



What is SAGE?

The 'Supporting Adolescent Girls' Education' programme known as SAGE, is an education programme that aimed at ensuring that girls and adolescent mothers between the ages of 10 and 19, who have never been to school or dropped out of school before completing basic education due to a number of reasons, have improved learning outcomes and can transition to employment, education and vocational training.

The programme was first implemented by the charity/non-government organisation Plan International and its partners (Econet; Christian Blind Mission (CBM), Apostolic Women Empowerment Trust (AWET), Open University (OU)) in conjunction with the Department for Non-Formal Education under the Ministry of Primary and Secondary Education.

SAGE is now moving into communities managed by local committees under the guidance of local school leaders. It has also extended its reach to include all learners, both boys and young men.



What programmes will SAGE in collaboration with local communities be delivering?

The SAGE programme aims to partner with local communities to deliver a number of interventions that will support learners who have never been to school or dropped out before completing basic education to learn adolescent mothers as well as to creating a community environment that is generally supportive of education, and particularly for girls. . The following activities will be conducted in collaboration with your community:

- Accelerated learning- this is a core focus of the programme to ensure that the learners acquire fluency in literacy and numeracy and English which they require for their day to day lives.

Through this intervention, the learners will be supported to be able to do the following: literacy (read, write, and understand what they read) and numeracy (ability to manipulate figures - addition, subtraction, division and multiplication).

Delivery of learning will be done in fun and participatory ways linked to the daily experiences of all learners.

Who will be teaching the learners?

The SAGE programme will collaborate with communities to identify Community Educators (who ideally should be qualified teachers) to be responsible for delivering lessons at the learning settings. The identified educators will receive professional development on effective participatory teaching methods to ensure they are able to deliver high quality lessons. The identified educators should meet the following basic criteria:

- Retired infant level (ECD to grade 2) teacher
- Trained but not yet in service infant level (ECD to grade 2) teacher
- Does not have history of or associated with child abuse issues.



- Trained general teacher for primary level
 - Para-professional ECD teacher
 - Approachable
 - Open minded
 - Able to work well with others
- **Setting up of Community Based Learning Hubs (CBLHs)** - learning activities will be conducted in communities at places (learning hubs) identified and recommended by the community such as churches, community halls, community ECD centers. Ideally the hubs will be established at places that are central and allow easy access by girls and adolescent mothers including those with disabilities.
- Hubs should partner with communities to repair the identified learning hubs to ensure that they are child and disability friendly as well as to meet basic hygiene standards.
- **Empowerment skills development**- SAGE programme would like to see the participating learners being able to achieve self-sustenance and support their families in meeting their daily needs. The SAGE programme suggests partnering with other local interventions, such as the Villages Saving and Lending (VS&L) schemes, local vocational schemes and other NGO partners working on health, education and livelihood interventions.

By linking with organisations leading on practical skills development, the participating learners will be set for employment, self-employment and even to further with their education in vocational and technical colleges.

Who are these young girls and adolescent mothers being targeted by the programme?

The programme is designed to support learners with the following characteristics:

- Between the ages of 10 and 19
- Never been to school
- Dropped out of school before completing basic education (Grade 7)
- Learners with disabilities
- Girls and adolescent mothers from apostolic communities
- Learners who have been internally displaced.
- Learners from ethnic minority communities
- Adolescent mothers

I am a learner with a disability, can I be part of SAGE programme?

Yes, the SAGE programme is inclusive and designed to support learners living with disabilities. The programme suggests taking the following steps to ensure that girls and adolescent mothers with disabilities can also enjoy learning;

- SAGE suggests working with local referral agencies to assess learners with disabilities to determine their learning needs. Local partners are also a practical source of support in the provision or identification of assistive devices. Girls with disabilities include those with difficulty hearing, seeing, speech, walking, those with epilepsy, albinism, mental, physical and other healthy related challenges.
- People with disabilities should be treated with respect and dignity.
- The Community Learning Hubs should be established in communities to reduce distances that need to be travelled to access education.



- The Community Learning Hubs should be adapted to ensure that they are accessible to learners and adolescent mothers with disabilities.
- Community learning hub educators and project staff should be trained on disability issues so that they are better able to support those with a disability.

I meet all the mentioned characteristics but I am married, I have children, can I be part of the SAGE programme?

Yes, SAGE interventions are designed in a manner that allows adolescent mothers married or unmarried to participate.

Learning activities will be conducted on days and at times that are flexible and agreed together by the Community Educator and the participating learners to allow for them to attend to other businesses at home or elsewhere. Participating learners have the right to negotiate with their educators on times that are suitable and comfortable to them.

What benefits do I stand to gain by participating in SAGE programme?

There are so many benefits that one can enjoy by participating in the SAGE programme. Some of the benefits are as follows;

- Learning at community hubs is absolutely free. SAGE presents opportunities for learning and life skills development at no cost at all.
- Participating learners will acquire learning skills that will enhance their chances to be employed, self-employed and further their own education.
- Participating learners will learn about local micro finance interventions, such as the Village Savings and Lending scheme.
- Time and days for conducting learning activities are flexible and negotiable, thus allowing participating learners to concentrate on their day-to-day businesses with minimal disruptions.

How are learners kept safe on the SAGE programme?

SAGE programme takes issues of abuse seriously and any breach by our staff members will amount to dismissal and all necessary steps will be taken including reporting to police to ensure that such things will not happen.

In order to prevent abuse from happening, SAGE programme should ensure that appropriate safeguarding procedures are implemented. Examples of good safeguarding practices include:

- Dedicated staff responsible for ensuring that mechanisms are in place to prevent abuse of girls and adolescent mothers.
- All SAGE program staff should have police clearances to confirm their clean records on child abuse issues.
- All SAGE programme staff should be trained on protection and safeguarding issues and they have all signed commitments to abide by the safeguarding and protection standards.
- Communities should be provided with reporting procedures should such things happen which will lead to investigations.
- Mechanisms for anonymous reporting should be put in place to ensure that cases are reported freely.



- Each learning hub should have a Hub Development Committee (HDC) that will also be responsible for ensuring that hub level activities are safe for the participating learners.

What do I do if I want to join?

If you are interested in joining the programme you can do the following:

- Register your name with your village head or SAGE volunteers in your community.
- Register your name with the SAGE team that will be conducting community sensitization activities.

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