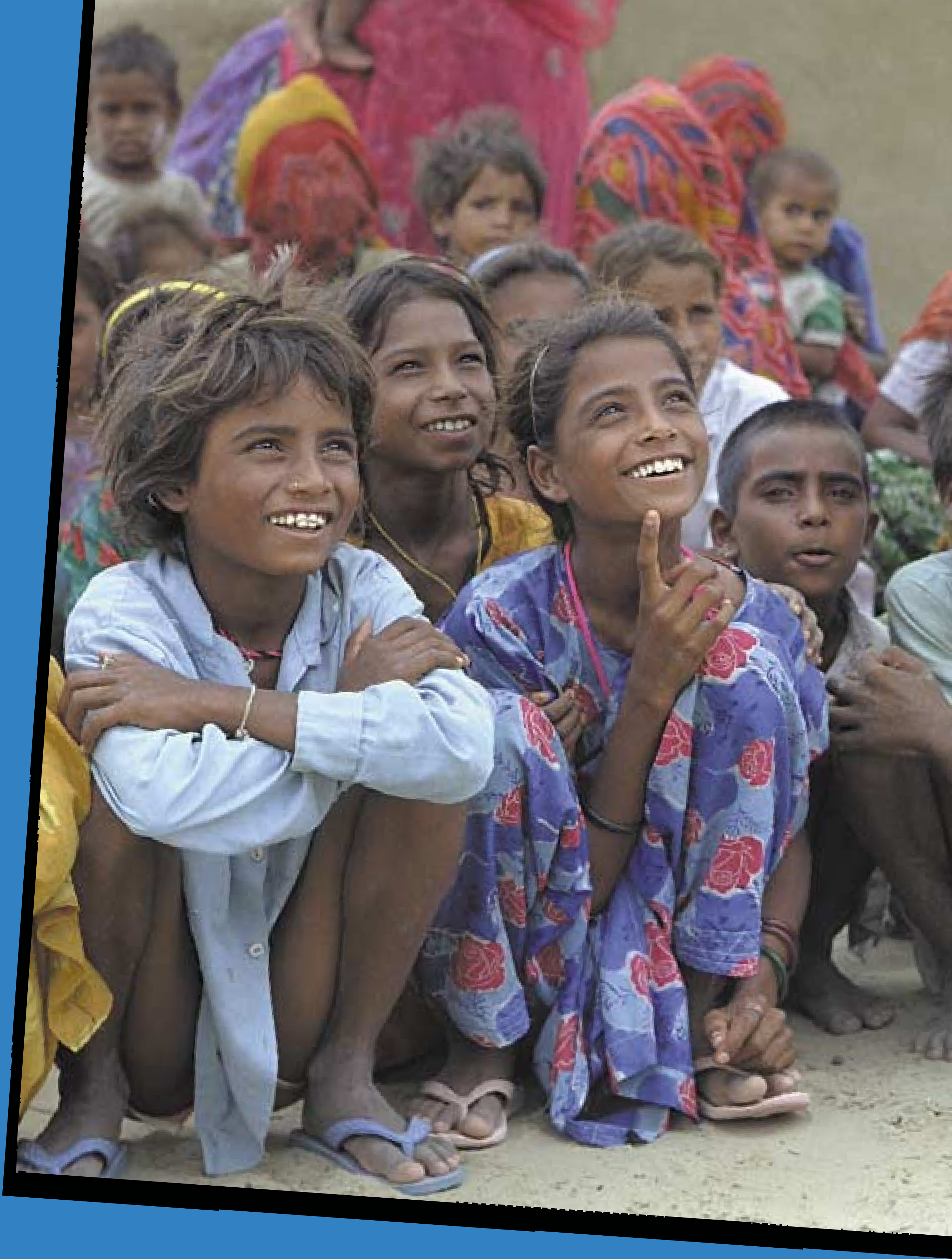

Directors' Report & Financial Statements

Plan UK Annual Review 2003

Plan

Be a part of it.

PLAN International (UK)
(A Company Limited by Guarantee)
Annual Report and Accounts
Year Ended 30 June 2003

Charity Number 276035
Company Number 1364201

Contents

About Plan

What is Plan?

Plan is a child-centred community development agency with no religious and political affiliations, enabling families and communities in the poorest countries to make lasting improvements to the lives of their children.

What do we do and how do we do it?

In the type of countries where we work, one out of four children die before the age of five, and the ones who survive often go hungry and have no chance of learning to read and write.

We sit down with these children, their parents, and the community, to plan practical ways to provide all the things we take for granted, so that together we build schools, drill wells, get nurses trained and help families support themselves.

We seek to ensure that children are actively involved in the decision-making process, working with adults who have learnt to value their contribution. This is possible because a million people across the world sponsor children with Plan. In doing so they benefit many other children, and entire communities. We are also supported by the UK Government, the European Union and partners and governments worldwide.

At the end of our partnership with a community, often 10-15 years later, we aim to leave it with lasting improvements, giving its children a better start in life, knowledge of their rights, and the confidence to claim them for the next generation. Their energy can provide the impetus to change their world.

Introduction

The Directors, who are also the trustees of Plan UK, present their report, together with the financial statements for the year ended 30 June 2003. There follows a section on Organisation and Governance. The remaining report is divided into two parts:

The first part – 'our work, activities and objectives' – looks at our work with communities, local partners, other organisations and governments to end child poverty. It is structured according to the Millennium Development Goals.

Millennium Development Goals

In September 2000 the United Nations unanimously adopted the Millennium Declaration to eradicate extreme poverty, and set eight Millennium Development Goals.

These are:

Goal 1: *Eradicate extreme poverty and hunger*

Goal 2: *Achieve universal primary education*

Goal 3: *Promote gender equality and empower women*

Goal 4: *Reduce child mortality*

Goal 5: *Improve maternal health*

Goal 6: *Combat HIV/AIDS, malaria and other diseases*

Goal 7: *Ensure environmental sustainability*

Goal 8: *Develop a global partnership for development*

Plan UK works through Plan field programmes to tackle these goals in 45 developing countries.

The second part of this report - 'our accountability' - looks at Plan UK's relationship with our stakeholders: families, communities, local partners and donors. It follows the criteria and standards suggested by the UK Government in its report 'Building Public Trust and Confidence and Supporting the Sector in Improving Performance'. This covers the charity's achievements against objectives, the description of its impact, any performance improvement, details of the stakeholders' involvement and their participation in the work of the charity, the fundraising, campaigning and trading activities, and any reserves.

Organisation and Governance

Plan International UK ("Plan UK") is a registered charity, number 276035. It is a company limited by guarantee, registered number 1364201.

Objectives and Activities

Our objectives, together with other constitutional matters, are set out in our Memorandum and Articles of Associations. These are:

1. To provide for the sponsorship, care, maintenance, education, training and well-being of children in distressed circumstances or in need wherever they may be
2. To provide guidance and practical assistance in strengthening and reinforcing the families of such children so that they may have the opportunity to develop within their own families
3. To interest people throughout the world in the necessity of such an undertaking, and to obtain their support and assistance

Plan UK is governed by a Board of Directors, which is responsible for determining the policies and the strategic directions of the Charity. The Board of Directors meets regularly and delegates the day-to-day operations of the organisation to the National Director and a team of senior managers. The members of the Board of Directors are shown on page 39.

The current Chair of the Board was appointed after a selection process, following an advertisement being published in national newspapers. Directors are chosen in consultation with the full Plan UK Board, and with a view to ensuring that all the skills and experience needed to govern an organisation like Plan UK are fully represented. The members of Plan UK are the current Board of Directors, whose liability is limited to £10 each. No Director has any interest in the Company's contracts, or any interest in the Company's funds.

Plan UK is one of fifteen national organisations[a)] and is internationally associated with Plan International, Inc, which changed its name from Foster Parents Plan Inc on 1st July 2003. Plan International, Inc ("Plan") manages development programmes in forty-three beneficiary countries[b)] using funds raised by the fifteen national organisations. The

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a) National organisations: Australia, Belgium, Canada, Denmark, Finland, France, Germany, Japan, Korea, the Netherlands, Norway, Spain, Sweden, United Kingdom and the United States.

b) Programme countries: Albania, Bangladesh, Benin, Bolivia, Brazil, Burkina Faso, Cameroon, Cambodia, China, Colombia, Dominican Republic, East Timor, Ecuador, Egypt, El Salvador, Ethiopia, Ghana, Guatemala, Guinea, Guinea Bissau, Haiti, Honduras, India, Indonesia, Kenya, Malawi, Mali, Nepal, Nicaragua, Niger, Pakistan, Paraguay, Peru, Philippines, Senegal, Sierra Leone, Sri Lanka, Sudan, Tanzania, Thailand, Togo, Uganda, Vietnam, Zambia, Zimbabwe.

programme operations are decentralised and managed from four Regional Offices[c] throughout the developing world. A small International Headquarters is currently located in the United Kingdom and supervises the programme operations. Plan's International Board of Directors ("International Board"), consisting of representatives of the Boards of the national organisations, governs the international operation. Currently, Plan UK nominates two Directors to the International Board. This structure permits Plan UK to invest as much of its funds as possible in programmes, which directly support the beneficiary children, their families and communities.

Our development programmes aim to attain rights for children, families and communities by meeting the objectives in the following areas:

Areas of our work

Livelihood: to increase food security and family disposable income, which will improve children's welfare

Learning: to ensure that children, young people and adults acquire basic learning and life skills to help them realise their full potential and contribute to the development of their societies

Growing up Healthy: to ensure survival, protection and healthy development by promoting and strengthening sustainable, community-managed health care systems

Habitat: to ensure that children live in secure and healthy habitats by focusing and acting upon children's habitat needs

Building Relationships: to create a worldwide community of supporters and children, their families and communities, sharing a common agenda for child-focussed development.

Plan's work is part of a worldwide effort to free children from the abject and dehumanising conditions of extreme poverty. In September 2000 the United Nations unanimously adopted the Millennium Declaration to eradicate extreme poverty, and set eight Millennium Development Goals. These are:

c) Regional Offices: East Africa: Johannesburg; West Africa: Dakar; Americas: Panama; Asia: Bangkok

Part 1

The areas of our work, our activities and objectives

More than 1.2 billion people are living on less than 60 pence a day

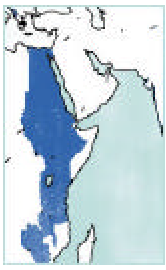
Millennium Development Goal 1: Eradicate extreme poverty and hunger

Livelihood - the right to a standard of living adequate for the child's physical, mental, spiritual, moral and social development

Plan collaborates with local people to implement projects aimed at improving their living conditions through healthcare, water and sanitation. We collaborate with children and their parents on their educational needs and future development. We look at the job and income opportunities for young people and adults within the area they live. The poorest people don't have access to credit, to land, or to secure tenure in the towns. If they do, their productivity is often hampered by poor agricultural techniques or lack of business training.

Plan aims to increase food security and family disposable income to improve their children's welfare.

Eastern and Southern Africa



Ethiopia - In Ethiopia, the food shortage situation worsened due to the drought that last year affected rural and urban communities. Last year we collaborated with the local government to train farmers in ways to increase their production. Through theoretical and practical training, they were encouraged to diversify their crops and grow onions, garlic, potatoes, tomatoes, cabbage and lettuce. Rams were provided in a revolving fund to which farmers contributed. In Lalibela 60 farmers were trained and 15 rams provided.

Asia

China - In Yan Qing, China, Plan has been working with families to bring about locally appropriate change in farming methods. Here, families were almost completely reliant on selling corn for their income. When the price of corn fell sharply, so did their livelihoods too and therefore their ability to provide for their children. The farmers decided to grow fruit trees but their lack of experience led to a disappointing harvest. Plan worked with the communities to organise training in new farming methods – how to protect the trees from diseases and pests, how to apply fertiliser and the overall management of the orchard.

Women and children were involved in designing the project, whereby at least one member of over 400 families received training. Not only did the children learn about the impact of different farming methods but the women also increased their skills.

India - Local communities have taught us that credit and savings schemes involving women are effective in increasing family resources. In Punnaipelm in Andra Pradesh, India, a micro-credit scheme means that every woman who takes part is able to buy a cow producing enough milk to sell, and feed their family.

Across the world, Plan is increasingly providing villages' small banks with set-up capital, staff training and assistance with their business plan. These banks continue to function long after we have moved from those areas. Last year, Plan UK invited Stuart Rutherford from Safesave – one of our local partners – to speak to British bankers. He talked about how Safesave and Plan have been enabling women in the slums of Dhaka to save tiny amounts of money every day, access loans, and build their children's future.

Through individual grants, Plan works with 26 local organisations, including Safesave, which share our vision of helping the economic conditions of more than 100,000 poor families through access to credit and saving facilities. Microfinance projects have been implemented in Bangladesh, Bolivia, Ghana, Guatemala, Haiti, Kenya, Mali, Nepal, Peru, Philippines, Senegal, Tanzania, Togo and Uganda.

South America

Colombia- In Colombia, as a result of economic hardship, a high percentage of young people do not have access to education. Due to this and few job opportunities, many are often at risk of becoming involved in gangs and drug abuse.

Last year, in collaboration with a local organisation, Plan designed a project of vocational training for young people. 132 participated from the beginning of the project through interviews and workshops. They were also involved in the final evaluation of the project. Young people were encouraged to take part in a variety of activities including computer training, wood framing, dressmaking, embroidery, shoemaking, food handling, and Christmas crafts. After vocational training they began apprenticeship in local businesses, enabling them to gain experience and be better prepared to enter the job market. At the end of the apprenticeship, they were offered the opportunity to present their own proposals to set up their businesses, and 18 were submitted.

'When I found out about the project through the community volunteer, I realised it was an opportunity to myself because I could learn and meet others. I applied, I was selected and I thought it was important that they let us choose the courses according to our own interests. I feel my life has changed thanks to training received not only in technical aspects but also I feel I have a project for my life, I know what I want. The apprenticeship has helped me to learn about the functioning of a business, I am less afraid and I express myself with more security' Rosa from the Community of El Liberator – Colombia.

Malnutrition plays a role in more than half of all child deaths

Malnutrition in children is caused by consuming too little food to meet their body's needs. Adding to the problem are diets that lack essential nutrients, illnesses that deplete those nutrients, and undernourished mothers giving birth to underweight children.

Raising incomes and reducing poverty is part of the answer, but big improvements can be made through low-cost measures, including nutrition education from an early age and appropriate nutritious supplements.

Central America

El Salvador - In El Salvador for example, school children have learnt how to grow nutritious food while protecting the environment. In collaboration with the Ministry of Education, of Health, the National Secretariat for the Family, local councils, and the World Food Programme, children have grown their own vegetables in their school backyards, using environmentally friendly practices. The vegetables produced are consumed at the school and complement the children's daily diet. Thanks to the success of this project, children are not only encouraged to grow vegetables in their own homes, they are also learning to be heard and respected as active and productive members of the community. Last year 12 such projects took place throughout El Salvador.

'Experience has proven that the school garden project not only benefits the children from schools where they are grown. We can proudly confirm that this project has transcended the school and is now part of the community, since the families of many of the participating students are already planting gardens in their homes,' says Mrs Lourdes de Flores, First Lady of El Salvador.

South America

Peru - In Peru local beliefs and lack of nutritional knowledge contribute to the malnutrition of under fives. Last year, with the collaboration of the Ministry of Health, 798 families from 20 different communities received education on the value of healthier living through better nutrition. Trained health workers from different communities visited families door to door, talking to parents about the benefits of breastfeeding, the importance of a balanced diet and good food. Parents' understanding of child malnutrition and how it could be prevented has since increased, resulting in better development of children.

Some 115 million children do not attend primary school

Millennium Development Goal 2: Achieve universal primary education

Education - the right to quality primary education, especially for girls

A child's right to survive and develop does not solely rely on healthcare. Whilst this is often the first necessary step, education provides their development well into the future.

Many children drop out of school without completing their primary education. Plan encourages programmes for these children to return to school.

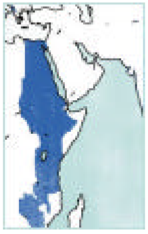
Some 115 million children do not attend primary school; one in six of the world's adults are illiterate. Parents are often unable to send their children, especially girls, to school. Projects where parents have been encouraged to educate their daughters, by locating schools close to their homes, building school latrines for girls as well as boys, minimising the costs of uniforms or fees for the families, scheduling hours to accommodate household chores, and providing a school feeding programme, have all achieved impressive successes. These projects show parents the importance of girls' education and create a new generation of empowered women capable of transferring their knowledge to their families.

Asia

India - In Balika Shivir in the northern state of Rajasthan in India, an education camp project was set up thanks to the partnership with a local organisation URMUL. The camp is a unique and ambitious education project for illiterate girls in the area, with the objective of educating them to the level of class five in only six months.

'The teachers not only taught us to read and write, but also explained all about personal hygiene, cleanliness, nutrition and other girl stuff. My parents were surprised when I came back. They treat me differently now, this is because I can read and write and I am a smarter girl,' says Pushpa – 11.

Eastern and Southern Africa



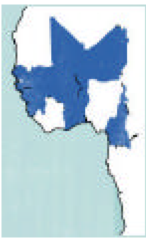
Sudan - Last year a total of 47,485 families were involved in 11 awareness raising workshops on the importance of children education in Sudan. The workshops took place in Kassala, River Atbara, Alaga, Guli and North Kordofan. Participants saw plays about the child's right to education and health, and students themselves encouraged parents to allow their children to go to school. The sessions also targeted decision-makers and local community leaders.

Central America

Guatemala - In collaboration with the Ministry for Education and the Institute for Teacher Training, 174 teachers in Guatemala received training in basic teaching skills and teaching aids, along with an introduction to the new curricula.

The school became lovely because of the attractive way that teachers behave with pupils; this is primarily reflected from the teacher training course arranged by Plan' says Victor, one of the pupils.

West Africa



Sierra Leone - In the aftermath of a war fought by traumatised child-soldiers, education offers not just the chance of learning, but a desperately needed routine and a goal in life. Four in every five children in Sierra Leone have lost a parent or a close family member. Two in every three have seen someone killed, or mutilated by machetes. In such circumstances, normal education is clearly not equal to the task. Plan, together with the Government, devised a Rapid Education programme. Its curriculum starts with four weeks' trauma work; a recognised therapeutic approach, which encourages free expression and play. After four weeks, 90% of the children had fewer symptoms of trauma, their nightmares and flashbacks were reduced, and they started to concentrate. The scheme was extended to over 100 centres and more than 13,000 children. The Government has waived school fees for primary education and children are slowly returning to school. With the participation of the European Union, Plan has worked with locals to renovate schools, provide books and equipment, and improve teaching in two districts: Moyamba and Bombali, where only 13% of classrooms are usable, and all in need of educational materials.

In post-war Sierra Leone there are not enough teachers and 2 out of 5 are unqualified. Plan has worked closely with the Government to develop distance learning. Using video links, untrained teachers in remote rural areas are trained in the evenings, at weekends and during holidays. Backed up by a weekly tutorial after school or a two-week course after term ends, inexperienced teachers can receive instruction and invaluable information while they continue teaching. Last year training for 1,996 primary school teachers and pre-vocational training for 991 untrained and unqualified serving teachers was provided through distance education, in collaboration with other organisations and UNICEF.

In Sub-Saharan Africa, the ratio of girls' to boys' enrolments in primary and secondary school was 19:81 in 1999.

Millennium Development Goal 3: Promote gender equality and empower women

Livelihood – Learning – Growing up Healthy – The right to parity and not to be discriminated against because of gender

In some cultures, the birth of a son is celebrated while that of a daughter is not. Where this view is widely held gender inequality starts even before birth.

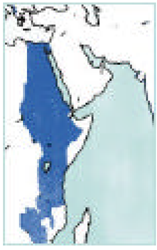
Asia

India - In India, the advent of techniques such as ultrasound scanning and amniocentesis have been matched by a sharp decline in the number of female children under the age of six. Despite moves on the part of the government to make it illegal to perform sex determination tests, they, together with female foeticide, continue. In partnership with the Indian Ministry of Health and Family Welfare, and in collaboration with local communities, Plan helped to produce a short film in the hugely popular Bollywood style, that reinforced the laws of the country and challenged the preference for a son. Dubbed into relevant languages, the film has been shown throughout India, contributing to a change in practice. It is now being made into a soap series on national TV.

Girls who do survive may well face life as 'second-class citizens' where food and nurture is focussed on sons and where they have little chance to realise their most basic rights. Women and children are often not aware of their legal rights and cannot often speak up in their defence, which makes them powerless and vulnerable.

We support the immediate needs of girls and women who are excluded. We support them to share their experiences and speak out.

Eastern and Southern Africa



Uganda - In Uganda property is illegally grabbed from widows and HIV/AIDS orphans by male relatives. With the collaboration of the Ugandan branch of the Association of Women Lawyers (FIDA), local people receive legal counselling, legal aid and court representation. Para-legal volunteers, trained by FIDA, act as an information and referral service. They go into rural villages and provide the local population with up-to-date information on birth registration, Will writing, inheritance law and refer serious cases to the nearest legal aid centre.

The vulnerability of these widows and children was the theme of our 2002 Christmas Appeal. Plan UK was one of the two charities chosen for The Times Christmas Appeal 2002/03. It brought to the attention of the paper's readership the situation of over a million children in Uganda orphaned by HIV/AIDS. The partnership with The Times contributed to raise £160,000 towards protecting orphans and their mothers in the Tororo District against property snatching.

As women are the primary caregivers in almost all societies, girls' education contributes to the health and wellbeing of their families. Educated girls have fewer and healthier children and tend to be more receptive towards new and effective innovations aimed at improving their lives.

We aim to promote gender equality and empowerment for women from a very young age.

More than 1.0 billion people in the developing countries – one person in five – lack access to safe water. Diarrhoea is still a major killer of young children. Every year more than 10 million children die of preventable diseases.

Millennium Development Goal 4: Reduce child mortality

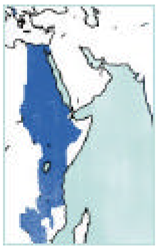
Health – the right to survival, protection and healthy development

Plan works to ensure the survival, protection and healthy development of children, young people and adults by promoting and strengthening sustainable community-managed health care systems.

Last year, Plan assisted local communities in providing clean drinking water and better sanitation, ensuring a child's right to quality healthcare, minimising the vulnerability of children and young people to HIV/AIDS and maximising their ability to cope with its consequences; encouraging accessible and appropriate prevention, and promoting quality care and support for affected children and their families.

We further assisted communities in securing access for all children to enough food for their proper growth and development.

Eastern and Southern Africa



Sudan - Last year in Sudan alone, in collaboration with UNICEF, the World Health Organisation and other agencies, 6,310 children below one year were vaccinated against TB, polio, measles, diphtheria, whooping cough and tetanus, and 20,740 women between 15-45 years from 182 communities received tetanus toxoid shots.

After consultations with children and their families, Plan is not only assisting communities in installing and protecting dug wells, public standpipes, springs, pour-flush latrines, simple pit latrines, ventilated pit latrines, but community members are also trained in the maintenance of these solutions.

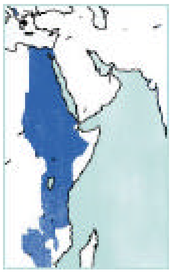
Safe water is only the beginning. Many killer diseases can be prevented with improved sanitation systems and hygiene education. Children are often enthusiastic advocates for change and with their determination they can help to educate community members and embrace positive improvements.

Asia

Bangladesh - Such was the case in a remote village in Bangladesh where a group of 57 children brought about radical change. Community members were defecating throughout their village unaware of the health implications and without a proper sanitation system. The children received health and hygiene education and armed with this knowledge, they organised an unconventional campaign to encourage adults to dig latrines.

'We went door to door in the village explaining the dangers and telling people what we had learnt...We then beat drums during the weekly bazaar, declaring that anybody found defecating would have their name displayed publicly' explains Shiuli, a member of the group. Today, the villagers all use latrines and the village is free of excrement.

Eastern and Southern Africa



Sudan - Plan UK is collaborating with GlaxoSmithKline and 372 communities in Sudan in their fight against malaria. There are 7.5 million cases of malaria and 35,000 deaths every year in Sudan. Higher incidence of cases is reported amongst pregnant women and children under five years of age. This leads to complicated pregnancies and high infant mortality. Local communities have been trained on how to prevent and treat malaria. Doctors, medical assistants, nurses and community health workers are receiving specialist training on how to diagnose malaria and how to treat it. Information and education materials, especially designed for pregnant women, mothers of children below five years of age, will be produced to promote behavioural change aimed at reducing the cases of malaria. Community Health Committees will be set up. They will be responsible for coordinating activities aimed at controlling, treating, planning, and evaluating malaria interventions in their communities. In every community volunteers will be trained in treating bed nets and on the use of anti-malaria drugs.

Every year more than 500,000 women die from complications of pregnancy and childbirth.

Millennium Development Goal 5: Improve maternal health

Health - to improve the inadequate reproductive healthcare for women

In many countries high maternal mortality rates are the result of inadequate reproductive healthcare for women and inadequately spaced births.

The high rates of maternal mortality throughout much of the developing world are the result of serious neglect of women's reproductive health, particularly for the poorest women, as well as ineffective interventions.

The primary means of preventing maternal deaths is to provide rapid access to emergency obstetrical care, including treatment of haemorrhages, infections, hypertension and obstructed labour. It is also important to ensure that a midwife or a trained traditional birth attendant is present at every delivery.

Asia

India - To reduce maternal and infant mortality in the area of Bajju, Rajasthan, in India, 100 community health workers and 50 traditional birth attendants have been trained in safe motherhood, preventive and basic curative healthcare.

In co-ordination with the public healthcare system, they provide healthcare services to the women and children of their communities. They assist during and after birth, with birth registration, referring high-risk cases, and by counselling women and community members on hygiene and healthcare practices. Through regular meetings, they discuss their experiences, report on progress of activities, and share problems they face and common solutions. They will serve as long-term resource to the communities. They will ensure the survival, protection and healthy growth of children, well into the future.

More than 42 million people are affected by HIV/AIDS. Over a million children in Uganda have been left orphaned since the beginning of the pandemic.

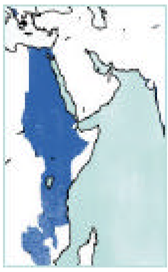
Millennium Development Goal 6: Combat HIV/AIDS, malaria and other diseases

Health – the right to survival, protection against HIV/AIDS and other preventable diseases, and healthy development

Many families have nursed one or both parents through illness and have witnessed their deaths. Children are left vulnerable and alone, caring for brothers and sisters, taking on whatever jobs they can find to earn enough to buy food. They have no opportunity to attend school and little hope for the future.

Plan aims to turn this circle of despair into a circle of hope.

Eastern and Southern Africa



Uganda - In Uganda local voluntary testing and counselling centres (Post-Test Clubs) are set up to provide a support to communities members affected by HIV/AIDS. The centres enable social interaction and inclusion of those living with HIV/AIDS. They support home-based care and work towards complementing the traditional family support system, which has been stretched to its limit due to the scale of the pandemic. Through these clubs more than 100 people are tested for free each month. No matter what the results, they all receive HIV/AIDS counselling. If they test positive, they are helped to discuss their illness with their children, to write memory books and Wills providing for a carer for their children after their death.

Plan provides extra food and nutritional supplements to the terminally ill; we assist their children with school uniforms and fees to allow them to continue their education, and provide vocational training to the ones orphaned by the disease to increase their opportunities for earning an income. We also encourage school teachers and pupils to participate in HIV/AIDS community awareness training.

Eastern and Southern Africa

Kenya - An example of this work was a peer- education project on HIV/AIDS and Sexually Transmitted Diseases (STDs) for young people in Kenya. To address the high rate of infections amongst the members of the communities, young people received training on how to prevent the infection of HIV/AIDS and other STDs. Selected by their own communities they are acting as resource people for their friends and families. Through open discussions, the peer educators are helping to break a culture of silence surrounding HIV/AIDS. Their influence is far reaching; they disseminate invaluable information amongst their friends and families, helping to bring about real changes in sexual behaviour.

In collaboration with the local government and the Ministry of Health, which provided technical expertise, 2,811 young people were trained last year. The young peer educators have so far run awareness campaigns in 198 communities, contributing to more open discussions of reproductive health matters and a greater public acceptance of condoms.

A concerted effort is needed to tackle HIV/AIDS, which has infected more than 25 million people in sub-Saharan Africa and affected children greatly. In collaboration with other international organisations (CARE, Save the Children, the Society for Women and AIDS in Africa, and the World Conference on Religion and Peace) Plan was an active founder of the 'Hope for African Children Initiative.' The initiative focuses on the following objectives:

1. Reducing stigma surrounding HIV/AIDS
2. Prevention and treatment
3. Nutrition and home-based care
4. Helping to write Wills to secure the future of their children after their death
5. Providing people affected by HIV/AIDS with psychosocial and economic support
6. Securing children's education by contributing to school fees, uniforms and nutrition.

Millennium Development Goal 7: Ensure environmental sustainability

Habitat - The right to a secure and healthy habitat

Over two million children die each year of diseases, resulting from poor quality drinking water and inadequate sanitary facilities. Our work does not only include providing safe drinking water, but also all forms of waste management, pest control and training on food hygiene.

We are committed to working with communities in developing countries to ensure that a child's environment is as healthy as possible. The environmental impact and sustainability of every project is strictly considered in collaboration with the communities.

Asia

India - In the Gajapati district of Orissa, in India, land erosion, population growth and the indiscriminate exploitation of local resources, are impacting the livelihood of local farmers and the long-term sustainability of their environment. Last year, in collaboration with a local partner organisation, People's Rural Education Movement (PREM), farmers received training on how, through crop diversification, new farming techniques and water conservation could increase their livelihood and contribute to keep their environment healthy for their children. Some of the activities carried out last year:

Gap trenching and bunding
Water percolation tank and bunding
Check dams, micro water harvesting structures and water canal construction
Fruit tree saplings and tree seedling distribution
Workshops on land entitlement

As a result of their training, locals with little agricultural knowledge gained farming skills, and farmers abandoned less productive methods and switched to more effective and environmentally friendly techniques. Community members have increased their confidence in managing their land, water and plants to derive maximum benefits for their families. Those unaware of their land entitlement have learnt about their rights. Facilitators were trained and Community resource centres (Community Resource Management Forums) established and equipped with the necessary resources to manage follow-up training sessions.

Through land development and plantation activities many, normally forced to migrate to seek employment to feed their families, are now able to cultivate vegetables and horticultural crops, such as pineapple, for the local markets. As a result of plantation activities and the increased awareness on the importance of herbs and plants, there is now increased green vegetation in the area.

Millennium Development Goal 8: Develop a global partnership for development

Building relationships – Promoting communication and mutual understanding to foster a global commitment to children's rights

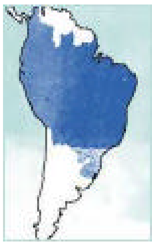
Putting children at the heart of what we do.

We collaborate with communities to put children at the centre of decision-making.

We build relationships between the communities, local authorities and national ministries such as the Ministry of Health and Education to promote a global partnership for children's rights.

We forge relationships between the communities where we work and supporters in the UK to ensure children are able to take control of their development well into the future.

South America



Colombia - Last year, one of the many communities taking control of its own development was a community in Cali – Colombia. One of the most important parts of the gradual process of Plan leaving the area was the community's formation of a phase-out committee. Its members recruited others from all sectors of the community whose skills would be essential in maintaining the development process.

So determined was the community not to allow its development to stagnate or regress that the committee put together a detailed report of how things had changed since it started working with Plan. Photographs and information about how, for example, families had improved their homes, how the community had improved its roads and how the children had developed and grown were collected. The final document represented their collective motivation to continue.

Equally important were the relationships that the committee established with local agencies. These included one specialising in microfinance which supported a community-based business making dolls from scrap materials, and another which provided vocational training for young people.

Each year, our sponsors receive three communications aimed at increasing their understanding of the development process in the country where they sponsor children, along with our supporters' magazine, which deals with wider development issues.

Last year, we consolidated our work with schools in the UK by setting up a new development education department. We also held a conference with other humanitarian agencies and experts on children participation in development.

All of Plan UK's work is centred on our commitment to child-centred community development and children's rights. Children's rights are set out in the 1990 United Nations Convention on the Rights of the Child, and are concerned with both the protection of the individual child and the creation of conditions in which all children can develop to their full potential.

We continue to work to ensure that children and young people are increasingly at the centre of our thinking and can help to shape what we do and influence policies affecting their lives.

Asia

India - *'Children do have a voice and a unique way of thinking that is different to adults,'* says Sonu, one of the Indian children involved in Plan's video project to raise awareness of issues that the children felt most urgent. *'They do have potential to understand their problems and to solve them but most don't get the opportunity to express their concerns.'* Through the project, children aged between 13 and 17 years from throughout India were encouraged to identify issues affecting young people's lives. They learned the skills needed to make campaigning videos calling for change.

To date, 33 such videos have been made, each one produced entirely by the children, from the research and scripts to the filming and editing. These have been shown at children's film festivals, on international television channels and where they have the most impact: to the communities of the children who made them.

The films have had a clear impact. One, on the Jogini village temple prostitute prompted its government to review its laws; another, entitled 'Mrituchakra' (Circle of Death) led to the shutting down of a polluting factory in central India; and the film 'Addicted Innocence' brought the prohibition of selling tobacco products outside schools around New Delhi.

Such was the success of the project that it received a special award at the 2003 One World Media Awards in recognition of its unique contribution on the communication of and campaigning for human rights.

'This is a very big day for all the children in the world' Sonu said. *'Their voices have been given recognition.'*

Plan also builds partnerships with governments around the world. Many poorer countries have introduced Poverty Reduction Strategies with the help of the international donor community, and we have sought wherever we can to see that these are framed in the light of children's views and needs.

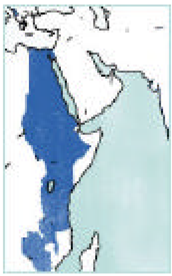
Emergencies

An emergency is a traumatic experience, particularly for children. Because of their vulnerability, their physical survival needs (including safe water, food, shelter, clothing, and primary healthcare) together with their needs to be protected from abuse and harm, their rights to education, rest and leisure are too often drastically overlooked.

Plan is not an emergency relief agency, but helps communities to prevent and recover from disasters. In the 45 countries where we work, disaster is likely to strike somewhere on a regular basis.

Last year we responded to humanitarian crises in Ethiopia, Zambia, Zimbabwe, Malawi and Sudan, not only providing emergency food assistance, but also addressing food security problems in the long- term. Various farming techniques, including soil and water conservation to rehabilitate and protect the degraded environment and reforestation were promoted.

Eastern and Southern Africa



Zimbabwe - When Zimbabwe faced massive food shortage last year, Plan was already working with communities to counter the long-standing effects of irregular rainfall on their harvest.

The critical food shortages required a more immediate response. Plan's knowledge of, and networks of volunteers within, the communities meant that we were ideally placed to support them during the crisis. Agreements were established with the Food Relief Non-Governmental Organisation Forum and the World Food Programme. Plan's ability to rely on funding through DFID (Department for International Development), the Jersey Overseas Aid and our sponsors meant that the means to provide the emergency relief were there. We provided relief food supplies of maize and beans to assist the families the villagers helped to identify as the most vulnerable and distributed maize, beans and vegetables seeds.

By working in partnership and sharing our intimate knowledge of the communities, emergency relief to over 700,000 children and adults was provided at the height of the crisis, ensuring that those benefiting were the worst affected.

Advocacy and research

Campaigning for the rights of children and influencing governments and other organisations in the countries where we work, in order to address the problems faced by children around the world, has increasingly been at the heart of our work.

As part of our on-going commitment to defend the rights of children, last year we published a research carried out by Amer Jabry. The report, titled 'After the cameras have gone; children in disasters', looks at our experience in four countries beset by natural and man-made disasters. In the report we explore how children are affected and the contribution they can make to the rebuilding of their communities. The report is especially focussed on how children's rights can be further upheld during these circumstances and it makes suggestions for those working in developing countries, including community members and local governments, on how we can all assist children to respond to disasters when they occur.

Part 2

Accountability

Monitoring and evaluation

1. Impact of Plan's Work and Performance Improvement

The core foundation of all our projects is a deep understanding of the communities we work with. Our local workers and volunteers learn by listening to and involving all members of the local communities: families, community leaders and children. Through this active participation, a community identifies its needs, collaborates with us to design a solution to meet them, and gains the skills and confidence to sustain that solution in the long-term without further support from Plan.

As part of our commitment to the future of the communities Plan has established a system to monitor our work and to assess our effect on communities' development. Through this system – which we call Corporate Planning Monitoring and Evaluation (CPME) Plan gathers, analyses and reports data about community needs and programme impact. This information serves as the basis for providing quality and effectiveness throughout all stages of our projects, from planning through to implementation and reporting, always in collaboration with the community.

(a) How we measure our programmes' effectiveness

Before starting to collaborate with a community, we carry out an assessment of the standard of living in that community at a particular point in time.

Our local staff and volunteers carry out interviews within the communities with children and adults about their health, education, housing and work opportunities.

The data collected through these assessments include for example the immunisation status of all young children, the number of girls and boys completing primary school and distance of families from safe water. We then consult the children of that community. We first create an environment where children can freely express their opinions, hopes and desires. Through role-playing, puppet shows and other interactive activities children talk about the world they live in and Plan learns what they feel will most improve the current quality of life in their community, whether their rights are being respected or not, and what they hope their future will bring. During these consultations things surface sometimes which adults do not tell Plan – like children being abused or neglected at school or at home.

The consultations contribute towards one of Plan's fundamental programme principles, necessary for the sustainability of our projects; the child centredness of our programmes through providing children with opportunities to participate in their own development and in decisions that will affect their lives.

We then look at statistical data describing the living conditions in the country such as infant mortality rate, employment rate, percentage of three-year olds fully immunised and primary and secondary school enrolment rates. This is a valuable external double-check on the validity of our findings. All the above data forms the baseline for our work against which we measure our effectiveness.

A country strategic plan then sets out what Plan will do within a given country over the long-term to improve the lives of children, their families and their communities. This document identifies the key children's issues in the country, offers a clear and logical explanation of what Plan can do to help address them, and as such is an essential reference point for operational decisions. It sets targets, and the indicators used to measure these targets.

So for example in the areas of the Dominican Republic where Plan is working, the communities have achieved the following improvements:

	Plan Baseline survey 1998	Plan follow-up survey 2002
Malnourished children	18%	5%
Families with access to clean water	31%	67%
Families with sanitation	23%	46%
Mothers with access to health care	68%	81%

(b) Country targets

Country offices report yearly to Plan UK on how these targets have been met. Each plan is evaluated on its completion by comparing it to our baseline, i.e.these targets, to see what has changed.

For example we may find that only 43% of young children are enrolled in primary school. A programme to tackle this could include the following projects:

1. A radio broadcast made by children about the importance of education
2. Training primary school teachers
3. Providing books and materials to schools
4. Providing school lunches to encourage parents to send their children to school

5. Providing materials so that the villagers can build a new classroom

Each programme is evaluated half-way through and on completion to check that we are spending donors' money as effectively as possible to benefit children.

(c) Project level

For each project there is a detailed plan, called 'project outline'. So for each of the above five education projects there is an outline, setting out where the project is carried out and its details. At the end of every project, a completion report is written. These results form part of an annual communication programme from each field office to Plan UK, from which our supporters and sponsors receive the summarised highlights.

Every 3-5 years we assess the situation in communities where Plan is working to provide a snapshot at a point in time, assist in project prioritisation, and to revisit the targets set out after our first baseline study.

2. How we monitor our impact

As a transparent and accountable international organisation, it is important that Plan learns continually across the whole organisation. Auditing has an important part to play in encouraging the sharing of that learning. It is an effective source of information and advice for Plan management. At Plan we audit our programme as well as our finances. This is to ensure that we are using best practice when we design projects with communities, that we are learning from experience and from others, and that we meet the expectations of the communities with whom we have worked. Our projects are evaluated and monitored regularly to assess just how effective they are in meeting children's needs.

On their visits to our field offices worldwide, the nine internal financial auditors look at the systems in place for controlling and accounting for funds and validate that our programmes contribute to our overall objectives of achieving results in the lives of children. They test that proper financial controls are in place to safeguard Plan's funds; they inspect the accuracy of the reports prepared for individual sponsors about the progress of their sponsored child. They test a sample of such sponsorship documents for consistency and accuracy and verify the existence and details of some of the sponsored children. In addition they visit projects Plan collaborates with.

The programme auditors also visit communities. Sitting down with them for a couple of days they discuss the communities' expectations of Plan's work and how these have been met. They look at a range of projects; evaluate their quality and whether Plan was as effective as we could be. At the end of each visit, auditors report what they have found, together with recommendations and suggestions.

The findings, suggestions and recommendations are summarised for the International Board. Following an audit, management at the audited office prepares an action list detailing how and when each of the recommendations raised by the report will be addressed. [1]

Responsibilities of Plan UK's Directors

Company and Charity Law require the Board of Directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Company and Charity for that period. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in October 2000 in preparing the annual report and financial statements of the Charity. In preparing the financial statements, the Directors are required to:

1. select suitable accounting policies and then apply them consistently;
2. make judgements and estimates, which are reasonable and prudent;
3. state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
4. prepare the financial statements on a going concern basis, unless it is inappropriate to presume that the Charity and Company will continue in operation.

The Board of Directors is responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Company and Charity, and enable it to ensure that the financial statements comply with the Companies Act 1985 and the Statement Of Recommended Practice: Accounting and Reporting by Charities.

The Directors are also responsible for safeguarding the assets of the Company and Charity and for taking reasonable steps to prevent and detect fraud and other irregularities.

The Directors have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise.

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[1] A copy of 'Audit in Plan' is available from Plan UK. The booklet describes the systems Plan puts in place to ensure the donors' money is used effectively to benefit children, their families and communities.

Review of Activities and Achievements against Objectives

The thirty-nine objectives of Plan UK for 2003/2004 covered the areas of building understanding of child-centred development among sponsors, institutions, schools and media; developing relationships with existing supporters; gaining new supporters; maintaining credibility and trust; and recruiting, maintaining and developing people.

Plan's commitment to child-centred community development following its strategic review continues. A Development Conference for practitioners in child participation was held in March 2003. It established the need for forging closer links and more research. The latter was then commissioned.

World-wide Plan recognised the vital part that advocacy plays in community development and in helping leverage Plan's work for children to help those outside our programme areas. Plan UK published a 'Children in Disasters' report, which was launched in the House of Commons, and has since been reprinted and published by Plan. Plan UK continued to help establish and implement rigorous child protection policies and procedures.

Thirty-six of the objectives were met within the year and three, which depended on external partners, were not met within the year.

Plan UK continued its growth of recent years. The table below outlines the charity's fundraising performance:

5 Year Trend		*1999*	*2000*	*2001*	*2002*	*2003*
Sponsors in the UK		76,449	86,160	97,357	103,407	109,134
Increase %			12.7%	13.0%	6.2%	5.5%
Total Incoming resources	£'000	15,561.00	18,404.00	21,091.00	24,252.00	28,394.00
Increase %			18.3%	14.6%	15.0%	17.1%

During the year, Plan UK broadened methods to recruit new supporters which have proved successful. Tried and tested marketing channels have been consolidated. We have therefore moved to two to three main channels for attracting new supporters, some small volume low risk secure routes, and three or four new tests each year to develop and consolidate new methods.

Plan UK implemented a price increase to existing sponsors for the first time, which proved extremely successful in demonstrating the excellent support we receive from our supporters. It also helped raise the average sponsorship amount by approximately 8%. In addition the contribution from Gift Aid has increased by £1.3m over the previous year. This was in part due to the activities put in place by Plan UK to increase the proportion of donors giving tax efficiently.

We continue to receive much generous additional support from our sponsors through Plan UK's trading catalogue, raffle activities, emergency appeals and general donations to Plan's community-based development work.

Grant fundraising for specific project activities continued to play a major role in Plan UK's overall revenue. Contributions from official bodies increased by 13.1%.

The Charity's expenditure as a proportion of total incoming resources can be summarised as follows:

Expenses as a % of Total Incoming Resources	**2002**	**2003**
Fundraising Costs	10.4%	10.5%
Trading Subsidiary Costs	0.5%	0.6%
Support Costs	2.8%	2.6%
Managing and Administering the Charity	2.3%	2.4%
	16.0%	16.1%

The Board of Directors wishes to thank all those who have supported Plan UK's work over the past year.

Reserves

The Trustees have reviewed the reserves of the Charity. The term 'reserve' (unless otherwise indicated) is used to describe that part of the Charity's income funds that is freely available for its general purposes. Unrestricted funds were £3,779,059 at 30th June 2003 (2002 – £113,987). Within this figure the general reserves were £ 3,579,774.

Overall reserves are thought to be adequate for the underlying income and expenditure streams of the Charity. Restricted funds and designated funds are detailed in the notes to the accounts.

Risk Assessment

Key risks within Plan UK have been reviewed by the Management and Trustees. A checklist to mitigate them has been compiled, identifying the person responsible for risk management. This document will be reviewed regularly by management as part of a continual process of examination and improvement, intended to minimise risk to the organisation. When risks are identified, the appropriate system and control changes will be implemented. Management will report to Trustees on a regular basis.

In the past year it was identified that there were not sufficient provisions in place to implement a 'recovery plan'. The organisation is currently working to have such a plan, covering all relevant aspects of the Charity, fully operational in the next year.

Subsidiary Companies

The Company's subsidiary (note 12) deals with trading activities of the Charity, which include a gift and Christmas card catalogue. The subsidiary undertaking details its results in its own accounts. These results are consolidated in accordance with the recommendations of the revised SORP.

Plan Ireland Charitable Assistance Limited was registered on 25th July 2002 and trades as Plan Ireland. The organisation did not start its fundraising activities until after the end of the financial year under review. The intention is that costs incurred by Plan UK will be repaid under a long-term loan. Plan Ireland will be fully consolidated into Plan's financial statements, until it obtains national company status with Plan.

Taxation status

The Company is a registered charity within the definition of Section 505 of the Income and Corporation Taxes Act 1988. The Company's income is accordingly exempt from taxation on its charitable activities.

Human Resources

Plan UK prides itself on offering a high standard of service to its sponsors and has increased its staffing to 46 full-time employees over the past year to guarantee quality and efficiency.

Plan UK is also fortunate to enjoy the support of a number of volunteers, who provided 11,885 working hours (2002-12,930) to Plan UK during the year. Their dedication has enabled Plan UK to improve its administration systems, which in turn enhances the relationship between the Charity, its supporters and beneficiaries.

Both staff and volunteers are valued by Plan UK, which is keen to involve them in its work as much as possible, offering work experience, holding regular meetings, discussions and presentations.

Last year:

1. Our Parental Leave Policy was updated to take account of legislative changes and to re-affirm our commitment to a greater work-life balance for our staff.
2. Our Course of Study Policy was also updated providing staff with more opportunities for career development and personal growth.

In the field too we rely heavily on community volunteers. There are about 20 volunteers for each paid worker. They perform an invaluable role in liaising with families, helping to plan and manage projects, delivering gifts and helping with correspondence. In return they receive training in issues such as project management, child participation and administration.

The Board of Directors is grateful to all staff and volunteers for their commitment to Plan UK and their efforts over the last year.

Stakeholders

We insist on being open and accountable – both to our supporters and to those with whom we work. As with all our work, we strive to listen to, understand and collaborate with our stakeholders. We believe that open, honest communications are vital in making our social and environmental activities responsive and effective. We consult and work with our stakeholders so we can understand their views – this helps us to address their concerns and shape our policies and practices and create a learning environment where through consultations and dialogue, we share successes and setbacks.

Plan UK's stakeholders are the children, their families and communities we work with, our staff and volunteers, our supporters – sponsors, project donors and grant funding bodies and the local, national and international partners, who share our aims.

(a) Staff and volunteers

Plan is committed to promoting and developing healthy staff relations in all countries, in which we work.

We rely on the commitment and hard work of our valued staff and volunteers. The decision-making processes within Plan UK incorporate an established consultation process through the line management structure, and communication links are maintained through briefings, staff meetings, and internal communications.

We recruit, train, develop and retain talented staff. We reward and recognise their contributions to our success. We are committed to fairness and equal opportunities. We communicate openly and effectively with our staff and volunteers, and aim to provide a safe working environment.

We believe that good communications are essential in understanding what is important to our staff, what they expect and where change is needed. That's why our policy is to work as a team, communicating and responding at all levels using staff consultation and peer-to-peer groups. We will continue to develop the best ways to listen and respond to our staff needs.

(b) Children, their families and communities

When we start working with a community the first thing we do is talk to the children, their parents and community leaders to find out what is most needed and the best way to achieve lasting and sustainable solutions. Continuous communications with the children and their families through their input and participation in our projects, from their design, inception to their evaluation ensure the active involvement of communities at every step, from helping with construction to maintaining the finished product.

The communities' ownership of, and their input in the projects ensure their commitment to its continued success, so vital in achieving real and lasting results. When a programme is audited, the views, on our work, of a cross-section of children, families and community members are obtained.

Throughout our collaboration with local communities, their members and children are consulted on major changes to our work and to Plan, including the recent change of Plan's logo.

(c) Plan supporters

All Plan UK supporters, whether child sponsors, grant donors or individual supporters receive regular updates and reports on the progress of Plan's work that they help to fund. Child sponsors receive regular communications from their sponsored child and his/her community that illustrate how, through Plan, their financial contribution is having a beneficial impact on the lives of disadvantaged children. Three reports from the field every year, a biannual magazine, projects evaluations and open days aim to gather our supporters' feedback in shaping our policies and activities. In addition we carry out regular surveys. For example a survey was carried out in 2002 on how sponsors believe their money was spent and a further research study on their perception of child sponsorship.

(d) Our partners

Plan does not work in isolation. We believe that true success comes from working in partnership with local, national and international organisations and governments. By doing so, Plan is not only sharing our knowledge and expertise but also ensuring that the impact of our work is strengthened. Through conferences, consultations and sharing of research and experiences Plan ensures that our work is the result of a dialogue with other organisations and partners. Last year, we published a report on children in conflict and held a conference on child participation for others in the development field (see page 27).

(e) Fundraising

Plan UK's fundraising strategy is based around several diverse sources of income; child sponsorship, grants from public funding bodies and charitable trusts, donations from companies, private donors, appeals and trading.

Plan has a clear rule that no more than 20 pence in the donors' pound can be spent on fundraising, administration and management. The ratio for Plan in the UK and its subsidiary was lower than this at 16.4 (2002-15.9) pence.

Trading

The main activity of the subsidiary company (Note 12) is the sale of merchandise to sponsors of Plan UK and third parties. Turnover in 2003 was £236,429 (2002-£157,224).

It is the policy of the company to make a charitable donation of any material financial surplus to Plan UK (2003-£67,329 and 2002-£47,756).

Legal and administrative information

Patrons:

Michael Aspel OBE
Marie Helvin
Virginia McKenna
The Lord Paul
Ruth Rendell
Dr Miriam Stoppard
Baroness Warnock of Weeke
Len Woodley QC

Directors:

The Rt Hon Baroness Gardner of Parkes	(Chairman –resigned 23 January 2003)
J Boateng	
JLF Buist CB	
NA Chalmers	
NC Chapman	(Chairman –appointed to Board 7 November 2002)
J Clare	
J Clark	
SA Dobson	
The Hon Anne Grant	
GM Hellier	
DC Morley CBE	
S Narula	
DN Tarsh	

Principal Officers:

Marie Staunton, Chief Executive
John Pinchard, Company Secretary
Jenny Hillyard, Supporter Relations Manager
Jeremy Cooper, Marketing Manager
Patricia Ray, Programme Manager

Registered Office:

5/6 Underhill Street,
London NW1 7HS
Tel: 020 7482 9777, Fax: 020 7482 9778
Email: mail@plan-international.org.uk

Auditors:	**Solicitors:**	**Bankers:**
PricewaterhouseCoopers LLP	Russell-Cooke	Barclays Bank
1 Embankment Place	2 Putney Hill ,	Church Street East
London WC2 6RH	London SW15 6AB	Woking GU21 1AE

Auditors

The auditors, PricewaterhouseCoopers LLP have expressed their willingness to be re-appointed and a resolution concerning their re-appointment will be proposed at the general meeting.

By order of the Board

John Pinchard

Company Secretary

Nigel Chapman N.C. Chapman

Chairman

30 January 2004

Our Vision

Plan's vision is of a world in which all children realise their full potential in societies, which respect people's rights and dignity.

Our Mission

Plan strives to achieve lasting improvements in the quality of life of deprived children in developing countries through a process that unites people across cultures and adds meaning and value to their lives by:

Enabling deprived children, their families and their communities to meet their basic needs and to increase their ability to participate in and benefit from their societies

Fostering relationships to increase understanding and unity among peoples of different cultures and countries

Promoting the rights and interests of the world's children

Independent auditors' report to the members of PLAN International (UK)

We have audited the financial statements which comprise the consolidated statement of financial activities, the consolidated balance sheet, the consolidated cash flow statement and the related notes which have been prepared under the historical cost convention and the accounting policies set out in the statement of accounting policies.

Respective responsibilities of directors and auditors

The directors also act as trustees for the charitable activities of PLAN International (UK). Their responsibilities for preparing the annual report and the financial statements in accordance with applicable United Kingdom law and accounting standards are set out in the statement of directors' responsibilities on page 33.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards issued by the Auditing Practices Board. This report, including the opinion, has been prepared for and only for the company's members as a body in accordance with Section 235 of the Companies Act 1985 and for no other purpose. We do not, in giving this opinion, accept or assume any 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.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, the directors' report is not consistent with the financial statements, if the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding directors' remuneration and transactions is not disclosed.

We read the other information contained in the Annual Report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. The other information comprises only the directors' report.

Basis of audit opinion

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charitable company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view of the state of the charitable company and the group at 30 June 2003 and of its net incoming resources, including the income and expenditure, and cash flows of the group for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

PricewaterhouseCoopers LLP
Chartered Accountants and Registered Auditors
1 Embankment Place, London, WC2N 6RH *29 January 2004*

Consolidated Statement of Financial Activities (incorporating an Income and Expenditure Account) for the year ended 30 June 2003

		Unrestricted Funds	Restricted Funds	2003 Total	2002 Total
Incoming Resources		£	£	£	£
Activities in furtherance of the charities objects					
Sponsor pledges		21,431,895	-	21,431,895	18,617,238
Contributions from Official Bodies	Note 3(a)	-	2,488,652	2,488,652	2,200,044
Other Donations and Appeals	Note 3(b)	67,347	4,036,763	4,104,110	3,247,327
Activities for Generating Funds		-	-	-	-
Trading Subsidiary Income	Note 12	236,429	-	236,429	157,224
Interest Income		132,783	-	132,783	139,808
Total Incoming Resources		21,868,454	6,525,415	28,393,869	24,361,641
Resources Expended					
Cost of Generating Funds					
Fundraising Costs		(2,592,035)	(390,643)	(2,982,678)	(2,533,512)
Trading Subsidiary Costs		(169,100)	-	(169,100)	(109,468)
Total Costs of Generating Funds		(2,761,135)	(390,643)	(3,151,778)	(2,642,980)
Net Incoming Resources available for Charitable Application		19,107,319	6,134,772	25,242,091	21,718,661
Charitable Expenditure					
Costs of activities in furtherance of the Charity's objectives		(14,362,902)	(5,815,452)	(20,178,354)	(19,829,099)
Support Costs		(563,982)	(168,288)	(732,270)	(685,047)
Managing and Administering the Charity		(515,363)	(153,781)	(669,144)	(553,867)
Total Charitable Expenditure		(15,442,247)	(6,137,521)	(21,579,768)	(21,068,013)
Total Resources Expended	Note 4	(18,203,382)	(6,528,164)	(24,731,546)	(23,710,993)
Net Incoming/(Outgoing) Resources		3,665,072	(2,749)	3,662,323	650,648
Total Funds Brought forward		113,987	1,129,560	1,243,547	592,899
Total Funds Carried Forward		3,779,059	1,126,811	4,905,870	1,243,547

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure relates to continuing activities.

Consolidated and Charity Balance Sheet as at 30 June 2003

		Group 2003		Group 2002		Charity 2003		Charity 2002
		£		£		£		£
Fixed Assets								
Tangible assets (Note 7)		199,285		220,848		199,285		220,848
Investment – shares in subsidiary Undertaking (Note 12)		-		-		2		2
		199,285		220,848		199,287		220,850
Current Assets								
Stock	33,094		24,181		-		-	
Debtors (Note 8)	1,698,133		1,626,642		1,805,939		1,663,680	
Cash at bank and in hand	4,229,064		910,873		4,150,461		888,555	
	5,960,291		2,561,696		5,956,400		2,552,235	
Creditors – amounts falling due within one year (Note 9)	(1,253,706)		(1,538,997)		(1,249,817)		(1,529,538)	
Net Current Assets		4,706,585		1,022,699		4,706,583		1,022,697
Total Assets Less Current Liabilities		4,905,870		1,243,547		4,905,870		1,243,547
Funds: (Note 10)								
Unrestricted Funds								
General		3,579,774		(106,861)		3,579,774		(106,861)
Designated								
-Tangible Fixed Asset Fund		199,285		220,848		199,285		220,848
Restricted Fund		1,126,811		1,129,560		1,126,811		1,129,560
Total Funds		4,905,870		1,243,547		4,905,870		1,243,547

Approved by the Board on 29th January 2004

Mr Nigel Chapman
Director

Anne Grant
Director

Consolidated Statement of Cash Flow for the year ended 30 June 2003

		2003	2002
		£	£
Net cash inflow/(outflow) from operating activities	(Note A)	3,227,915	(172,923)
Return on investment and servicing of finance –Interest Received		132,783	139,808
Capital expenditure:			
Payments to acquire tangible fixed assets		(42,507)	(203,317)
Increase/(Decrease) in cash	(Note B)	3,318,191	(236,432)

Notes To The Cash Flow Statement

A) Reconciliation of Income Less Expenditure To Net Cash Inflow From Operating Activities.

Cash flow information for the group

Reconciliation of changes in resources to net inflow from operating activities

	2003	2002
Net incoming resources for the year	3,662,323	650,648
Interest received	(132,783)	(139,808)
Depreciation charges	64,070	45,622
(Increase) in debtors	(71,491)	(811,946)
(Increase) in stock	(8,913)	(4,636)
(Decrease)/Increase in creditors	(285,291)	87,197
Net cash inflow/(outflow) from operating activities	3,227,915	(172,923)

B) Analysis of changes in cash and cash equivalents during the year.

	2003	2002
Balance brought forward	910,873	1,147,305
Net cash inflow/(outflow)	3,318,191	(236,432)
Balance carried forward	4,229,064	910,873
Cash at bank and in hand	4,229,064	910,873

Notes forming part of the financial statements for the year ended 30 June 2003

1. Organisation and Purpose

Plan International is a non-profit making organisation formed for the purpose of providing material aid and services to needy families and their communities throughout the developing world. To accomplish this purpose it is organised into a number of separate legal entities which include Plan International, Inc (which changed its name from Foster Parents Plan International, Inc on 1st July 2003) ("Plan"), a charitable company incorporated in the United States of America, FPPI Ltd. and a number of national organisations. The latter represent the work of Plan in their country, fundraise and contribute to the management of Plan.

Plan International (UK) ("Plan UK") is one such national organisation. Funds raised by the national organisations are used for programmes to benefit sponsored children, their families and communities through Plan, which operates field offices in forty-three countries. The results of Plan UK are consolidated into the accounts of Plan, Inc and are publicly available.

2. Accounting policies

(a) Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in October 2000 and applicable accounting standards. The statement of financial activities (SOFA) and balance sheet and cashflow consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis. The Charity has availed itself of Paragraph 3 (3) of Schedule 4 of the Companies Act and adapted the Companies Act formats to reflect the special nature of the Charity's activities. No separate SOFA has been presented for the Charity alone as permitted by Section 230 of the Companies Act 1985 and paragraph 304 of the SORP. The amount of the surplus for the year dealt with in the Charity's financial statements is £3,662,323 (2002- £650,648).

(b) Subsidiary Companies

The Charity's wholly owned trading subsidiary carries out the sale of merchandise to sponsors of Plan UK and third parties. The accounts of the subsidiary have been consolidated with the Charity on a line by line basis. During the period the Charity, with the approval of the International Board, established a sister organisation, Plan

Ireland Charitable Assistance Ltd trading as Plan Ireland. The organisation did not start its fundraising activities until after the end of the financial year. The intention is that costs incurred by Plan will be repaid under a long term repayable loan and Plan Ireland will be fully consolidated into the financial statements until such time as it shall obtain national organisation status in its own right.

(c) Company status

The Charity is a company limited by guarantee. The members of the Company are the trustees named on page 39. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the Charity.

(d) Fund accounting

General funds are unrestricted funds which 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. The aim and use of each designated fund is set out in the notes to the financial statements. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The use of each restricted fund is set out in the notes to the financial statements.

(e) Incoming resources

All incoming resources are included in the SOFA when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. No amounts are included in the financial statements for services donated by volunteers.

Income from sponsors is accounted for on a receipts basis in the year to which it relates; that part of such income received during the year which relates to future periods is carried forward in the balance sheet as deferred income.

Income tax refunds on donations are recognised as income on an accruals basis for all payments covered under a deed of covenant or gift aid certificate. Grants from the Department for International Development (DfID) are accounted for on an accruals basis. Other income is recognised when it is due.

Interest received includes interest earned by Plan on funds remitted to it by Plan UK and is subsequently donated back to Plan UK by Plan.

Gifts in kind are valued at a reasonable estimate of their value to the charity.

(f) Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on a head-count basis. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the Charity. Management and administration costs are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

(g) Tangible fixed assets and depreciation

Fixed assets are stated at cost less accumulated depreciation.

Depreciation for all fixed assets except computer software is calculated on a straight line basis at a rate of 20% to write off the cost of the assets over their estimated useful lives.

Depreciation of computer software is calculated on a straight line basis at a rate of 33% to write off the cost of the asset over its estimated useful life.

(h) Stock

Stock consists of purchased goods for resale. Stocks are valued at the lower of cost and net realisable value.

(i) Pension costs

Pension contributions paid by the Company, in respect of employees, to a defined contribution scheme are charged to the Statement of Financial Activities as they become payable.

(j) Operating leases

Operating lease rentals are charged to the Statement of Financial Activities in the period in which they are incurred.

(k) Currency Conversion

Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. Monetary assets and liabilities are retranslated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

3. Income analysis

(a) Contributions from Official Bodies

	Unrestricted	Restricted	2003 Total	2002 Total
	£	£	£	£
DfID Income	-	1,319,084	1,319,084	1,127,877
European Community	-	943,404	943,404	722,712
Other Public Funding	-	226,164	226,164	349,455
Total	-	2,488,652	2,488,652	2,200,044

The UK Department for International Development's Civil Society Department supported 14 projects last year, providing £783,172 while Plan provided £922,496 in matching funds for the same projects.

European Community income includes an amount for exchange gains of £31,446 arising from gains on Euro bank balances.

(b) Other Donations and Appeals

	Unrestricted	Restricted	2003 Total	2002 Total
	£	£	£	£
FPPI Ltd	-	1,411,085	1,411,085	798,568
Trusts	-	194,987	194,987	157,365
Corporations	-	266,007	266,007	177,806
Community Fund	-	305,774	305,774	269,678
Appeals	-	175,960	175,960	190,086
Other	67,347	1,682,950	1,750,297	1,653,824
Total	67,347	4,036,763	4,104,110	3,247,327

The donation from FPPI Ltd of £1,411,085 (2002: £798,568) is a donation received under deed of covenant. FPPI Ltd, a UK incorporated subsidiary of Plan, Inc, provides services to Plan Inc. In order to mitigate any tax liability on its profits, FPPI Ltd has agreed to donate those profits to the Company. Such a donation to a charity is recognised as a legitimate tax effective method of charitable giving within the UK.

Other income includes an amount of £745,000 in respect of aid-in-kind for seed packs for Zimbabwe via the Food and Agricultural Organisation of the United Nations and funded by the European Community Humanitarian Office (ECHO).

The Community Fund grants totalling £305,774 were split £76,271 Bolivia, £152,010 Kenya, £75,099 Senegal and £2,394 India.

4. Total resources expended

	Staff Costs	Other Direct Costs	Other Allocated Costs	Total 2003	Total 2002
	£	£	£	£	£
Fund-raising costs	384,055	2,480,344	118,279	2,982,678	2,533,512
Trading subsidiary costs	-	169,100	-	169,100	109,468
Support costs	460,826	74,313	197,131	732,270	685,047
Management and administration	407,006	114,290	147,848	669,144	553,867
Costs of activities in furtherance of the Charity's objectives	64,761	20,113,593	-	20,178,354	19,829,099
	1,316,648	22,951,640	463,258	24,731,546	23,710,993
Other Allocated Costs Include					
Audit fee				10,575	10,000
Non-audit fees paid to our auditors				3,231	3,806
Depreciation				64,070	45,622
Operating lease rentals- buildings				147,500	147,500

Direct charitable expenditure includes an amount of £306,256 which relates to development, education and communication costs in the UK and is shown as Direct Charitable Expenditure (2002 – £309,663). The remaining direct charitable expenditure represents programme and programme support costs and the costs of the central services for the programme countries and the world-wide organisation provided by Plan. The latest figures available for the global split of Plan expenditure according to the programme domains (further explained in the Trustees report) are as follows:

International programme expenditure (% split)	2003	2002
Growing-up-healthy	16.7%	12.0%
Learning	19.2%	19.6%
Habitat	21.6%	22.8%
Livelihood	5.6%	6.2%
Building relationships	7.7%	8.6%
Program support	13.5%	14.3%
Field administration	13.3%	13.7%

Fundraising and Operating Costs	2.4%	2.8%
Total programme Expenditure	100%	100%

Examples of the types of expenditure included within each of the above functional categories are:

Growing up healthy: Vaccination programmes; training community health workers; building and equipping health clinics.

Learning: Teacher training; building and equipping classrooms; adult education.

Habitat: Building wells; building latrines; housing improvements; training communities in planning and managing projects.

Livelihood: Providing credit facilities; grain production improvement; job skills training.

Building relationships – field: Organising, in the field communications between sponsors and sponsored children; translating letters; photos; reports for sponsors and cross-cultural materials; related postage, printing and other communications costs. Also, expenditure on child rights projects.

Program support – field and international headquarters**:** Field programme management staff; vehicles for visiting communities; coordinating field programs; costs of centrally-developed computer software for field programs; other services for field programs, such as human resource coordination.

Field administration**:** Rent of offices; office equipment, supplies and software; accounting staff; audit staff; secretaries; guards; telephone and fax costs; couriers; staff training.

Fundraising and operating costs: marketing costs associated with recruiting new sponsors and other donors; costs of handling funds, most costs of information to sponsors, non-field rent and office costs, non-field costs of activities in finance, human resources and information technology, and general management costs.

There are no general overheads allocated to Direct Charitable Expenditure. Staff costs charged to direct charitable expenditure are calculated on an estimated time basis.

5. Staff costs

	2003	**2002**
Staff Costs	**£**	**£**
Wages and Salaries	1,165,527	1,043,326
Social security	110,738	99,839
Pension costs	40,383	35,466
	1,316,648	1,178,631

The number of employees whose emoluments as defined for taxation purposes amounted to over £50,000 in the year was as follows:

	2003	**2002**
£60,001 - £70,000	1	1
£50,001 - £60,000	1	1

No employees receive benefits under a defined benefits pension scheme

The average number of employees, calculated on a full-time equivalent basis, analysed by function was:

	2003	2002
	12	11
Fundraising		
Support	24	23
Management and administration	11	12
Total	47	46

6. Trustees' remuneration

None of the directors received any remuneration during the year for services to the Company (2002 - nil). Expenses reimbursed to directors (where claimed) were £286 (2002 - £187). These expenses related to 4 trustees and cover out of pocket expenses. £230 was in respect of travel (2002-£187) and £56 was communications expenses.

7. Tangible fixed assets

Charity and Group

	Computer software	Alterations to premises	Furniture	Computer and other office equipment	Total
	£	£	£	£	£
Cost					
At 1 July 2002	72,017	87,590	111,212	199,914	470,733
Additions	1,880	2,369	14,396	23,862	42,507
Disposals	-	-	-	(6,503)	(6,503)
At 30 June 2003	73,897	89,959	125,608	217,273	506,737
Accumulated depreciation					
At 1 July 2002	63,733	9,965	89,231	86,956	249,885
Charge for the year	4,663	16,928	6,823	35,656	64,070
Disposals	-	-	-	(6,503)	(6,503)
At 30 June 2003	68,396	26,893	96,054	116,109	307,452
Net book amount					
At 30 June 2002	8,284	77,625	21,981	112,958	220,848
At 30 June 2003	**5,501**	**63,066**	**29,554**	**101,164**	**199,285**

The figure for disposals represents old assets which have been fully depreciated and are no longer being used. There is a nil net book effect.

8. Debtors

	Group 2003	Group 2002	Charity 2003	Charity 2002
	£	£	£	£
Official Bodies	193,239	858,999	193,239	858,999
Income tax recoverable	1,453,868	462,947	1,453,868	462,947
Prepayments and accrued income	45,633	63,843	45,633	63,844
Other debtors	5,393	240,853	113,199	277,890
	1,698,133	1,626,642	1,805,939	1,663,680

Other Debtors for the Charity includes an amount of £110,164 (2002-£37,137) receivable from the trading company (see note 12).

9. Creditors

	Group 2003	Group 2002	Charity 2003	Charity 2002
	£	£	£	£
Trade Creditors	195,562	215,506	195,562	215,506
PAYE and national insurance contributions	34,859	-	34,859	-
Deferred income	789,622	761,298	789,622	761,298
Accruals	44,748	154,865	40,859	145,406
FPPI Ltd	188,915	407,328	188,915	407,328
	1,253,706	1,538,997	1,249,817	1,529,538
Operating lease rentals payable in respect of land and buildings in following financial year are as follows:				
Operating lease expiring:				
Within two to five years	147,500	147,500	147,500	147,500

The movement in deferred income included within Creditors:amounts falling due within 1 year are analysed below:

Group and Charity	2003	2002
	£	£
Deferred Income at 1st July	761,298	708,321
Amounts released from previous years	(751,018)	(614,844)
Income resources deferred in the year	779,342	667,821
	789,622	761,298

10. Statement of funds (group and charity)

	Balance 1st July 2002	Net Incoming Resources	Total Charitable Expenditure	Transfers	Balance 30th June 2003
Unrestricted Funds:	£	£	£	£	£
General Reserve	(106,861)	19,107,319	(15,442,247)	21,563	3,579,774
Designated Funds					
Tangible fixed asset fund	220,848	-	-	(21,563)	199,285
	113,987	19,107,319	(15,442,247)	-	3,779,059
Restricted Funds	1,129,560	6,134,772	(6,137,521)	-	1,126,811
Total Funds	1,243,547	25,242,091	(21,579,768)	-	4,905,870

The transfer made to between general and designated funds is effected to match net fixed assets with a designated fund (see note 7).

General funds represent the unrestricted working capital of Plan. These are normally minimised by passing excess funds to Plan having made provision for sufficient funds to maintain operating capital within the Charity. The high balance in 2003 represents a timing difference between receipt of funds and onward transfer.

11. Analysis of assets between funds (group and charity)

	Unrestricted Funds		Restricted	Total
	General	Designated	Funds	Funds
	£	£	£	£
Fund Balances at 30 June 2003 are represented by:				
Tangible Fixed Assets	-	199,285	-	199,285
Current Assets	4,600,724	-	1,359,567	5,960,291
Current Liabilities	(1,020,950)	-	(232,756)	(1,253,706)
	3,579,774	199,285	1,126,811	4,905,870
Fund Balances at 30 June 2002	(106,861)	220,848	1,129,560	1,243,547

The designated fund comprises amounts set aside to finance the future depreciation cost of the Company's fixed assets. Restricted funds are funds subject to specific restrictions imposed by donors or which have been raised by the Charity for particular purposes and represent those net assets at year end which can be attributed to restricted activities.

12. Investments – Subsidiary companies

	2003	2002
	£	£
Shares in subsidiary undertaking	2	2

Plan owns the issued share capital of Foster Parents Plan International (UK) Ltd, a trading company whose business is the sale of merchandise to sponsors of Plan and third parties. It is the policy of the subsidiary to make a charitable donation of any material financial surplus to Plan.

Plan Ireland Charitable Assistance Limited was registered on 25th July 2002 and trades as Plan Ireland. Until such time as the organisation achieves independent status as a national organisation and has full membership of the international organisation the results will be consolidated with those of Plan UK in order that its results are reflected in the consolidated wordwide accounts.

Plan would like to thank the following trusts, statutory funders, corporate and individual donors, who have supported our work, over the past financial year:

Institutions:

DFID

European Commission

European Commission Humanitarian Aid Office – ECHO

Community Fund

Comic Relief

The Isle of Man Overseas Aid Committee

The State of Jersey Overseas Aid

The States of Guernsey Overseas Aid Committee

Trusts and Foundations:

The Sainsbury Family Charitable Trust: The Headley Trust

A M Perry Charitable Trust

Mr & Mrs J A Pye's Charitable Settlement

The Casey Trust

The Timothy Franey Charitable Foundation

Theatre Cares

Leach No. 14 Trust

Madeline Mabey Trust

Sir Halley Stewart Charitable Trust

Mary Webb Trust

Heald Charitable Trust

Gibbs Charitable Trust

Beatrice Laing Charitable Trust

The Mercury Phoenix Trust

Atlantic Philanthropies

The 1969 Vinson Charitable Trust

Elton John AIDS Foundation

The Julius Silman Charitable Trust

Ryklow Charitable Trust

Lattimer Family Trust

Corporate:

GlaxoSmithKline

Capital International Limited

Charity Challenge

Corporate Adrenalin

Crick House Interiors

Simon Minett Brickwork Contractors

The F.A. Premier League

Donors:

Mr Hellier

Mr and Mrs Dite

Ms Siwoku

Mr and Mrs Lloyd

Mr Golding

Baroness Rendell of Babergh

INSEAD

Mr Haycock

Mr Perlhagen

And several other anonymous donors

Ways you can help

Please tick the boxes below and complete your address details on the back of this form to receive further information about ways to help:

☐ **Project donation**
Make a donation towards one of Plan's projects.
For more information tick the box or you can email us at:
fundaproject@plan-international.org.uk

☐ **Leaving a legacy**
Remembering Plan in your Will is your opportunity to continue changing the world for the better. For information on including a gift to Plan in your Will tick the box or email us at:
legacy@plan-international.org.uk

☐ **Trust support**
Millions of children die needlessly every year from malnutrition, contaminated water or avoidable infections. If your Trust is interested in collaborating with Plan to help children realise their full potential tick the box or email us at: trusts@plan-international.org.uk

☐ **Corporate support**
Companies can support Plan in a variety of different ways, such as donations, gifts in kind or sponsorship deals. For more information send an email to corporate@plan-international.org.uk

You can read more about ways to help Plan on our website at www.plan-uk.org

It is not our policy to pass names and addresses of our supporters on to third parties for their use. As a supporter you will receive details and information from Plan. If you'd rather not, please let us know.

Help children fulfil their dreams

☐ **I would like to sponsor a child in a developing country.**

Mr/Mrs/Ms/Miss/Other Forename

Surname

Address

Postcode Daytime Tel.no

Email address

My preferred area is:

Asia ☐ **South East Asia** ☐ **Africa** ☐ **The Caribbean** ☐ **Latin America** ☐

I would like to sponsor a: **boy** ☐ **girl** ☐ **either** ☐ **You make the choice for me** ☐

Payment Details

I would like to pay ☐ **£12** per month

☐ other (not less than £144 per year) **£**________ per month/per quarter/ per half year/ per annum (please delete)

For every pound you give to us, we get an extra 28 pence from the Inland Revenue. So just sign below. It's that simple.

I declare all donations I've made to Plan since 6th April 2000 and all donations I make in the future until I notify you otherwise are Gift Aid donations.

Signature ________________

To qualify for Gift Aid what you pay in UK income tax or capital gains tax must be at least equal to the amount we will claim in the tax year.

Completing a Gift Aid declaration does not affect your tax status or commit you to supporting Plan's work for a specified length of time.

giftaid it

Plan
Be a part of it.

Instruction to your Bank or Building Society to pay by Direct Debit

DIRECT Debit

Please fill in the form and send to Plan, 5-6 Underhill Street, London NW1 0YJ

AR 2002

Name and full postal address of your Bank or Building Society

To: The Manager Bank/Building Society

Address

Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

9	5	6	8	5	4

Reference Number (for office use only)

Instructions to your Bank or Building Society
Please pay Plan International UK Direct Debits from the account detailed in this instruction subject to safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with Plan International UK and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

Bank and Building Societies may not accept Direct Debit Instructions for some types of account.

Please return this completed form to:
Plan UK
FREEPOST
5-6 Underhill Street
London
NW1 0YJ

Plan
Be a part of it.

5-6 Underhill Street
London NW1 7HS
Telephone 020 74829777
Facsimile 020 7482 9778
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