000 bricks (sufficient for one block).
- Indicative costs include: Raw materials: ~USD 7,000, Builder: ~USD 2,000



Typical project costs and Pipeline

Approx. cost	Project example
£75	Double desk for secondary school children
£150	Sports equipment for 1 class
£250	Stationery for 1 classes for a year (c. 40 children)
£500	Training and purchase of materials for 2 groups of teachers
£2,000	English, maths, Ndebele text books for 2 year groups of children (c. 200).
£4,000	School furniture for a double classroom block
£7,500	Site survey, logistics and drilling for a borehole to support a schools water needs.
£25,000	Teachers' accommodation / Admin Block
£30,000	Double classroom block housing two classes of 40 children (80 children total)

Pipeline of projects

Davare

- Classroom block
- £15 - £20,000



Sibula

- ECD Classroom block with solar power
- £45,000



Contacts



Our online presence:

- Website: www.zrSDP.org
- Facebook: www.facebook.com/ZRSDP
- LinkedIn: <https://www.linkedin.com/company/zimbabwe-rural-schools-development-programme-zrSDP>

Our contact details:

- jamesherbertson@hotmail.com

Our registered details with the charity commission:

- Registered charity number: 1085718

Our giving pages:

- Justgiving: <https://www.justgiving.com/charity/zrSDP>

Thank you!

A group of school children, mostly boys, are sitting on the ground outdoors. They are wearing blue school uniforms with yellow collars and cuffs. Some are wearing blue hats. They are looking in various directions, some towards the camera. The background is a dry, open area with some trees and a fence.

*'Thank you for all the difference you have made in all of our lives'
- Headmaster of Peace & Good Hope School*

**We very much appreciate all your contributions
over the past year. Thank you for your support.**