



# PLAN INTERNATIONAL UK TRUSTEES' ANNUAL REPORT 2020

# CONTENTS PAGE

<b>About Plan International UK</b>	<b>3</b>
<b>Our strategy</b>	<b>4</b>
<b>Welcome from our Chair</b>	<b>6</b>
<b>Welcome from our Chief Executive</b>	<b>7</b>
<b>A message from our Youth Advisory Panel</b>	<b>8</b>
<b>Our impact</b>	<b>9</b>
<b>Spotlight on our coronavirus response</b>	<b>11</b>
<b>Goal 1 Equality for girls</b>	<b>17</b>
<b>Goal 2 Young people empowered into successful adulthood</b>	<b>24</b>
<b>Goal 3 Resilience in fragile communities</b>	<b>32</b>
<b>Goal 4 Diverse and effective partnerships</b>	<b>38</b>
<b>Goal 5 Organisational excellence</b>	<b>45</b>
<b>Looking forward</b>	<b>49</b>
<b>Fundraising statement</b>	<b>50</b>
<b>Financial review</b>	<b>51</b>
<b>Managing risk</b>	<b>55</b>
<b>How we are governed and managed</b>	<b>57</b>
<b>Legal and administrative information</b>	<b>71</b>
<b>Auditors' report to the members of Plan International UK</b>	<b>72</b>
<b>Financial Statements</b>	<b>75</b>
<b>Thank you</b>	<b>114</b>

The information included on pages 3–54 and pages 3–71 constitutes Plan International UK's Strategic Report and Directors' Report/Trustees' Report respectively for the year to 30 June 2020. Plan International UK is also known as Plan International (UK) and will be referred to throughout as Plan International UK.

# ABOUT PLAN INTERNATIONAL UK

Founded over 80 years ago, Plan International is a global development and humanitarian organisation, striving to advance children's rights and equality for girls. Every girl and boy have the right to be healthy, educated, protected, valued and respected in their own community and beyond.

Operating in 77 countries we work in collaboration to transform lives. Together we empower children, young people and communities to make vital changes that tackle the root causes of discrimination against girls. We drive change in practice and policy at local, national and global levels through our reach, experience and knowledge of the realities children face. We work with children and communities to prepare for and respond to crises, and support the safe and successful progression of children from birth to adulthood.

Plan International UK is part of the Plan International global family and leads the work of the charity in the UK. Plan International UK raises vital funds through child sponsorship, individual giving and corporate partnerships, and from institutional and major donors, as well as leading change-making campaigns and programming for girls in the UK. Plan International UK does not deliver programmes directly outside of the UK and instead works in partnership with Plan International to ensure the effective management and implementation of programmes we fund overseas.



Zainab, 17, is an outspoken advocate against FGM, here she is with her mother

The projects showcased in the strategic report have all received financial support from Plan International UK – many will also receive funding from other Plan International offices, and other partners. The reach and impact statistics included in this report reflect the whole project, and are not limited to the proportion of the projects funded from the UK.

Plan International UK is an independent development and humanitarian children's charity, with no religious, political or government affiliation.

The Trustees' Annual Report 2020 covers the period 1 July 2019–30 June 2020.

# OUR STRATEGY



Boys at a school in Cambodia supported by Plan International

# OUR STRATEGY

**Our purpose: We strive for a just world that advances children's rights and equality for girls.**

**To ensure we are meeting our purpose we identified five strategic goals for Plan International UK from 2017–2020. In Autumn 2020 this current strategy will end, and a new organisational strategy will launch.**

## 1 EQUALITY FOR GIRLS

We know that no one bears the brunt of poverty and inequality more than adolescent girls and that empowered girls can drive development. We'll work with and for adolescent girls through our campaigns, programmes and research to transform girls' lives.

## 2 YOUNG PEOPLE EMPOWERED INTO SUCCESSFUL ADULTHOOD

Young people in the UK and globally are critical thinkers, change makers, innovators and leaders – they can be a huge force for social, economic and political good. We work to empower young people to be advocates, support them with the skills and knowledge they need to achieve economic empowerment and engage young people in global child rights issues.

## 3 RESILIENCE IN FRAGILE COMMUNITIES

Disasters, emergencies and other humanitarian crises can reverse years of development progress. We build resilience to enable communities to withstand shocks and stresses. We respond to emergencies and design programmes which recognise the specific needs of marginalised groups.

## 4 DIVERSE AND EFFECTIVE PARTNERSHIPS

We work with a wide range of groups and organisations as we know that by cooperating and collaborating we can move faster and achieve so much more.

## 5 ORGANISATIONAL EXCELLENCE

We're committed to working in the most effective and impactful way. It's a fundamental responsibility we have to the communities we work with and those who support our work.

**Each section of the report will show how our programmes and projects in 2019/20 worked towards meeting these goals.**

# WELCOME FROM OUR CHAIR

**This last year has been one of the most difficult and challenging years in living memory. It has been a year of two halves; pre and post coronavirus.**

I am incredibly proud that Plan International UK responded rapidly to the coronavirus pandemic. We launched a global emergency appeal to mobilise vital funds to support and protect the most vulnerable children and their communities, as well as adapting over 100 of our programmes to respond to the pandemic. Our experience of working in disasters and humanitarian crises, including the Ebola outbreak in 2014, has shown us that girls and young women are often worst affected during health crises, facing increased threats of sexual violence and sexual exploitation, as well as being less likely than boys to continue with their education. Our response has therefore focused on preventing these effects, as well as providing the basic sanitation, nutrition and health information needed to prevent the virus taking hold.

We have continued to fight for the rights of girls around the world and I was thrilled to see the launch of two excellent pieces of research this year. As we entered 2020, our latest *State of Girls' Rights in the UK* report found that gender inequality still affects the majority of girls right here in the UK.

We revealed that girls are 'fed up and frustrated' with the lack of progress on gender equality, and are continuing to face very real threats to their safety in public, sexism in school and a lack of control over their bodies. More recently, in April we listened as girls told us about the significant challenges they faced during lockdown including that 30% of girls had issues either affording or accessing period products. Sadly, these results were not a surprise.

In March, we launched *Our Vision*, a rallying call to action by girls in crisis following consultations with over 150 affected young people in Northern Uganda, Rwanda and Nigeria, to ensure the rights and needs of girls living through conflict, disaster and displacement are met.

Both of these initiatives were launched with girls, Government Ministers and our supporters, who all came together to ensure that girls, wherever they live, are able to reach their full potential.

As we look forward, we will continue to raise the voices of children and particularly girls as they demand a better future here in the UK and around the world. Thank you for your continuing support.

**Professor Sir Ian Diamond**  
Chair



# WELCOME FROM OUR CHIEF EXECUTIVE

**Reflecting on my first year, I am struck by how different our world looks from only a year ago. During this turbulent time, I am proud to lead the organisation and continue to be impressed by the commitment of all staff and volunteers striving to promote children's rights and equality for girls here in the UK and around the world.**

I was inspired when I saw the impact we're having, when I visited Ethiopia in January. In a school in Bahir Dar I saw a ledger of young girls whose early marriage was prevented last year thanks to support from Plan International – there were 33 names on the list. One of these girls shared how she was now able to focus on finishing her education. She was a strong advocate in her community and a real example of how with the right support a girl can decide her own future.

This has been a challenging year for us all. In January, Plan International made the difficult decision to close our Sri Lanka office and refocus our efforts in countries where the needs are greater and where we can deliver an even bigger impact.

In May, we stood in solidarity with all those fighting anti-black racism following the death of George Floyd. We want a future for children where they are not held back by their race, gender or other identities. We recognise that this was also a moment of self-reflection and we must continue to challenge ourselves to do more.

While we were disappointed to hear about the merger of the Department for International Development (DFID) and

the Foreign Office, we look forward to working with the Foreign, Commonwealth and Development Office (FCDO) to ensure that the UK's future development agenda puts the rights and needs of adolescent girls at its heart.

As we look ahead during this time of uncertainty, we have had to make the difficult decision to implement a cost reduction programme to ensure the charity is in the best possible position to achieve its purpose. While this is the right decision for the organisation, it is with a heavy heart that we have had to make some redundancies. I thank the affected staff for their understanding and for all their hard work.

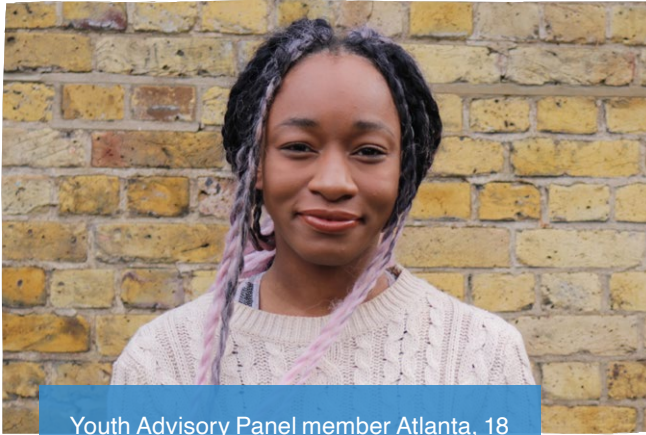
In more positive news, child sponsorship remains the bedrock of the organisation. I am so inspired by our 77,500 sponsors, as they continue to support children and their communities to grow, nurture and develop. In Ethiopia, I also met a young boy called Taleco, who showed us the letter he had received from his sponsors and started crafting a letter back to them. It really hit home how special these sponsorship connections are for sponsor and sponsored child.

We have been focused on developing our new strategy to give us a clear direction of travel for 2021 and beyond. We stand firm in our commitment to achieving equality for girls and giving every child every chance.

Finally, I want to extend a heartfelt thank you to every sponsor, supporter, donor and volunteer. None of this would have been possible without you.

**Rose Caldwell**  
Chief Executive





Youth Advisory Panel member Atlanta, 18

## A MESSAGE FROM OUR YOUTH ADVISORY PANEL

**My name is Atlanta. I have been a member of Plan International UK's Youth Advisory Panel (YAP) since 2019.**

YAP is a cohort of young people who are striving for change. We speak for those who are silenced, challenge decision makers and stand up for what's right.

Plan International UK are committed to ensuring that YAP members are at the centre of every decision. I was on the interview panel to recruit the charity's new chief executive, Rose, as well as being involved with other interview panels alongside fellow YAP members. This ensures our voices are heard at each step and that young people are kept at the heart of the charity.

YAP members: Aless, Ambrin, Atlanta, Augusta, Ellen, Eva, Helena, Huw, Imogen, Indya, Isabelle, Jessica L, Jessica R, Josie, Lauren, Libby, Maisie, Mun, Rosie, Trinity and Tyler

It has been an honour to represent Plan International UK at incredible events as well as having the opportunity to work on the *I Say It's Not OK* campaign, speaking out against street harassment with other amazing YAP members. This campaign has truly been a highlight during my Plan International UK journey. I spoke out on the issue of street harassment – an issue that has weaved its way into my life since the age of 14 and has happened so often it has become the norm. We challenged the Deputy Mayor of Greater Manchester to include street harassment in the gender-based violence strategy and I went on ITV, highlighting the importance of raising awareness on an issue that is heavily entrenched in our society.

When the coronavirus pandemic hit, I shared my experiences of lockdown with Plan International UK for a global girls' voices project. Alongside 15 other girls from around the world my story featured in Marie Claire as we shared the challenges we faced. I was alarmed by Plan International UK's research into the impact of coronavirus on girls in the UK, and in particular, that 1 in 5 girls had experienced street harassment during lockdown. But this is why we continue to raise our voices.

As the years go on, youth voices at Plan International UK will continue to prosper. We hope to challenge stereotypes and abolish gender inequality and I am proud to be a part of it!

### **Atlanta**

Plan International UK YAP member



# OUR IMPACT

We are proud of our impact changing the lives of children and girls across the world. The figures shown on the next page refer to projects funded in whole or in part by Plan International UK. The reach and impact statistics reflect the whole project, and are not limited to the proportion funded from the UK.



Plan International has set up youth clubs in schools across Rwanda

# WE REACHED NEARLY 10 MILLION CHILDREN, YOUNG PEOPLE AND THEIR COMMUNITIES AROUND THE WORLD:

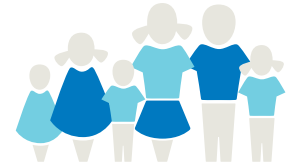
ACROSS  
**129** PROJECTS  
IN **43** COUNTRIES



**2.78 million**  
people directly supported  
by our programmes

INCLUDING  
**594,000** GIRLS

**7 million**  
people indirectly reached  
through our work



WE ADAPTED OVER  
**100** OF OUR PROJECTS  
to respond to the  
coronavirus pandemic



WE RAISED ALMOST  
**£700,000**  
through our *Coronavirus:  
Children's Emergency Appeal*



THANKS TO OUR  
**77,500** UK SPONSORS  
WE ARE SUPPORTING OVER  
**81,900** CHILDREN  
and their communities in 48 countries



OUR  
**34,000** CAMPAIGNERS  
in the UK have stood with us to fight  
for equality for girls  
globally



# SPOTLIGHT ON OUR CORONAVIRUS RESPONSE



Luz Clarita, 8, wears face mask  
at her home in Cusco, Peru

**The coronavirus pandemic has had, and will continue to have, a devastating impact on the lives of children, and in particular girls, all over the world. Plan International has been working around the clock to help those whose lives have been turned upside down by the crisis. We are especially concerned about children and their families living in crowded conditions, such as in refugee camps, where for most, social distancing isn't an option.**

While it seems that children are less affected by the health impacts of the virus we know that the pandemic will have untold secondary impacts on their lives and the environment in which they grow and develop. Our aim is to help children survive the crisis and reclaim a brighter future.

In March, we launched our *Coronavirus: Children's Emergency Appeal*. We used the money raised to ensure communities received vital public

health information, water, sanitation and hygiene provisions, as well as essential food supplies. As experts in education and child protection we scaled up this work too. We've worked hard to find new and immediate ways for children to keep on learning even when they can't go to school, as we know that having an education is vital to give every child, every chance.

Many of our existing programmes, including in child sponsorship communities, have been adapted in response to the pandemic to keep children and their families as safe and healthy as possible.

Our response is being continuously monitored and updated as conditions on the ground change. We're responding across 50 countries with an aim of reaching 50,000 communities. The following is a snapshot of some of our responses as the global Plan International family across four thematic areas.



Roukietou, 12, is back in class in Burkina Faso after a two-month interruption due to coronavirus

## PROVIDING WATER, SANITATION AND HYGIENE PROMOTION

Since the start of the pandemic we've all known the vital importance of washing hands to prevent the spread of the virus. But many of the children and communities we work with don't have access to clean water, handwashing facilities or adequate medical care. And what's more, many children are living in crowded conditions where social distancing is impossible and therefore good hygiene practice is even more important.

That's why our response prioritised the sharing of public health information and effective hygiene practices, including the installation of additional hand-washing facilities, to keep children healthy.

### WHAT WE'VE ACHIEVED

- Over 400,000 people received handwashing and hygiene kits in refugee camps in Gambella, Ethiopia
- In India we've provided almost one million sanitary pads to girls as part of our hygiene kits
- We've commissioned 23,000 face masks from young trainees living in displaced people camps in Rahkine in Myanmar, giving them a means of income
- In Cusco, Peru, we distributed PPE to 14 medical outposts – providing 5,500 face masks, 5,500 aprons, 13,800 surgical masks, and 2,700 face shields.



### IN FOCUS: EGYPT

In Egypt, 21-year old Basma is reaching children with health messages through her online puppet shows.

“I found that social media was filled with long posts about Covid-19 prevention which many people might not be interested in reading. So, I thought I would use the puppet show, the tool I love the most, to communicate easy-to-understand messages in a light-hearted manner that contain the right information. And this is what I do.”

Basma is using some of the skills she learned as part of Plan International Egypt's Youth Advisory Panel. “My message to girls and young women during this period is to use this time to recognise your skills and acquire new ones. Never let anything stop you from achieving your dream. Work on yourself and learn new things that will benefit you in your future.”

## KEEPING CHILDREN LEARNING

At the peak of the coronavirus crisis, 191 countries had shut all schools, impacting over 1.5 billion children worldwide. For many children, being out of school means no learning, no friends, no daily routine and for some, no safe haven. And for some, particularly girls, the pandemic could well mean the end of their education altogether. This must not be allowed to happen, and we've been working hard to find innovative ways to keep children learning at home so they don't miss out.

### WHAT WE'VE ACHIEVED:

- In Mozambique's Buzi district, which was devastated by Cyclone Idai, we've distributed almost 15,000 copies of learning guides and worksheets to children learning at home
- In Benin, we've provided almost 1,110 hand-washing stations for schools in six municipalities so they can reopen again safely
- In Thailand, we've made a Safe Back to School video and presented it to 153 schools to demonstrate best practice on keeping children safe.

### IN FOCUS: REFUGEES IN UGANDA

Plan International has a long-term presence in the refugee camps in Northern Uganda. With all the schools in the settlements closed, girls are instead finding themselves responsible for increasing amounts of domestic chores and are at risk of never returning to the classroom, instead being forced into early marriage and becoming pregnant while still children.

Letisia, 16, says "Learning from home is quite difficult because of the chores I have to do which interrupts my studies. I miss the group work activities and learning with my friends, especially in science."

Since the start of the pandemic, we've created, printed and distributed learning packs to help over 10,000 children keep up their studies at home. The packs combine exercises for four subjects, with clear illustrations and spaces for answers. The teachers at the camp schools have been asked to collect the completed packs so they can be marked.

Letisia wants to study to become a nurse so she can treat people in her community. She says her best subjects are English, science and social studies. "I like the materials because they are simple, summarised and easy to understand."



Girls show their schoolpacks which are helping them to learn

## LIFESAVING FOOD SUPPLIES

For many, this pandemic has been a crisis on a crisis. For those communities already experiencing food insecurity, coronavirus is making it worse. Natural disasters like floods and desert locusts in East Africa have continued, while restrictions in movements have left many families living in even more precarious situations, unsure of where their next meal is coming from.

### WHAT WE'VE ACHIEVED:

- Plan International Bolivia supported 2,300 families from rural communities with food rations
- In Senegal, Plan International has distributed food kits to over 3,000 children in over 90 schools
- We have distributed food baskets to over 81,000 families in India.

### IN FOCUS: ZAMBIA

Southern Africa is at the forefront of the global climate crisis and in Zambia alone, 2.3 million people are experiencing food insecurity.

As part of the response to the food crisis Plan International was running a school feeding programme in Zambia. With classrooms now closed to help contain the spread of coronavirus, children who depended on school meals were facing potential malnourishment and other health risks.



Bridget and her colleagues have adapted the programme to ensure that children are still receiving the food they need

To ensure that the 5,000 children who depended on these meals to eat did not go hungry, adjustments to the programme had to be made fast.

“We had to think of innovative but safe ways of delivering the school meals to students, so we gave food rations to their parents to prepare meals for their children at home instead,” says Bridget, a Plan International community field worker.

Plan International set up food distribution points in schools to ensure families can access food rations and public health information. Bridget and her Plan International colleagues hand out food to parents and work with Ministry of Health staff to provide advice about coronavirus so the community can protect themselves and prevent the spread of the virus.

## KEEPING CHILDREN SAFE

Past health crises, as well as early evidence from the coronavirus pandemic, showed that domestic violence and other forms of gender-based violence are exacerbated as households are placed under increased stress. Our expertise in child protection means we were best placed to respond to the increasing risks, to ensure children and especially girls are kept safe in the communities we work in.

### WHAT WE'VE ACHIEVED:

- Over 36,300 people (including over 21,100 children) will benefit from our child protection help desks in Zambia, which provide a space to report, be referred or access psychosocial support
- We've reached more than half a million social media accounts in Ecuador with the #CartucheraVioleta campaign to prevent gender-based violence. 70% were 13–17 years old
- In Zimbabwe, Plan International conduct radio shows targeting 20,000 parents and 40,000 adolescents weekly.

### IN FOCUS: PHILIPPINES

Reylyn's family were already dealing with the impact of active volcano activity in January when the first coronavirus case in the Philippines was declared and strict quarantine measures were implemented.

With fears that cases of domestic violence would rise, we are providing girls and young women with training on safeguarding, child protection, and the referral pathways for reporting instances of gender-based violence. Reylyn was one of the girls who took part in the training. "When Plan International gave information about child protection, I learnt that as a woman, I have the right to be protected from abuse. There is a law that protects me."





# GOAL 1

# EQUALITY FOR GIRLS

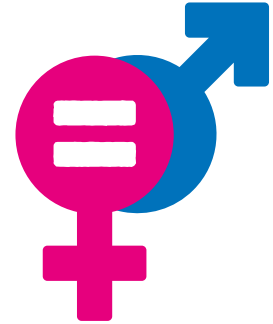


Left to right: Olamide, 17, Rochelle, 16, Matilda, 17 and Esther, 17, London all took part in our *The State of Girls' Rights in the UK* research report

# EQUALITY FOR GIRLS

We know that, around the world, no one bears the brunt of poverty and inequality more than girls. Making sure girls get the same chances as boys is central to everything we do: girls need a fair start and a level playing field.

We work with and for adolescent girls, because empowered girls can transform their lives and their communities.



## WHAT WE ACHIEVED THIS YEAR:

### SMASHING PERIOD TABOOS

We lead the sector in championing awareness of period shame, taboo and stigma. And across the world our girl's clubs and programmatic focus on sexual health and reproductive rights lead to waves of change for girls everywhere.

### FORCES FOR CHANGE

In August 2019 we were delighted when the Duke and Duchess of Sussex chose us as one of their 15 'Forces for Change' on their Instagram account, highlighting our vital work around girls' rights.

### ADVOCATING FOR GIRLS' RIGHTS

We committed to contribute to policy change to support girls' rights through our advocacy and campaigning work. With successful campaigns in the UK and Nigeria, we now have over 34,000 people across the UK supporting our youth-led campaigns. A highlight was the commitment of the Nigerian Government to work together with our youth advocates to tackle trafficking.

### CHAMPIONING GIRLS' RIGHTS IN THE UK

We launched our sector-leading report, *The State of Girls' Rights in the UK 2020*, revealing that girls are fed up and frustrated with empty messages of female empowerment.

# DEMANDING CHANGE WITH AND FOR GIRLS IN THE UK

In January, we launched our sector-leading report, *The State of Girls' Rights in the UK 2020*, revealing that girls feel fed up and frustrated with empty messages of female empowerment.

The report included first-hand commentary from girls across the country, sharing perspectives on key areas of their lives, including how safe they feel on the streets, their experience of school, their mental health, and their perspectives on politics and participation.

Six in 10 (60%) girls said they believe males are treated better than females in the UK. These girls noticed differences in treatment in the media (72%), at school (41%) and even at home (22%).

We called on the government to bring a new focus to delivering girls' rights in order to help achieve gender equality across the UK. With recommendations on stopping street harassment, ending the stigma of menstruation and remodelling girls' experiences of school, our message was heard by sector, political and policy audiences at a packed Westminster report launch and gained significant, high quality media coverage across the UK.

“

You'll have that one person who's just sitting at the back of the bus and is staring at you. And occasionally, they'll make their way and sit right next to you and just start talking to you. But I try my best to sit next to the bus driver, as close as I can, so he has me in his eye line and if something happens then I can say, 'I need help'.

**Abby, 16, Norfolk**

”



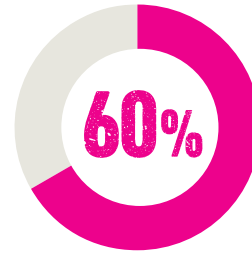


“

I feel like boys have more freedom than girls, when it comes to being able to walk out alone especially at night and stuff. So, I can already feel the inequality there just even with my own parent. I guess it comes from a place of concern mainly, but it is kind of a shame.

**Megan, 17, Inverness**

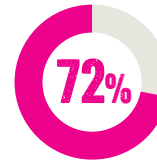
”



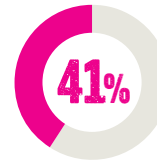
**OF GIRLS\***

said they believe males are treated better than females in the UK

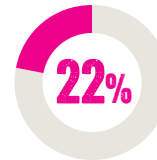
Of those girls:



noticed differences in treatment in the media



noticed differences in treatment at school



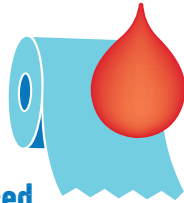
noticed differences in treatment at home

\* In a survey of over 1,000 girls aged 14–21

# SMASHING PERIOD TABOOS

We continue to be a leading voice on period shame, stigma and taboo in the UK and to inform the sector as it grows and develops.

**40% OF GIRLS\***



**in the UK have been forced to rely on toilet paper because they've struggled to afford period products**

In the UK Government's March budget, the so-called Tampon Tax was scrapped, meaning there will be no VAT on women's sanitary products. In recent years the money raised by the tax supported some fantastic projects – including our own *Let's Talk. Period* programme to address period poverty in England – but the added cost unfairly penalises girls and women for the simple fact of having their period.

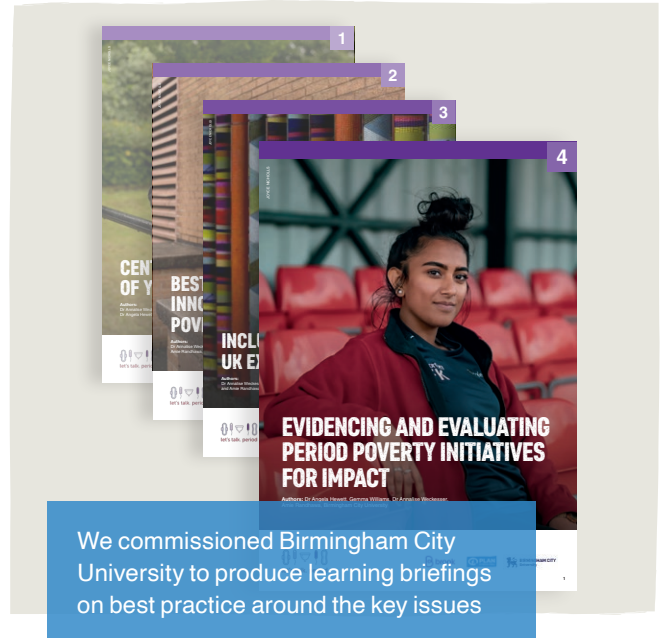
As co-chairs of the Period Poverty Taskforce, alongside the Government Equalities Office and Procter and Gamble, we are working with

\* In a survey of over 1,000 girls aged 14–21

30 organisations and experts to identify solutions to period poverty, period shame and stigma, and the menstruation education gap in the UK, with insights fed directly back to Government.

We supported the Welsh Government to develop a Period Equality plan and provided evidence to the Scottish Parliament in relation to the Period Products (Free Provision) (Scotland) Bill.

Our two-year project, *Let's Talk. Period*, in partnership with Brook concluded in March. Highlights include the delivery of menstruation education to up to 5,000 young people across seven pilot areas in England and the funding of nine grassroots organisations to work with young people to improve menstruation education, period products provision and tackle period shame.



We commissioned Birmingham City University to produce learning briefings on best practice around the key issues

# SAY NO TO TRAFFICKING IN NIGERIA

“

Girls are being trafficked every day. And you are free, you are secure, you can walk down the street. But they are not free. They are going through a lot and need help.

Tama, 25, Nigeria

”



Left to right: Tama and Gift asked the UK public to support their campaign

In partnership with Plan International Nigeria and their youth advocates, we developed a campaign to tackle the trafficking of girls in North East Nigeria. 2.5 million people have been displaced in this region due to humanitarian crisis. This has put girls' safety in jeopardy, with 94% of trafficking victims from Nigeria being women and girls.

Every day, girls in crisis-hit areas of Nigeria are being trafficked and exploited. Sold, deceived and coerced, they're being forced into prostitution, child labour, domestic servitude and child marriage.

No girl should have to face this. That's why we partnered with Gift and Tama, two Plan International youth advocates in Nigeria, to champion a girl-led movement to say enough is enough – we must say **#NoToTrafficking**. Over 25,000 supporters joined the campaign to stand in solidarity and support their call, leading to a partnership between the youth advocates and the National Agency for the Prohibition of Trafficking in Persons (NAPTIP) to work together to tackle trafficking.



94%

of trafficking victims from Nigeria are women and girls

# COUNTERING FGM AND CHILD MARRIAGE IN TANZANIA

In Tanzania, after participating in our Girls' Clubs, girls told us they now realise they have a right to make their own decisions about their bodies and their futures.

Multiple girls said that before participating in the Girls' Clubs they felt their future was set in stone: leave primary school to get married and be taken care of by a husband. Since being part of the club, they realised this didn't have to be their future. They realised they had a choice.



Plan International  
has established  
**47 CLUBS**  
for at-risk in and out of  
school girls in Tanzania.  
All are oversubscribed.



For many girls this is their first opportunity to play football

In addition, adolescent girls and boys are trained to be peer educators on sexual health and reproduction issues and have reported a significant change in mindset within the community.

The project is also using football as an innovative way to engage boys, girls, the wider community in messaging to stop female genital mutilation (FGM) and child marriage. Through the Tackle Africa model, girls have had their first opportunity to play football.

Out-of-school girls and young mothers have been trained to start their own small businesses, for example in tailoring and catering. Making their own income and providing for their basic needs means they are no longer dependent on others and have more freedom to make their own choices.

## GOAL 2

# YOUNG PEOPLE EMPOWERED INTO SUCCESSFUL ADULTHOOD

James, 25, Tanzania, set up his own mobile phone repair company after receiving training with support from Plan International



# YOUNG PEOPLE EMPOWERED INTO SUCCESSFUL ADULTHOOD

Young people can be a powerful force for social, economic and political change.

Plan International UK works with and for young people from childhood up to age 25, to empower them to be advocates and support them with the skills and knowledge to achieve economic empowerment.



## WHAT WE ACHIEVED THIS YEAR:

### REPRESENTING GIRLS' RIGHTS

We engaged a diverse group of young people in the UK to represent girls' rights and campaign with and for young people. As well as the launch of *The State of Girls' Rights in the UK 2020* research we have created a brand-new digital programme, *Girls Shout Out*, to provide a safe space for girls online, channelling their voices into further research and programming to shed light on inequalities faced by girls in the UK.

### SUPPORTING YOUNG PEOPLE

We reached communities globally through our Youth Economic Empowerment and Education programmes, supporting young people with the skills, knowledge and confidence they need to find work and secure a stable future.

## DELIVERING DISTANCE LEARNING IN GHANA

A groundbreaking interactive distance-learning project delivering classrooms into communities is helping to improve teaching quality and supporting learning for marginalised girls in Ghana.

*Making Ghanaian Girls Great!*, one of Plan International UK's Girls' Education Challenge programmes, employs highly skilled teacher trainers and studio technicians to deliver interactive learning sessions to 72 schools.

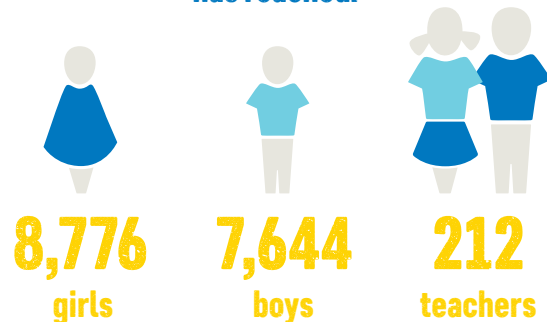
Operating from fully equipped studios in Accra, the programme uses solar-powered, satellite-enabled technology to deliver lessons in numeracy, literacy and lifeskills around the country. In Ghana, 45% of the population are aged under 18 and 20% of girls are married by the time they are 18. Girls enrolled in the programme are seeing statistically significant improvements in literacy levels and are less likely to drop out of school or repeat a year.

The programme has been developed in collaboration with Ghana's Ministry of Education and the Ghanaian Education Service, with funding from DFID through the Girls Education Challenge Fund. It was designed and delivered by the Varkey Foundation from its inception until 20 October 2019 when Plan International took over implementation of the project, and since this time the programme has also received support from the players of People's Postcode Lottery.

The programme also delivers after-school girls' clubs called *Wonder Women* for marginalised girls and similar sessions for boys, with the aim of raising self-esteem, increasing aspirations to enable them to stay in school and challenging gender stereotypes.

Learnings from this distance-learning approach have proved vital during the recent coronavirus outbreak in Ghana, which resulted in 9.3 million children being temporarily out of school. In response to the pandemic, Plan International offered the government the immediate use of its five studios and technical team, to produce lessons for broadcasting on Ghana Learning TV, reaching children across the country.

Since 2019, the programme has reached:



And operated in:

**72**  
schools across Ghana

“

I don't have any textbooks of my own to read while I'm at home, so I spend the day doing chores, cleaning and running errands for my mother.

Emma, 14, Ghana

”

When Emma's school closed to curb the spread of coronavirus, she was devastated. Overnight she went from spending her days on her lessons, to having to wash clothes and run errands for her mother.

Thankfully, even though classes are cancelled, Emma has been able to visit the village elders and watch and take part in lessons on their shared television.



Emma, 14, washes clothes on the porch of her house

# SUPPORTING YOUNG PEOPLE TO STAY HEALTHY

Noncommunicable diseases (NCDs) kill 41 million people each year, equivalent to 71% of all deaths globally. Although young people (10–24) make up nearly a quarter (or 24%) of the world's population, they face unique healthcare challenges, which are often not properly addressed.

Our *Young Health Programme* (YHP), a disease prevention programme co-founded with AstraZeneca, has a unique focus on young people and the prevention of the most common NCDs, including type 2 diabetes, cancer, cardiovascular and respiratory diseases, and mental and neurological health conditions.

The programme works with 10–24 year olds to reduce their risk of NCDs that come with the use of tobacco, harmful use of alcohol, lack of exercise, air pollution and an unhealthy diet, and improve the health of those in their wider communities.

In 2019, the programme continued to work with young people, training them as Peer Educators, so together they can pass on vital health messaging across India, Kenya, Indonesia, Brazil, Vietnam and Myanmar, and Thailand.

Since 2016, across the YHP:



**6,810**  
peer educators  
were trained



**708,164**  
young people (10–24)  
were reached directly  
with health information



**3,520,405**  
wider community members  
reached indirectly  
through awareness raising  
campaigns

In the coming year we are very excited to see an expansion of the programme into new countries, including the UK.



Alvi, 15, is one of the peer educators with the Young Health Programme in Indonesia

“

I'm not alone anymore, I am happy, I have friends that support me, and I get the chance to speak up and raise my voice. I talk confidently about mental health and inclusion.

Alvi, 15, Indonesia

”

For Alvi, 15, the *Young Health Programme* has provided a safe space, encouraged her to stay in school and helped her support others to stay healthy.

From the moment she stepped through the school gates, Alvi was bullied because of her disability. People used to kick her, mock her or just avoid her. It affected her emotional wellbeing and school became a daily struggle. Through joining the *Young Health Programme*, Alvi felt empowered and she found the strength to carry on.

It was at school that Alvi discovered the *Young Health Programme* and she has never looked back. The programme has done wonders for her self-esteem.

“The programme has given me comprehensive knowledge to help my friends live healthier lives and make better choices. I used to lack confidence because of my condition. People avoided me because of my condition. But in the YHP I meet people who give me motivation.”

# EDUCATION. EMPOWERMENT. ENTERPRISE.



**Life was difficult; I mostly depended on my parents and relatives for everything. I am really grateful to have had the opportunity to participate in the training; previously we were not getting this chance because of our disabilities. Our village leaders did not know the importance of training us and developing our potential.**

**Elia, 30, Tanzania**



Elia, who lives in Tanzania, has a physical disability and has never been able to earn his own living. Thanks to support from Plan International UK's *Enterprise for Change Fund*, he did a six-month apprenticeship in mobile phone repairs, and his trainer now refers him lots of his own work. Elia also set up a Savings and Loans group, and thanks to a loan from the government the group were able to buy 15 bikes which they rent out for a profit.

The *Enterprise for Change Fund* is an ambitious three-year initiative launched in 2017 to support young people to fulfil their potential and build a better future for themselves through education, employment or enterprise.

Bringing together business people and entrepreneurs in the UK who are passionate about supporting young people across Africa, Asia and Latin America, this year it celebrated reaching its ambitious fundraising target of £500,000. As a result we have been able to help over 40,000 young people access quality education or gain the skills and knowledge needed to start their own businesses.

We are extremely grateful to the 28 donors who have supported this initiative, which has changed the lives of these young people forever.



With support from Plan International Elia completed a six-month apprenticeship

## ‘SAFE SPACES ONLINE HELP YOU FEEL COMFORTABLE WITH WHO YOU ARE’

This year we have set up a digital space, *Girls Shout Out*, that lets girls aged 13–25 in the UK share their experiences and have their voices heard. It is the safe space girls need and – although still at pilot stage – we are seeing very positive results.

Supported by The Body Shop UK, this project is the first time we’ve hosted conversations between UK girls in this way.

From body image to street harassment, periods and mental health – we hear from girls on the issues that matter to them.

“

*Girls Shout Out* has helped me feel a lot more happy and confident with my body and myself.

**Girls’ Shout Out member, UK**

”

Since lockdown was announced in the UK we have seen a significant increase in girls joining and using the platform, showing how important it is to have a safe online space for girls, especially at times like these.

“GIRLS SHOUT OUT IS A SPACE WHERE YOU CAN BE YOURSELF.”

Girls Shout Out member, UK



# GOAL 3

# RESILIENCE IN FRAGILE COMMUNITIES



Focus group discussion with South Sudanese refugees in Uganda



## RESILIENCE IN FRAGILE COMMUNITIES

The coronavirus pandemic has impacted communities around the globe. For many this has been a crisis on crisis. Natural disasters like floods, cyclones and locust swarms, as well as conflict, have continued to affect vulnerable communities the most.



As reported on pages 11–16 we adapted many of our programmes to respond to the pandemic while building on our extensive experience of helping fragile communities become more resilient and better prepared to cope.

### WHAT WE ACHIEVED THIS YEAR:

#### PANDEMIC RESPONSE

We immediately responded to the global pandemic and raised almost £700,000 for our *Coronavirus: Children's Emergency Appeal*.

#### PRIORITISING GIRLS' NEEDS

Our influencing work has ensured the needs of girls in conflict and crisis-affected contexts has been a priority, including through the launch of *Our Vision: A Call to Action by Girls in Crisis*.

#### SUPPORTING COMMUNITIES

Many communities have also had to contend with natural disasters including typhoons and cyclones and our work continues to support these communities to rebuild their lives. To minimise the impact of natural disasters we also work with communities in at-risk areas, to help them prepare and be ready should disaster strike.

## GIRLS IN CRISIS

**This year, we supported over 150 young people in Nigeria, Rwanda and Uganda to share their experiences and demands with world leaders, to drive change for girls who have lived through crises.**

Each location represented a different experience of what it is like to be a girl living through conflict, disaster or displacement, but we found many shared hopes and wishes for change. The girls created an eight-point plan for change, *Our Vision: A Call to Action by Girls in Crisis*, which was launched at a reception in parliament attended by MPs, peers and other high-level stakeholders. Baroness Sugg, Parliamentary Undersecretary of State at DFID and the FCO, welcomed the Call to Action.

Since then, the context has changed dramatically due to the coronavirus pandemic. We had planned to take the demand to the Commonwealth Heads of Government Conference (CHOGM) meeting hosted in Kigali by the Rwandan Government in June 2020. With the global pandemic this meeting was postponed but we remotely reached out to the girls to hear about the impacts that this pandemic is having on their lives, so this can be reflected in the development of the project.

In June we asked our supporters to stand in solidarity with girls in crisis around the world. Next, we will be calling on the international community to endorse this Call to Action at the G7 Summit in the UK in 2021, and asking world leaders to ensure that the rights and needs of girls are central to their agenda.



Some of the girls who took part in our youth consultation to create Our Vision

“

I want to go to school. At the time, marriage was the only way, but now I've realised that going back to school is the best way. Because when you study, you can help yourself.

**Jackline, 19, South Sudanese refugee in Uganda**

”



Plan International / Quinn Neely

Jackline, 19



Plan International / Rob Beechey

Umalisa, 22

“

I am 22 and I have no occupation. I want a sustainable solution for my life. It is important for governments to listen to the voice of girls.

**Umalisa, 22, Congolese refugee in Rwanda**

”

## UK GOVERNMENT SUPPORTS GIRLS' EDUCATION

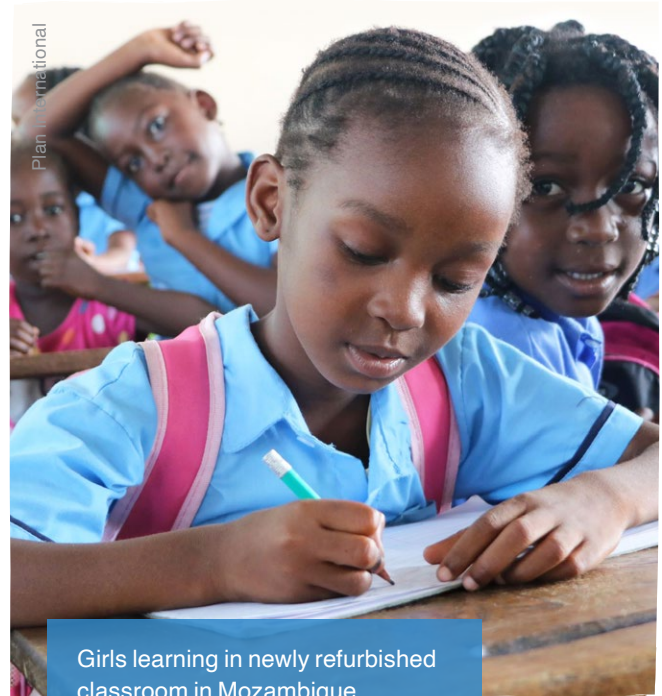
Our campaigning throughout 2019 successfully influenced the UK government to support girl's education in emergencies. In August 2019, the UK government announced, at the G7 meeting, a commitment of £85 million for the Education Cannot Wait (ECW) fund.

This is the largest single contribution received so far by ECW and will have an enormous, positive impact. It will benefit 600,000 young people – particularly adolescent girls – who are currently being left behind due to armed conflicts, natural disasters and other emergencies.

## RESPONDING TO DISASTERS

**We are continuing to support those affected by the devastating Cyclone Idai that hit Mozambique and Malawi in March 2019.**

In Mozambique, Plan International's initial response, funded by the Disasters Emergency Committee, focused on improved access to safe quality learning school environments for primary school children. Over 6,000 children were reached through a Back to School campaign,



Girls learning in newly refurbished classroom in Mozambique

providing student kits and teaching materials. The response then focused on improving the learning environment through engagement with children, parents and caregivers, schools and the community and provision of relevant and inclusive learning opportunities.

Today, across Mozambique, over 100,000 displaced people are still living in 76 temporary sites across six provinces. The coronavirus crisis is worsening the food security situation and the capacities of the families to cope and recover after the cyclone. Our work continues to adapt to support these families in desperate need.

## BEING PREPARED FOR AN EMERGENCY



We are the inhabitants of a disaster-prone area so we need to know what to do during a flood. Through the mock drill, we are now aware of our vulnerabilities in an emergency situation and how we can address those.

**Afroza, assistant teacher, Bangladesh**



*Building Back Better* is an innovative project supported by Study Group. It has improved safety and resilience at eight schools, reaching over 2,400 children in Bangladesh. As well as improving the safety of the school structures, including installing ramps for improved access for children with disabilities, a thunderbolt lightning protection system has also been fitted. We are training students and teachers on disaster preparedness and response, including evacuation drills and first aid. We've also ensured that each school has the equipment to respond to emergencies, including boats, which would help children to attend school during monsoon season.

Schools have improved their disaster response plans and training sessions have resulted in students and teachers being better prepared to keep themselves and their communities safe in emergencies.

## SUPPORTING VENEZUELAN REFUGEES

Over 4.5 million people have fled Venezuela to seek sanctuary in Colombia, Peru and Ecuador with hundreds of thousands more expected. Existing infrastructure and services have been overwhelmed by the scale of the exodus, leaving many Venezuelan families living in desperate conditions.

Children and adolescents make up 25% of those who have fled Venezuela, with girls among the most vulnerable. We have scaled up our response in the affected areas, including the distribution of dignity kits to ensure girls and women have the items they need to manage their periods safely. Other projects support newly arrived girls to help them adjust to their new life.



Veronica, from Venezuela with her hygiene kit in Bogota, Colombia

# GOAL 4

# DIVERSE AND EFFECTIVE PARTNERSHIPS

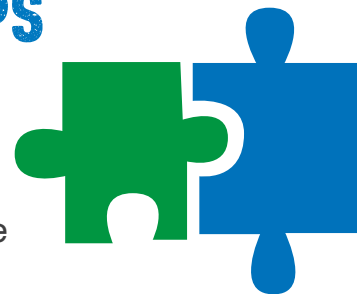


Leticia, 14, Brazil, told us her dreams for the *Dream Big* Christmas campaign

# DIVERSE AND EFFECTIVE PARTNERSHIPS

We know that by collaborating we can move faster and achieve so much more.

Working in partnership we combine our reach and expertise to have a bigger impact for children, and especially girls, across the world. From the vital and continued support of the players of People's Postcode Lottery to our global partnership with The Body Shop and our *Dream Big* Christmas campaign, our partnerships are driving change.



## WHAT WE ACHIEVED THIS YEAR:

### SUCCESSFUL PARTNERSHIPS

We built on the success of our existing partnerships and continued to explore innovative new approaches to delivering support through charity, government and corporate partnerships.

over 200,000 children and young people, and their wider communities.

### CHANGING LIVES TOGETHER

People's Postcode Lottery players helped support an amazing 24 projects across sub-Saharan Africa, working to improve and change the lives of children and young people in 12 countries. Together, we have reached

### WORKING WITH DFID

We continued to have a healthy and robust relationship with the Department for International Development (DFID), working closely on a range of policy areas that impact girls, such as sexual and reproductive health and rights, and delivering more than £50m of DFID-funded programming in education; water, hygiene and sanitation; and violence against girls.

## DREAM BIG!

What did you want to be when you were younger? A lawyer, doctor, an astronaut? In December 2019 we were proud to partner with The Body Shop for our *Dream Big* campaign, which is empowering girls and young women to realise their rights and achieve their dreams.

From providing life skills and leadership training to supporting young people to earn a living, this partnership has meant girls can access the knowledge, education and tools they need to take control of their lives and become successful, independent women in the future.

The campaign raised an incredible £250,000, enabling 1,500 girls in Brazil and Indonesia to access the education, skills and training they need to fulfil their potential and ‘dream big’.

Leticia, 14, has big ambitions for the future – despite growing up in a society that doesn’t accept girls can pursue their own careers.

To celebrate International Women’s Day 2020, The Body Shop donated a further £50,000 in support of our work with girls in the UK and Ireland, including our *Girls Shout Out* project.

“

I dream of being a professional dancer or doctor. Or both, because I can.

Leticia, 14

”





# CHELSEA FC KICK OFF FOOTBALL FOR CHANGE

We were delighted to team up with our global partner Chelsea Football Club to kick off our latest campaign, *Football for Change*.

Almost £30,000 was raised at Stamford Bridge in December 2019 through donations and ticket sales to fund footballs and sports equipment to support children across the world, including child refugees now living in Jordan, Bangladesh and Ethiopia.

Many of these children are survivors of recent violence and trauma and playing football enables them to have fun, learn and enjoy a childhood.

*Football for Change* will also support projects in Brazil and Nicaragua, where football is used to educate young people about their rights and develop important life skills, all while playing the beautiful game.

The coaches use football training sessions and tournaments to tackle gender-based violence and harmful stereotypes. Young people are encouraged to campaign for change on and off the pitch.



Girls in Brazil are learning about their rights, through the power of football

# YOUNG BAMBOO PROJECT

**Our partnerships help us to deliver long-term, sustainable programmes which transform children's lives and communities in some of the world's poorest countries.**

*The Young Bamboo project in rural North-Eastern Cambodia, supported entirely by the Moondance Foundation, is now in its third year. During that time, it has supported almost 4,000 girls and boys aged 0–6 to grow up healthy, happy, and ready for school.*

In Stung Treng, less than half of children under six have access to Early Childhood Care and Development services (ECCD). In neighbouring Ratanakiri province, only a third of children under six go to pre-school, and just 16% of those attending are girls.



**16%**  
of children  
attending  
pre-school in  
Ratanakiri are girls

Since the programme started in 2017, we've been working with parents and communities to increase awareness of the importance of early childhood care and development and helping them to learn new skills to look after and educate their children in their early years.

## HIGHLIGHTS

- From July–December 2019, Plan International UK and the pre-school management committee have renovated 10 schools and repaired 18. Forty teachers have been trained to ensure children have a safe and enjoyable environment to learn in
- We have facilitated over 480 parents' group meetings for almost 2,000 parents and caregivers who have children 0–6 years
- Over 270 fathers have regularly attended monthly meetings which aim to break down gender stereotypes, encouraging them to change their behaviour and be actively involved in the household, play with their children, and take on household chores such as cooking and cleaning
- We have been working to influence village leaders, commune council members and national officials to invest in holistic ECCD services, improving their quality and making them more widely available.

Sadly, the coronavirus outbreak has impacted much of the programme and in March all pre-schools in the country were closed. We have been supporting teachers to train families to teach their children at home and working with local government to promote safe hygiene practices.

# CHANGING LIVES THROUGH SPONSORSHIP

Our sponsorship programme operates in 48 countries around the world and we know the incredible difference it makes – both to an individual and to a community.

In Vietnam, for example, over the last 10 years support from sponsors has helped improve the lives of more than 3,300 sponsored children and around 57,600 people living in 11 communities throughout the Quang Ngai region.



Plan International

Xinh, 10, is a Plan International sponsored child from Vietnam

## IN QUANG NGAI:

- We have built 66 classrooms with drinking water systems, toilets and outdoor playgrounds
- We have built two community health stations, which have been equipped with medical supplies, clean drinking water and toilets
- 82% of people now have access to safe drinking water close to home, and 89% of households have working toilets
- Community participation in local development planning and decision-making has been strengthened, especially for vulnerable groups, including those with disabilities, and marginalised women and children
- Thousands of families have raised their voices to challenge injustice, worked together to identify problems and propose solutions, and planned activities to create change. Many of these ideas have been drafted into local authority development plans.

Sponsors have helped improve the lives of more than

**3,000**  
sponsored children





Clare reading with Sophea, her sponsored child in Cambodia

“

**What I love about the sponsorship programme is that it encourages you to build a personal connection with your sponsored child and it also benefits their community. By donating just £20 a month, you can help build a school, provide safe water or simply give children enough food for one decent meal a day.**

**Clare Holman, actor**

”

Actor Clare Holman has been sponsoring a child through us since 2000. In November 2019, she took a life-changing trip to visit her sponsored child, Sophea in Cambodia, a particularly poignant time as it came three years after the death of her husband, Howard.

Sharing how the trip helped with her grief and created a special bond with Sophea, Clare said: “I had been unable to lift myself out of my grief; I couldn’t quite see where I was headed. Supporting this intelligent and innocent girl, helping her community to repair and carry on with all its grace and humility has been very healing for me.”

# GOAL 5

# ORGANISATIONAL EXCELLENCE



Girls playing football in Brazil

## ORGANISATIONAL EXCELLENCE

Plan International UK always seeks to work effectively and have as much impact as possible. This is our fundamental responsibility to the people we work with and those who generously support us.

We publish information about the work that we do, the money we spend, and what we're achieving. Throughout everything we do, we listen to those we work with and keep finding new ways to ensure our programmes are effective, adaptable and support the change we have committed to for children, and especially girls.



### WHAT WE ACHIEVED THIS YEAR:

#### ADAPTING TO LOCKDOWN

Like all organisations in the UK, when lockdown was announced, we had to find a new way of working. We quickly and successfully adapted to ensure all staff and volunteers could work remotely while continuing to deliver our charitable work and launch our Coronavirus Appeal.

#### MEANINGFUL ENGAGEMENT

A key highlight of recent months has been the meaningful engagement of staff and

stakeholders at all stages in the development of our strategy.

#### SOCIAL DEVELOPMENT DIRECT

We have invested in a social impact company, Social Development Direct, as a new innovative approach to reach our ambitious goals.

**A focus on child safeguarding continues to underpin all our projects.**

## FIND HER. LISTEN TO HER. DESIGN WITH HER.

We are committed to empowering women and girls around the world and ensuring girls are central to our decision making when we develop our own policies and campaigns.

Our UK programmes team have been trained as master trainers in Girl-Centred Design, a process which places girls' needs at the heart of new programme design and development.



Chloe, 20, takes part in our *Champion of Wales* programme

Girl-Centred Design is a unique approach to designing programmes of quality and depth through three levels of engagement: 'Find Her, Listen to Her and Design with Her'.



By embedding Girl-Centred Design as our core way of working in UK Programmes, we are ensuring that the girls we seek to serve are central to the solutions we propose – our programmes are based on their unique perspectives, needs and experiences. Girl-Centred Design also ensures that our programmes are robust and iterative – changing to adapt to new situations and contexts, to continually improve our offer to girls.

This approach is sector-leading in the UK, working towards our goal of ensuring all programmes in the UK are gender transformative and are designed not just for girls, but with them.

**Nikki Giant, Interim Head of the Girls' Rights and Youth Team**



## SOCIAL DEVELOPMENT DIRECT

In March we were delighted to announce a fantastic new social impact investment for Plan International UK. We have invested in Social Development Direct (SDDirect), a leading provider of high-quality, gender inclusive, social development services. This type of investment is a first for Plan International UK and will enable us achieve greater impact on the ground. We were delighted to use funds raised by players of People's Postcode Lottery, our long-standing partner, towards the investment. Thank you to the players of the People's Postcode Lottery for their continued support of our work.

Already, the partnership is helping us in many areas of our work to advance children's rights and equality for girls around the world, particularly in response to the coronavirus pandemic.

A recent report by SDDirect's Violence Against Women and Girls (VAWG) Helpdesk has helped shape the Government's policy and programming response both in the UK and internationally, focused on the impact the coronavirus pandemic might have on violence against women and girls.

In June, SDDirect launched the Safeguarding Resource and Support Hub, a one-stop shop for the aid sector to strengthen their safeguarding policy and practice to prevent sexual exploitation, abuse and sexual harassment within the sector.

We have already received the profits from the period ending 30 June 2020 which will be used to support our work with refugees in Gambella, Ethiopia.

## BUILDING A BRIGHTER FUTURE

We have been working hard to develop our new organisational strategy, together with our staff, members of our Youth Advisory Panel, Trustees and our key stakeholders. We have been engaging more stakeholders than ever in the process to ensure we are in the best possible position to achieve our purpose.

There is much to do and we have ambitious plans ahead, which we look forward to working with you on to achieve change for children and girls everywhere.



Plan International / Philipp Schmitz

Children play in the child friendly space in the refugee camps in Gambella, Ethiopia



# LOOKING FORWARD

Our purpose: We strive for a just world that advances children's rights and equality for girls.

To ensure we are continuing to meet our purpose we are excited to be developing our next three-year strategy which will start in 2021. Our focus will continue to be on programming and influencing as the two core routes to achieving lasting impact for children, especially girls. We are developing four draft goals which set out clearly our ambition and direction for the future.

## 1 TO BUILD ON THE STRENGTHS OF OUR LONG-TERM DEVELOPMENT AND HUMANITARIAN WORK

We will focus our work on the areas where we can have most impact and where we can create long lasting change for girls. We will continue to deliver high-quality programmes and meet donors' expectations.

## 2 TO CONTINUE TO BE A POWERFUL INFLUENCING VOICE FOR CHANGE

We will build on our ability to achieve change through strong and focused influencing work with girls' voices at its core – securing impactful changes to advance girls' rights, in the UK and around the world.

## 3 TO MAXIMISE OUR RESOURCES FOR IMPACT

With the changing funding and income-generation landscape we will prioritise securing income that can be used to deliver maximum impact for children and young people and will prioritise opportunities that transform the lives of girls and young women.

## 4 TO DELIVER ON OUR AMBITION TO BE A MORE YOUTH-CENTRED ORGANISATION

We're very proud of our focus on youth but recognise we need to do more to become a youth-centred organisation. We will develop and deliver a plan which embeds a youth-centred approach throughout everything we do.

We have identified a key number of enablers to ensure we are able to meet these ambitious goals. These include enhancing our organisational culture, strengthening our brand, developing our digital capability and effectiveness, and working even more closely with the global Plan International family.

# FUNDRAISING STATEMENT

**Plan International UK aims to build strong, respectful and transparent relationships with our financial supporters. It is only through the generosity of individuals, companies and other organisations that our work is possible.**

We know that for our supporters, their charitable giving is an important and positive part of their lives. We will always strive to achieve the highest standards in our fundraising and communication with supporters.

## **The following principles guide our fundraising:**

- we aim to inspire people to give to or raise money for Plan International UK
- we thank supporters appropriately and demonstrate the difference their money makes
- we keep supporters' data secure and do not sell or share it for marketing purposes
- we are proudly registered with the Fundraising Regulator, demonstrating our commitment to the Code of Fundraising Practice and the Fundraising Promise
- we ensure all our fundraising is compliant with the Code of Fundraising Practice, and we monitor this regularly through our Fundraising Compliance Working Group: there are currently no areas of non-compliance
- we manage agencies and professional fundraising organisations working for us closely and demand high standards of them to ensure supporters and the wider public do not feel pressured to give and are treated with respect at all times, with a particular focus on the protection of vulnerable people
- we undertake a series of checks to ensure fundraising partners and agencies are financially viable and meet our ethical criteria, prior to working with them
- we make sure our fundraising partners and agencies are monitored appropriately and undertake face-to-face visits, mystery shopping and call listening
- we listen to supporters and act on their communication requests
- we endeavour to build long-term relationships with our supporters, enabling them to support the charity in all the different ways they choose
- we genuinely appreciate feedback from supporters and the public and have procedures in place to review our fundraising activities in light of feedback and complaints we may receive.

In the calendar year 2019, there were a total of 106 complaints relating to our fundraising activity. 56% of these complaints related to direct mail, 24% to face-to-face fundraising, 3% to telephone fundraising, 6% to television fundraising and 12% to email and SMS fundraising. The overall number of complaints received is similar to 2018 (103). We continuously seek to improve and act on all complaints and feedback we receive.

# FINANCIAL REVIEW

## INCOME

The year ended 30 June 2020 was a challenging one as we continue to aim to deliver the most impact with our funds. The coronavirus pandemic has impacted our ability to raise income as we had to pause and adapt programmes to work under coronavirus restrictions and we were unable to run donor and fundraising events in the latter half of the year. Despite this, our overall income increased to £62.6m against £61.0m in the previous financial year which was mainly due to contributions from our new subsidiary (SDDirect). Overall, donations from individual givers and major partners at £25.4m were £2.7m down on FY19 as a result of a reduction in restricted donations, with income from the Disasters Emergency Committee (DEC) down £2.5m due to there not being a DEC emergency appeal in the year, and a reduction in our Girls Fund income as we focus more on raising unrestricted income.

Our unrestricted donations have increased despite a challenging fundraising environment. The majority of unrestricted donations come from our sponsorship income which, despite a decline against last year, continues to be really key to us delivering community led programming in almost 50 countries. The public really showed their generosity, especially during the last few months of the financial year when the coronavirus pandemic hit, with good numbers signing up to be child sponsors. As at 30 June 2020 we had 77,519 sponsors sponsoring 81,900 children. Following a review of our Gift Aid we were able

to claim an additional £0.4m from HMRC related to past donations. We have also been fortunate to receive generous donations from supporters' wills, totalling £0.9m.

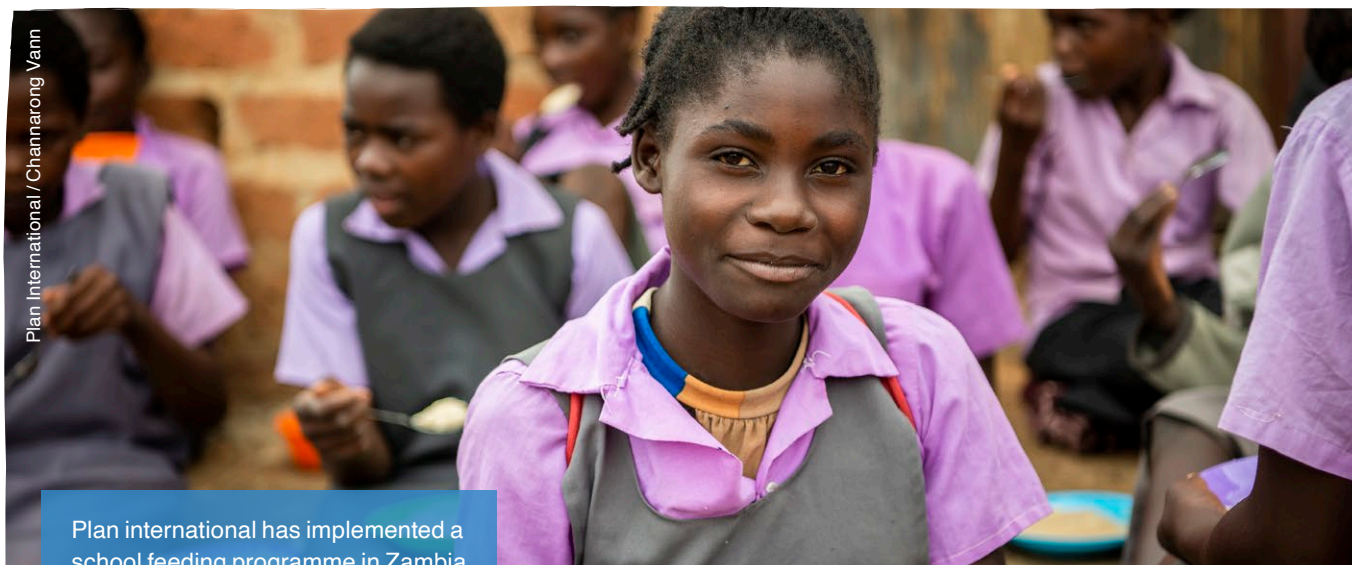
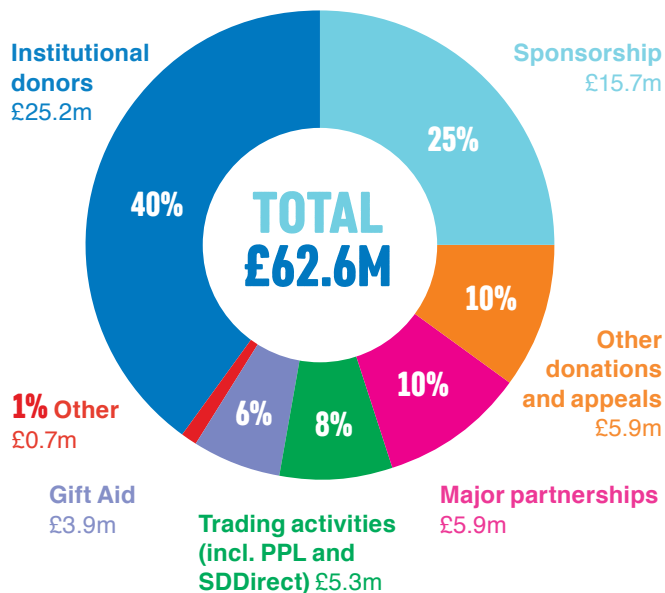
We continue to build relationships with major partners (corporates, trusts, foundations and major donors) and had a successful year although our income from these partners has dropped against last financial year. We secured our first global cause related marketing campaign with The Body Shop across all 3,000 of their stores worldwide. We confirmed funding from AstraZeneca for the next five year phase of the ground-breaking *Young Health Programme* (YHP) and extended the YHP into the UK with £1.8m over five years secured to help young people to realise their right to good mental health and wellbeing.

Our income from institutional donors has increased £25.2m against £23.3m last year. After Brexit, which reduced our access to EC and European Civil Protection and Humanitarian Aid Operations funding, we have diversified our income and built relationships with new institutional donors such as the START Fund, Education Cannot Wait (ECW) and UN agencies to ensure we can continue to fund our valuable work. In particular, we've seen our humanitarian programming in education in emergencies and child protection in emergencies grow in strength through ECW and UN funding, including in our response to coronavirus. Here, we've worked with country teams to ensure that children can continue to learn and are kept safe as the impacts of the pandemic are felt in some of the most vulnerable contexts where we work.

We launched our *Coronavirus: Children's Emergency Appeal* in April to respond to the impact of coronavirus on the fragile communities we support. In the year ended June 2020 this had raised almost £0.7m from individual givers, major donors, trusts, foundations and corporates. This appeal continues into the new financial year and is further boosted by our membership of the Disasters Emergency Committee (DEC) who launched an appeal in July 2020.

Our trading activities have increased significantly year-on-year. Our partnership with People's Postcode Lottery (PPL) remains strong, with three lottery draws in the year raising £3.0m. In addition, on 10 March 2020 we acquired SDDirect, a leading provider of high-quality, gender inclusive, social development services. From 10 March 2020 to 30 June 2020, SDDirect's turnover was £2.1m which is reported as Programmatic Trading income.

## WHERE OUR INCOME CAME FROM IN 2019/2020



Plan International / Channarong Vann

Plan international has implemented a school feeding programme in Zambia

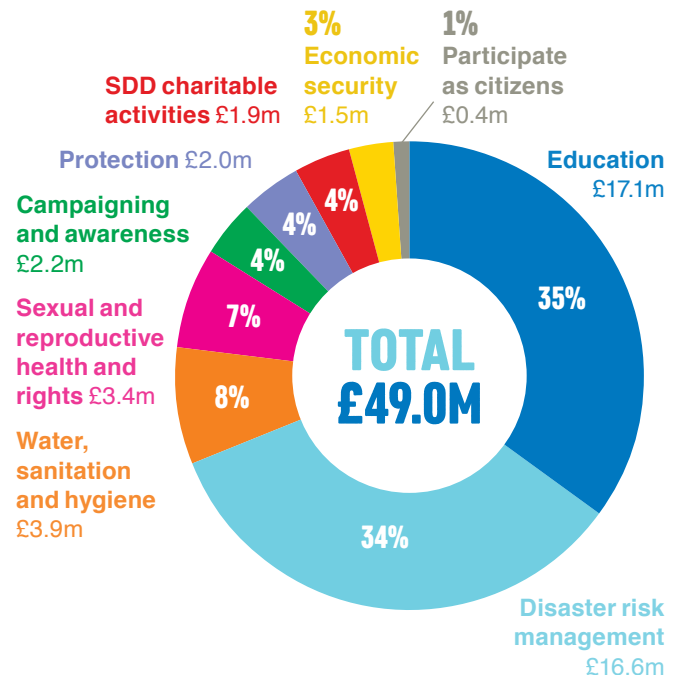
## EXPENDITURE

In the year ended 30 June 2020 we spent £59.2m to make a difference to children around the world. Of this, £49.0m, representing 82.9% of our expenditure, was spent on charitable activities. This includes an allocation of support costs, in line with charity accounting rules.

Of our spend on charitable activities, 58% was on our long-term development work, including in our sponsorship communities, 34% on emergency and disaster response work, 4% on campaigning and awareness, and 4% through our social enterprise investment in SDDirect (SDD). This is an increase in the proportion we spend on disaster response, as we expand our humanitarian work. In the development space, we have seen a reduction in the proportion of spend on water, sanitation and hygiene projects as the DFID funded *Water, Sanitation and Hygiene (WASH) Results Programme Extension* approaches the end of the programme, and an increase on education spend. Our biggest project in the year was the *Girls' Education Challenge* in Sierra Leone, funded by DFID. This project supports marginalised girls and children with disabilities to attend school, learn in school and successfully transition to further education and beyond. Other key programmes include the DFID funded *Supporting Adolescent Girls' Education in Zimbabwe* and EC funded *Safe and quality education for girls and boys in displacement situations in Ethiopia and Somalia*, a four-year multi country project which aims to increase access to pre-school and primary education for children in displacement situations.

We continued our advocacy and campaigning work, promoting girls' rights and equality in the UK and internationally.

## BREAKDOWN OF CHARITABLE ACTIVITIES IN 2019/2020



The total of £49.0m given above matches the total charitable activities expenditure on the Consolidated Statement of Financial Activities (p75).

## RESERVES AND FUNDS

The charity holds three categories of reserves:

- **Unrestricted Reserves** divided into:
  - **General Reserves**
  - **Designated Reserves**
- **Restricted Reserves**

### General Reserves

General Reserves, also known as Free Reserves, are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes.

Our General Reserves increased in the year from £8.5m to £10.1m, remaining above our reserves range. Of this, £1.6m is due to a donation to Plan International Inc to support their charitable activities which was transacted in July 2020. A similar donation was made in respect of FY19 and transacted in June 2019.

Excluding this donation, General Reserves were £8.5m at 30 June 2020 in line with last year. This is following the investment in SDDirect which was 50% funded from General Reserves and 50% from our designated Programmatic and Strategic Development fund. This investment was partially offset by the increase in General Reserves as a result of the surplus on unrestricted activity in the year. Given levels of uncertainty due to Covid-19 and the potential for further economic downturn, the Trustees are comfortable with the current level of General Reserves being above the top of our reserves range.

### Designated Reserves

We have three designated funds:

### The fixed asset fund (including tangible and intangible fixed assets)

Our fixed asset fund represents long-term assets such as leasehold property improvements and this has increased to £2.1m during the year due to the addition of the Goodwill from the SDDirect acquisition and SDDirect Fixed Assets.

### The Programmatic and Strategic Development fund

The Programmatic and Strategic Development fund represents PPL funds not spent by year end. The Board of Trustees have agreed that the Programmatic and Strategic Development fund will be spent on specific programmatic areas, organisational excellence initiatives and strategic development. The fund was £1.8m as at 30 June 2020.

### The SDDirect (SDD) fund

The SDDirect is a new designated fund in 2020 following the acquisition of SDDirect and represents the net current asset value of the trading subsidiary.

Together, General Reserves and Designated Reserves form our Unrestricted Reserves.

### Restricted Reserves

Restricted Reserves of £7.2m (2019: £7.5m) represent donations and grants that will be spent in the following year on our programme work. Most of our programmes are delivered through Plan International Inc. The majority of these Restricted Reserves are passed to Plan International Inc when received.

# MANAGING RISK

**Plan International UK recognises that there are risks inherent in delivering our charitable objectives.**

Plan International UK operates in highly unpredictable environments. Consequently, our work is often shaped and influenced by the taking or avoidance of risk.

The expectation is not to eliminate all risk but rather to set out a management system and governance oversight whereby significant risks can be identified, assessed, mitigated, monitored and reported across the organisation.

The Plan International Global Risk Policy applicable to all Plan International members includes a global risk appetite statement, which defines the level and nature of risk considered acceptable to achieve our objectives.

Recognising and analysing our risks is a key part of understanding how we operate and it is therefore important that we manage our risks effectively in order to promote the achievement of our objectives.

The trustees are ultimately responsible for risk management and they are satisfied that appropriate internal control systems and risk management processes are in place.

The Board of Trustees reviews the Charity's risk register once a quarter. The Audit, Finance and Risk Committee also reviews the Charity's risk register at each meeting, approves the annual risk-based internal audit plan and receives regular internal audit reports and progress updates.

Senior management review key strategic and operational risks and mitigating actions on a regular basis. They also consider new and emerging risks and opportunities, taking action and updating the Charity and directorate-level risk registers as appropriate.

The Trustees consider the principal potential areas of risk and mitigating actions to be:

Potential risk	Key action taken to mitigate (2020 and prior)
<p><b>We fail to ensure the safety of those we work with and for</b></p>	<p>As an organisation that works to advance children’s rights, safeguarding is an important focus. We continue to work closely with Plan International Inc to ensure compliance with global safeguarding standards and timely reporting of incidents to donors and the Charity Commission.</p> <p>Our Safeguarding Oversight Group has an overview of how we manage this risk and during the year we strengthened the group by adding a member of staff from our UK programme work. We have mandatory training for all staff and volunteers and have updated internal policies. An audit by Plan International Inc during the year found that we had ‘strongly implemented’ the Safeguarding Children and Young People Global Policy and a safeguarding assessment commissioned by DFID found us to be ‘satisfactory’ – there are only two ratings, ‘satisfactory ‘ and ‘unsatisfactory’.</p>
<p><b>A decline in income reduces our ability to deliver on our objectives</b></p>	<p>The emerging global recession triggered by coronavirus, reduced access to EU funding post Brexit and the reduction in – and possible repurposing of – aid from the UK government is likely to have an impact on our income. We continue to monitor the situation closely and in June commenced a cost reduction programme in order to produce a breakeven budget for FY21. We continue to maintain a multi-year finance model to monitor our projected financial performance and ensure we are financially sustainable.</p>
<p><b>Our operational effectiveness is reduced as a results of coronavirus</b></p>	<p>The effects of coronavirus have had an impact on the delivery of our programmes and we have been working hard to adapt existing programmes so they can continue to be safely delivered in the new operating environment. We have worked very closely with the Plan International family and achieved considerable success with only 4 of our 103 live programmes suspended.</p>
<p><b>Serious legal or regulatory breach or fraud</b></p>	<p>We continue to ensure we have appropriate policies and procedures in place to be fully compliant with all UK legal and regulatory requirements, with internal audits and regular reporting to the Board of Trustees. This includes compliance on money laundering, anti-bribery, terrorist financing and tax evasion as well as fundraising and data protection regulations, and anti-slavery and human trafficking statements.</p>
<p><b>Serious information security breach</b></p>	<p>We have appropriate information security policies and controls in place, with a Data Protection Officer, a Senior Information Risk Owner and a designated data protection trustee lead, supported by a cross-organisation Data Group. This year we carried out an internal audit of our IT control environment and achieved significant assurance.</p>



# HOW WE ARE GOVERNED AND MANAGED

Plan International UK is a charitable company limited by guarantee, incorporated under the name Plan International (UK). The members of Plan International UK are our trustees, whose liability is limited to £10 each. None of them have any personal financial interest in Plan International UK's contracts or its funds.

Plan International UK is governed by our Board of Trustees. The Board meets regularly and is responsible for setting Plan International UK's strategic direction, as well as for our overall governance, including signing the Trustees' Annual Report. The Board also oversees Plan International UK's management, with day-to-day responsibility delegated to the Management Board. The Management Board is made up of the chief executive and directors as listed on p71.

New trustees are appointed by the Board ensuring that, collectively, the Board has the skills and experience needed to enable us to operate effectively. Our new trustee appointments are dependent on the suitability of their skills and experience and are made after a formal selection and interview process. All new trustees attend a comprehensive induction with ongoing training throughout the year.

The Charity applies the Charity Code of Governance to ensure that it continues to maintain its high standards of governance. Plan International UK has an Audit, Finance

and Risk Committee (AFRC) which is usually made up of three trustees and one independent member. The AFRC receives regular updates on Plan International UK's financial position, monitors the performance of our internal and external auditors, and reviews internal financial control, the audit process, risk-management processes and the annual budget and the Trustees' Annual Report.

In the financial year to 30 June 2020, the AFRC appointed Crowe U.K. LLP as the charity's new internal auditors and oversaw the implementation of the audit plan. Two internal audits were conducted during this year. The audits covered management of payroll and expenses and also the IT control environment. Actions arising from these audits have been logged and addressed by management and reported to and monitored by the AFRC. The Global Assurance team from Plan International Inc carried out an audit of Plan International UK's compliance with three global policies: Safeguarding Children and Young People (SCYP) Global Policy; the Safety and Security Global Policy; and the Anti-Fraud, Anti-Bribery and Corruption Global Policy.

Plan International UK also has a Remuneration Committee made up of two trustees. It reviews Management Board salaries, the annual pay review proposal and any significant changes to the pay policy and makes recommendations to the Trustee Board for approval.

Plan International UK's Nominations and Governance Committee is made up of five trustees and it oversees governance matters including the appointment of trustees and youth observers and application of the Charity Code of Governance.

## SETTING OURSELVES UP FOR SUCCESS

Section 172 of the Companies Act requires trustees to act in a way they consider, in good faith, would be most likely to promote the success of the charity to achieve its charitable purposes. In doing so the Board of Trustees delegates day-to-day management and decision-making to the Chief Executive and Management Board, who are required to act in furtherance of the Charity's strategy and to ensure that the Charity's activities are carried out in compliance with agreed plans and policies. The trustees receive updates on the Charity's performance and plans at each Board meeting, and its committees review performance and plans with regard to the particular remit of the committee.

In carrying out their duties the trustees have regard, amongst other matters, to:

### **The likely consequences of any decision in the long term**

Our strategic goals on p5 were developed as part of a long-term strategy to advance children's rights and equality for girls. When trustees make decisions, maximising impact for children and young people is the central consideration and considering the long-term consequences of a decision is part of this. External circumstances sometimes change and if necessary we adapt our plans to respond to changing needs.

### **The interests of the company's employees**

Our people and culture are vital to our success and regular engagement with our employees is a top priority.

A key measure of employee engagement is the results of our annual staff engagement survey which are scrutinised by the trustees. Once the pandemic disrupted normal working practices the trustees had oversight of the results of regular pulse surveys, increased internal communications and the work of the Staff Council and Wellbeing Council who were active in ensuring employees were supported during challenging times. In January we started to develop our new three-year strategy and a key component of the work was to ensure that employees were fully engaged in the process and able to input and feedback.

Like many charities we had to initiate a cost reduction programme this year which resulted in a small number of redundancies. This process was transparent and consultative and mindful of staff welfare.

### **The need to foster the company's business relationships with suppliers, customers and others**

Our relationships with our stakeholders are key to our effectiveness. We aim to put the people we work with and for at the heart of our work, providing best-practice programmes and services. To achieve this, we work closely with a wide range of international and local partners. We ensure all donor requirements are met, including those of the UK Government, the European Union, and a range of United Nations agencies and corporates.

Plan International UK is part of the global Plan family of organisations and we work together closely to maximise impact. More information on how we work within the Plan International family can be found on p60.

Our values are embedded into our procurement policies and procedures and form a key part of our selection of our partners and suppliers.

We build strong relationships with our supporters and appreciate any feedback from them that we can use to improve how we work. More information on this can be found in our Fundraising Statement on p50.

### **The impact of the company's operations on the community and the environment**

We recognise our responsibility to care for the environment and aim to minimise our environmental impact. Our Environmental Sustainability Policy provides guidance to reduce the environmental impact of our UK operations and improve our sustainability. An environmental sustainability report is completed annually and reviewed by trustees. Our annual energy use and greenhouse gas emissions are included on p66. Our international and UK programmes are expected to meet minimum environmental standards to ensure environmental risks are known and addressed and potential environmental impact mitigated, identified using the Plan International Environmental Assessment.

Plan International has zero tolerance against all forms of abuses and exploitation against children, youth and adults and adhere to Plan International's Safeguarding Children and Young People Policy to ensure that no one is subjected to any form of harm as a result of their involvement with the organisation and its programmes. There is a safeguarding lead on the trustee board.

### **The desirability of the company maintaining a reputation for high standards of business conduct**

Our reputation and public and donor trust in Plan International UK is essential for us to deliver our purpose of advancing children's rights and equality for girls. We use our organisational values and behaviours in the recruitment and training of staff and they form a component of our staff appraisal processes to ensure that we maintain high standards. Our procurement and ethical policies and procedures ensure that our values are a key part of our selection of partners and suppliers.

### **The need to act fairly as between members of the company**

We are committed to inclusivity throughout our organisation, and to ensuring that any and all young people can engage with our work. Achieving gender equality, promoting gender justice, realising girls' rights and fostering an inclusive society are core objectives of our work as an organisation.

## **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also directors of Plan International UK for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and regulation.

Company law requires the trustees to prepare financial statements for each financial year.

Under that law the trustees have prepared the financial statements in accordance with United Kingdom Accounting Standards, comprising FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', and applicable law (United Kingdom Generally Accepted Accounting Practice). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the *Statement of Recommended Practice: Accounting and Reporting by Charities* (2019)
- make judgments and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time

the financial position of the charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## **STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS**

In accordance with Section 418 of the Companies Act 2006, directors' reports shall include a statement, in the case of each director in office at the date the directors' report is approved, that:

- so far as the trustee is aware, there is no relevant audit information of which the company's auditors are unaware
- the trustee has taken all the steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

## **HOW PLAN INTERNATIONAL UK OPERATES WITHIN THE PLAN INTERNATIONAL GLOBAL FAMILY**

Plan International is an international development organisation that works with children, families and communities in the world's poorest countries.

We strive for a just world that advances children's rights and equality for girls.

The Plan International global family is organised into separate legal entities which are active in 77 countries around the world. In the year ended 30 June 2020, this included 20 National Organisations, Plan International Inc (a not-for-profit organisation incorporated in the USA), and their subsidiaries. Both the National Organisations and Plan International Inc have subsidiaries, usually because they are required under tax law which, in the case of Plan International UK, is to carry out non-charity trading.

Programme delivery is carried out through country offices by Plan International Inc. Plan International UK and the other National Organisations raise funding for these programmes from a range of donors (for example institutional donors, corporates, trusts, foundations, major donors), signing contracts with the donors as applicable and then providing grant management support to the country offices which directly implement the programmes.

The National Organisations also represent Plan International's work in their countries through raising funds from individual giving, through campaigning, and through managing the relationship between child sponsors and their sponsored children.

The 20 National Organisations are the members of Plan International Inc. The Members' Assembly, which takes place twice every year and to which each National Organisation sends delegates, is Plan International's highest decision-making body

and sets high-level strategy and direction for the global organisation. The Members' Assembly also elects the Board of Directors of Plan International Inc, which is accountable to the Members' Assembly for all its decisions.

The Board of Directors of Plan International Inc monitors the compliance of National Organisations and Plan International Inc with global standards, as set by the Members' Assembly.

Plan International UK's financial results are included in the worldwide combined financial statements prepared by Plan International Inc. Although these are not statutory statements, and are not authorised by the Board of Plan International UK, they are prepared in accordance with International Financial Reporting Standards and can be downloaded at [www.plan-international.org](http://www.plan-international.org)

## **PUBLIC BENEFIT**

Our Trustees' Annual Report clearly sets out in detail our charitable activities, which we have carried out in line with our charitable objects.

These objects are:

- to prevent and/or relieve poverty
- to advance education
- to advance health.

In each case for the public benefit particularly by, but not limited to, providing social and development services to advance those objectives and/or financial and material assistance for the benefit of children, their families and communities in charitable need.

As such, the trustees are confident that Plan International UK has complied with the duty in Section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

## **GRANT-MAKING POLICY**

Through its country offices, Plan International carries out programmes which create a better future for millions of children around the world. Most of our programmes take place in the countries and communities where Plan International sponsored children live. Plan International UK's funds are granted to Plan International Inc to be sent on to Plan International country offices and local partners in accordance with grant agreement documents between Plan International UK and Plan International Inc.

Occasionally, where it is the best way to reach the communities we work with, we make grants to other charities. These charities are selected based on their experience, governance and ability to contribute positively to our work with children around the world. Performance is monitored closely to ensure grants are spent appropriately, in line with our charitable objectives.

## **RESERVES POLICY**

Each year, the trustees review the reserves range, i.e. the level of general funds that should be held in reserves, rather than spent on our charity's activities. With a significant proportion of income arising from child sponsorship, we can predict much of our total monthly income with a reasonable degree of confidence. However, income from appeals and grants is more difficult

to predict and holding some general funds in reserve is essential, to ensure we have sufficient liquidity to manage our business and to ensure that our ability to carry out our work is protected against any unexpected negative financial events. The current Covid-19 pandemic is such an event where the charity's strength in reserves has allowed it to continue operating.

Before the pandemic our reserves range was based on maintaining sufficient general funds to cover our anticipated working capital needs for three months, this being considered sensible both operationally and from an analysis of risks to our unrestricted income fundraising streams and our expenditure commitments. In the year, general funds were therefore expected to be approximately £6.4m. At 30 June 2020, these funds were, at £10.0m, £3.6m above the top of our reserves range.

Of this, £1.6m has been donated in July 2020 to Plan International Inc. to support their development work, with the remainder remaining in reserves. Given the current uncertainty around the long-term impact of the pandemic on the organisation's ability to raise funds, the trustees feel it is prudent to hold reserves at a higher level at least for the short term.

## **FINANCIAL RISK MANAGEMENT**

Goods and services purchased are subject to contracts with suppliers based on market prices. Plan International UK has no exposure to investment price risk as it holds no listed or other equity investments, with the exception of the investment in FPPI UK, Development Works Ltd and SDDirect as referred to below.

Most of Plan International UK's transactions are denominated in sterling and therefore we do not face significant currency risks. The purchasing power of funds transferred to Plan International Inc is affected by the strength of the donor currency against the local currencies in the countries in which those funds are spent. This risk is managed by Plan International Inc. Plan International UK does not enter into speculative foreign exchange contracts.

The majority of amounts receivable at year-end relate to institutional donors and the associated credit risk is therefore considered to be low. Plan International UK keeps the credit rating of its banks under review and has no external borrowings. Our reserves policy, combined with our remitting funds to Plan International Inc only after receipt, results in a low exposure to liquidity risk.

## **GOING CONCERN**

The impact of the Covid-19 pandemic brings a higher level of uncertainty into the Charity's future income which must be considered when assessing the Charity's ability to continue as a going concern. The announcement of the DFID/FCO merger adds a further level of uncertainty. In response to this uncertainty we have made the difficult decision to implement a cost reduction programme, reducing both headcount and non-headcount costs in FY21 onwards.

In order to make the going concern assessment, income and expenditure projections have been extended to the end of 30 June 2022 instead of the normal 12 months from the signing of the annual report. A baseline projection has been prepared based upon the FY21 budget, which was approved

in June 2020 by the Board of Trustees and included the expected impact of Covid-19 and the Cost Reduction Programme. Unrestricted income in the first three months of the 2021 financial year is performing well against budget, and therefore this is considered a reasonable baseline. An alternative scenario with a more significant income decline was also prepared to assess the impact that would have on the financial sustainability of the organisation.

In both scenarios, our general funds remain above the required level according to the reserves policy. In addition, the cash and cash equivalents held by Plan International UK at 30 June 2020 were £22.3m. The cash position of Plan International UK is strong and there is sufficient cash held in longer term cash deposits which can be pulled back in case of an unrestricted cash deficit. Cash deposits are a mix of short and medium term (3 to 12 months) and in case of a decline in unrestricted income there would be sufficient notice to draw down on these.

Our programme activities are majority funded by restricted income which is secured from donors based on agreed project deliverables. In the scenario that restricted income were to fall, project deliverables would be scaled back in line with the lower income and as such this would not represent a risk to Plan International UK as a going concern.

Our planning process, including financial projections and reserves policy, has taken into consideration the current economic and political climate and its potential impact on future income.

We believe that there are no material uncertainties that call into doubt our ability to continue in operation and meet our liabilities as they fall due. Accordingly, these financial statements have been prepared on a going concern basis.

## REMUNERATION POLICY

Our pay policy is based on the principle of fairness and equal pay for work of equal value. Our aim is to reward employees fairly and enable Plan International UK to recruit and retain staff in order to achieve our objectives, in keeping with our status as a charity.

Pay rates are determined based on spot salaries that are aligned to the median market rate for the role using benchmarking data and taking into account factors such as organisational size, job role, sector, grade and location.

Pay is reviewed annually with a full review of salaries against market rates carried out at least every three years and a flat rate increase applied in interim years.

The last full review of salaries of market rates was carried out for the 2019 Pay Review. Accordingly, in 2020 a minimum flat rate was applied to all salaries with a higher increase applied to a small number of people whose salaries were below the median pay rate for their role due to the transition arrangements when the current pay structure was introduced in 2016.

A pay review proposal is developed annually by the Management Board and following consultation with our Staff Council, this is submitted to the Remuneration Committee. The committee reviews

this proposal and any significant changes to the pay policy and makes the decision on the proposal. Staff costs are set out in Note 8 of the financial statements.

Plan International UK is a London Living Wage employer and ensures that everyone, including interns and apprentices, are paid at this level or above. This also applies to contractors, for example cleaners and security staff.

## STAFF AND VOLUNTEERS

The number of staff employed by Plan International UK changed from 187 full time and 35 part time at the start of the financial year to 189 full time and 41 part time employees at the end.

The ratio of the gross salary of the lowest paid staff member (excluding interns and apprentices) to that of the highest paid is 1:6.5.

The ratio of the gross median salary (excluding interns and apprentices) to that of the highest paid is 1:3.0.

We are also very fortunate to benefit from the support of volunteers, who provided 3,128 hours based on recorded attendance (2019: 3,473 hours). This figure has reduced from last year due to being unable to offer volunteering opportunities during the last quarter of the year due to the coronavirus pandemic.

The dedication of our volunteers has helped us to carry out research and improve our administration. They have also provided essential support to all parts of the organisation, meaning that we have been able to enhance our relationship with our supporters and our beneficiaries.



The Board of Trustees of Plan International UK would like to thank all staff and volunteers for their commitment to Plan International and their efforts over the year. We look forward to welcoming our volunteers back into the office when it is safe to do so.

## **GENDER PAY GAP**

Although we are not required to calculate and report on our gender pay gap due to our staff numbers being less than 250, as a champion of girls' rights and a responsible employer we feel it is important to carry out this analysis and communicate the results in an open and transparent way. In April 2019, we committed to voluntarily reporting our gender pay gap data on the government website.

Our method for calculating these figures aligns to the gender pay gap reporting regulations as set out by the Advisory, Conciliation and Arbitration Service (ACAS). The method includes calculating hourly rates of pay based upon salary after taking into account employee choices around salary sacrifice schemes (e.g. for childcare vouchers, pension and ride to work).

Using this method of calculation, as at 5 April 2020 Plan International UK's median gender pay gap was 8.4% (compared to 8.3% in April 2019) and the mean gender pay gap was 13.4% (compared to 11.9% in 2019).

Due to the coronavirus outbreak, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) took the decision to suspend enforcement of the gender pay

gap deadlines for this reporting year (2019/20). This means there is less comparable data for this year.

Our median gender pay gap remains significantly below current national levels; 8.9% lower than the national average of 17.3%<sup>1</sup>.

Analysis by the National Council of Voluntary Organisations (NCVO) in 2019 showed that the median gender pay gap in the charity sector was 7.0%<sup>2</sup>. Our 2020 median gender pay gap is 1.4% above this.

If we do not adjust calculations to take account of salary sacrifice, this would have resulted in a median gender pay gap at 5 April 2020 of 6.4% and a mean gender pay gap of 13.3%. This reflects the fact that a significantly larger percentage of our female staff have taken up our salary sacrifice offer (81%) than men (19%) in the last 12 months.

Plan International UK is fully committed to improving gender inclusion in our workplace, and will continue to work on this over the coming year.

## **DIVERSITY AND INCLUSION**

We recognise that positively valuing diversity and inclusion makes organisations better and helps us to learn, innovate and deliver benefits for the people we're here to help.

We are committed to ensuring that we are creating an inclusive work environment, free from discrimination, bullying, harassment and disrespectful behaviour, where everyone has the opportunity to thrive and be their best at work.

<sup>1</sup> The ONS data (<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>)

<sup>2</sup> <https://blogs.ncvo.org.uk/2019/07/22/gender-pay-gap-in-large-charities-findings-from-the-latest-data/>

The impact of the Black Lives Matters movement has brought home very clearly the moral imperative of the need to go beyond these aspirations, including working towards becoming an anti-racist organisation. We recognise that as an organisation and as a sector we have not done enough to address structural racism, and diversity and inclusion more broadly, and this is something that we must address as a priority.

In recognition of this diversity and inclusion will be a central theme in the new organisational strategy which is due to be finalised in October 2020 and this will include setting out an action plan to enable us to deliver our commitment to become an inclusive organisation. However, we will not be waiting for the strategy to be finalised before we start to take action. Working with our newly formed Diversity and Inclusion staff network, we will be providing anti-racism training for all staff to raise awareness and understanding of the issues and how collectively and individually we can take action to promote inclusion in all its forms.

We appreciate that we do not have all of the answers and we are committed to continuing to educate ourselves and reach out to others with more expertise to help guide us on this journey. We also acknowledge that while some of our actions will have immediate effects, others will take longer to achieve, and it is important that we hold ourselves accountable and maintain our focus on this important issue for the longer-term.

## THE ENVIRONMENT

We are very aware of the environmental impact of our activities, and the fact that it is the most vulnerable communities around the world that are most impacted by climate change.

We monitor gas, electricity, water and paper use in our London Finsgate office, as well as air and train travel, in order to measure our environmental impact, with a particular focus on reducing our carbon footprint per person, as per our Environmental Sustainability Policy.

One of the effects of the coronavirus pandemic, with staff working remotely, and much reduced travel, is that the environmental impact of our office has significantly reduced.

In accordance with the Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 and the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013, Plan International UK is reporting our UK annual energy use and greenhouse gas emissions, as outlined below.

	1 July 2019– 30 June 2020	Units
<b>Compulsory submission</b>		
Energy consumption	55,748	kWh
Indirect emissions – purchased electricity	0	tCO <sub>2</sub> e
Indirect emissions – business travel mileage	0.539	tCO <sub>2</sub> e
<b>Total</b>	<b>0.539</b>	<b>tCO<sub>2</sub>e</b>
<b>Voluntary submission</b>		
Indirect emissions – other business travel	352.24	tCO <sub>2</sub> e
<b>Total</b>	<b>352.24</b>	<b>tCO<sub>2</sub>e</b>
<b>Total, all emissions</b>	<b>352.78</b>	
Emissions per FTE	1.696	tCO <sub>2</sub> e/FTE

Data provided relates to Plan International UK offices at Finsgate, 5–7 Cranwood Street, London. All other offices have been omitted due to incomplete or unreliable energy data for these offices, due to the nature of their supply and billing.

Energy data has been calculated directly from meter readings servicing each floor within the Finsgate building. As Finsgate is a shared building, a floor space calculation is applied to the meter readings for common areas to extrapolate the data relating to the Plan International UK proportion of use.

Energy supplied to Finsgate is 100% renewable and holds Renewable Energy Guarantee of Origin (REGO) certification.

Indirect emissions from business travel mileage is calculated from mileage from expenses claims, using government conversion factors for company reporting of greenhouse gas emissions, both for 2019 and 2020 where appropriate. Assumptions have been made regarding the vehicle type, as information relating to vehicles is not recorded at point of submission. As such, all vehicles have been recorded as Passenger vehicle, Petrol, and Medium class to ascertain the conversion factor of 0.30945kg CO<sub>2</sub>e/mile 2019 and 0.30029kg CO<sub>2</sub>e/mile for 2020.

Voluntary submission of indirect emissions from business travel, including air travel and train where applicable, has been obtained through our travel partner Diversity Travel. Data is calculated using DEFRA standards and DEFRA GHG conversion factors, and use actual distances and class and travel type, to ensure carbon emissions are measured and presented correctly.

Travel outside of our travel partner Diversity Travel is not currently included as there is not currently a mechanism for collecting this data at present.

All emissions are reported as tCO<sub>2</sub>e (tonnes of carbon dioxide equivalent), which encompasses all six gases required by the Kyoto Protocol.

The intensity ratio used is Full Time Equivalent (FTE) employees, averaged across the reporting period. Using the FTE figure of 208, we are able to compare both Finsgate GHG emissions and business travel GHG emissions year-on-year using the same metric.

### **Improvements in the last year:**

- Improvements have been made to our air conditioning baseline operation, lowering the ambient temperature in winter and raising this in the summer, to reduce energy use. Variations from this then take place at a local level within the building, only adjusting the temperature in the areas required.
- Implementation of an internal Eco-Champions group who meet regularly to discuss and promote projects and initiatives throughout Plan International UK to reduce our environmental and ecological footprint.
- Installation of LED lighting and PIR sensors where possible, at end-of-life of previous incandescent and fluorescent lighting.
- Improved travel booking through our travel partners that clearly presents CO<sub>2</sub> impact each journey will make prior to booking, and the ability to sort travel options by CO<sub>2</sub>, allowing staff members to make a fully informed choice in their travel.

## **SAFEGUARDING**

Plan International UK exists to help children and young people, and we therefore take our duty to safeguard all children and young people and to promote their wellbeing very seriously.

We recognise the need to ensure that safeguarding considerations are part of everything that we do and that we need an organisational culture which enables this to happen.

Working within the Plan International Global Safeguarding framework, we have well established systems and policies, including training for all our employees and volunteers, to ensure that we do everything we can to safeguard the children and young people we work with and that we provide a safe working environment for everyone.

Our Code of Conduct sets out clear expectations for all employees, volunteers and associates, who understand that action will be taken if they do not uphold these standards.

We also provide everyone who works with us access to an independent whistleblowing service which reinforces internal routes for reporting any concerns.

Plan International has a well-established network of Safeguarding Focal Points at National Organisations and Country Office level which is supported by a central Global Safeguarding team. This also includes the appointment of a Safeguarding Focal Point on the Board of Trustees for National Organisations.

Over the last year the Global Safeguarding team has been strengthened by the addition of new posts. Plan International UK has also increased its safeguarding capacity and capability with the addition of a Technical Advisor for Safeguarding and Protection Mainstreaming within the International Policy and Programmes directorate.

Plan International Global Children and Young People Safeguarding standards, which all National Organisations are required to adhere to, have been reviewed this year. These are reviewed every three years following the revision of the Global Safeguarding Children and Young People policy to ensure that they are in line with the revised policy and sector demands, and provide a robust framework for mitigating safeguarding risks.

The new standards were launched at the end of September 2019 and incorporate a much stronger emphasis on the impact of power and bias (within both organisations and individuals) on our ability to safeguard children and young people effectively and the need to apply a gender and intersectional lens to safeguarding. Plan International have also rolled out a programme of training on power, dominance and bias across country offices. This training will be provided to the Plan International UK Management Board.

Reporting and responding procedures are in place for all aspects of safeguarding activities. In the last year we received 22 safeguarding reports, all of which were duly investigated and acted upon appropriately, in line with our policies and procedures.

Over the next year Plan International UK will strengthen our approach to workplace safeguarding and ensure this is aligned to best practice by creating a culture which promotes respect and a zero-tolerance approach to any forms of bullying, harassment or discrimination and ensures staff have the confidence to speak up where behaviour falls short of these standards.

## **MODERN SLAVERY**

As an international development and humanitarian organisation, Plan International UK strives for a just world that advances children's rights and equality for girls. We recognise that modern slavery is both a grave human rights violation and a truly global problem and that some of the countries in which we work face particular challenges in the context of modern slavery. We are committed to making sure that our decisions and activities do not in any way contribute to modern slavery in any of its forms – human trafficking, slavery, servitude and forced and bonded labour.

## **FOSTER PARENTS PLAN INTERNATIONAL (UK) LTD**

Plan International UK has a subsidiary company (Note 12 of the financial statements), Foster Parents Plan International (UK) Ltd (FPPI UK), to carry out trading activities on behalf of Plan International UK. FPPI UK's results are consolidated into Plan International UK's group financial statements in accordance with the requirements of Financial Reporting Standard 102. At 30 June 2020, the directors of FPPI UK comprised two members of Plan International UK's Management Board. Plan International UK owns 100% of the issued share capital (£2) of FPPI UK.

The activities of the trading subsidiary are conducting society lotteries (Gambling Commission licence numbers 000-049158-N-326958-002 and 000-049158-R-326957-002), licensing of the use of Plan International trademarks to third parties, primarily corporate partners of Plan International UK, and carrying out other non-primary purpose trading activities. Turnover of the trading subsidiary in 2020 was £3,142,000 (2019: £1,213,000). The subsidiary's taxable profits are donated under a deed of covenant to Plan International UK. In 2020 this was £3,113,000 (2019: £1,172,000). The increase against the prior year is because there were more society lottery draws (operated through the People's Postcode Lottery), which are accounted for as trading income within FPPI UK.

The directors of FPPI UK have signed the 2020 directors' report and financial statements and believe it is a going concern. The company has few expenses and projected income in 2021 means that the directors consider that the company should be able to continue to meet its liabilities as they fall due.

## **DEVELOPMENT WORKS LTD**

Plan International UK formed a new subsidiary company on 23 November 2018 (Note 12 of the Financial Statements), Development Works Ltd, to carry out international development commercial contracts and other non-primary purpose trading activities on behalf of Plan International UK. Results from Development Works Ltd are consolidated into Plan International UK's group financial statements in accordance with the requirements of Financial Reporting Standard 102.

At 30 June 2020, the directors of Development Works Ltd comprised three members of Plan International UK's Management Board, one senior manager, two trustees (one of whom is the Chair) and one independent director. Plan International UK owns 100% of the issued share capital (£25,001) of Development Works Ltd.

In 2020, Development Work Ltd's turnover was £nil and its taxable profits were £1,000, due to the reversal of an over accrual from the previous year, which were donated to Plan International UK.

The directors of Development Works Ltd have signed its 2020 directors' report and financial statements and believe it is a going concern. The company has few expenses and projected income in 2021 means that the directors consider that the company should be able to continue to meet its liabilities as they fall due.

## **SOCIAL DEVELOPMENT DIRECT LIMITED**

On 10 March 2020 Plan International UK acquired the consultancy company Social Development Direct Limited (SDDirect). The acquisition was a social investment for the purposes of the Charities (Protection and Social Investment) Act 2016 as it was an investment of Plan International UK's resources with a view to both directly furthering Plan International UK's charitable purposes and achieving a financial return for Plan International UK.

SDDirect is a leading provider of high quality, innovative and expert social development assistance and research services, specialising in gender and inclusion.

It works to build inclusive societies in which all women, men, girls, boys and people of other genders and identities are valued and empowered to make choices about their own development. It provides services ranging from technical advice and support; programme management; helpdesks; research; and, monitoring and evaluation. Results from SDDirect are consolidated into Plan International UK's group financial statements in accordance with the requirements of Financial Reporting Standard 102. At 30 June 2020, the directors of SDDirect comprised one member of Plan International UK's Management Board, one Plan International UK trustee and two senior managers at SDDirect.

Since the acquisition, SDDirect's turnover was £2,110,000 and its taxable profits were £203,000, of which £175,000 was donated to Plan International UK.

The directors of SDDirect have continually monitored the impact of the Covid-19 crisis on existing contracts and on new sales opportunities. Detailed forecasts and contingency planning has been carried out and reviewed at monthly board meetings. A conservative approach has been taken to all new expenditure. Based upon this and the strong performance of SDDirect since 31 January, the directors believe SDDirect is a going concern.

# LEGAL AND ADMINISTRATIVE INFORMATION

## ROYAL PATRON

HRH The Duke of Edinburgh KG, KT

## TRUSTEES

- Professor Sir Ian Diamond – Chair<sup>1</sup>
- Gillian Smith – Deputy Chair<sup>1</sup>
- Olivia Beecham<sup>1</sup>
- Hanah Burgess<sup>2,3</sup>
- Lady Amanda Ellingworth<sup>1,4</sup>
- Jane French<sup>3,6</sup>
- John Kerr (appointed 8 October 2019)<sup>6,7</sup>
- Spencer McHugh
- Emily Middleton (appointed 24 September 2019)<sup>2</sup>
- Meredith Niles
- Lara Oyesanya
- Richard Street<sup>1</sup>
- Beverley Tew (appointed 24 September 2019)<sup>2</sup>
- Adam Wood

## MANAGEMENT BOARD

- Tanya Barron – Chief Executive (retired 30 August 2019)<sup>6</sup>
- Rose Caldwell – Chief Executive (joined 27 August 2019. Formally took up her role as Chief Executive from 2 September 2019)<sup>5,6,7</sup>
- Simon Bishop – Deputy CEO and Director of International Policy and Programmes<sup>6</sup>
- Bill Cunningham – Chief Operating Officer (until 7 August 2020)<sup>5,6</sup>
- Alan Gosschalk – Director of Fundraising<sup>5</sup>
- Katie Morrison – Director of Communications, Campaigns and UK Programmes

- John Whiterow – Interim Director of Finance & Resources (from 6 July 2020)

## COMPANY SECRETARY

- Kristen Morgan (resigned 27 September 2019)<sup>5</sup>
- Caroline Moore (appointed 8 October 2019)

## REGISTERED OFFICE

Finsgate, 5–7 Cranwood Street, London EC1V 9LH

## INDEPENDENT AUDITORS

PricewaterhouseCoopers LLP, London WC2N 6RH  
The Trustees have appointed PricewaterhouseCoopers LLP as independent auditors for the year ended 30 June 2020 but the Trustees do not intend to re-appoint them for the following financial year, and it is expected a tender process will take place during the year.

## SOLICITORS

- Bates Wells LLP, London EC4R 1BE
- Bristows LLP, London EC4Y 0DH
- Cooley LLP, London EC2M 1QS
- Latham & Watkins LLP, London EC2M 3XF
- Russell-Cooke LLP, London SW15 6AB

## BANKERS

Barclays Bank PLC, Woking GU21 6AE

The Trustees' Annual Report, including the Strategic Report, was approved by the Board of Trustees on 13 October 2020 and signed on its behalf by:

**Professor Sir Ian Diamond**  
Chair, Plan International UK  
Date: 13 October 2020

1 Member of the Nominations and Governance Committee. 2 Member of the Audit, Finance and Risk Committee. Hanah Burgess appointed Chair 30 May 2019. 24 September 2019 Beverly Tew appointed as a trustee member (formerly independent member) and Eilish Jamieson appointed independent member. 3 Member of the Remuneration Committee. 4 Also a Trustee of Plan International Inc. 5 Director of Plan International UK's trading subsidiary, Foster Parents Plan International UK Ltd, Rose Caldwell appointed 3 August 2020. 6 Director of Plan International UK's subsidiary Development Works Ltd. Tanya Barron (resigned 20 September 2019), Rose Caldwell appointed 20 September 2019. 7 Director of Plan International UK's trading subsidiary, Social Development Direct Ltd. John Kerr and Rose Caldwell both appointed 10 March 2020.

# AUDITORS' REPORT TO THE MEMBERS OF PLAN INTERNATIONAL UK

## REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

### Opinion

In our opinion, Plan International UK's group financial statements and parent charitable company financial statements (the "financial statements"):

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 30 June 2020 and of the group's incoming resources and application of resources, including its income and expenditure, and of the group's cash flows, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Plan International UK Trustees' Annual Report 2020 (the "Annual Report"), which comprise: the consolidated and charity balance sheets as at 30 June 2020; the consolidated statement of financial activities (incorporating the income and expenditure account) for the year ended 30 June 2020, the consolidated statement of cash flows for the year then ended; and the notes to the financial statements.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the *Auditors' responsibilities for the audit of the financial statements* section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Independence

We remained independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements.

### Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (UK) require us to report to you when:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's and parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.



However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the group's and parent charitable company's ability to continue as a going concern.

### **Reporting on other information**

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (UK) require us also to report certain opinions and matters as described below.

### ***Strategic Report and Trustees' Report***

In our opinion, based on the work undertaken in the course of the audit the information given in the Trustees' Report, including the Strategic Report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and the Strategic Report and the Trustees' Report have been prepared in accordance with applicable legal requirements.

In addition, in light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we are required to report if we have identified any material misstatements in the Strategic Report and the Trustees' Report. We have nothing to report in this respect.

### **Responsibilities for the financial statements and the audit**

#### ***Responsibilities of the trustees for the financial statements***

As explained more fully in the Statement of Trustees' Responsibilities set out on pages 59–60, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. The trustees are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group and parent charitable company or to cease operations, or have no realistic alternative but to do so.

### ***Auditors' responsibilities for the audit of the financial statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditors' report.

### ***Use of this report***

This report, including the opinions, has been prepared for and only for the charity's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose.

We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

## **OTHER REQUIRED REPORTING**

### **Companies Act 2006 exception reporting**

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- we have not received all the information and explanations we require for our audit; or
- adequate accounting records have not been kept by the parent charitable company or returns adequate for our audit have not been received from branches not visited by us; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns.

We have no exceptions to report arising from this responsibility.

**Simon Morley** (Senior Statutory Auditor)  
for and on behalf of PricewaterhouseCoopers LLP  
Chartered Accountants and Statutory Auditors  
London  
13 October 2020

# CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

(incorporating the income and expenditure account) for the year ended 30 June 2020

	Note	Unrestricted funds £000	Restricted funds £000	2020 Total £000	Unrestricted funds £000	Restricted funds £000	2019 Total £000
<b>INCOME FROM:</b>							
<b>Donations</b>	3						
Sponsorship		15,673	-	15,673	16,282	-	16,282
Gift Aid		3,861	-	3,861	3,490	38	3,528
Other donations and appeals		4,141	1,710	5,851	3,546	4,713	8,259
		<b>23,675</b>	<b>1,710</b>	<b>25,385</b>	<b>23,318</b>	<b>4,751</b>	<b>28,069</b>
<b>Charitable activities</b>							
Institutional donors	4	-	25,208	25,208	-	23,286	23,286
Major partnerships	5	-	5,943	5,943	-	7,585	7,585
		-	31,151	31,151	-	30,871	30,871
<b>Trading activities</b>	6	5,284	-	5,284	1,382	-	1,382
<b>Other</b>	6	789	-	789	641	-	641
<b>Total income</b>		<b>29,748</b>	<b>32,861</b>	<b>62,609</b>	<b>25,341</b>	<b>35,622</b>	<b>60,963</b>
<b>EXPENDITURE ON:</b>							
<b>Raising funds</b>	7	9,720	-	9,720	9,804	50	9,854
<b>Charitable activities</b>	7	15,941	33,107	49,048	15,869	32,778	48,647
<b>Other</b>		417	-	417	443	-	443
<b>Total expenditure</b>		<b>26,078</b>	<b>33,107</b>	<b>59,185</b>	<b>26,116</b>	<b>32,828</b>	<b>58,944</b>
<b>Net income/(expenditure)</b>		3,670	(246)	3,424	(775)	2,794	2,019
<b>Funds brought forward</b>	17	10,809	7,466	18,275	11,584	4,672	16,256
<b>Funds carried forward</b>	17	<b>14,479</b>	<b>7,220</b>	<b>21,699</b>	<b>10,809</b>	<b>7,466</b>	<b>18,275</b>

All income and expenditure relates to continuing activities. There are no recognised gains or losses other than those included above and therefore no separate statement of comprehensive income has been prepared. There is no material difference between the net income and movement in funds stated above and their historical cost equivalents.

# CONSOLIDATED AND CHARITY BALANCE SHEET

as at 30 June 2020

	Note	Group 2020 £000	Group 2019 £000	Charity 2020 £000	Charity 2019 £000
<b>Fixed assets</b>					
Tangible assets	10	859	947	820	947
Intangible assets	11	1,205	253	127	253
Investments	12	-	-	1,956	250
<b>Total fixed assets</b>		<b>2,064</b>	<b>1,200</b>	<b>2,903</b>	<b>1,450</b>
<b>Current assets</b>					
Debtors	13	12,581	11,916	11,491	11,841
Cash at bank and in hand <sup>1</sup>		22,267	16,644	21,262	16,422
<b>Total current assets</b>		<b>34,848</b>	<b>28,560</b>	<b>32,753</b>	<b>28,263</b>
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	14	(14,957)	(11,155)	(13,659)	(11,108)
<b>Net current assets</b>		<b>19,891</b>	<b>17,405</b>	<b>19,094</b>	<b>17,155</b>
<b>Total assets less current liabilities</b>		<b>21,955</b>	<b>18,605</b>	<b>21,997</b>	<b>18,605</b>
Provisions for liabilities and charges	15	(256)	(330)	(256)	(330)
<b>Total net assets</b>		<b>21,699</b>	<b>18,275</b>	<b>21,741</b>	<b>18,275</b>
<b>Funds</b>					
General funds	17	10,094	8,535	10,164	8,535
Designated funds	17	4,385	2,274	4,357	2,274
<b>Unrestricted funds</b>	17	<b>14,479</b>	<b>10,809</b>	<b>14,521</b>	<b>10,809</b>
<b>Restricted funds</b>	17/18	<b>7,220</b>	<b>7,466</b>	<b>7,220</b>	<b>7,466</b>
<b>Total funds</b>	17	<b>21,699</b>	<b>18,275</b>	<b>21,741</b>	<b>18,275</b>

<sup>1</sup> Cash at bank and in hand includes short-term deposits of £7,000,000 (2019: £2,500,000).

The charity's net surplus for the year was £3,466,000 (2019: £2,019,000). The notes on pages 78 to 112 form part of the financial statements. Approval of the financial statements on pages 75 to 112 was delegated by the Board of Trustees to the below trustees on 13 October 2020, who have signed on their behalf on 13 October 2020.

**Professor Sir Ian Diamond**  
Chair of Plan International UK

**Hanah Burgess**  
Chair of the Audit, Finance and Risk Committee

# CONSOLIDATED STATEMENT OF CASH FLOWS

for the year ended 30 June 2020

	2020 £000	2019 £000
<b>Cash flows from operating activities:</b>		
Net cash inflow/(outflow) from operating activities	6,890	(188)
<b>Cash flows from investing activities:</b>		
Interest received	115	99
Purchase of property, plant, equipment and intangible assets	(108)	(134)
Purchase of business combination	(1,354)	-
<b>Change in cash and equivalents due to exchange rate movements:</b>		
Exchange rate gain/(loss)	80	85
<b>Change in cash and cash equivalents in the year</b>	<b>5,623</b>	<b>(138)</b>
<b>Cash and cash equivalents at the beginning of the year</b>	<b>16,644</b>	<b>16,782</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>22,267</b>	<b>16,644</b>
<b>Reconciliation of net income to net cash flows from operating activities</b>		
Net income for the year	3,423	2,019 <sup>1</sup>
Foreign exchange (gain)/loss	(80)	(85)
Interest received	(115)	(99)
Depreciation and amortisation charges	445	326
Decrease/(increase) in debtors	570	(3,817) <sup>1</sup>
Increase in creditors	2,721	2,219
(Decrease) in provisions	(74)	(751)
<b>Net cash inflow/(outflow) from operating activities</b>	<b>6,890</b>	<b>(188)</b>

<sup>1</sup> 2019 updated to correct a rounding difference of £2,000

Analysis of changes in net debt	2019 £000	Cashflows £000	Acquisition of subsidiary £000	Foreign exchange movement £000	2020 £000
Cash	16,644	5,191	352	80	22,267

# NOTES FORMING PART OF THE FINANCIAL STATEMENTS

## 1. ACCOUNTING POLICIES

### (a) Basis of preparation

The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in October 2019, the Companies Act 2006, the Charities Act 2011 and applicable UK accounting standards, including FRS 102.

The financial statements have been prepared on a going concern basis under the historical cost convention. Under 'Going Concern' on p63 the trustees state that they have reasonable expectation that there are no material uncertainties that call into doubt our ability to continue in operation and meet our liabilities as they fall due. Consequently, the trustees have a reasonable expectation that the Group will continue in existence for the next 18 months and, therefore, have adopted the going concern basis in preparing these financial statements.

The Charity has adapted the Companies Act formats to reflect the Charities SORP and the special nature of the Charity's activities. The principal accounting policies are set out below and have been applied consistently throughout the current year and the comparative year.

Plan International (UK) is referred to throughout as Plan International UK.

### (b) Basis of consolidation

The consolidated statement of financial activities (SOFA), group balance sheet and statement of cash flows consolidate the financial statements of the Charity and its wholly-owned subsidiaries, Foster Parents Plan International UK Ltd, Development Works Ltd

and SDDirect. The financial statements of the subsidiaries are consolidated with the Charity on a line-by-line basis. Transactions and balances between the entities are eliminated on consolidation. Details on the subsidiaries are given in Note 12.

No separate SOFA has been presented for the Charity alone, as permitted by s408 of the Companies Act 2006. The total income of the Charity for the year was £60,646,000 (2019: £60,874,000) and the net result of the Charity was a surplus of £3,466,000 (2019: surplus of £2,019,000).

### (c) Fund accounting

General funds are unrestricted funds that are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. Plan International UK has three designated funds: the Fixed Asset Fund, the Programmatic and Strategic Development Fund and the Social Development Direct Fund (see Note 17).

The Fixed Asset Fund represents the net book value of tangible and intangible fixed assets originally funded from General Reserves. The transfer made between the general and designated funds represent capital additions less depreciation and amortisation charges and disposal losses.

The Programmatic and Strategic Development fund represents funds received from the People's Postcode Lottery (PPL) which were not spent by year end. The Board of Trustees have agreed that these funds will be spent on specific programmatic areas, organisational excellence initiatives and strategic development.

The Social Development Direct Fund represents the net current asset value of the trading subsidiary.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. Expenditure is charged against the specific fund in accordance with donor rules. An analysis of these funds is set out in Note 18.

#### **(d) Income**

All income is included in the SOFA when the Charity is legally entitled to the income, receipt is probable and the amount can be measured reliably.

#### **Donations and legacies**

##### **Sponsorship**

Income from sponsors is accounted for on a receipts basis.

##### **Gift Aid**

Income from Gift Aid tax reclaims on donations is recognised on an accruals basis. All donations are covered under a valid Gift Aid declaration.

##### **Other donations and appeals**

Other donations and appeals income includes income from Plan Ltd (see Note 3), corporates, trusts, foundations and major donors. This is accounted for on a receipts basis (e.g. Girls Fund) and/or on an accruals basis as per the conditions of the contracts. As per the charity SORP, legacies are accounted for on an accruals basis.

Pecuniary legacies are recognised once probate has been granted and notification of entitlement has been received. Residuary legacies are recognised when probate is granted and there is sufficient information to value them and any conditions attached to the legacy are either within the control of the charity or have been met. An allowance is made against the amounts receivable to reflect the uncertainty inherent in estate administration.

#### **Charitable activities**

Income from charitable activities is earned under grants and contracts with governments, other agencies, corporates, trusts and foundations, and major donors

for the specific provision of goods and services in the furtherance of our purpose. Grants that provide core funding, or are of a general nature, are included as 'Donations'.

Grant and contract income is accrued once all conditions that would permit entitlement have been met. Where payments are received in advance of this point, they are held on the balance sheet as deferred income.

Income earned under contracts with donors where payments are contingent on the achievement of pre-agreed results is recognised in the SOFA in proportion to the stage of completion of the project. Where it is probable that total contract costs exceed total contract income, the expected deficit is recognised immediately. Income and expenditure in relation to these contracts are recognised within restricted funds, with any resulting surplus or deficit shown as a transfer to or from unrestricted funds.

#### **Gifts in Kind**

Gifts in Kind donated for distribution to beneficiaries are included at fair value and recognised as income from charitable activities when they are received.

Gifts in Kind also include services received in relation to campaigning, fundraising and professional advice. These have been included within 'Donations' at fair value at the time that the service is received. In accordance with the SORP, no amounts are included in the financial statements for services donated by volunteers, although their work is considered vital to the activities of Plan International UK.

#### **Trading activities**

Income from trading activities is accounted for on an accruals basis and represents the net proceeds from the society lottery managed by People's Postcode Lottery (PPL) on behalf of Foster Parents Plan International UK (FPPI UK), and the amounts charged to customers for goods and services supplied through FPPI UK and Development Works Ltd, excluding VAT (see Note 6).

Lottery income is the proceeds of lotteries held by the external lottery manager, PPL. FPPI UK has no ability to alter the price of tickets, determine the prizes, or set the management fee. PPL is the principal for these draws, and, therefore, net proceeds received through FPPI UK are recognised within trading activities in the Consolidated Statement of Financial Activities.

## Other

### Rental income

Rental income represents income from sub-tenants which share the Finsgate building with Plan International UK as their landlord and is recognised on an accruals basis.

### (e) Expenditure

All expenditure is accounted for on an accruals basis and is classified in the SOFA according to the activity to which it relates. Direct costs, including attributable staff costs, are allocated on an actuals basis to the key strategic areas of activity.

Expenditure on charitable activities includes both costs incurred directly by Plan International UK and grants payable to Plan International Inc and to partner organisations in furtherance of Plan International UK's charitable objectives. Grants payable are accounted for once all conditions that would limit recognition of the funding commitment have been met. Expenditure in relation to Gifts in Kind is recognised on distribution to country offices, for goods, or at the point that a service is received by Plan International UK.

Support costs, such as governance, general management, financial management, information technology, human resources, and facilities, are allocated between activities on the basis of staff numbers employed on those activities during the period.

Governance costs are the costs associated with the governance arrangements of Plan International UK and include an estimate of management time spent on strategic activities as well as direct costs associated with governance.

### (f) Pension costs

Pension contributions paid by the Charity in respect of employees to a defined contribution scheme are charged to the SOFA as they become payable and are allocated to the same funds as the salary costs to which they relate.

### (g) Operating leases

Operating lease rentals are charged to the SOFA on a straight-line basis over the life of the lease.

### (h) Tangible fixed assets and depreciation

Fixed assets are stated at cost less accumulated depreciation. Items costing less than £3,000 are not capitalised.

Depreciation for all fixed assets is calculated on a straight-line basis to write off the cost of the assets over their estimated useful lives as follows.

Leasehold property improvements	Lease period remaining
Office equipment	5 years
Computer hardware	5 years

The carrying value of fixed assets is reviewed annually for impairment if events or changes in circumstances suggest that their carrying amount may not be recoverable.

### (i) Intangible assets and amortisation

Intangible assets are stated at cost less accumulated amortisation.

Amortisation for all intangible assets is calculated on a straight-line basis over their estimated useful lives as follows:

Computer software	3 years
Goodwill	5 years



### **(j) Financial instruments**

Plan International UK has financial assets and liabilities that qualify as basic financial instruments. They are measured as follows:

Cash	Cash held at bank and in hand
Debtors	Initially at settlement amount after any trade discounts. Subsequently at cash or other consideration expected to be received.
Creditors	Initially at settlement amount after any trade discounts. Subsequently at cash or other consideration expected to be paid.

### **(k) Provisions for liabilities and charges**

Provisions for future liabilities are recognised when Plan International UK has a legal or constructive financial obligation as a result of a past event for which it is probable that a transfer of economic benefits will be required to settle the obligation, and where the amount can be reliably estimated.

### **(l) Foreign currencies**

Transactions in foreign currencies are recorded at the monthly book rate at the date of the transaction. Monetary assets and liabilities are retranslated at the rate of exchange at the balance sheet date. All exchange differences are taken to the SOFA.

### **(m) Company status**

The Charity is a public benefit entity and a company limited by guarantee. The members of the Company are the trustees named on p71. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per trustee.

### **(n) Taxation status**

Plan International UK is a registered charity within the definition of Section 202 of the Corporation Tax Act 2010 and is thus exempt from taxation on its charitable activities. The trading subsidiaries of Plan International UK,

Foster Parents Plan International UK Ltd, Development Works Ltd and SDDirect each make a charitable donation leaving no UK corporation tax payable. The donation from Foster Parents Plan International UK Ltd is made under a deed of covenant.

Irrecoverable VAT is not separately analysed and is charged to the SOFA when the expenditure to which it relates is incurred or invoiced and is allocated as part of the expenditure to which it relates.

### **(o) Business combinations**

Business combinations are accounted for as an acquisition. The cost of a business combination is the fair value of the consideration paid and payable plus the costs directly attributable to the business combination. Where the consideration paid and payable exceeds the value of the net assets acquired, goodwill arises on acquisition and is disclosed in the consolidated balance sheet. 'Goodwill' is an intangible fixed asset which is amortised over its useful life. Goodwill is reviewed for impairment at each balance-sheet date.

In accordance with FRS 102, intangible assets acquired as part of an acquisition are only recognised separately from goodwill where it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity; and the cost or value of the asset can be measured reliably.

### **(p) Critical accounting judgements and key sources of estimation uncertainty**

In the application of the group's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources.

These judgements, estimates and assumptions are made based on a combination of past experience, professional expert advice and other relevant evidence. Provisions were previously disclosed as a key source of estimation uncertainty. Management has considered each element that makes up the total provision balance as at the year end and decided that assumptions used to estimate these elements of provisions were not sensitive enough to change the provision balance materially, hence provisions are no longer considered a key source of estimation uncertainty.

Accordingly, the trustees consider that there are no key sources of estimation uncertainty as at 30 June 2020, however the following critical accounting judgements have been identified below:

### **Revenue recognition**

Due to the range and complexity of the group's funding streams, revenue recognition is deemed to be an area that requires judgement to appropriately apply the income accounting policies explained in accounting policy 1d. Grant and contract income is accrued once all conditions that would permit entitlement have been met. Where payments are received in advance of this point, they are held on the balance sheet as deferred income. Income earned under contracts with donors where payments are contingent on the achievement of pre-agreed results is recognised in the Consolidated Statement of Financial Activities in proportion to the stage of completion of the project.

### **Cost allocation**

The cost allocation methodology requires judgement as to what are the most appropriate bases to use to apportion support costs; these are reviewed annually for reasonableness.

Support costs, such as governance, general management, financial management, information technology, human resources, and facilities, are allocated between activities on the basis of staff numbers employed on those activities during the period.

### **Locally received income**

Locally received income is income where the contract signatories are the donor and the relevant Plan International country office or Plan International country fundraising office. However, the de facto fund manager is Plan International UK, who provides support and oversight to the country office. The income arising from such awards is thus recognised by Plan International UK. Income from charitable activities is detailed in accounting policy 1d.

### **Sponsorship**

Child sponsorship is judged to be unrestricted income and not restricted to a particular cause because it is wholly aligned with the charity's objects. Sponsors have a one-to-one connection with the child they sponsor and donations are used to fund vital projects, benefiting whole communities in the country where the sponsored child lives and therefore it is reasonable to assess the income as unrestricted.

## 2. INCOME BY REGION: ORIGIN OF DONOR

	Unrestricted funds £000	Restricted funds £000	2020 Total £000	Unrestricted funds £000	Restricted funds £000	2019 Total £000
UK	29,748	24,389	54,137	25,341	28,374	53,715
Europe (excluding UK)	-	4,582	4,582	-	5,774	5,774
Americas	-	3,827	3,827	-	1,411	1,411
Asia	-	63	63	-	63	63
<b>Total</b>	<b>29,748</b>	<b>32,861</b>	<b>62,609</b>	<b>25,341</b>	<b>35,622</b>	<b>60,963</b>

## 3. DONATIONS

	Unrestricted funds £000	Restricted funds £000	2020 Total £000	Unrestricted funds £000	Restricted funds £000	2019 Total £000
Sponsorship	15,673	-	15,673	16,282	-	16,282
Gift Aid	3,861	-	3,861	3,490	38	3,528
Plan Ltd	2,098	-	2,098	2,200	-	2,200
Other individual giving	798	378	1,176	823	384	1,207
Legacies	918	77	995	255	224	479
Girls' Fund	-	870	870	-	1,008	1,008
Disasters Emergency Committee (DEC)	-	164	164	-	2,660	2,660
Emergency appeals	-	133	133	-	282	282
Trusts and foundations <sup>1</sup>	129	-	129	39	-	39
Corporates	119	-	119	109	-	109
Gifts in Kind	-	88	88	-	155	155
Major donors	79	-	79	120	-	120
<b>Total</b>	<b>23,675</b>	<b>1,710</b>	<b>25,385</b>	<b>23,318</b>	<b>4,751</b>	<b>28,069</b>

<sup>1</sup> Grants received from Corporates and Trusts and Foundations are included under charitable activities income in note 5.

The donation from Plan Ltd, a trading subsidiary of Plan International Inc (see note 21) of £2,098,000 (2019: £2,200,000) is a donation received under deed of covenant in order to support Plan International UK's charitable activities.

Plan International UK has received notification of entitlement of two legacies which have been accrued, with an estimated value of £53,000 (2019: two: £27,000).

## 4. CHARITABLE ACTIVITIES: INSTITUTIONAL DONORS

a) Included in income from charitable activities are grants from the following institutional donors

	Unrestricted funds £000	Restricted funds £000	2020 Total £000	Unrestricted funds £000	Restricted funds £000	2019 Total £000
Department for International Development (DFID)	-	11,830	11,830	-	14,140	14,140
European Civil Protection and Humanitarian Aid Operations (ECHO)	-	5,633	5,633	-	3,121	3,121
UN agencies	-	3,016	3,016	-	2,081	2,081
European Commission (EC)	-	2,659	2,659	-	1,997	1,997
Start Fund	-	1,254	1,254	-	627	627
Other	-	816	816	-	1,320	1,320
<b>Total</b>	-	<b>25,208</b>	<b>25,208</b>	-	<b>23,286</b>	<b>23,286</b>

b) The following table summarises all contributions received from the UK Department for International Development (DFID) in the year ended 30 June 2020 totalling £11,830,000 (2019: £14,140,000).

Country	Project name	2020 Total £000	2019 Total £000
Sierra Leone	Girls' Education Challenge Phase 2: Supporting Primary School Girls and Children with Disabilities in the Context of the Government's Ebola Transition and Recovery Plan	3,369	2,952
Zimbabwe	Supporting Adolescent Girls' Education	2,426	1,320
Ghana	MG Cubed – GEC Ghana	2,204	-
Bangladesh	Water Sanitation and Hygiene (WASH) Results Programme Extension	1,448	7,446
Sudan	Access to WASH – Red Sea / Kassala / Gedaref	521	25
Malawi	Violence Against Women and Girls	502	93

Nigeria	North-East Transition to Development Programme (NENTAD) Programme Education	285	831
Nigeria	PLANE (NENTAD Cost Extension)	198	-
Philippines	B Ready scale up	187	-
Nigeria	North-East Transition to Development Programme (NENTAD) Protection in Northeast Nigeria	182	230
Tanzania	Education in Emergencies	174	-
Bangladesh	Pathways for Employment Inclusion (IPEI)	78	71
Kenya	Pathways for Employment Inclusion (IPEI)	77	122
Rwanda	SRHR Teacher Self Learning Academy	67	-
Kenya and Bangladesh	Innovating Pathways for Employment inc	59	-
Ethiopia	ETH102169 GEC-LNGB Ethiopia	30	-
Philippines	TUKLAS (Tungo sa Kahandaan ng Pilipinas) Innovation Lab	27	896
Bangladesh	Innovative approaches for Nutrition JANO	2	-
Various	Youth for Change	-	100
Bangladesh and Pakistan	Water Sanitation and Hygiene (WASH) Results Programme	-	66
Ghana	Complementary Education in the Upper West Region	-	4
Bangladesh	Flood Recovery and Empowerment	-	(1)
Kenya	Adolescent Girls Initiative Action	-	(76)
Zambia	Financial Inclusion through Traditional Leadership – Secure Savings for All	(6)	61
<b>Total</b>		<b>11,830</b>	<b>14,140</b>

Negative figures represent funds returnable where we have either been unable to spend funds in accordance with donor wishes, where we have completed the programmes under budget or where we have adjusted the income recognisable within the financial year.

## 5. CHARITABLE ACTIVITIES: MAJOR PARTNERSHIPS

	Unrestricted funds £000	Restricted funds £000	2020 Total £000	Unrestricted funds £000	Restricted funds £000	2019 Total £000
Corporates	-	4,311	4,311	-	4,210	4,210
Major donors	-	1,058	1,058	-	2,101	2,101
Trusts and foundations	-	564	564	-	1,233	1,233
Corporate Gifts in Kind	-	10	10	-	41	41
<b>Total</b>	<b>-</b>	<b>5,943</b>	<b>5,943</b>	<b>-</b>	<b>7,585</b>	<b>7,585</b>

## 6. TRADING ACTIVITIES AND OTHER INCOME

### a) Trading activities

	Unrestricted funds £000	Restricted funds £000	2020 Total £000	Unrestricted funds £000	Restricted funds £000	2019 Total £000
Society lottery income	3,030	-	3,030	1,146	-	1,146
Programmatic trading income	2,110	-	2,110	173	-	173
Other trading income	144	-	144	63	-	63
<b>Total</b>	<b>5,284</b>	<b>-</b>	<b>5,284</b>	<b>1,382</b>	<b>-</b>	<b>1,382</b>

Society lottery income is the proceeds of lotteries held by the external lottery manager, People's Postcode Lottery, as shown in the table below.

Programmatic trading income includes income from our newly acquired trading subsidiary, SDDirect.

<b>Society lottery income</b>	<b>2020 Total £000</b>	<b>2019 Total £000</b>
PPL ticket value	9,468	3,580
PPL prize fund	(3,784)	(1,432)
PPL management fee	(2,651)	(1,002)
Prize indemnity insurance	(3)	-
<b>Net PPL income</b>	<b>3,030</b>	<b>1,146</b>

Society lottery income is the proceeds of lotteries held by the external lottery manager, People's Postcode Lottery. FPPI UK has no ability to alter the ticket price, prizes or management charges and, therefore, does not act as principal for these draws. Proceeds have, therefore, been recognised in the Consolidated Statement of Financial Activities as net of prizes and other expenditure. All net income raised from net ticket proceeds by FPPI UK is donated to Plan International UK under a deed of covenant and wholly spent in the pursuit of the aims of the charity.

## b) Other income

	<b>Unrestricted funds £000</b>	<b>Restricted funds £000</b>	<b>2020 Total £000</b>	<b>Unrestricted funds £000</b>	<b>Restricted funds £000</b>	<b>2019 Total £000</b>
Rental income	596	-	596	542	-	542
Investment income	115	-	115	99	-	99
Other income	78	-	78	-	-	-
<b>Total</b>	<b>789</b>	<b>-</b>	<b>789</b>	<b>641</b>	<b>-</b>	<b>641</b>

Other income is related to payments from HMRC as part of the Coronavirus Job Retention Scheme, in which organisations were able to claim for 80% of employee's wages plus any employer National Insurance and pension contributions for staff put on furlough or flexible furlough because of coronavirus.

### c) The Charity as lessor

At the year end, the Charity had contracted with sub-tenants for the following future minimum lease payments under non-cancellable operating leases:

	<b>2020 Total £000</b>	<b>2019 Total £000</b>
Less than one year	350	408
Between two and five years	776	731
After five years	-	70
<b>Total</b>	<b>1,126</b>	<b>1,209</b>

These payments relate to the sub-lease of space within the Finsgate building to sub-tenants, with Plan International UK as their landlord. In addition to these lease payments, variable service charges are payable to Plan International UK based on an apportionment of shared building costs. There are no significant restrictions imposed by the lease arrangements.



## 7. TOTAL EXPENDITURE

### a) Analysis of total expenditure

Total expenditure 2020	Grants paid £000	Staff costs £000	Direct costs £000	Support costs £000	2020 Total £000
<b>Expenditure on raising funds</b>					
Sponsorship	-	976	2,590	685	4,251
Institutional donors	-	1,252	293	641	2,186
Other donations and appeals	-	943	561	393	1,897
Major partnerships	-	842	58	486	1,386
	-	<b>4,013</b>	<b>3,502</b>	<b>2,205</b>	<b>9,720</b>
<b>Expenditure on charitable activities</b>					
Education	13,101	2,065	1,190	755	17,111
Disaster risk management	15,201	273	284	727	16,485
Water, sanitation and hygiene	2,251	767	707	172	3,897
Sexual and reproductive health and rights	2,974	289	123	156	3,542
Campaigning and awareness	-	815	895	472	2,182
Protection	1,634	282	22	90	2,028
Economic security	1,208	176	9	65	1,458
Participate as citizens	418	1	-	19	438
SDD charitable activities costs	-	757	1,016	134	1,907
	<b>36,787</b>	<b>5,425</b>	<b>4,246</b>	<b>2,590</b>	<b>49,048</b>
<b>Other expenditure</b>					
Rental costs	-	-	399	-	399
Trading activity costs	-	-	18	-	18
	-	-	<b>417</b>	-	<b>417</b>
<b>Sub total</b>	<b>36,787</b>	<b>9,438</b>	<b>8,165</b>	<b>4,795</b>	<b>59,185</b>
Reallocation of salaries <sup>1</sup>	-	2,186	-	(2,186)	-
<b>Total</b>	<b>36,787</b>	<b>11,624</b>	<b>8,165</b>	<b>2,609</b>	<b>59,185</b>

<b>Total expenditure 2019</b>	<b>Grants paid</b>	<b>Staff costs</b>	<b>Direct costs</b>	<b>Support costs</b>	<b>2019 Total</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
<b>Expenditure on raising funds</b>					
Sponsorship	-	981	2,903	690	4,574
Institutional donors	-	1,149	263	624	2,036
Other donations and appeals	-	919	546	367	1,832
Major partnerships	-	805	159	448	1,412
	-	<b>3,854</b>	<b>3,871</b>	<b>2,129</b>	<b>9,854</b>
<b>Expenditure on charitable activities</b>					
Disaster risk management	12,846	252	93	515	13,706
Water, sanitation and hygiene	10,624	794	422	462	12,302
Education	7,929	1,624	1,241	421	11,215
Sexual and reproductive health and rights	2,603	327	156	120	3,206
Economic security	2,904	97	12	117	3,130
Protection	2,032	223	26	89	2,370
Campaigning and awareness	-	790	761	468	2,019
Participate as citizens	626	29	18	26	699
	<b>39,564</b>	<b>4,136</b>	<b>2,729</b>	<b>2,218</b>	<b>48,647</b>
<b>Other expenditure</b>					
Rental costs	-	-	372	-	372
Trading activity costs	-	-	71	-	71
	-	-	<b>443</b>	-	<b>443</b>
<b>Sub total</b>	<b>39,564</b>	<b>7,990</b>	<b>7,043</b>	<b>4,347</b>	<b>58,944</b>
Reallocation of salaries <sup>1</sup>		1,981	(16)	(1,965)	-
<b>Total</b>	<b>39,564</b>	<b>9,971</b>	<b>7,027</b>	<b>2,382</b>	<b>58,944</b>

<sup>1</sup> Staff costs initially included within 'support costs' and 'direct costs' are reallocated to 'staff costs' in order to match the total shown in Note 8.

	2020 £000	2019 £000
<b>Net income is stated after charging:</b>		
Services provided by the Charity's auditors:		
Fees payable for the audit of the consolidated financial statements	66	58
Fees payable for other services:		
• Taxation and VAT	3	15
	<b>69</b>	<b>73</b>
Exchange rate (gains)	(80)	(85)
Depreciation and amortisation	445	326
Operating lease rentals – buildings	697	705

## b) Grants paid

During the year, Plan International UK made grants to Plan International Inc which designs and delivers programmes through regional, country and programme offices. The programme offices are located in areas where Plan International programmes are implemented, allowing Plan International to work effectively with local communities.

Grants are also made to other partner organisations to deliver programmes to help children, their families and communities and to respond in emergency situations. No grants are made directly to individuals.

A list of grants paid is given below:

Partner Organisation	Country	2020 £000	2019 £000
Payments to Plan International Inc	Various	33,039	36,182
Payments to Plan International National Organisation	Colombia	120	610
Payments to Plan International National Organisation	India	82	368
Payments to Plan International National Organisation	Belgium	11	-
<b>Payments to Plan International members</b>		<b>33,252</b>	<b>37,160</b>
Humanity & Inclusion UK	Sierra Leone	1,135	866
Varkey Foundation	Ghana	604	-
Relief International	Ethiopia	490	25

The Open University	Zimbabwe	421	-
ActionAid	Sierra Leone	223	673
Christian Blind Mission (CBM) UK	Zimbabwe	180	89
Solidarites International	Cameroon	93	-
The Open University	Sierra Leone	69	164
Save the Children – Spain	Bolivia	55	-
CARE Nederland	Philippines	39	-
Oxfam Intermon	Dominican Republic	36	60
Oxfam Solidarite	Dominican Republic	36	60
Humanity & Inclusion UK	Dominican Republic	36	60
Stars Foundation	Various	35	39
Eclipse Experience Ltd	Peru	32	-
WaterAid	Bangladesh	31	-
University of Sussex	Ethiopia	20	41
World Vision Austria	Various	-	82
International Medical Corps UK	Cameroon	-	76
Intersos	Cameroon	-	59
Loughborough University	Bangladesh	-	44
Cooperazione Internazioanli	Paraguay	-	23
International Rescue Committee UK	Sierra Leone	-	17
The Open University	Zimbabwe	-	16
STOPAIDS	UK	-	11
<b>Payments to Non-Plan International Organisations</b>		<b>3,535</b>	<b>2,405</b>
<b>Total Grants Payable</b>		<b>36,787</b>	<b>39,564</b>

### c) Analysis of support costs

	Raising funds £000	Charitable activities £000	2020 Total £000	Raising funds £000	Charitable activities £000	2019 Total £000
Information technology	570	653	1,223	549	582	1,131
Office and premises	462	556	1,018	475	504	979
Human resources	327	368	695	349	370	719
General management	297	379	676	293	301	594
Finance	211	237	448	186	178	364
Depreciation and amortisation	214	246	460	157	168	325
Governance	124	144	268	120	115	235
Loss on disposal of fixed assets	-	7	7	-	-	-
<b>Total</b>	<b>2,205</b>	<b>2,590</b>	<b>4,795</b>	<b>2,129</b>	<b>2,218</b>	<b>4,347</b>

Support costs are allocated between activities on the basis of the number of staff employed on those activities during the year.

### d) Analysis of governance costs

	2020 £000	2019 £000
Legal and other professional fees – Gifts in Kind	76	75
Legal and other professional fees	45	26
Apportionment of staff costs	60	48
External audit fees	66	58
Internal audit fees	16	18
Other	5	10
	<b>268</b>	<b>235</b>

## 8. STAFF COSTS

	2020 <sup>1</sup> £000	2019 £000
<b>Staff costs</b>		
Wages and salaries	9,553	8,154
Social security costs	1,024	875
Pension costs	790	686
<b>Sub Total</b>	<b>11,367</b>	<b>9,715</b>
Agency staff	257	256
<b>Total</b>	<b>11,624</b>	<b>9,971</b>

<sup>1</sup> 2020 numbers include £757,000 SDDirect staff costs

Plan International UK has a defined contribution pension scheme, which matches employee contributions up to a maximum of 7.5% of pensionable salary. The resulting fund belongs to the employee and can be transported when leaving Plan International UK. No employees receive benefits under a defined benefit pension scheme.

In line with government legislation, Plan International UK automatically enrolls all eligible staff into this defined contribution pension scheme, with all new joiners being enrolled into the scheme in the third pay period after the start of their employment.

A salary sacrifice scheme is in place, giving employees the opportunity to vary their employment terms and conditions such that they receive a lower gross salary, with Plan International UK paying additional employer pension contributions on the employee's behalf.

The number of employees whose emoluments, as defined for taxation purposes (i.e. net of employer pension contribution and employer national insurance contribution), amounted to £60,000 or more in the year were as follows:

	2020 <sup>1</sup> Number	2019 Number
£60,000–£69,999	8	4
£70,000–£79,999	6	1
£80,000–£89,999	3	3
£90,000–£99,999	4	1
£100,000–£109,999	1	-
<b>Total</b>	<b>22</b>	<b>9</b>

<sup>1</sup> 2020 numbers include 12 SDDirect staff

Total employer pension contributions for these employees were £132,529 (2019: £113,736).

The highest paid employee in 2020 was the Chief Executive, who received £126,844 in the year including pension contributions and employer National Insurance contributions (2019: £124,835), and received no benefits in kind (2019: £nil).

The Management Board are the key management personnel of the charity. The total remuneration and benefits including pension contributions and employer National Insurance contributions of the key management personnel was £644,870, for six roles (2019: £575,018 for five roles).

None of the above received any benefits in kind.

Redundancy payments in the year to staff totalled £14,532 (2019: £4,826).

The average headcount and average number of employees, calculated on a full-time equivalent (FTE) basis, analysed by activity was:

	2020 Headcount	2019 Headcount	2020 FTE	2019 FTE
International Policy and Programmes	78	76	74	68
Fundraising	72	74	67	68
Operations and CEO Office	45	42	42	40
Communications, Campaigns and UK Programmes	26	29	25	26
SDDirect	45	-	43	-
<b>Total</b>	<b>266</b>	<b>221</b>	<b>251</b>	<b>202</b>

## 9. TRUSTEES' REMUNERATION

None of the trustees received any remuneration during the year for services to Plan International UK (2019: none). Directly-incurred expenses of the trustees borne by Plan International UK in the year ended 30 June 2020 were £547 (2019: £4,217). These expenses related to costs incurred by two trustees (2019: four) to attend Board meetings.

Plan International UK has purchased indemnity insurance for the trustees at a cost of £702 (2019: £702).

## 10. TANGIBLE ASSETS

GROUP AND CHARITY 2020	Leasehold property improvements	Office equipment	Computer hardware <sup>1</sup>	Computer software	Total
	£000	£000	£000	£000	£000
<b>Costs</b>					
At 1 July 2019	1,681	392	338	-	2,411
Acquisition through business combinations	-	-	52	-	52
Additions	-	1	80	-	81
Disposals	-	-	(6)	-	(6)
<b>At 30 June 2020</b>	<b>1,681</b>	<b>393</b>	<b>464</b>	<b>-</b>	<b>2,538</b>
<b>Accumulated depreciation</b>					
At 1 July 2019	952	315	197	-	1,464
Charge for the year	128	26	67	-	221
Disposals	-	-	(6)	-	(6)
<b>At 30 June 2020</b>	<b>1,080</b>	<b>341</b>	<b>258</b>	<b>-</b>	<b>1,679</b>
<b>Net book value</b>					
At 30 June 2019	729	77	141	-	947
<b>At 30 June 2020</b>	<b>601</b>	<b>52</b>	<b>206</b>	<b>-</b>	<b>859</b>

<sup>1</sup> Computer hardware for SDDirect totalling £39k at 30 June 2020 is only included in the Group balance sheet, not the Charity balance sheet

GROUP AND CHARITY 2019	Leasehold property improvements	Office equipment	Computer hardware	Computer software	Total
	£000	£000	£000	£000	£000
<b>Costs</b>					
At 1 July 2018	1,661	373	274	1,564	3,872
Additions	20	19	68	-	107
Disposals	-	-	(4)	-	(4)
Transfers	-	-	-	(1,564)	(1,564)



<b>At 30 June 2019</b>	<b>1,681</b>	<b>392</b>	<b>338</b>	<b>-</b>	<b>2,411</b>
<b>Accumulated depreciation</b>					
At 1 July 2018	820	312	158	1,189	2,479
Charge for the year	132	3	43	-	178
Disposals	-	-	(4)	-	(4)
Transfers	-	-	-	(1,189)	(1,189)
<b>At 30 June 2019</b>	<b>952</b>	<b>315</b>	<b>197</b>	<b>-</b>	<b>1,464</b>
<b>Net book value</b>					
At 30 June 2018	841	61	116	375	1,393
<b>At 30 June 2019</b>	<b>729</b>	<b>77</b>	<b>141</b>	<b>-</b>	<b>947</b>

## 11. INTANGIBLE ASSETS

<b>GROUP AND CHARITY 2020</b>	<b>Computer software</b>	<b>Goodwill<sup>1</sup></b>	<b>Total</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>
<b>Costs</b>			
At 1 July 2019	1,590	-	1,590
Acquisitions through business combinations	-	1,148	1,148
Additions	28	-	28
<b>At 30 June 2020</b>	<b>1,618</b>	<b>1,148</b>	<b>2,766</b>
<b>Accumulated depreciation</b>			
At 1 July 2019	1,337	-	1,337
Charge for the year	154	70	224
<b>At 30 June 2020</b>	<b>1,491</b>	<b>70</b>	<b>1,561</b>
<b>Net book value</b>			
At 30 June 2019	253	-	253
<b>At 30 June 2020</b>	<b>127</b>	<b>1,078</b>	<b>1,205</b>

<sup>1</sup> The Charity balance sheet excludes the goodwill.

**GROUP AND CHARITY 2019**

	Computer software £000	Goodwill £000	Total £000
<b>Costs</b>			
At 1 July 2018	-	-	-
Additions	26	-	26
Transfers	1,564	-	1,564
<b>At 30 June 2019</b>	<b>1,590</b>	<b>-</b>	<b>1,590</b>
<b>Accumulated depreciation</b>			
At 1 July 2018	-	-	-
Charge for the year	148	-	148
Transfers	1,189	-	1,189
<b>At 30 June 2019</b>	<b>1,337</b>	<b>-</b>	<b>1,337</b>
<b>Net book value</b>			
At 30 June 2018	-	-	-
<b>At 30 June 2019</b>	<b>253</b>	<b>-</b>	<b>253</b>

**12. INVESTMENTS****CHARITY**

	2020 £
<b>Shares in subsidiary undertakings</b>	
At 1 July 2019	250,003
Additions	1,706,131
<b>At 30 June 2020</b>	<b>1,956,134</b>

## CHARITY

	2019
	£
<b>Shares in subsidiary undertakings</b>	
At 1 July 2018	2
Additions	250,001
<b>At 30 June 2019</b>	<b>250,003</b>

During the financial year ended 30 June 2019, Plan International UK invested £250,001 in Development Works Ltd, a wholly owned trading company registered in England and Wales as company number 11693908, whose main activities are to carry out international development commercial contracts and other non-primary purpose programmatic trading activities on behalf of Plan International UK.

Foster Parents Plan International UK Ltd is a trading company registered in England and Wales as company number 02457093, whose main activities are managing a society lottery, the licensing of the use of Plan International UK trademarks to third parties, and carrying out other non-primary purpose trading activities. Each year the subsidiary makes a charitable donation under a deed of covenant of any taxable profits to Plan International UK.

The brought forward investment balance at 1 July 2019 relates to Plan International UK's investment in the entire issued share capital of Foster Parents Plan International UK Ltd and Development Works Ltd.

During the financial year ended 30 June 2020, Plan International UK invested £1,706,000 in Social Development Direct Limited, a trading company registered in England and Wales as company number 03846881, who provide high-quality, innovative and expert social development assistance and research services, including technical advice and support, research, development assistance programme design, delivery and management, monitoring and evaluation. Their clients are leading international development organisations and international NGOs, and foundations.

<b>SUBSIDIARY: Foster Parents Plan International UK Ltd (FPPI UK)</b>	2020	2019
	£000	£000
Total turnover	3,142	1,213
Total expenditure	(29)	(41)
Donation to Plan International UK	(3,113)	(1,172)
<b>Net result for the year</b>	<b>-</b>	<b>-</b>

The aggregate of assets, liabilities and funds of FPPI UK was:

	2020	2019
	£000	£000
Total assets	108	57
Total liabilities	(108)	(57)
<b>Total funds</b>	<b>-</b>	<b>-</b>

#### **SUBSIDIARY: Development Works Ltd**

	2020	2019
	£000	£000
Total turnover	-	162
Total expenditure	1	(48)
Donation to Plan International UK	(1)	(114)
<b>Net result for the year</b>	<b>-</b>	<b>-</b>

The aggregate of assets, liabilities and funds of Development Works Ltd was:

	2020	2019
	£000	£000
Total assets	253	266
Total liabilities	(3)	(16)
<b>Total funds</b>	<b>250</b>	<b>250</b>

#### **SUBSIDIARY: Social Development Direct Limited (SDDirect)**

	2020	2019
	£000	£000
Total turnover	2,110	-
Total expenditure	(1,907)	-
Donation to Plan International UK	(175)	-
<b>Net profit for the period</b>	<b>28</b>	<b>-</b>

Turnover and expenditure for SDDirect are from the date of acquisition, 10 March 2020, to 30 June 2020.

The aggregate of assets, liabilities and funds of Social Development Direct Limited, as reflected in the consolidated balance sheet, was:

	<b>2020</b>	<b>2019</b>
	<b>£000</b>	<b>£000</b>
Total assets	1,873	-
Total liabilities	(1,287)	-
<b>Total funds</b>	<b>586</b>	<b>-</b>

### 13. DEBTORS

	<b>Group</b>	<b>Group</b>	<b>Charity</b>	<b>Charity</b>
	<b>2020</b>	<b>2019</b>	<b>2020</b>	<b>2019</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Amounts owed by institutional donors	7,035	8,668	7,035	8,668
Accrued income	2,922	1,441	2,280	1,441
Amounts owed by Plan International Inc	1,268	1,139	1,268	1,139
Other debtors	882	258	385	156
Prepayments	474	410	423	410
Amounts owed by subsidiaries	-	-	100	27
<b>Total debtors</b>	<b>12,581</b>	<b>11,916</b>	<b>11,491</b>	<b>11,841</b>

## 14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

### a) Analysis of creditors

	Group 2020 £000	Group 2019 £000	Charity 2020 £000	Charity 2019 £000
Accruals of transfers to Plan International Inc	9,667	7,817	9,667	7,817
Accruals of transfers to other partners	568	541	568	541
Deferred income and other creditors	1,245	1,272	1,244	1,244
Other accruals	1,473	373	1,075	354
Taxation and social security	542	309	342	309
Trade creditors	651	499	306	499
Amounts owed to Plan International Organisations	381	312	381	312
VAT payable	430	32	76	32
<b>Total creditors</b>	<b>14,957</b>	<b>11,155</b>	<b>13,659</b>	<b>11,108</b>

### b) Deferred income and other creditors

GROUP 2020	As at 1 July 2019 £000	Income deferred £000	Deferrals released £000	As at 30 June 2020 £000
Institutional donors	1,245	-	-	1,245
Other	27	-	(27)	-
<b>Total deferred income and other creditors</b>	<b>1,272</b>	<b>-</b>	<b>(27)</b>	<b>1,245</b>

Income deferred in the year for the charity comprised £nil (2019: £nil) institutional donor income and £nil (2019: £28,000) other income.

GROUP 2019	As at 1 July 2018	Income deferred	Deferrals released	As at 30 June 2019
	£000	£000	£000	£000
Institutional donors	1,250	-	(5)	1,245
Other	407	28	(408)	27
<b>Total deferred income and other creditors</b>	<b>1,657</b>	<b>28</b>	<b>(413)</b>	<b>1,272</b>

## 15. PROVISIONS FOR LIABILITIES AND CHARGES

GROUP AND CHARITY	As at 1 July 2019	Provision created	Provision released	Provision utilised	As at 30 June 2020
	£000	£000	£000	£000	£000
Dilapidations	240	-	-	-	240
Grants	90	16	-	(90)	16
<b>Total</b>	<b>330</b>	<b>16</b>	<b>-</b>	<b>(90)</b>	<b>256</b>

**Dilapidations** represent the estimated cost required to make good Plan International UK's headquarters upon the termination of the lease with our landlord. The provision will be utilised on termination of the lease. The provision has been reviewed and the value currently being held is deemed sufficient to cover our liabilities, therefore no adjustment has been made in this financial year.

**Grants** represent the estimated funds returnable to donors where the group has not been able to spend funds received in accordance with donor wishes, including losses incurred from fraud and disallowances at country office level. Any losses will be recovered from Plan International Inc such that Plan International UK suffers no net loss.

## 16. COMMITMENTS

### a) Commitments under operating leases

Total future minimum lease payments under non-cancellable operating leases are as follows:

GROUP	Land and buildings 2020 £000	Other 2020 £000	Total 2020 £000	Land and buildings 2019 £000	Other 2019 £000	Total 2019 £000
<b>Payments due:</b>						
Not later than one year	932	22	954	860	22	882
Later than one year and not later than five years	3,185	40	3,225	3,729	48	3,777
Later than five years	-	-	-	388	-	388
<b>Total</b>	<b>4,117</b>	<b>62</b>	<b>4,179</b>	<b>4,977</b>	<b>70</b>	<b>5,047</b>

Property lease commitments are in respect of Plan International UK's headquarters and will be partly offset by sub-tenant rental income.

### b) Programme commitments

At year end, the group had undertaken to deliver projects which will be completed over a number of years. The majority of the funds needed for these projects are subject to legal agreements with donors to ensure that Plan International UK will be reimbursed. For some of these projects, Plan International UK is required to provide additional funding to match that provided by the main donor. At 30 June 2020, donors had yet to be found for programme commitments totalling £4,035,000 (2019: £3,985,000) as detailed below.

GROUP	Total 2020 £000	Total 2019 £000
Not later than one year	2,210	1,430
Later than one year and not later than five years	1,825	2,555
Later than five years	-	-
<b>Total</b>	<b>4,035</b>	<b>3,985</b>

No provision has been recognised as we expect to be able to find donors for these commitments over the remaining life of the projects.



### c) Capital commitments

The value of group contracts placed in the year for future capital expenditure not accrued for in the financial statements was £nil (2019: £nil).

## 17. STATEMENT OF FUNDS

GROUP AND CHARITY 2020	Balance 1 July 2019	Total income	Total expenditure	Acquisition	Transfers	Balance 30 June 2020 <sup>1</sup>
	£000	£000	£000	£000	£000	£000
<b>Unrestricted funds:</b>						
General funds	8,535	24,608	(22,519)	(853)	323	10,094
Designated funds: Programmatic and Strategic Development fund	1,074	3,030	(1,477)	(853)	-	1,774
Designated funds: Social Development Direct fund	-	2,110	(2,082)	506	13	547
Designated funds: Fixed Asset fund	1,200	-	-	1,200	(336)	2,064
<b>Total unrestricted funds</b>	<b>10,809</b>	<b>29,748</b>	<b>(26,078)</b>	<b>-</b>	<b>-</b>	<b>14,479</b>
<b>Restricted funds</b>	<b>7,466</b>	<b>32,861</b>	<b>(33,107)</b>	<b>-</b>	<b>-</b>	<b>7,220</b>
<b>Total funds</b>	<b>18,275</b>	<b>62,609</b>	<b>(59,185)</b>	<b>-</b>	<b>-</b>	<b>21,699</b>

<sup>1</sup> The Charity balance sheet excludes £28,000 of Social Development Direct designated funds which relate to profit from SDDirect not donated to Plan International UK in the period ended 30 June 2020, and excludes amortisation of goodwill of £70,000 from general funds.

GROUP AND CHARITY 2019	Balance 1 July 2018	Total income	Total expenditure	Transfers	Balance 30 June 2019
	£000	£000	£000	£000	£000
<b>Unrestricted funds:</b>					
General funds	7,251	24,195	(23,104)	193	8,535
Designated funds: Programmatic and Strategic Development fund	2,940	1,146	(3,012)	-	1,074
Designated funds: Fixed Asset fund	1,393	-	-	(193)	1,200
<b>Total unrestricted funds</b>	<b>11,584</b>	<b>25,341</b>	<b>(26,116)</b>	<b>-</b>	<b>10,809</b>
<b>Restricted funds</b>	<b>4,672</b>	<b>35,622</b>	<b>(32,828)</b>	<b>-</b>	<b>7,466</b>
<b>Total funds</b>	<b>16,256</b>	<b>60,963</b>	<b>(58,944)</b>	<b>-</b>	<b>18,275</b>

## 18. RESTRICTED FUNDS

Restricted funds comprise unexpended balances on donations and grants and contracts given for specific purposes. These funds will be expended in future years in accordance with donor wishes.

GROUP AND CHARITY	Balance 1 July 2018 £000	Income £000	Expenditure £000	Balance 1 July 2019 £000	Income £000	Expenditure £000	Balance 30 June 2020 £000
Girls Fund	439	1,008	(734)	713	870	(1,063)	520
DEC – Cyclone Idai Appeal	-	1,461	(201)	1,260	82	(1,261)	81
DEC – Indonesia Tsunami Appeal	-	976	(976)	-	28	(30)	(2)
DEC – Emergency Appeal for People Fleeing Myanmar	-	633	(641)	(8)	61	(53)	-
DEC – Covid Appeal	-	-	-	-	125	(125)	-
DEC – East Africa Appeal	23	(127)	76	(28)	-	28	-
Other voluntary income including appeals	217	800	(449)	568	544	(316)	796
<b>Donations</b>	<b>679</b>	<b>4,751</b>	<b>(2,925)</b>	<b>2,505</b>	<b>1,710</b>	<b>(2,820)</b>	<b>1,395</b>
DFID – Water Sanitation and Hygiene (WASH) Results Programme Extension	412	7,445	(6,530)	1,327	1,448	(1,721)	1,054
DFID – Girls' Education Challenge Fund Phase 2	-	2,952	(2,883)	69	5,603	(5,302)	370
DFID – Supporting Adolescent Girls' Education	-	1,320	(1,315)	5	2,426	(2,384)	47
DFID – Nigeria NENTAD Programme Education	-	831	(831)	-	285	(285)	-
DFID – tuklas Innovation Lab	11	896	(893)	14	-	(14)	-
DFID – Water Sanitation and Hygiene (WASH) Results Programme	54	66	(112)	8	-	(8)	-
DFID – Others	15	630	(549)	96	2,068	(2,079)	85
ECHO – HIP Urban Resilience	-	-	-	-	336	(324)	12
ECHO – Burundi Refugee Camps – Tanzania	3	499	(487)	15	-	(15)	-

ECHO – ASEAN Safe Schools Initiative	-	780	(768)	12	-	(12)	-
ECHO – Others	5	1,843	(1,818)	30	918	(816)	132
European Commission – Building Resilience: Education Opportunities in Fragile and Crisis Affected Environments	524	-	(165)	359	1,079	(1,333)	105
European Commission – Entrepreneurship Capacity Improvement	-	563	(563)	-	120	(160)	(40)
European Commission – Better Extension Training (BETTER)	-	526	(526)	-	208	(281)	(73)
European Commission – Others	33	908	(920)	21	1,251	(1,242)	30
Big Lottery Fund – People affected by Typhoon Haiyan	14	369	(370)	13	-	(13)	-
UN agencies	119	2,081	(2,200)	-	5,633	(5,764)	(131)
Other institutional donors	233	1,577	(1,418)	392	3,833	(3,840)	385
<b>Institutional donors</b>	<b>1,423</b>	<b>23,286</b>	<b>(22,348)</b>	<b>2,361</b>	<b>25,208</b>	<b>(25,593)</b>	<b>1,976</b>
Corporates	1,892	4,250	(5,197)	945	4,321	(3,112)	2,154
Major donors	561	2,101	(1,148)	1,514	1,058	(1,034)	1,538
Trusts and foundations	117	1,234	(1,210)	141	564	(548)	157
<b>Major partnerships</b>	<b>2,570</b>	<b>7,585</b>	<b>(7,555)</b>	<b>2,600</b>	<b>5,943</b>	<b>(4,694)</b>	<b>3,849</b>
<b>Total restricted funds</b>	<b>4,672</b>	<b>35,622</b>	<b>(32,828)</b>	<b>7,466</b>	<b>32,861</b>	<b>(33,107)</b>	<b>7,220</b>

Restricted funds by region of spend	Balance	Income	Expenditure	Balance	Income	Expenditure	Balance
	1 July			30 June			30 June
	2018			2019			2020
	£000	£000	£000	£000	£000	£000	£000
Asia	1,987	14,427	(14,640)	1,774	6,097	(6,202)	1,669
East and Southern Africa	448	9,075	(7,842)	1,681	9,288	(10,539)	430
UK	-	1,477	(639)	838	249	(551)	536
West and Central Africa	530	5,159	(5,223)	466	11,899	(11,797)	568
Americas	165	2,319	(2,322)	162	1,621	(1,688)	95
Multiple regions <sup>1</sup>	297	761	(894)	164	866	(610)	420
Not defined <sup>2</sup>	1,245	2,404	(1,268)	2,381	2,841	(1,720)	3,502
<b>Total restricted funds</b>	<b>4,672</b>	<b>35,622</b>	<b>(32,828)</b>	<b>7,466</b>	<b>32,861</b>	<b>(33,107)</b>	<b>7,220</b>

<sup>1</sup> 'Multiple regions' includes restricted funds which support multiple projects across more than one region.

<sup>2</sup> 'Not defined' includes funds received by donors against restricted funds including the Girls' Fund and Forgotten Children's Fund, which are later transferred to projects in line with the fund's objectives, plus holding funds for Corporate donors whilst the programmes are in development.

## 19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

GROUP AND CHARITY 2020	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated <sup>1</sup>		
	£000	£000		
<b>Fund balances at 30 June 2020 are represented by:</b>				
Tangible fixed assets	-	859	-	859
Intangible assets	-	1,205	-	1,205
Current assets	12,030	3,608	19,210	34,848
Current liabilities	(1,696)	(1,287)	(11,974)	(14,957)
Provisions for liabilities and charges	(240)	-	(16)	(256)
<b>Total net assets at 30 June 2020</b>	<b>10,094</b>	<b>4,385</b>	<b>7,220</b>	<b>21,699</b>
Total net assets at 30 June 2019	8,535	2,274	7,466	18,275

<sup>1</sup> The Charity balance sheet excludes £28,000 of Social Development Direct designated funds which relate to profit from SDDirect not donated to Plan International UK in the period ended 30 June 2020, and excludes amortisation of goodwill of £70,000 from general funds.

## GROUP AND CHARITY 2019

	Unrestricted Funds		Restricted Funds	Total Funds
	General	Designated	Funds	
	£000	£000	£000	£000
<b>Fund balances at 30 June 2019 are represented by:</b>				
Tangible fixed assets	-	947	-	947
Intangible assets	-	253	-	253
Current assets	9,553	1,074	17,934	28,561
Current liabilities	(778)	-	(10,378)	(11,156)
Provisions for liabilities and charges	(240)	-	(90)	(330)
<b>Total net assets at 30 June 2019</b>	<b>8,535</b>	<b>2,274</b>	<b>7,466</b>	<b>18,275</b>
Total net assets at 30 June 2018	7,251	4,333	4,672	16,256

## 20. BUSINESS COMBINATION

On 10 March 2020 Plan International UK acquired all the shares, assets and liabilities of Social Development Direct Limited under a share purchase agreement. This transaction was a mixed motive investment by Plan International UK intended to provide a mixture of financial return and charitable impact in line with Plan International UK's charitable objectives.

The shares purchased were 500 ordinary shares at £1 per share. Social Development Direct Limited is based in the UK.

The investment cost of the acquisition was £1,595,000, and included total net assets of £558,000 as shown below. Goodwill will be amortised over five years.

Directly attributable costs of £110,705 have been capitalised relating to the acquisition, bringing the total investment value to £1,706,000.

The following table summarises the assets and liabilities of Social Direct Development Limited at the acquisition date:

<b>Social Development Direct Limited</b>	<b>2020</b>
	<b>£000</b>
Tangible fixed assets	52
Cash at bank and in hand	352
Debtors	1,235
Creditors	(1,081)
<b>Total Net Assets</b>	<b>558</b>
Goodwill	1,148
<b>Total Investment</b>	<b>1,706</b>

There is no difference between book value and fair value.

Post-acquisition trading results for Social Direct Development Limited are shown in Note 12.

## **21. RELATED PARTIES**

### **Plan International Inc**

Plan International UK is a member of Plan International Inc as set out on p59–60. During the year Plan International UK transferred cash totalling £23,952,000 (2019: £30,285,000) directly to Plan International Inc and other Plan International entities to undertake international development programme activities in overseas countries. In addition, £7,438,000 (2019: £5,457,000) was transferred directly from our donors to Plan International entities.

In line with our approach of accruing transfers once all conditions that would limit recognition of the funding commitment have been met, there was an accrual of £9,667,000 (2019: £7,817,000) of transfers to Plan International Inc outstanding at year-end.

Plan International UK does not have a controlling interest in Plan International Inc and, therefore, has not disclosed detailed transactions between the two entities.

### **Plan Ltd**

Plan Ltd is a wholly-owned trading subsidiary of Plan International Inc. Income in the year was received by Plan International UK from Plan Ltd under deed of covenant as set out in Note 3.

### Disasters Emergency Committee

Plan International UK is a member of the Disasters Emergency Committee (DEC) and Plan International UK's Chief Executive, Rose Caldwell, is a trustee of the DEC.

In the year Plan International UK made a membership donation of £49,197 (2019: £56,000) to the DEC. Plan International UK's income in the year included £164,000 (2019: £2,660,000) receivable from DEC appeals. Of this £164,000 was outstanding at year-end (2019: £1,914,000).

### International Broadcasting Trust

Rose Caldwell, Chief Executive of Plan International UK, is the Chair of the International Broadcasting Trust. In the year, Plan International UK paid membership fees totalling £5,000 (2019: £5,000).

### Opinium Research Ltd

James Endersby, a director of Development Works Ltd, is CEO of the company Opinium Research Ltd. In the year, Plan International UK paid for services provided by Opinium Research Ltd totalling £37,554 (2019: £10,000).

### Plan International UK Trustees

In the year donations were received from trustees totalling £15,207 (2019: £37,671).

### Foster Parents Plan International UK Ltd

The below table shows the transactions that took place between Foster Parents Plan International UK Ltd and Plan International UK in the year ended June 2020. Plan International UK incurred £14,000 (2019: £17,000) of costs that were recharged to FPPI UK for staff time and other overheads.

Party	Nature of relationship	Transaction	Income for the year ended 30 June 2020 £000	Expenditure for the year ended 30 June 2020 £000	Debtor balance as at 30 June 2020 £000	Creditor balance as at 30 June 2020 £000
Foster Parents Plan International UK Ltd	Wholly-owned subsidiary	The subsidiary's taxable profits were donated under a deed of covenant to Plan International UK	3,113	-	100	-

### Development Works Ltd

The below table shows the transactions that took place between Development Works Ltd and Plan International UK in the year ended June 2020. Plan International UK incurred £nil (2019: £12,000) of costs that were recharged to Development Works Ltd for staff time.

Party	Nature of relationship	Transaction	Income for the year ended 30 June 2020	Expenditure for the year ended 30 June 2020	Debtor balance as at 30 June 2020	Creditor balance as at 30 June 2020
			£000	£000	£000	£000
<b>Development Works Ltd</b>	Wholly-owned subsidiary	The subsidiary's taxable profits were donated to Plan International UK	1	-	-	-

### Social Development Direct Limited

The below table shows the transactions that took place between Social Development Direct Limited and Plan International UK in the period from the date of acquisition to 30 June 2020.

Party	Nature of relationship	Transaction	Income for the period ended 30 June 2020	Expenditure for the period ended 30 June 2020	Debtor balance as at 30 June 2020	Creditor balance as at 30 June 2020
			£000	£000	£000	£000
<b>Social Development Direct Limited</b>	Wholly-owned subsidiary	The subsidiary's taxable profits were donated to Plan International UK	175	-	-	-





Deborah, 11, Rwanda is part of a Plan International youth club "The youth club here in my school plays a big role in helping me. They helped me buy a school uniform and school materials, so that I could go to school!"

# THANK YOU

**We wish to thank every one of our supporters. Whether through sponsorship, donating to our emergency appeals or leaving a gift in your will, every supporter makes our work possible and helps us to change children's lives around the world.**

Plan International UK would particularly like to thank the following for their support over the period 1 July 2019–30 June 2020.

## PATRONS

HRH The Duke of Edinburgh KG, KT, Baroness Gardner of Parkes, Virginia McKenna OBE, Baroness Morris of Yardley, Lord Paul, Dr Miriam Stoppard

## SUPPORTERS

Emma Barnett, Katie Chapman, Megan Crabbe, Lisa Eldridge, Joanne Froggatt, Shobna Gulati, Sarah Hadland, Trish Halpin, Joanne Harris MBE, Gillian Joseph, Beverley Knight MBE, Kathy Lette, Helen Nianias, Sheila Reid, Katherine Ryan, Laura Whitmore, Jodie Whittaker

## TRUSTS AND FOUNDATIONS

Andrew and Belinda Scott Charitable Trust, Bristol Rovers Community Trust, Cosaraf Charitable Foundation, Ennismore Foundation, Latin American Children's Trust, Masonic Charitable Foundation, Mercury Phoenix Trust, MJB Charitable Trust, The Moondance Foundation, The Happy Charitable Trust, The Hodge Foundation, UEFA Foundation for Children, ViiV Healthcare's

The Positive Action for Children Fund and The Positive Action for Adolescents Fund, and support received from People's Postcode Lottery players

## CORPORATE SUPPORTERS

Allen & Overy Foundation, AstraZeneca, The Body Shop, Brides Do Good, CBRE Ltd, Chelsea Football Club, Costa Foundation, Credit Suisse, DAZN, Fitch Group, GIC London, Jellybean Creative, Kaplan International, Marie Claire Edit, Paysafe Group, Prudential Plc, Reckitt Benckiser (RB), Stats Perform, Study Group, Sugarhill Boutique, Uniglobe, VENT for Change

## DONORS

Linda and Alistair Buchanan and family, Anne and Jim O'Byrne, Helen and Colin David, Tom Hearn, Helen Hurst and Matt Witt, Anthony and Sue Jordan, Katharine and Wilson Lamont, Stephen Lloyd, Brian and Meredith Niles, Friends of Daniella Paolino, Andrew Phillipps, Harriet Roupell, Paul and Diane Sinnett, Katherine and David Soanes, Paul Tyndall and Rosemary Blake, Steve and Joanne Vaughan, Peter Williams, Camilla Woodward and several other anonymous donors

## INSTITUTIONS

Big Lottery Fund, Department for International Development (DFID), Disasters Emergency Committee (DEC), Education Cannot Wait (ECW), European Commission (EC), European Commission Humanitarian Aid and Civil Protection Office (ECHO), Start Network

**We would also like to say thank you to all our volunteers for their hard work and commitment, which we couldn't do without.**

**Plan International UK, Finsgate,  
5-7 Cranwood Street, London EC1V 9LH  
Tel: 0300 777 9777 (UK)  
+ 44 (0) 20 7608 1311 (Non-UK)**

**[www.plan-uk.org](http://www.plan-uk.org)**

 **PlanInternationalUK**

 **@PlanUK**

 **@plan\_uk**

 **planuk**

**Please contact us if you would like this report in an alternative format. A resizable PDF of this report is available on our website.**

**Editors:** Kam Kaur, Alex Martin and Sally Warren

**Design and artwork:** Philippa Thomas ([philippa-thomas.com](http://philippa-thomas.com))

© Plan International UK. No part of this publication can be reproduced without the permission of Plan International UK.

Registered charity number: 276035. Registered in England number: 1364201

Plan International UK holds official consultative status with the Economic and Social Council of the United Nations.



Front cover image: Two schoolgirls are happy to be back at school in Mozambique after Plan International began rebuilding classrooms following Cyclone Idai in March 2019



**Plan International UK**