



SEND
SIERRA LEONE
Working to promote good governance and
quality of life and services in Sierra Leone



TERRA TECH
FOUNDERPROJEKT E.V.

PEWLESS

PROMOTING EQUALITY AND WOMEN'S LEADERSHIP IN EDUCATION IN SIERRA LEONE



PROJECT TITLE

PROMOTING EQUALITY AND WOMEN'S LEADERSHIP IN EDUCATION IN SIERRA LEONE

DONOR PARTNERS

TERRA TECH FÖRDERPROJEKTE E.V. AND FEDERAL MINISTRY FOR ECONOMIC COOPERATION AND DEVELOPMENT

PROJECT IMPLEMENTING PARTNER

SEND SIERRA LEONE

PROJECT LOCATIONS

KENEMA, KAILAHUN AND KONO

PROJECT DURATION

NOVEMBER 1ST 2022 –APRIL 30TH, 2025 (30 MONTHS)

PROJECT THEMATIC AREAS

EDUCATION AND GENDER EQUALITY

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THE CHALLENGE

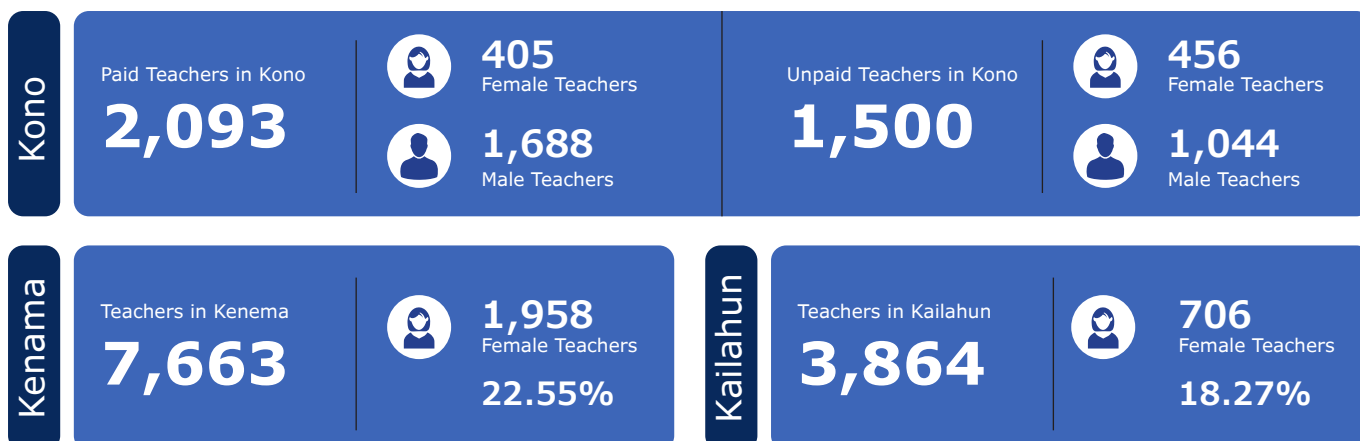
Access to education has been a challenge. The introduction of Free Quality Education in 2018 has seen an upsurge in pupils and teachers. Since the start of the program, the number of children in preschool, elementary school, high school and secondary school has increased by **more than 45%**. To achieve this, the government has **increased education spending by 22%**.

Despite such a bold step, only a few measures primarily deal with improving and upgrading the teaching staff in Sierra Leone. There are only a few regulations and policies regulating the composition of the teaching profession. For example, **1 in 5 Sierra Leone teachers volunteers**, especially in remote communities. Often these are school leavers or college graduates who need teacher training. This and the generally low quality of education have led to a high proportion of untrained or unqualified teachers in the teaching workforce, resulting in slow upward mobility and a low number of women in leadership positions in the education sector.

There are prevailing inequalities in the Eastern Region regarding teachers on the Government payroll. According to the Teaching Service Commission (TSC), for example, **Kono has 2,093 "paid" teachers**. Of the 2,093 paid teachers in Kono, **only 405 are female (19.35%)**, while **1,688 are male**. One thousand five hundred teachers (**456 female and 1,044 male**) are not on the payroll and therefore are not paid.

The proportion of women among teachers is **less than 35 %** in schools. In addition, a higher percentage of female teachers are untrained. These inequalities are particularly prevalent in Kenema and Kailahun Districts. In Kenema, **out of 7,663 teachers, only 1,958 (25.55%) are women**. And in Kailahun, **out of 3,864 teachers, only 706 are women**, which is about **18.27%**.

In 2018, teachers' and students' computer literacy rate was 2%. It is suspected that it will be at most **5% in 2022**. This alarmingly low rate means that not only are teachers failing to incorporate Information Technology (IT) skills into the classes, but they are also unable to improve themselves and the quality of their education. Many teachers get stuck in traditional teaching methods and need access to up-to-date information or learning and teaching skills.





Total Grant

815,443 EUROS

Direct Beneficiaries

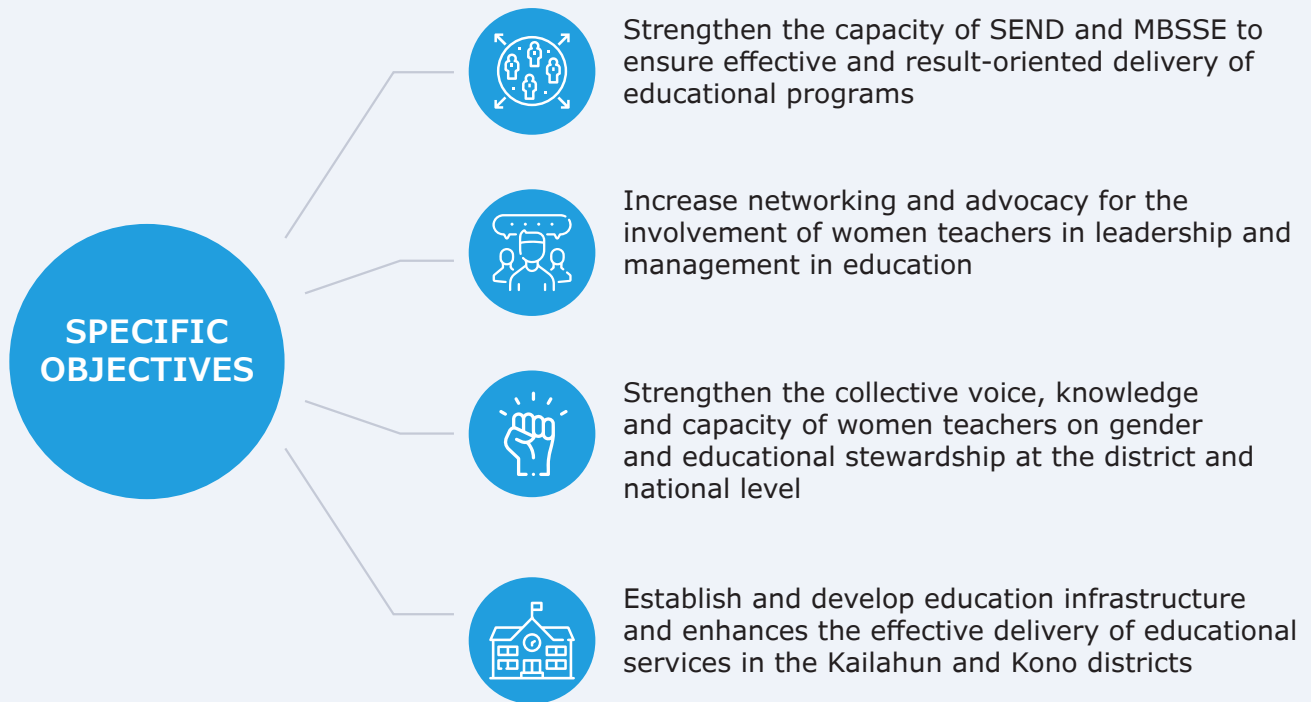
Activity	Target Group
Establishment of a network for female educational staff	3,000
Capacity building for women Teachers (SALT)	1,500
Training for MBSSE and TSC	40
ICT training for educational staff	1,500
Training of ICT teachers	6
Scholarships for Females education workers / teachers	45
National Award for Women Teachers	200
National guidelines on gender equality	470
Gender Audit/Survey	290
Annual educational conference	200
Capacity Building SEND	60
All in all	7,311

The Vision

This project aims to improve the capacities of teachers and educational professionals. The project enables further training for female teachers and creates a network for female teachers and academic staff. The network will give teachers a voice to use for advocacy and lobbying. The overall result of this project is that women are empowered to take on managerial roles and to improve their qualifications and skills.

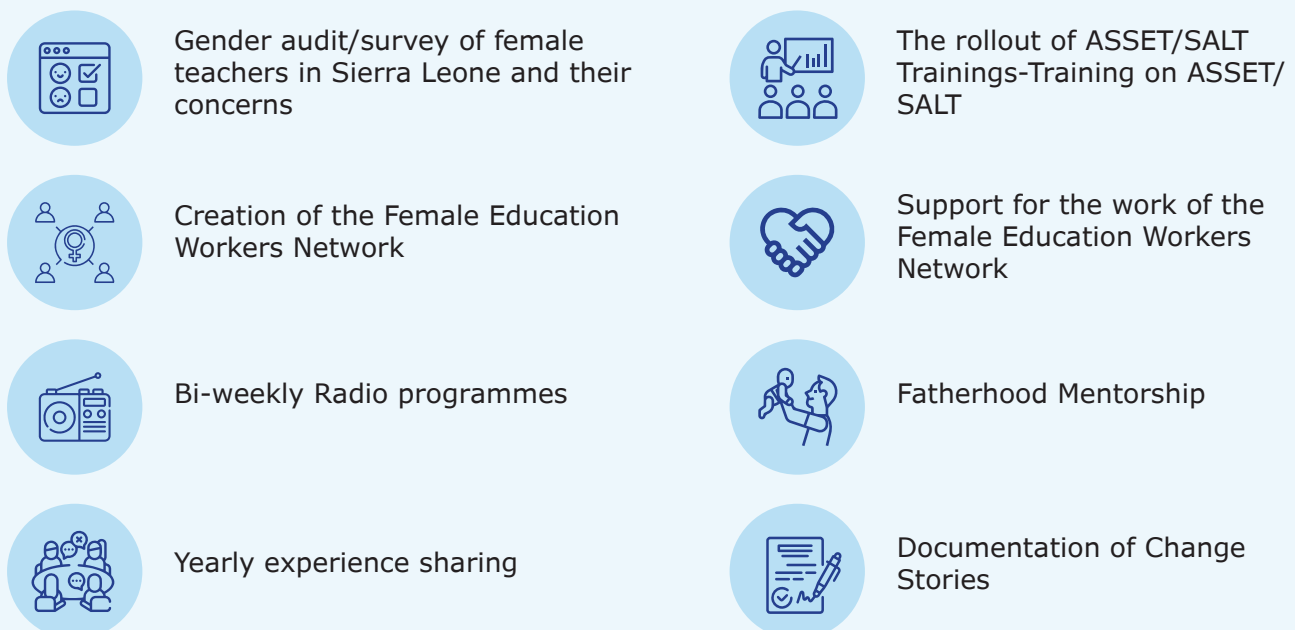
GOALS AND OBJECTIVES

The project aims to improve educational services and infrastructural access for quality education and increase the participation of women in a leadership positions in the educational sector.



Project Activities

Result 1: Strengthened female teachers' collective voice, knowledge, capacity on gender, and accountability in education at the district and national level



Result 2: Female teachers and female education workers are empowered through capacity building and awareness-raising to participate effectively in education



Training of teachers, female education workers and school heads on gender in Sierra Leone



Capacity building for female teachers and female workers in the education sector



Capacity Building Training for female teachers and female education workers



Computer training centre for Kailahun and Kono



ICT training for female teachers



Qualifying Female teachers and female workers for improved education service delivery



Support for female teachers to obtain qualification for higher education through a scholarship for 90 female teachers

Result 3: Increased advocacy and networking on female teachers' participation in education leadership and management



National Education Gender Policy / guideline



Development of NEG guideline: District-level meetings



Development of NEG guideline: National-level meetings



Validation of NEG guideline



The rollout of the National Education Guideline



National Female Teachers Award (NFTA)



Award planning meeting with MBSSE and TSC



Networking and Lobbying of Education Structures



Yearly Education Conference to Discuss Key Education Issues

Result 4: Enhanced capacity of the MBSSE for effective and result-oriented education programme delivery



Capacity Building for the MBSSE



Project management meetings



Project Monitoring visits



Support to SEND communication activities and public reporting



Project Accompanying Measures, Coordination and Monitoring



Project Steering Committee meetings



Monthly coordination meetings

SEND Sierra Leone

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