



# St Jude's News

MARCH 2022



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**Above** International Women's Day: Students at St Jude's Girls' Secondary School celebrate with song and dance.

## International Women's Day and Beyond

St Jude's does the work to reach equal numbers of male and female staff.

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Our Australian fundraising partner is registered as The School of St Jude Ltd and is responsible for all funds raised in Australia.





# International Women's Day and Beyond

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On 8 March, International Women's Day, St Jude's Girls' Secondary School celebrated with a special assembly, where students gave joyous performances and inspiring speeches.

However, gender equality is year-round work. For the last two years, St Jude's has been making a concerted effort to reach an equal ratio of male and female academic staff in order to empower students and staff alike.

"Back in 2020 at Smith Campus, the number of male teachers was 93%," begins Mr Mcharo, St Jude's Academic Manager. "At our girls' school when we first opened it was 85.7% and in primary school it was 82%," he continues.

This imbalance is not isolated to St Jude's, but is seen in many Tanzanian schools. There is a particular disparity in mathematics and science subjects.

"This can disadvantage girls, it can make them think perhaps to be a teacher or to teach certain subjects, you have to be male, which is not true," Mr Mcharo explains.

After two years of work, St Jude's hard work is beginning to pay off, particularly at St Jude's Girls' Secondary School, where 42% of teachers are now female. Recently, Mr Mcharo was proud to hire a female Mathematics Teacher and the school's very first female Physics Teacher.

These teachers are Madam Rehema, who teaches mathematics, and Madam Jackline, who teaches physics.

"There is an ideology in society that mathematics is difficult for women, so less women become mathematics teachers," says Madam Rehema, who holds a Master of Mathematics. "Even if there is one, other people won't believe she can teach mathematics, so then she has to convince people, convince society. You have to prove yourself."



**Above** International Women's Day: Students at St Jude's Girls' Secondary School celebrate with song and dance.  
**Below** Mr Mcharo photo







**Above A Mighty Mathematician:** Madam Rehema is a new teacher to St Jude's, ready to challenge her students' perceptions about studying mathematics.

Madam Jackline says there is a similar perception in physics.

"Many people say that physics is hard for girls, but it's a matter of having passion and putting your effort into it. I love it and I love teaching physics," says Madam Jackline.

Both new teachers are working hard to challenge these perceptions with their students.

"First, I try to remove that ideology that mathematics is too hard. I try to encourage the girls to keep up. I tell them that mathematics has broad applications. Computer systems are all about mathematics. Business is the application of mathematics. You can apply mathematics as a doctor or engineer," says Madam Rehema of her approach.



**Above A Role Model for Girls:** Madam Jackline demonstrates a simple experiment for her students.

Madam Jackline is particularly excited to become a role model for her students, despite not having one herself. "In my whole school and university journey, I've never had a female physics teacher, she explains. "At university in my class, there were five women and 30 men."

With such a small numbers of female teachers, hiring can be difficult, but St Jude's Human Resources (HR) team is up for the challenge.

Happy, the school's HR Manager, has devised a number of ways to attract high quality female teachers.

"All our adverts now say that we highly recommend female candidates apply. We do a lot of headhunting as HR and we also ask current female teachers for their recommendations," she describes.



**Above On a Mission:** Happy, HR Manager, has developed tactics to help find and hire high quality, female teachers.

The school has also introduced a referral process, where staff can receive a small financial bonus for recommending a successful candidate for an open position at St Jude's.

"You can see in interviews, female candidates are often less confident than male candidates," says Happy. "But once they are employed, they grow in confidence in their roles."

With a larger number of female staff, the school has also had to bring a greater focus to its maternity leave program. In accordance with Tanzanian labour laws, women receive 84 days of maternity leave after the birth of their children, followed by six months of reduced hours to allow continued breastfeeding.

"During that time, we schedule all their classes in the morning as they will go home early in the afternoon to breastfeed, so we support them. For female boarding staff, we might move them into the day school so they don't need to be at school overnight," Mr Mcharo says.

While organising maternity leave for teaching staff can be a challenge, it's a challenge St Jude's is ready to meet in order to reach a balanced number of female staff.

"We want to empower women, because women can teach too, and we want our students to see that," says Happy.

Your support empowers St Jude's staff and students. **Donate today**







# Flowers for St Jude's

Noela and her fellow Rotarians hold a sweet Valentines' Day fundraiser for St Jude's.

Usually, Valentines' Day is a time to think about someone special to you and show them that you care. This Valentines' Day, Noela and Bill Philips and the Brisbane High-Rise Rotary Club thought of The School of St Jude!

In partnership with Maison Fleur florists, these super supporters hit the road to deliver beautiful flower arrangements, with a portion of the proceeds, totaling more than AU \$1000, donated to St Jude's.

Noela describes the motivation behind the successful fundraiser, "Brisbane High-Rise Rotary Club has been a long term supporter of St Jude's. The club members who have visited St Jude's saw firsthand how poverty strips away educational dreams from children who have a right to learn, to achieve and to live a dignified life. To change a child's life with education is one of the greatest gifts a Rotary Club can give."

The florists from Maison Fleur prepared 112 arrangements, each complete with a tag indicating the delivery address and the phone number of the recipient. Then, the Rotary volunteers stepped in, to deliver the arrangements by car and on foot all over the Brisbane CBD.

"We are never short of volunteers, such is the enjoyment we get from delivering beautiful arrangements to very surprised recipients," says Noela.

In addition to this enjoyment, the volunteers also got a lot of exercise on their delivery routes.

"This year, I walked 13 km, however, nobody is expected to do more than they are capable of. Some Rotarians might walk for 1 hour – every little bit helps the St Jude's cause!" Noela explains.

**Right Armfuls of Arrangements:** Noela, Louise and John with some of the beautiful floral arrangements.







**Above Ready To Go:** The flower delivery team gather at the collection point.

By the end of the day, the volunteers were exhausted, but felt, “a huge sense of achievement,” says Noela. “Firstly, achievement in the sense that we are helping St Jude’s, secondly, the fact we professionally delivered all our floral arrangements on behalf of Maison Fleur on time and safely, and thirdly, achieving what Brisbane High-Rise Rotarians love doing most - helping others.”

This wasn’t the first fundraiser of its type, in fact, this is the fourth time that Brisbane High-Rise Rotary Club and Maison Fleur have teamed up to raise funds for St Jude’s.

But this isn’t the only way Noela, Bill and their fellow Rotary club members support St Jude’s. The Rotary club sponsors the academic scholarship of Form 5 student, Irene, while Bill and Noela sponsor the academic scholarship of Tumaini, who is in Form 6. When Tumaini graduates from secondary school in May, Noela and Bill will be making the trip to Arusha to celebrate with her.

“I am frankly ‘over the moon’ to think I will be meeting Tumaini in May,” Noela says. “I truly can’t wait for this adventure to commence.”

Since 2012, Noela and Bill have visited St Jude’s six times, bringing 79 friends, family and fellow Rotarians with them, many of whom are now sponsors too!



**Above One More Bouquet:** Margot, a Brisbane High-Rise Rotary Club member, collects a bouquet for delivery.

The School of St Jude is incredibly grateful to Noela, Bill and the teams from Brisbane High-Rise Rotary Club and Maison Fleur for running such a sweet-smelling fundraiser.

Are you inspired by Noela? Well, you can fundraise for St Jude’s too!



**Download our resources to get started**





**Above School Lunch Time:** Ms Rehema setting up for lunch so students can eat and recharge before getting back to learning.



# Empowerment through Cleaning

Rehema, the Head Cleaner at The School of St Jude, talks about her motivation for providing meticulous service

“Tea break is at 10:30am. We are serving porridge today,” explains Ms Rehema as she sets a table in the primary school dining hall.

Ms Rehema, the Head Cleaner at St Jude’s, is always cheerful and kind to students and staff.







**Above Break Time:** Ms Rehema serves primary students hot, nutritious porridge.

“I joined St Jude’s in 2019. Before I was promoted to lead the cleaning staff, I helped to clean school offices and other areas of the school,” says Ms Rehema.

“My responsibilities as the Head Cleaner are to supervise and ensure cleaning procedures are followed, cleaning staff complete their assigned tasks, and the school environment is clean and safe, from classrooms, toilets, and kitchens to all offices,” she explains.

Ms Rehema believes her love for children is her biggest motivation in her work at St Jude’s.

“I like to cook and I have always wanted to work with young students. Getting the job at St Jude’s was a dream come true for me. Seeing these students every day gives me the drive to continue to do my very best for them. And when they say, ‘Thank you, Ms Rehema,’ I feel accomplished because I know that my work has a positive impact on them,” says Rehema.

All students at the school receive hot, nutritious and healthy meals with a menu featuring produce part-sourced from the school’s farm. The school serves over 29,000 meals per week!

Ms Rehema, who ensures all students get healthy meals and safe water daily, understands how St Jude’s is helping to change lives, including her own. “Through St Jude’s, I’ve been able to send my children to school, build a house, and run my day-to-day affairs,” she shares.

‘I would like to thank Gemma for all she is doing for bright, poor Tanzanian students, giving them hope for a brighter future, and also for employing Tanzanians like myself, empowering and giving us an opportunity to take care of our families,’ says Ms Rehema.

Staff like Ms Rehema are invaluable. Her work at St Jude’s ensures that our students can learn in a clean environment and enjoy nutritious, daily meals. However, it’s not just the students who benefit... Staff are empowered to take on greater responsibilities at work and transition into leadership roles, while supporting their families and improving their lives with their St Jude’s salary.

Thanks to your support, St Jude’s can employ staff like Ms Rehema to ensure the school environment is clean and healthy. **Donate today!**







# Dorice... 6 years later!

A look at Dorice's journey after she toured Australia in 2016 with Gemma Sisia, Founder.

How time flies... this time in 2016 was an exciting time for Dorice and Gemma. Dorice had been chosen to travel with Founder of The School of St Jude, Gemma Sisia to Australia, for the very first annual tour with a St Jude's graduate.

As this was Dorice's first time overseas, she was bursting with excitement. She could not wait to share her journey with the audience. She told audiences all about her school years at St Jude's and her dream of becoming a doctor.

**Below Story of Hope:** Dorice pictured with a group of friends during a night in Moss Vale.



**Above Left Air of Excitement:** Gemma and Dorice at the Golden Guitar. **Below** Dorice and Gemma in Canberra.



**Above Right Story of Hope:** Dorice speaking at Ballina Rotary event





# So, where is Dorice today?

Dorice has realised her dream of becoming a doctor! In December, she graduated with a degree in medicine and has started her residency, an internship program or training for graduates with a Doctor of Medicine degree, in Mwanza, located in northern Tanzania. Now, she plans to specialise in gynaecology.

Dorice's university education was supported by Beyond St Jude's (BSJ), our program for secondary graduates.

Dorice is a wonderful example of the life-changing power of education. Once a student supported by donors and sponsors, now Dorice is supporting her community as a doctor!

Thanks to your support, Dorice could reach her academic potential and is now a doctor.

[Sponsor a scholarship](#) or [donate today](#) to make a difference.



Above Embracing the next Stage: From a St Jude's student (bottom) to a Doctor of Medicine (top), Dorice is ready for the next phase of her journey.





# The School of St Jude

Fighting poverty  
through education



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with your family and friends.



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