

# Dolen Cymru Lesotho

Strategic Plan  
2021-2026



## Vision

Connected and thriving communities in Lesotho and Wales

## Purpose

Our purpose is to facilitate sustainable projects, partnerships and relationships which have a positive impact on communities in Lesotho and Wales

## About Dolen

Since 1985 Dolen Cymru has been forging friendships and partnerships between Lesotho and Wales. Through these links we bring lives and skills together, bringing communities in Wales and Lesotho together creating momentum.

Our teachers give whole communities new tools and understanding, which they in turn share with other communities. Health professionals train health professionals who can then train others. Our specialists in sanitation guide others in better ways to maintain hygiene. Young and old improve their skills in sport, care of the environment and their abilities to improve their communities.

Participants in our programmes gain different perspectives, different ways of thinking and different ways of doing things. They share these new approaches and skills with the schools, clinics and communities they're based in.

## Where we work

Located in the south-eastern region of Africa, the Kingdom of Lesotho is surrounded on all sides by the Republic of South Africa. All of its territory is above 1400 metres, meaning it is the country with the highest low point in the world. Many people live in rugged, mountainous terrain, accessible only by horseback or foot.

Lesotho is one of the poorest countries in the world. This beautiful country faces considerable economic and social problems with over half (57%) of its 2 million population living in extreme poverty. (World Bank Data) Its GDP per capita was just \$1,400, in 2017, according to the IMF. This ranks it at 150 out of 186 countries.

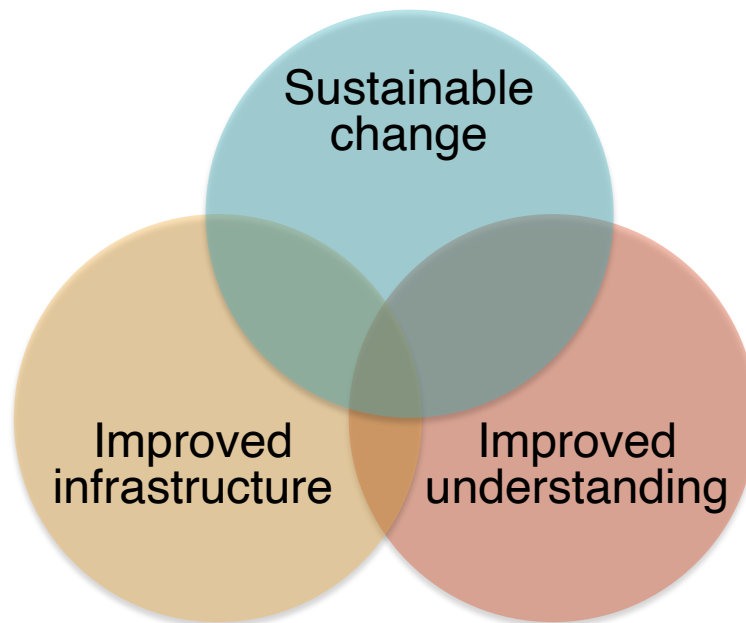
Lesotho has one of the highest rates of HIV in the world. Prevalence is just under one-in-four (23%), the second highest in the world after eSwatini, according to the CIA World Factbook. The HIV epidemic in Lesotho was declared a national disaster in 2000. Life expectancy in Lesotho is just 58.9 years, placing it 221 out of 227 countries.

## How do we make a difference

- We establish and nurture partnerships within and between Lesotho and Wales to co-create solutions to unmet needs and aspirations
- We share knowledge, experience and expertise
- We work collaboratively to implement initiatives as equitably as we can
- We achieve sustainable change through improved understanding and capability
- We improve the life opportunities by enhancing literacy and numeracy, improving health, reducing gender inequality and maintaining a safe environment

- In order to develop and deliver these programmes, funding must be secured, both from grants and donations.
- In order to secure these funding streams we must effectively communicate our work clearly showing the impact.

## Our Three Pillars



These pillars are how potential workstreams will be assessed.

### **A. Sustainable change**

Will the project being considered lead to a sustainable change? If it won't, it's probably not one to pursue.

### **B. Improved understanding**

Will the project improve understanding in Lesotho and Wales?

### **C. Improved infrastructure**

Will the project leave structures, processes or programmes in place that didn't exist before?

**Any strand of activity considered should always tick box A.**

**It should also have to tick B or C – preferably both.**

## Our Values

### Partnership

We are an organisation built on country, community, organisational and people level partnerships between Wales and Lesotho. Our partnerships are based on solidarity, mutual understanding and respect, and friendships.

### Collaboration and inclusiveness

We believe in shared ownership and working together to create fair, sustainable change. In particular we believe in listening to the needs and preferences of communities and the enabling of Basotho people in programmes that aim to address poverty in Lesotho.

### Responsibility

We are committed to responsible practices in our activities and caring for the people we work with. This includes protecting people from harm, (that may arise from our activities), and ensuring we respect people's dignity.

We will avoid unnecessary harm to the local and global environment arising from our activities

### Responsiveness

We aim to be continuously learning, about each other, global issues and the work we are doing. We are willing to adapt to change and we are open and responsive to new ideas, needs and preferences

### Diversity

We value and celebrate each other's differences, cultures, traditions and languages.

### Recognition

We make sure we show our appreciation of the contribution of our staff and volunteers and wish to encourage more individuals and communities to be involved in our work

## Funding

In order to develop and deliver these programmes, funding must be secured, both from grants and donations.

In order to secure these funding streams we must effectively communicate our work clearly showing the impact.

Develop and nurture existing and new partnerships to develop programmes which satisfy the criteria pillars and our values.

## Strategic Priorities with brief descriptions

| Work with partners to improve the life-chances and opportunities for people by: |                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Enhancing the effectiveness of teaching and learning in Lesotho</b>          | <ul style="list-style-type: none"> <li>• Supporting local teachers to form improvement hubs</li> <li>• Work with partners to roll out literacy and numeracy improvements</li> <li>• Work with teacher training institutions to develop improved training of teachers and CPD in Lesotho and Wales)</li> <li>• Enhance the pupil voice</li> <li>• Supporting Healthy schools</li> <li>• Promote understanding of global citizenship</li> </ul> |
| <b>Improve understanding and access to health care in Lesotho</b>               | <ul style="list-style-type: none"> <li>• To improve mental health assessment, advice support and understanding</li> <li>• Reduce the impact of COVID pandemic on individuals and communities</li> <li>• Support Family Medicine Training</li> <li>• Work to improve palliative care services with partners</li> </ul>                                                                                                                         |
| <b>Improve understanding and access to water, sanitation and hygiene</b>        | <ul style="list-style-type: none"> <li>• Continue supporting teachers to deliver curriculum on infectious diseases, their prevention and well-being in schools</li> <li>• Work with local communities to ensure they have access to handwashing and safe water</li> </ul>                                                                                                                                                                     |
| <b>Deliver well-being and sports programmes</b>                                 | <ul style="list-style-type: none"> <li>• Train teaches/community volunteers to deliver health messages in schools in Lesotho</li> <li>• Deliver rugby courses in schools where children are taught important life skills, including gender equality, good nutrition, how to protect themselves from HIV and AIDS, and how to live a healthy and responsible lifestyle.</li> </ul>                                                             |
| <b>Improve gender equity</b>                                                    | <ul style="list-style-type: none"> <li>• Work with partners to improve police understanding of Gender Based Violence</li> <li>• Work with partners to support women who experience GBV</li> <li>• Encourage parliament links to improve women representation in Parliament</li> </ul>                                                                                                                                                         |
| <b>Environment and Climate change</b>                                           | <ul style="list-style-type: none"> <li>• Support measures to improve the environment and mitigate against climate change eg tree planting</li> </ul>                                                                                                                                                                                                                                                                                          |

## Maintain and expand friendships and professional peer relationships between Lesotho and Wales

|                                                         |                                                                                                                                                                                                                                                           |
|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>In education</b>                                     | <ul style="list-style-type: none"> <li>Supporting links between schools in Wales and Lesotho and promote global learning</li> <li>Assist Welsh universities and Further Education establishments to undertake projects and research in Lesotho</li> </ul> |
| <b>In healthcare</b>                                    | <ul style="list-style-type: none"> <li>Support professional links and mentoring</li> <li>Provide training</li> </ul>                                                                                                                                      |
| <b>Facilitate cultural understanding and friendship</b> | <ul style="list-style-type: none"> <li>Assist with practical arrangements and technical assistance in country</li> <li>Establish a stronger Dolen Cymru presence/community in Lesotho</li> </ul>                                                          |

## Secure and increase funding base

|                                                    |                                                                                                                                                                                                               |
|----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Secure further grant funding for programmes</b> | <ul style="list-style-type: none"> <li>Ensure programmes developed are effective, evidence based and meet the needs of partners</li> <li>High standard of evaluation to inform new programmes</li> </ul>      |
| <b>Careful monitoring of expenditure</b>           | <ul style="list-style-type: none"> <li>Systems in place to monitor programme expenditure</li> <li>Continued monitoring of Income &amp; Expenditure</li> </ul>                                                 |
| <b>Widen and deepen individual supporter base</b>  | <ul style="list-style-type: none"> <li>Convert 'sympathisers' into supporters with regular donations</li> <li>Develop opportunities to encourage donations including specific appeals and projects</li> </ul> |

## Highly regarded organisation in Lesotho, Wales and UK

|                                                                              |                                                                                                                                                                                                                                                                  |
|------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>High standard of governance and leadership</b>                            | <ul style="list-style-type: none"> <li>A people focussed organisation that values and shows appreciation to our partners, supporters, volunteers and paid staff</li> </ul>                                                                                       |
| <b>Communicate effectively with supporters, donors, funders and partners</b> | <ul style="list-style-type: none"> <li>High quality communications using all media types highlighting programmes delivered and the impact on the communities where delivered</li> <li>Regular communications with decision makers eg Welsh Government</li> </ul> |