



## overview of programmes

In 2006 the Foundation adopted a programmatic approach to grantmaking. This approach involves:

- more structured and meaningful engagement with its programme partners, with the end result of developing high-quality partnerships and having more measurable impact;
- funding NPOs working in specific sectors for three-year grant cycles; and
- provision of substantial multi-year grants to selected partner organisations.

These grants fall within four general focus areas (education, community strengthening, social development and strategic) and 13 specific programmes. These are supported by the FNB Fund, RMB Fund, WesBank Fund and the FirstRand Foundation itself.

### Education

The main focus of the Foundation's investment is education, which receives the greatest amount of available funding. The Foundation believes that it is critical to improve the quality of education and educational outcomes in South Africa. This represents an effort to confront a root cause of many of the challenges the country faces, instead of simply treating the symptoms of poverty, unemployment and other problems. Education spending is split between the following six programmes:

#### FirstRand Foundation maths chairs initiative

This innovative initiative is the flagship programme of the Foundation and represents a long-term commitment to generating research and influencing policy in partnership with government. It consists of two separate components: the FirstRand Foundation South African Maths Education Chairs (jointly funded by the Foundation, Department of Science and Technology (DST) and the RMB Fund), and the South African Numeracy Chairs (jointly funded by the Foundation, DST and the Anglo American Chairman's Fund).

The initiative is an intervention in mathematics education in South Africa. The vision is for the chairs to serve as beacons of excellence by initiating and coordinating teacher education and research projects that focus on improving the quality of mathematics teaching and learning. The initiative uses the existing experience and expertise of the selected chairs to address the crisis that exists in mathematics education in South Africa. It has four interrelated objectives:

- improve the quality of teaching of in-service mathematics teachers at primary and secondary schools;
- improve learner performance in primary schools and mathematics results (pass rates and quality of passes) in secondary schools as a result of quality teaching and learning;
- research sustainable and practical solutions to the challenges of numeracy and mathematics in schools; and
- provide leadership in numeracy and mathematics education and increase the dialogue around solutions for the mathematics education crisis.

#### FirstRand Laurie Dippenaar and Momentum Dippenaar scholarship programmes

The Foundation provides scholarship funding through the FirstRand Laurie Dippenaar scholarship and Momentum Dippenaar scholarship programmes. The objective of these programmes is to award exceptional South African students the opportunity to pursue a postgraduate degree at an overseas university of their choice. The scholarships are based entirely on merit and are awarded to candidates who have the potential to be destiny changers. The only requirement of successful candidates is that they return to South Africa after their studies in order to use newly-acquired knowledge for the betterment of South African society.



## overview of programmes (*continued*)

### **FNB early childhood development programme**

This programme aims to improve the quality of and increase access to early childhood development (ECD) services in the country. The Fund invests in the following activities:

- increasing access to ECD services through home and community-based activities (e.g. play groups, home visiting, parental training, toy libraries, etc.);
- provision of formal training for ECD practitioners, combined with follow-up mentorship and support by accredited training organisations and institutions;
- building public awareness (especially among parents) to help develop an understanding of child development and the importance of high-quality ECD services; and
- capacity-building of individual ECD centres, thereby assisting them with government registration and access to state subsidies.

### **FNB primary education programme**

This programme, which is the Foundation's newest, supports primary schools at multiple levels in specific education districts. In an identified district, the programme focuses only on schools that are functional, in this way ensuring that there is a solid base from which to work. In consultation with the relevant district head, the strategy necessitates getting all stakeholders (e.g. heads of schools, NPOs, district officials) together to agree on a compact set of targets for the schools and to establish a memorandum of understanding in terms of responsibilities of each stakeholder. The levels of intervention address leadership, teacher development and barriers to education such as nutrition and disability.

### **FNB tertiary bursary programme**

This programme provides both full and partial bursaries and is administered by specialist bursary service providers. The programme is open to South African citizens who wish to study a full-time undergraduate degree at a recognised South African university and demonstrate financial need and academic potential. Support is provided for commerce, science and engineering. At honours level, support is only available for accounting.

### **RMB maths leadership and development programme**

This programme aims to build on extensive engagement and research into the most effective ways of increasing the number of school-leavers with high-level maths qualifications. The programme has grown out of recognition that mathematics is critical for the country's sustainable economic development, but South African learners are still underperforming compared to their international counterparts. The programme invests in the following activities:

- supporting centres of excellence in maths leadership and literacy;
- upgrading teacher content and pedagogical knowledge and skills;
- supporting independent schools' outreach programmes, which often involve supplementary maths, science and language classes for underprivileged schools; and
- supporting quality projects and research at universities.



## overview of programmes (*continued*)

### Community strengthening

The Foundation's community strengthening investment is directed towards the following two programmes:

#### FNB community care programme

This programme supports organisations working in the fields of gender-based violence, child abuse and youth-at-risk. The main focus is to strengthen community initiatives that build social cohesion, prevent social pathologies and promote equality. The programme works with organisations dedicated to prevention and early intervention, research and advocacy, and capacity-building of community-based organisations, with an emphasis on family preservation (as defined in the Children's Act).

#### FNB hospice programme

This programme supports sustainable, local-level initiatives that improve care for people affected by life-threatening illness (HIV/Aids, cancer and other chronic conditions) through the provision of much-needed palliative care services. The FNB Fund provides support to hospices that focus specifically on delivering care via the Integrated Community Home-Based Care model, especially in underserved communities. Support is also directed towards building the capacity of the hospice movement in South Africa so that it can effectively champion the provision of quality palliative care for all.

### Social development

The Foundation's social investment is directed towards the following three programmes:

#### RMB arts, culture and heritage programme

This programme supports the disciplines of music, dance, drama, visual art and heritage to enable transformation, equitable access and excellence in the arts. The biggest portion of budgeted funds is allocated to organisations that promote increased access to arts, culture and heritage in underserved areas. In addition, funds are allocated to initiatives that promote sustainability and excellence in the sector.

#### RMB environment programme

This programme provides funding to high-quality partner organisations that focus on the conservation of vulnerable indicator species, protection of biodiversity, environmental education for schoolgoing children, skills training and community outreach, addressing climate change, water sustainability, care for domestic animals, research and transformation within the sector. Activities must correspond with the Department of Environment and Tourism's strategic plan for the sector. In addition, sufficient support to make a significant impact on the environmental and conservation initiatives should be provided.

#### WesBank food security and agricultural livelihoods programme

This programme's overall goal is to promote and support household food gardening at subsistence level through carefully selected programme partners and knowledge-sharing initiatives. The objective is to strengthen food security and agricultural livelihoods across the country, in order to alleviate poverty.



## overview of programmes (*continued*)

### Strategic

#### FirstRand *KhulaSangam* programme

*KhulaSangam* (a combination of isiZulu and Hindi is roughly translated as growing by coming together) aims to address the critical skills shortage that exists in South Africa by bridging the gap between tertiary education and employability. It exposes young unemployed South African graduates to business, community development and society through six-month internships in India. By participating in the programme, these young graduates benefit in a variety of ways, including:

- work experience with leading companies in key sectors;
- exposure to international travel and culture;
- exposure to high-impact, youth-led community development projects;
- training in professionalism, personal development and leadership; and
- increased employability back in South Africa.

#### FirstRand Foundation leadership programme

The objective of this programme is to help develop South Africa's current and future leaders, as well as contribute to the country's knowledge base. In order to reach this objective, the Foundation invests in leadership initiatives in four specific focus areas: education, non-profit organisations, youth and thought leadership.

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In addition to these programmes, each brand committee has the authority to make discretionary grants of up to 5% of their total budget each year. These grants must be aligned with the objectives of the Foundation and are subject to the normal due diligence and review process.

The Foundation also provides annual funding to the FirstRand Volunteers Programme (FRVP; a Group-wide initiative that promotes employee activity in communities where FirstRand operates). Employees are encouraged to contribute time, energy and money to community development initiatives, in order to fulfil the FRVP's goal of helping people to help themselves.

The Foundation makes funding available for national disaster relief, should this be necessary.

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