



Plan
Be a part of it.

Plan UK Annual Report and Accounts

2009

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About Plan

PLAN International UK ("Plan UK¹") is a child-centred community development organisation with no religious or political affiliations. We make long-term commitments to children in poverty and assist as many children as possible, by working in partnerships and alliances with them, their families, communities, civil society and government, building productive relationships and enabling their voices to be heard and recognised in issues that affect them.



PHOTOS
Front Cover:
Girls at school in Laos
Photographer: Alf Berg.

Opposite page:
Attending a lesson in a Plan-supported school, Ghana.

¹ In this report, PLAN International UK is to be referred to as "Plan UK", and Plan International Inc. and the 18 national organisations as "Plan" or "Plan Worldwide".

Youth Advisory Panel

Plan UK YAP (Youth Advisory Panel) continued to champion child and youth participation and to develop its knowledge of international development issues.

An important change for us in 2008/09 was the conversion of our name from Children Advisory Panel (CAP) to Youth Advisory Panel (YAP). New member Blake says: "YAP is not just a name – the change signifies our new direction, new membership and new responsibility and reflects that we are a strong and determined group of young people". We feel that our new name has given us more confidence and helped us gain more respect within Plan UK and externally.

Youth participation is important to young people. "Through being a new member of YAP, I have witnessed how the involvement of young people can demonstrate their influence and passion. Being part of YAP and working so closely with Plan UK, I feel more valued, engaged and determined to help make the world a better place for other young people," says Blake. We also feel that this awareness of the importance of youth participation has helped YAP have a strong and insightful voice in Plan UK's work.

We recruited three new committed and dedicated members: "Recruiting new members is very important. We have been very lucky and gained three passionate and enthusiastic members who have contributed to YAP's success and achievements, helping us to map out an exciting future for YAP," says Katie.

The panel participated in various different events surrounding the *Because I am a Girl* campaign last year. Along with other young people across the UK, we took part in collecting *Because I am a Girl* petition postcards and YAP member Colette was part of the group which delivered over 6,000 signatures to 10 Downing Street: "This was an amazing experience. I felt it was very important to bring the campaign to a recognised national level and gave me more confidence in both myself and the campaign". Through our involvement with the *Because I am a Girl* campaign, we have furthered our understanding of girls' rights and how campaigning works. YAP will continue to work with the *Because I am a Girl* campaign in the coming year." Some ideas include producing a show by and for young people to promote girls' rights.

One of YAP's most important achievements this year has been our involvement in the planning and delivery of Plan UK's open-day for supporters on climate change in June 2009. YAP member, Elly says: "The open day was the highlight of my year with YAP. We worked together with Plan UK staff to create a day that was successful and brought people together through a shared understanding and desire to make a difference on the issue of climate change. It was extremely enriching to experience how the activities

we had designed were helping other young people learn about climate change."

"Through planning and attending the open-day, as well as helping others learn about climate change, I have learnt a lot more about the way it is already affecting us," says Nia.

Throughout the past year, YAP has focused largely on the impact of climate change in the UK and worldwide. In June 2009, Leon and Rose attended Green Week in Brussels where they discussed the effects of climate change with big organisations and attended debates. "Climate change is my biggest passion and through my work, supported by Plan UK and the National Trust, I feel I can make a loud noise and get policy makers to listen to young people – after all, it's us who are going to have to adapt and clean up the mess left by older generations so we have a right to participate in decision-making on this issue," says Leon. Leon also attended the United Nations climate change conference in Bonn. YAP will continue to focus on the issue of climate change in 2009/10 and will support a delegation of youth journalists from Kenya, Sweden, Indonesia, Netherlands and the UK to Copenhagen in December 2009. They aim to ensure young people's voices are heard, recognised and taken into account in decision-making and to report on the conference.

During November 2008, two YAP members, Durgha and Sarah, attended the European Union's European Development Days in Strasbourg, where they met with other Youth Boards to discuss the importance of youth participation: "The EU Development Days provided a great opportunity for Plan's youth boards from the north and south to meet and work

together to create a youth position through a series of workshops on the issue of youth participation in local governance. We then presented our views to a panel of officials who were impressed with our level of knowledge and understanding of the importance of engaging young people in governance," explain Sarah and Durgha.

Durgha also had an amazing opportunity to travel to China in July 2009 where she visited Plan's work with the migrant communities and spent some time with the All China Youth Federation: "China was a completely amazing experience. Being hosted by two very different organisations meant that I was able to gain a truly contrasting view of China. With the All China Youth Federation we were definitely shown the high life and treated like royalty – our explorations were limited to the wealthy parts of Beijing. However with Plan I was able to venture to the less developed areas, where the migrant communities live. The sharp change in landscape from high rise skyscrapers to the flat rolling fields and brick houses reflected the sharp contrast of the wealth of the people in China". This is the first time a YAP member has visited a Plan programme and it provided invaluable insight for the whole group.

We look forward to 2009/10 with great excitement. Plan UK's board will create spaces for young people to participate as trustees, we will be taking part in the 11 million Take Over Day and we will get involved in another supporters' event.

Leon, Nia, Blake, Colette, Craig, Durgha, Elly, Kate, Katie, Kurtis, Maurice, Rina, Rose & Sarah
YAP team



PHOTO: PLAN

A message from Plan UK Chair

Janet Paraskeva took over as Plan UK Chair in January 2010. From Nigel Chapman's resignation on 31 March 2009 until the end of the year, Anne Grant acted as Interim Chair.

My first real contact with the impact of Plan's work was when I visited Uganda as Chief Executive of the Law Society in December 2002. Together with the Times newspaper I visited Plan's programmes in Lowero. A 17-year-old boy who had lost his parents to AIDS was solely responsible for his brothers and sisters and the family land was being claimed by a local bigwig. After the trauma of losing their mother and father, the children were also likely to lose their home. Plan supported a community lawyer to mediate between all sides – and preserve the children's inheritance.

At the time, property snatching was rife in Africa: AIDS orphans were frequently driven out of their houses by relatives who seized the family land and property, leaving the devastated children with nothing. The innovative Plan project the Times had chosen to support provided HIV-positive parents with legal, practical and emotional assistance to protect their children's future.

What struck me then – and continues to inspire me now – is the community ownership of Plan's projects. The lawyers participating in the scheme were Ugandan women who trained community volunteers who were in turn able to spread the service more widely. These 'barefoot lawyers' as they became known, were best placed to communicate effectively with local families.

Plan, which had been hard at work since 1937, provides ideas, impetus and expertise but, recognising that long-term success and sustainability of change depend on communities as genuine stakeholders, it ensures local people are responsible for implementation and progress. I was impressed to see how Plan respects and builds on the knowledge and skills that already exist in a community.

As a one-time schoolteacher I know only too well that children work harder and are more motivated when they have some say in what happens at school. This is true the world over.

Plan's School Linking Programme establishes relationships between schools in Kenya, Sierra Leone, Malawi, China and the UK. As part of the link, UK schools make small grants to their linked schools with the proviso that the schoolchildren – not the staff – decide how to spend the money. The schools involved elect students committees which discuss how the funds – around £200 – should be used to improve their school.

In Sierra Leone, the issue of fighting and bullying was top of one school committee's agenda. Without enough desks and chairs for all its pupils, the bigger

and stronger children would resort to aggression to make sure they got to sit down. The student committee decided to spend the money on new furniture so all students had a seat, could take notes and properly follow the lessons.

Participation in these committees – now a permanent feature in these schools – not only allows children and young people to make a real difference, but also trains them in local decision-making.

And children have a right to be heard at district, national and international levels as well as at the grass-roots. The United Nations Convention on the Rights of the Child stipulates that children have a right to a say in decisions that affect them. Plan is committed to providing young people with the skills needed to engage effectively in national and international debate; and to campaigning for children's participation to be integrated in formal decision-making processes. Its experience at the local level is invaluable.

Last year members of our Youth Advisory Panel participated in an international conference on the UN framework for the Convention on Climate Change in Bonn and attended debates and met opinion-formers during the EU 'Green Week' in Brussels. Plan has also more recently taken a group of young people from five countries to the global conference on climate change in Copenhagen (COP15).

But it is their local knowledge and understanding of the communities they work with that means that Plan staff can inspire, motivate and support community volunteers and, importantly, children and young people, to take responsibility for improving their own lives and the lives of others, now and in the future. I would like to thank all our staff and everyone who supported this vital work.

Janet Paraskeva
Plan UK Chair



PHOTO
This page:
Students at Rooks Heath School, London.

Opposite page:
Members of Plan UK Youth Advisory Panel.



PHOTO: GEOFFREY YOUNG

Chief Executive's report

Just a few words can adequately sum up last year for the world over: recession, escalating food prices, public and private financial insecurity, and devastating natural disasters.

Emergencies, including cyclone Nargis, earthquake in China and flooding in Bangladesh and the Philippines tested many of the communities we work with, hampering the activities of our volunteers and staff on the ground. The rising costs of basic commodities affected families in developing countries most as well as families in the UK, with recession and economic instability leaving few people unscathed. But across Plan, the last 12 months were characterised by resilience and trust, from our supporters, staff and volunteers, to the communities and families we work with. Sponsors in the UK kept their promise to disadvantaged children. And the many children and parents with whom we collaborate demonstrated with renewed determination their willingness to improve their lives and keep their development plan on track.

Last year Plan UK partnered with Danny Boyle and the production team of 'Slumdog Millionaire', the award-winning movie telling the story of Jamal Malik, an 18-year-old orphan from the slums of Mumbai taking part in India's 'Who Wants To Be A Millionaire?'.

The movie not only depicts the life of Jamal and his brother, but also of the one billion or so people who live in city slums around the world, who have often left rural life behind in search of jobs, greater opportunities, better healthcare and education.

More than half of the world's population now lives in urban environments and the UN predicts that by 2030, five billion people – 60 percent of the global population – will live in cities, with four-fifths of them in the developing world.

During one of my visits to Dhaka's slums I met a group of young children working in the city's garbage dump selling whatever they could find to survive. Their dreams are shattered by the stark reality of living in the slums, faced with poor quality and crowded housing, lack of drinking water and sanitation, diseases, little if any education and inadequate or non-existent access to healthcare.

One of these children was Saddam, a 9-year-old orphan with the dream of going to school.

His dream and the love of his grandmother give him hope and self-esteem. In our work we are reminded daily that children's dreams inspire entire villages and mobilise communities for positive change. Together with other pupils, Rhee, a 16-year-old schoolboy from the Philippines, saved his school from a potentially deadly landslide. Participating in a Plan project at his school he had learnt about the risks of natural disasters faced by his community. He became concerned about the school's vulnerable location – in the likely path of a possible landslide. The students and the local community mounted a successful campaign which convinced the government to have the school moved to a new, safer site.

Plan last year worked with many children like Saddam and Rhee, assisting them in realising their dreams and supporting their achievements in improving their lives.

Testament to our commitment to carrying out our work responsibly and transparently, Plan's investment in accountability to supporters and partner communities was recognised by the One World Trust, which named Plan one of the top performers in their latest independent annual global accountability report. The report ranks influential corporations, intergovernmental and non-governmental organisations on matters of accountability and transparency.

Our 'Because I am a Girl' campaign received global recognition at international forums with supporters, academics and celebrities, including Fiona Phillips, Cherie Booth, Kathy Lette, and Dame Kelly Holmes adding their voices to our call for the global fulfilment of girls' rights. The campaign was endorsed by world leaders, from former USA President Bill Clinton who commended Plan's efforts and campaign for girls in West Africa to President Johnson Sirlleaf whose own commitment to girls' education is making a difference in Liberia.

And like the team behind 'Slumdog Millionaire' who made a commitment to Plan for a project in the slums of Mumbai, enabling thousands of youngsters to get a decent education and access to good healthcare, many individual sponsors, corporate partners and donors in the UK provided invaluable support, enabling Plan to increase our income and assist more children.

Their commitment to us was reinforced by the results of a survey carried out last summer. 94 per cent of Plan supporters are satisfied with their relationship with Plan; 87 per cent of them feel they are provided with evidence of the impact their support makes on the lives of children in developing countries, and 84 per cent see their involvement with Plan as a way to learn more about international development.

With our supporters, partners and communities Plan will continue to build on the achievements of 2008/09. We look forward to the challenges and chances for development ahead. With these in mind we have restructured the organisation to enable us to successfully harness future opportunities on behalf of disadvantaged children.

We know there's a long way to go before we achieve our objective of a world where all children can realise their full potential. But we believe this report shows that there has been concrete progress, and powerful encouragement and hope are to be found en route, in the shape of our everyday work, some of which is described in the following pages.

Thanks for your continued support.

Marie Staunton
Plan UK Chief Executive



Our vision and mission

PHOTOS
Opposite page:
Marie Staunton with children
in Bangladesh.

This page:
Enjoying primary education in Laos.

Our structure

Plan UK is a registered charity in the United Kingdom, number 276035 and is constituted as a company limited by guarantee, registered number 1364201.

One of 18 national organisations² working for the rights of children, families and communities in some of the world's poorest countries, Plan UK is internationally associated with Plan International, Inc. ("Plan Inc").

The funds raised through Plan UK and the other 17 national organisations are pooled and allocated by Plan Inc to the management of development programmes in 48 developing countries³. An International Headquarters is located in the United Kingdom and supervises the programme operations.

This structure allows Plan to invest as much of our funds in development projects as possible, which directly supports the beneficiary children, their families and communities, whilst keeping costs at a minimum and reducing the risk of duplication.

The management and operations of Plan's central organisation have been independently assessed by the ICFO (International Committee on Fundraising Organisations) and found to be in compliance with ICFO standards.

Top performer on accountability

Plan was ranked in the top three non-governmental organisations for good accountability practices in One World Trust's 2008 Global Accountability Report.

The global report measures organisations' policies on transparency, participation, evaluation and complaints and response procedures using a unique, independent global accountability framework, developed by One World Trust. Plan scored highly for its programme evaluation expertise. The high score recognised Plan's focus on accountability and transparency across the organisation.

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:

1. Enabling poor children, their families and their communities to meet their basic needs and to increase their ability to participate in and benefit from their societies;
2. Fostering relationships to increase understanding and unity among people of different cultures and countries;
3. Promoting the rights and interests of the world's children.



Conforming to International Fundraising Standards



To give the public reassurance that they can make donations with confidence, many countries have developed national accrediting bodies for charities and non-governmental organisations and, if they meet high standards of probity and integrity, will award a public certificate confirming that the organisation is well-run and deserving of support. ICFO helps to harmonise accreditation procedures and standards across boundaries and has developed a set of international standards for good governance and management covering areas, including the responsibilities of the governing body, fulfilment of public benefit goals, fiscal control, management, reporting, fundraising practices and the provision of information.

² National organisations: Australia, Belgium, Canada, Denmark, Finland, France, Germany, Hong Kong, Ireland, Japan, Korea, the Netherlands, Norway, Spain, Sweden, Switzerland, United Kingdom and the United States.

³ Programme countries: 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, Laos, Liberia, Malawi, Mali, Mozambique, Nepal, Nicaragua, Niger, Pakistan, Paraguay, Peru, Philippines, Rwanda, Senegal, Sierra Leone, Sri Lanka, Sudan, Tanzania, Thailand, Togo, Uganda, Vietnam, Zambia, Zimbabwe.

Our Objectives

Originally Plan worked with the adults of its partner communities to implement development programmes aimed at addressing the needs of disadvantaged children.

PHOTO
Pre-school teacher reading a story in Bangladesh.

With an increased focus on children's rights, Plan has seen how children's participation and putting children's interests at the centre of their own development help break the cycle of child poverty. For this reason, at the beginning of the 2000s Plan defined and expanded its identity and role as a 'child-centred community development organisation', approving Strategic Directions reflecting this approach.

Since then Plan has doubled its worldwide income, increased the number of countries where it works, and faced new challenges, including growing inequality, environmental degradations associated with climate change, population pressure and urbanization, spread of HIV/Aids and rapid increases in energy and food prices. To adapt its work to the changing environment and have a greater and more effective impact on the lives of

children in 2008 Plan revisited and updated its five-year objectives.

As part of that review the following priorities and objectives were adopted:

Impact and accountability
to be a leading organisation in delivering measurable impact for poor children

Stronger child-centred community development
to continue to adapt quality child-centred community development programmes to local contexts across countries and regions

Modernised child sponsorship
to facilitate a global social network of child sponsors in support of children living in poverty

Diversify income
to increase resources in most countries where Plan has a presence and to work closely with corporations, institutional donors and foundations enabling Plan to assist as many children as possible

Agile and effective organisation
to make Plan an effective and responsive organisation in reducing costs, being guided by clear policies, procedures and accountability framework

Representative and participative governance
to promote a culture of inclusion and participation across its governance and advisory structures and to build the competence of children, communities, sponsors and other partners to influence decisions and priorities of institutions on poverty and the wellbeing of children.



PHOTO: PLAN

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

- To provide for the care, maintenance, education, training and wellbeing of deprived children in some of the world's poorest countries;
- To strengthen the capacities of children, their families and communities in providing for their life;
- To interest people throughout the world in Plan's work and to obtain their support and assistance.

Plan's Programme Activities

Last year Plan's global annual income was €468 million enabling us to reach children and their families in countries around the world.

Plan's global annual income represents the funds raised through Plan UK and the other 17 national organisations pooled together. The funds are allocated to Plan Inc for the management of Plan's development programmes in 48 developing countries, so reducing overall costs and avoiding the risk of duplication.

Plan's programme countries are grouped under the following regions:

Asia



PHOTO: BEIMO NEELEMAN

Africa



PHOTO: ALF BERG

Americas



PHOTO: JENNY MATTHEWS

In these regions, Plan's programme activities are broadly based around the following objectives:

- We want all children, adolescents and adults to acquire basic learning and life skills, and to understand the importance of education so they can contribute to the development of their communities;
- We work to ensure children's survival, protection and healthy development;
- We work with children, their families and communities to focus and act on children's needs, from home construction to safe drinking water and waste disposal;
- We address the root causes of poverty to improve the financial position of families through strategies that help parents, especially mothers, with loans and small business development programmes;
- We promote understanding around development issues among people of different cultures and countries.

Plan's activities, while guided by the principles of the United Nations Convention on the Rights of the Child and other internationally-recognised human rights treaties, are informed by the local context and knowledge of the country and region of relevance.

Asia

Plan has been working in Asia since 1948 – it now works in 13 countries across the continent in thousands of poor, usually rural communities.

In 2008/09 Plan invested over €76 million in development programmes in the region.

The situation

Overall, Asia has made significant progress in terms of increased life expectancy, literacy, and the reduction of poverty. However, progress varies from country to country. While some countries are ready to take charge of their own development, others remain in extreme poverty and are vulnerable to destabilising economic, environmental, and political forces.

Asia encompasses half the world's people and two-thirds of the world's poor. The United Nations predicts that Asia's population – estimated to be around 1.27 billion – will reach 4.5 billion by 2035. Hundreds of millions of children in Asia are still growing up in absolute poverty, deprived of their basic rights to survive, be protected, develop and participate in and take advantage of the opportunities around them.

Millions of children do not reach the age of five, their deaths usually caused by a combination of malnutrition and preventable diseases – in particular acute respiratory infections, diarrhoea, malaria, and measles. Malnutrition is associated with more than 50 per cent of deaths of children under five across the continent.

Improvements in the lives of children in Asia have been affected by growing inequality and the concentration of income in urban areas. Many children do not have access to a quality primary education and the lack of proper healthcare affects the maternal and infant mortality rate. Furthermore existing socio-economic situations promote the prevalence of issues hampering child protection, including child labour and child marriage.



Plan works in:
 Bangladesh, Cambodia, China,
 East Timor, India, Indonesia, Laos,
 Nepal, Pakistan, Philippines,
 Sri Lanka, Thailand and Vietnam.



PHOTO: ALF BERG

PHOTOS

This page:
Right: Primary education in Indonesia.
Left: Families receiving quality nutrition in Timor-Leste.

Opposite page:
 Children in Laos tending their vegetable garden.

During the year, Plan:

- Promoted sustainable financial services for the poor – enabling them to increase their income, build savings, manage risks and reduce their vulnerability to unexpected external factors. Plan encouraged young people to have a healthy relationship with money, promoting savings, encouraging financial awareness and developing their entrepreneurial skills. Plan also worked to reduce family dependency on younger children for income
- Created opportunities for diversified forms of income and supplementing agricultural income which is critical to poverty reduction. Plan encouraged microfinance institutions to extend their services and encouraged the creation of small and medium businesses, particularly those run by female entrepreneurs
- Contributed to making food available for families by supporting vegetable gardening and introducing organic farming
- Worked to enable all children to complete a high quality basic education and young children from poor families to have access to early childcare and development services (ECCD). Plan set up community-based organisations to provide ECCD services suitable to the local situation: centre-based, home-based or community-based. We worked with partner organisations to spread good practice in child psychology
- Improved school quality, enrolment and completion through Plan's School Improvement Programme – aimed for parity in girls' education through affirmative action placing particular emphasis on safe transport to and from school, meals, school latrines, livelihood support to their families, and the deployment of female teachers
- Supported teachers and parent volunteer training, parent education classes in child care, schools and facilities construction, and scholarships, textbooks, school supplies, furniture and equipment provision in pre-schools and elementary and secondary schools
- Supported non-formal schools. In Bangladesh Plan worked with BRAC, a Bangladeshi organisation working to provide non-formal education to 1.3 million children from poor areas who have either dropped out of formal schools or have never attended – between 60 and 65 per cent are girls
- Worked with local authorities to improve the delivery of basic social services by local government institutions and strengthened the capacity of civil-society organisations to voice concerns and hold governments to account
- Promoted responsive, sustainable, integrated, community-managed primary healthcare systems which cater for all ages and build on already-improving health-related behaviours and attitudes
- Combated traditional causes of child mortality – malnutrition, infectious diseases, HIV/Aids, tuberculosis and malaria – by supporting community-based organisations. Plan supported the local governments in improving the quality of the health system through cost-effective interventions for child health, nutrition, adolescent sexual and reproductive health and safe motherhood
- Campaigned for appropriate water supply and environmental sanitation policies and legal frameworks to improve the access and quality of services for the poor across the continent
- Reinforced the role of girls, boys and women in promoting good hygiene behaviour at homes and schools. Plan ensured that young people were involved in running their community's water, sanitation and hygiene services and worked with partner organisations to ensure that limited water resources are managed effectively
- Empowered community-based organisations in rural and remote areas affected by conflicts to contribute to improved income, food security, and access to health and education services
- In Dhaka, Bangladesh, 11 drop-in centres assisted street children, providing them with training on child protection, health support and a friendly and cooperative atmosphere for them to play in, aiming to reintegrate them and find them proper jobs. 35 children have been employed at different garments factories and department stores. 58,000 street children's birth data were collected and they received birth certificates
- Increased awareness in disaster risk reduction among children and adults and local government units, schools, and villages. In the Philippines Plan gained recognition as an advocate of children's participation, raising awareness among government officials and civil society groups on the importance of children's participation in disaster risk reduction. In the disaster response efforts in Albay and Aklan, Plan started working with local communities addressing immediate emergency relief needs and collaborating with the families on longer-term rehabilitation effort. Plan implemented integrated activities addressing local livelihood, education and training activities, helping children, their families and communities rebuild their lives and ensure they are better equipped to deal with future disasters
- Created opportunities for children to participate in policy discussions at local, national and international gatherings. Plan trained children in how to engage with the media and to speak out on subjects such as environmental protection and disaster risk reduction
- Participated regionally and nationally in birth registration policy and advocacy activities.



PHOTO: ALF BERG



PHOTO: BENNO NEELEMAN

Last year Plan spent

€76

million on child-centred community projects across the region.

Below are some of the outputs in the region:

- 23,190 community health workers were trained
- 23,056 patients received medical and surgical treatments
- 152,119 children were immunised
- 24,149 children and 6,215 women received micronutrients
- 39,670 centres were provided with pre-school supplies
- 54,388 educational sets were distributed to primary schools
- 87,908 girls and 70,360 boys received primary schools scholarships
- 1,152 families were connected to new water systems
- 11,866 home latrines were constructed
- 32,756 farmers received agricultural training.

2009

Plan worked with 7,142 communities across Asia.

PHOTOS

This page:

Children campaigning for better water and sanitation in India.

Opposite page:

Jonalyn Navarrosa checks a car engine during her vocational training course.

In the future

Plan will:

Continue to practice a child-centred approach to community development that enables children, families and communities to address children's needs and rights

Make long-term commitments to poor children in rural and urban areas, and to children in especially difficult circumstances, focusing its programmes on poorer developing countries, and poorer areas within all the countries it works in

Mobilise all possible international, national and local resources to assist children in poverty

Enable children and adults across the world to develop mutual understanding and work together to address the needs and rights of children living in poverty

Work with other organisations and public and private sector bodies at all levels to resolve issues that prevent children from realising their potential

Ensure that the voices and interests of children are heard at local, national and international levels.



PHOTO: PLAN



PHOTO: PLAN

Determined to succeed

"I made it!" cried Jonalyn Navarrosa, clutching the letter granting her acceptance in the Plan-Isuzu-TESDA auto-mechanic training scholarship. It was a rigorous application process, a battery of tests which consisted of a paper examination, interview, and background check. "I feel privileged, being picked out from hundreds of applicants. Many people were surprised by my interest in work understood as men's work. I was more surprised with me passing the test," she mused.

Her father, Bonifacio, explains, "As long as I can remember, my daughter was always the top in her class, from day care to high school. We are proud of her." Jonalyn's family lived in Manila for 15 years. When her mother got cancer, the family decided to move to Northern Samar near her mother's relatives. A week later her mother died. "That day," Jonalyn recalls, "was the saddest of my life".

But Jonalyn tried not to wallow in her grief. She thought about her family and her future instead.

After high school, her father did not have money to send her to college. She then decided to turn the situation to her advantage. "I went to work as my aunt's helper. I was her storekeeper in the mornings, and then I attended my classes afterwards until evening. It was difficult juggling work and school. During weekends, I went home to my family," she recalls.

Helen, a volunteer in the village, says of Jonalyn, "That girl doesn't tire helping her father and siblings. She comes home weekends to do laundry and chores for them. She also presides over the children's association here. She does all that and still manages to be on top of her class."

And then, one day, the vocational and technical training scholarship of Plan and Isuzu was announced by the Plan staff covering Jonalyn's village. Jonalyn decided to apply for the scholarship.

Her father was confident she would be accepted on the scheme and is sure she'll

do well, "Now that she is accepted, I know she will do her best to graduate from the programme."

By 2009, in communities where Plan works:

- Percentage of families with access to sustainable financial services increased from 39 per cent to 59 per cent;
- Percentage of families with diversified sources of income increased from 57 per cent to 73 per cent;
- Percentage of families reporting an increase in disposable income in the past 12 months increased from 35 per cent to 58 per cent.



PHOTO: PLAN

Centre of birthing excellence

“There are now mothers giving birth in this health centre,” says Aireen, midwife in the village of Paraiso in the district of Milagros in the Philippines.

In the period 2005-2006, the majority of births in the district were assisted by trained birth attendants at home, with only 11 per cent of them assisted by hospital-based doctors and none attended by midwives.

Pregnant women preferred to deliver in the comfort of their homes assisted by relatives or by a trained birth attendant rather than in hospital or at the local health centre. Cost was a fundamental factor in their decision.

But even when assisted by trained attendants births were not always straightforward. Beverly, a young mother, recounts her experience, “I gave birth assisted by a trained attendant at home but after three days I had to be rushed to hospital because of some complications.”

“I gave birth to my five children at home assisted by an attendant and each time I was terrified because of the profuse bleeding afterwards,” adds Alma.

The rate of post-birth complications with home deliveries prompted the local government to approve a birthing clinic, an initiative led by the village head's wife who had experienced problems herself.

Plan accepted the proposal and a birthing clinic was set up and furnished inside the existing local health centre. Plan funded the purchase of the necessary equipment and the training of the health workers. The local governments made an annual contribution to go towards medical supplies and other operating costs. If the government contribution gets depleted before the end of the year, the additional cost for birthing supplies and medication will be borne by the families of the women assisted during birth. The village health committee demands all pregnant women to enlist in the tracking system, requiring them to have their pre-natal check-ups at the centre, imposing a penalty on women who give birth at

home and giving financial incentive to birth attendants for referring pregnancies and births to the centre.

“A village official and the midwife told me to have my sixth baby delivered in the clinic. I did and it was fine. I was given medication to ease the pain of delivery and all went well,” says Alma.

To help the birthing clinic better cater for the health of the local families, the village health and nutrition committees turned it into a family health centre, expanding its services beyond pregnant women. The services now provided by the centre include referral to the district and provincial health centres, post-natal care, birth registration referral, nutrition monitoring of children, micronutrient supplementation, family planning counselling, parent effectiveness classes, and health information provision. With support from Plan, the midwives received life-saving skills training.

Salvacion, a health volunteer in the village, says, “I was comfortable giving birth in the clinic because the midwife was competent. I felt secure because I knew the village has the resources to respond should an emergency occur and after delivery, a health worker took care of my child's registration right away.”

In 2008, births attended by a midwife increased to 79 per cent of the deliveries. Birth registration increased from 62 per cent in 2005 to 100 per cent in 2008. The figures attest that good management and collective ownership of a health project are important elements in making a healthcare service work for the people. Most important of all, there were no deaths in childbirth in 2008.

By 2009, all Plan communities in the Philippines have:

- Increased the percentage of children under three years old who are considered well-nourished from 69 to 85 per cent
- Increased the percentage of children aged 12-23 months who are fully immunised from 65 to 92 per cent
- Increased the percentage of mothers who are exclusively breastfeeding their children from 29 to 65 per cent
- Increased the percentage of mothers with children under three years old who manage diarrhoea with Oral Re-hydration Therapy (ORT) from 43 to 65 per cent
- Increased the percentage of families that dispose of excreta in a sanitary manner from 78 to 90 per cent and
- Increased the percentage of families with sufficient potable water all year round from 67 to 85 per cent.

“

A village official and the midwife told me to have my sixth baby delivered in the clinic. I did and it was fine. I was given medication to ease the pain of delivery and all went well,”

says Alma



PHOTO: PLAN

PHOTOS

This page:

Teaching mothers how to prepare nutritious meals.

Opposite page:

A nurse on a home visit to a new mother in the Philippines.

Africa

Plan started working in Africa in 1974 and today works in 23 countries on the continent where it invested more than €150m in 2008/09.

The situation

43 per cent of Africa's population live on less than US\$1 per day; 150 million of them are children. Africa has the lowest life expectancy in the world. In countries south of the Sahara the under-five mortality rate is 160/1,000, significantly higher than in any other region of the world.

More than half of the nearly five million deaths of children under five each year are due to treatable and preventable diseases, all of which are made worse by malnutrition, estimated to be an underlying cause in up to half of all under-five deaths. The maternal mortality rate in the region is 920/100,000 and the percentage of population with access to safe drinking water and sanitation is respectively 55 and 37 per cent.

With the youngest and fastest-growing population of any region in the world (50 per cent of the population is under 20 and 42 per cent under 15), Africa is estimated to reach two billion people by 2050, with 53 per cent of the population living in urban areas by 2030.

Extended families, which used to provide a support system for women and children, are steadily being replaced by nuclear families and by child-headed and female-headed households. Male labour migration from rural areas has increased the number of female-headed households, while the HIV/AIDS epidemic has led to an increase in households headed by children and young people, resulting in a greater burden on women and girls, to find income and maintain their family.

While the gross enrolment rate in primary education increased from 57 per cent in 1999 to 70 per cent in 2005, the remaining 30 per cent presents a critical challenge to the goal of universal education across the region.

And although agriculture is the mainstay of most African economies and rural communities and the continent has the potential to feed itself, the development of the agricultural sector has been slow, leading to frequent food scarcity and insecurity.

There are however positive changes taking place across the region. The process of democracy is no longer negotiable in most of Africa, and backed by the African Union, the continent is slowly developing its own capability to resolve conflicts and censure deviations from democratic norms. The number of reasonably free multi-party elections in Africa has increased, with many countries pledging to improve the management of public expenditure and fight corruption.

Plan's work in the region is embedded in the principles and provisions of the African Charter on the Rights and Welfare of the Child (ACRWC) and the United Nations Convention on the Rights of the Child (UNCRC). Plan's interventions while guided by these are informed by the local context and local knowledge and aligned to each country's development plan.



Plan works in:
Benin, Burkina Faso, Cameroon, Egypt, Ethiopia, Ghana, Guinea, Guinea-Bissau, Kenya, Liberia, Malawi, Mali, Mozambique, Niger, Rwanda, Senegal, Sierra Leone, Sudan, Tanzania, Togo, Uganda, Zambia and Zimbabwe.



PHOTOS

This page:

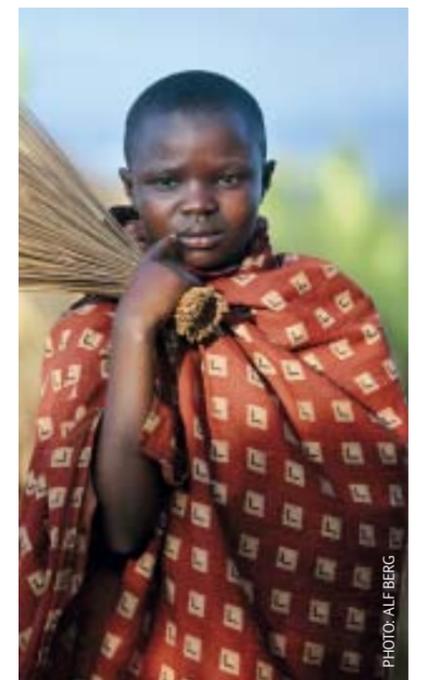
Right: Rwandan girl helping her family with house chores.
Left: A young child being examined in Ethiopia.

Opposite page:

Meal time in a primary school in rural Ghana.

During the year, Plan:

- Invested in universal primary education. Although education is a route out of poverty, poor families make decisions about schooling against a range of factors, including cost, lost contributions from the child's work, and the perceived benefits. Plan collaborated with communities, local governments and civil society in early childhood care and development and health and nutrition programmes; improving curricula relevant to children's environment and culture; providing in-service training for teachers; and affordable and safer access to schools and educational materials for families
- Addressed the causes of high levels of maternal and child mortality rates, ensuring all children in Plan communities are immunised and protected from the main preventable diseases, and that women of reproductive age have access to quality pre- and post-natal care. Plan worked with local authorities to provide immunisation coverage of all children under 5 years of age, malaria prevention and treatment and control of diarrhoea. Particular emphasis is given to pre-natal and mother and child health through regular check-ups; information and counselling to all women of child bearing age on issues related to family planning, birth spacing, promotion and supply of contraceptives; and assistance to deliveries through trained and qualified birth attendants; and the distribution of nutritional supplements to malnourished and undernourished children and pregnant women
- Facilitated the participation of local communities in the provision of healthcare. In communities in Mali, children helped to ensure the vaccination campaign funded by Plan was effective. The day before, members of the local children's clubs went door to door to remind all mothers of the time and place of the vaccinations. Their active involvement led to considerably improved rates of attendance among children in the health districts involved, with some villages reaching a 100 per cent coverage rate
- Strengthened the capacity of youth organisations to provide sexual education to their members. Over a period of three years, in partnership with a local NGO, Plan in Togo developed a project aiming at addressing young people's health needs and rights. 20 youth groups, composed of boys and girls aged between 10 and 19 were supported by trained youth facilitators in order to encourage discussions and dialogue. After two years qualitative studies found that their level of knowledge of HIV/AIDS and other sexual health issues was excellent, with fewer unwanted pregnancies and clandestine abortions among the groups
- Worked with communities to fight the spread of HIV/AIDS and combat stigma by prompting behavioural change in adults and adolescents, encouraging testing and increasing the capacity of local and community-based organisations to deal with mother-to-child transmission as well as the creation of post-test clubs for people living with or affected by the disease
- Assisted families in accessing drinking water and improving their sanitation, by providing accessible, adequate and safe sources of drinking water near children's homes and in school complexes, and raising community knowledge on hygiene and sanitation through child-to-child and other participatory methods
- Supported emergency relief efforts to ensure the protection of children, women and other vulnerable populations during disasters, built capacity for Plan staff, partners and communities in emergency preparedness response (EPR) and adopted a preventive approach by training communities in disaster risk reduction.



Last year Plan spent
€150
 million on child-centred
 community projects
 across the region.

Below are some of the outputs in the region:

- 5,215 community workers were trained on health issues for children under five
- 85,053 sets of medicines were distributed
- 33,506 children were immunised
- 327,665 children under five received supplementary feeding and a further 4,897 received micronutrients to fight malnourishment
- 44,507 children received de-worming treatment
- 8,971 girls and 683 boys received primary school scholarships
- 3,112 home latrines were constructed
- 13,668 farmers received agricultural training
- 20,047 events were organised to promote children's rights
- 340,097 educational sets for primary schools were distributed.

2009

Plan worked with
 9,518 communities
 across Africa.

PHOTO
 Opposite page:
 Tundu Joor perform in Dakar, Senegal, celebrating the
 Day of the African Child.

In the future

Plan will:

Continue to run programmes that enable children and their communities to reduce poverty and make use of basic social services

Encourage children and young people to take part in decision-making, and associate freely with their peers and adults protecting and preventing children from harm

Link children and their communities with each other and with their world and enable them to participate in issues and decisions that affect them

Promote learning and advocacy. The ability of children and young people to communicate and participate provides the means for continuous life-long learning about issues which affect their lives and a platform on which to claim their rights

Promote good governance and social justice, creating an environment in which all of the above can be achieved

Continue to invest in education, healthcare, and job training to increase human capital and make a significant contribution to poverty reduction

Focus on girls' education. It can empower women to bring about changes such as smaller healthier families, can improve their income-generating capacity and give them the confidence to claim their rights and those of their children

Continue to collaborate with local and national governments, in ensuring they invest in human capital. Support investment in children, their families and communities through training and by linking them with relevant agencies

Work in partnership with other like-minded organisations to identify how best the issues affecting children can be addressed

Promote and nurture the development of African NGOs at local, national and continental levels to bring the voices of children to decision-making forums and ensure that children are better positioned to claim their rights

Work with children, their families and communities to address the causes of poverty and rights violations, at all levels.



PHOTO: PLAN

Tundu Joor musicians launch first ever album for child rights promotion

A group of 72 child musicians launched their first musical album to promote child rights in Senegal on 10 July 2007. The album is part of the Tundu Joor project developed by Nokia and Plan in Senegal to help promote child rights through music produced by children themselves.

Tundu Joor, which means 'sweeping sand dunes' in Wolof (the main local language in Senegal), involves more than 70 children from across Senegal and is supported by over 200 professional musicians who provide technical guidance and endorsement to the initiative. The project uses many musical genres including Rap, Salsa, and Mbalakh.

Through these genres Tundu Joor young people raise awareness in their peers, parents and relevant governmental authorities, of the plight of deprived children in Senegal, particularly the Talibés – child beggars. Their song entitled 'Talibés' topped the charts for many weeks on RFI (the International French Radio) and Trace TV (an international musical channel). As part of the project, some training sessions on child rights and citizenship have been organised for children and professional musicians.

SiraHaf 13
SiraHaf 13
SiraHaf 13



PHOTO: JENNY MATTHEWS

PHOTO
Community volunteer raising awareness of the
damaging consequences of FGM in Mali.

Changing attitudes to the practice of Female Genital Mutilation in Egypt

Female genital mutilation (FGM) is a traditional practice in some African countries including Egypt. Although for decades it has been classified as a harmful practice, it is still widely prevalent and has huge social and cultural significance.

In July 2006, Plan started to implement a project aimed at reversing community peer pressure, so village communities would become aware of the damaging consequences of FGM and cease its practice.

Religious leaders, health workers and teachers and community leaders were trained to advocate for the eradication of FGM, armed with an understanding of its harmful effects and consequences. Medical consultants hired by Plan conducted awareness seminars in the community to explain the operation and the terrible effects it can have on girls' health.

In addition, women were given encouragement and guidance in telling the stories of their own experiences, and those of women they knew who had suffered complications following mutilation. In schools, girls were trained using a child-to-child approach, and enabled to participate in the awareness campaign against the practice.

Ahmed, a lawyer living in Maniel Sheiha, a village in the Abu Nomris District of Giza, described how his experience of taking part in community awareness – and becoming a member of the project's committee – enabled him to educate others to great effect.

He had been consulted by a man from one of the biggest families in the village who had threatened to divorce his wife when she refused to have their daughter mutilated. "The man's wife had attended the awareness seminars conducted about FGM by the physician and religious leaders. She told him what the doctor had said about the harmful effects of FGM and that the religious leader had said that FGM is not mentioned in the 'Quran'. The man talked to me about how it was a tradition and custom that could not be disregarded and explained that he had prepared a big ceremony for the whole family for the occasion.

"I asked if I could visit his home and meet his family. He agreed and during the meeting, I explained the religious and medical issues surrounding FGM. Most of the family members were then convinced and the man reached an agreement with his wife. He announced to all the family members that he would not mutilate any of his daughters. That was considered a significant achievement in attitude and cultural change."

The impact on the targeted women as well as the trained committee members has been great. They are aware of their rights, as well as of the harmful effects of FGM. The project included community initiatives for women's empowerment such as women's clubs, helping women to be recognised legally by getting national IDs and providing health equipment to health units.

Education representatives reported that the drop-out rates amongst girls have decreased since the start of the project. FGM is a very old tradition and it will take time to be completely eliminated. However, the open discussion of this issue in public is an achievement in itself.

In focus groups evaluating the results of the project, women who participated stated that they are now much keener to participate in elections and to educate their daughters. The project also influenced members of the committees and community leaders, increasing their ability to advocate women's rights and provide advice and guidance to women intending to have their daughters mutilated.

Egypt's Ministry of Health and Population has recently banned all forms of female genital cutting, thus eliminating a loophole that still allowed girls to undergo the procedure for 'health reasons'. Egyptian Islamic authorities also stressed that Islam opposes female mutilation.

Americas

Plan invested over €75 million in 2008/09 to finance development work in 12 countries of the region. Working directly with over 5,500 communities, Plan reaches more than a million children and young people in the Americas.

The situation

Since the Convention on the Rights of the Child was ratified 20 years ago, all twelve countries have made significant improvements, aligning their national legal frameworks with the principles of the Convention and other international human rights treaties.

Across the region sustained advances have been made in reducing infant mortality and malnutrition rates, in increasing access to health services, education, potable water and sanitation; and in reducing poverty.

The regional overall progress however masks persisting disparities and inequalities between countries, within countries and between different population groups.

Children and young people from indigenous groups, afro-descendants, the extreme poor, children with special needs and displaced groups often do not enjoy the minimal conditions for survival and protection and are excluded from participating in the development process of their country.

Infant mortality is expected to fall to 22 per 1,000 live births by the end of 2010. However rates of infant mortality and malnutrition amongst indigenous and afro-descendant populations remain high, as a consequence of a number of factors, including the lack of basic healthcare, education, potable water and sanitation, and the high rate of teenage pregnancies. On average the infant mortality rate among indigenous children is 60 per cent higher than amongst non-indigenous children.

There are some 200 million people under the age of 18 – accounting for 35 per cent of the population – with poverty affecting 82 million children under 12. Over the last few years, children and young people across the region have faced new challenges further intensified by poverty, including the increasing number of disaster-related emergencies, migration, food shortage, and high levels of insecurity and violence caused by drug and human trafficking, and organised crime.

Over six million children are victims of serious abuse with 80,000 dying every year as a result of domestic violence, and approximately two million become victims of commercial sexual exploitation. Many young people, in particular girls, are denied the right to exercise their sexuality free from violence or coercion. It is estimated⁴ that 36 per cent of girls and 29 per cent of boys have been sexually abused and that approximately 30 per cent of adolescent girls experience forced or coerced sexual initiation. Girls account for 70 to 80 per cent of all sexual abuse victims – the perpetrator is a direct family member in three out of four cases.

Deeply entrenched and discriminatory beliefs in relation to gender roles and relations continue to affect girls' and women's ability to make decisions about reproductive health and sexuality. Studies on teen pregnancy across the continent in recent years have shown that at least one in five women had her first child before the age of 18, with the rate of teenage pregnancy particularly high amongst girls from socially excluded groups.

Recent data reveals an increase in the number of new cases of HIV and other sexually transmitted infections amongst young people aged between 15 and 24.

Quality of education across the region tends to be poor with high drop-out rates, especially amongst young people. Five million of 15-19 year-olds have never completed primary education and of the 20-24 year-olds, half have dropped out before completing secondary education.



Plan works in:
Bolivia, Brazil, Colombia,
Dominican Republic, Ecuador,
El Salvador, Guatemala, Haiti,
Honduras, Nicaragua, Paraguay
and Peru.

⁴According to the Pan-American Health Organization.

PHOTO

Children at school in Codo Novo district of Maranhão, northern Brazil.

During the year, Plan:

- Promoted children's rights to health, nutrition, education, and protection and campaigned for the strengthening of local health systems for the provision of early childhood care
- Raised awareness of children's issues with the general public, parents and community members through TV, radio, local events and peer-to-peer education
- Worked with national Ministries of Education in improving the quality of education, teacher training and in ensuring schools play a role in community development
- Worked with children and young people from excluded groups to ensure their rights are respected, identifying the obstacles preventing them from enjoying and exercising their rights, and addressing the causes
- Educated health carers and government officials on issues of domestic violence; supported local organisations in assisting victims and where necessary in providing legal advice, and collaborating with local authorities in strengthening the referral and enforcement procedures
- Supported HIV/Aids awareness-raising campaigns, targeting older school children and adolescents
- Promoted the respect and practice of gender equality so that girls and boys can realise their full potential. Plan influenced decision-making, positions, policies, and budget allocations of local authorities in favour of the rights of children and young people and in support of gender equality
- Continued to campaign for universal birth registration for all children
- Promoted the provision of a quality education which is accessible, inclusive, and relevant as well as flexible according to the needs of the most vulnerable in the region
- Facilitated discussions with boys and young men about their relationships with girls and young women in order to improve the position of women in society. The discussions tackled issues including domestic violence, contraceptives, HIV/Aids and STDs
- Strengthened the capacities of children, their families, communities and local organisations to act in solving the problems affecting their lives and to demand that local institutions work to guarantee their rights and provide quality services to improve their living conditions.



PHOTO: LEO DRUMMOND

Last year Plan spent
€76
 million on
 development work
 across the region.

- Below are some of the outputs in the region:
- 380 training courses were run benefitting 1,665 community health workers
 - 1,734 patients were provided with medical and surgical treatment
 - 189 communities were immunised against the main child killer diseases
 - 844 children under five received micronutrients to improve their development and fight malnutrition
 - 28,998 educational sets were distributed to schools
 - 12,957 girls and 13,933 boys received primary school scholarships
 - 4,083 latrines were constructed
 - 1,969 agricultural training courses were provided to farmers
 - 3,746 sessions were facilitated to raise awareness around child rights and against violence against children.

2009

Plan worked with
6,594 communities
 across Latin America
 and the Caribbean.

PHOTO
 Opposite page:
 Children in the Dominican Republic.

In the future

Plan will:

Contribute to increased access to opportunities for young people to exercise and demand their rights and participate actively in the development of their countries. We will support the creation of youth forums within which young people can analyse their own problems, identify solutions and develop initiatives to present to the local decision-makers

Support programmes aimed at guaranteeing that all children complete basic, obligatory and free primary education, with special emphasis on vulnerable and excluded groups and ensuring access to secondary and vocational education

Promote healthcare initiatives, including the promotion of projects aimed at preventing alcoholism, tobacco addiction and the use of illicit drugs amongst young people by promoting and inspiring artistic and cultural creativity

Ensure the promotion, respect for and protection of native and national cultures, promoting a culture of peace through programmes that bring about integration

Ensure that young people in conflict with the law are guaranteed their rights to due process, applied according to the principles of international law and human rights

Support programmes aimed at ensuring that children and young people have the knowledge, skills, freedoms and opportunities to enjoy and exercise their sexual and reproductive rights without violence, coercion, social or gender based discrimination. These include the rights to prevention of HIV and care and support for people affected by HIV

Continue to promote a community approach for the reduction of the risk of disaster, centred on children and young people. Plan will work with national and local authorities and with communities to increase resilience at the community and local level, with the objective of reducing the impact of disasters. Plan will work with community groups to improve their organisational capacities to overcome the effects of a disaster and to provide an effective disaster response in each case, incorporating adaptation to climate change and ensuring environmental sustainability of Plan's processes and programmes.

PLAN'S IMPACT: DOMINICAN REPUBLIC



PHOTO: RICARDO PIANTINI

Improvements in Primary Education in the Dominican Republic

The education budget in the Dominican Republic is only 1.99 per cent of the GDP. The lack of investment in education, combined with poverty, high unemployment and poor health, have damaged school attendance rates, teachers' conditions and training, and the quality of schools, as well as the educational materials available, particularly in the poorest and most rural areas.

Plan has been collaborating with local communities to improve the quality of primary education available to their children since 2001. Plan has:

- assisted the creation of supplementary learning classes in informal community spaces for children who have problems with literacy and mathematics
- worked with local authorities to improve the quality of teacher training, assisted communities to create better equipped schools catering for the needs of boys and girls
- encouraged activities to raise awareness of gender issues and children's rights amongst community members and children; facilitated workshops with families on children's issues, including child labour, domestic violence, neglect and abuse

- Plan also trained teachers on more varied and inclusive teaching methodologies and created 'learning corners' for different school subjects. Plan provided teaching and learning materials, as well as computers and audio-visual materials.

An evaluation of Plan's work in primary education for the period 2001 to 2007 in the Dominican Republic took place last year. The evaluation found that thanks to Plan's interventions a safer and more pleasant school environment was created and children felt empowered, happy to attend school and eager to learn.

In the schools involved in Plan's work a higher level of awareness of children's rights was evident. The report also highlighted good relations between the children and teachers, and that parents feel comfortable visiting the school and are now willing to provide practical help. Teachers are also more motivated to use different methods and to consider more carefully the needs of their pupils.

Plan's activities have increased access to basic education for children and young people. More children are enrolled at

school, attendance is high, pupils stay at school and completion rates are very good. In one of the schools in Plan's programmes in Juan Alvaréz, there were 126 pupils in the school year 2007-2008, compared to only 58 prior to Plan's involvement.

Furthermore, the report showed that Plan's work has stimulated community participation in education and in democratic processes more generally. It has helped to strengthen existing groups, including children's councils; promoted community collaboration for the analysis and problem-solving of educational issues; and has involved the participation and the development of young volunteers who contribute to non-formal educational opportunities for their peers and communities.

Plan has also contributed to national development in primary education through the publishing and distribution of materials on democratic processes in school management, on children's rights, and child-centred teaching methodologies.



PHOTO: PLAN

Combating domestic violence in Guatemala

National statistics in Guatemala reveal that 7 out of every 10 children in the country have suffered from some form of mistreatment - perpetrated in their home in 85 per cent of the cases.

According to the data from the National Statistics Institute (INE), 8,231 cases of intra-family violence were reported in 2004 and among women, 31.8 per cent believed corporal punishment was necessary in raising their children.

In 2005 Plan conducted an assessment of the situation of child mistreatment in the Jalapa programme area. Based on the results, Plan implemented a project aimed

at transforming local people into agents of change to educate their peers in raising children with respect for their rights, and changing the way civil society and the government react to cases of child mistreatment and sexual abuse.

Some very special local experts, the 'abuelas' or grandmothers, were called upon to provide the families of the Jalapa area with a place to turn for confidential advice on how to better raise children and for guidance on resolving problems and fostering healthy relationships.

In collaboration with CONACMI, the National Association Against Child

Mistreatment, Plan set up 'La Linea de Ternura' – an anonymous helpline staffed entirely by local grandmothers where adults can ask about parenting, and where abused children can ask for help.

"The men are not very sensitive towards their wives and children. This is why we have to teach them tenderness," says Alena, one of the grandmothers.

"I think families' economic worries and a lack of employment are things that cause parents to lose control and hit their children. You can see that everywhere," says Rebeca one of 11 grandmothers taking turns answering calls.

The abuelas have had to deal with some very serious cases. "A 14-year-old girl was raped," says Alena, "She called us. We convinced her to go to hospital, liaised with the social worker, talked to her family and the psychologist and continued to support the girl throughout the case – fortunately the attacker was arrested and put in jail."

Every month they receive extra training on counselling techniques, and liaise with the office of the Guatemalan Interior Ministry, staff at the local hospital and social workers. They support victims and encourage them to go to hospital and to lodge complaints with the police or local authorities if appropriate.

"These women have an integral role in the community," says Maria Jose Dufourq of Plan Guatemala. "They take turns everyday on the phone and are very committed to the work."

The hotline is only part of the project supported by Plan – community networks staffed by volunteers were also formed to support the work of the hotline in preventing mistreatment and sexual abuse of children and adolescents. Every volunteer joining the network receives training on how to assist families and educate parents on treating their children. Network members include parents, midwives, health volunteers, community leaders, religious leaders and community youth promoters.

Psychologist Mirna and social worker Hilda receive an average of 56 cases per month from the helpline and the community networks. Mirna explains, "The majority of patients have been mistreated. Lately, we have received many cases of sexually abused children, the majority of whom are girls aged 12 to 15." "The project has been an enormous

challenge and very beneficial in terms of treating children in a family setting. The experience of being able to help children overcome trauma, build self-esteem and feel like part of society has been a rewarding experience," adds Hilda.

Dr. Quijada of the local hospital is proud that "other institutions are now linked to the project and are developing a very important role within it. Taking cases to court has two consequences: I believe this project in Jalapa is not merely effective in assisting victims, but also acts as a deterrent."

“

I think families' economic worries and a lack of employment are things that cause parents to lose control and hit their children. You can see that everywhere,"

says **Rebeca**, one of 11 grandmothers taking turns answering calls.



PHOTO: PLAN

PHOTOS

Opposite page:
Local grandmothers coming together to tackle issues of domestic violence in Guatemala.

This page:
Young people voicing their concerns at a local meeting.

Plan UK activities

Plan UK's main activities⁵ are centred around five areas:

Fundraising

Raising funds in the UK to support Plan's development work in 48 developing countries

Development education

Carrying out development education work with young people, supporters and schools in and outside the UK

Advocacy, Campaigns and Communication

Advocating policy change to improve the lives of children worldwide and promote children's rights

Managing disasters

Responding to disasters and managing relief programmes. Preparing young people and their communities for future disasters by reducing their vulnerability and increasing their awareness of risks

Children and young people governance

This includes our projects to improve governance, and more specifically the engagement of young people in accessing and benefiting from local services.



PHOTO

'Cast and crew from the Oscar-winning film 'Slumdog Millionaire' joined Plan for a fundraising event in India.

Plan UK activities

Fundraising

In 2008/09, Plan UK raised over £41million. This was made possible by the generosity and long-term support of sponsors and donors and by the efforts of our fundraising, marketing and finance teams in diversifying sources of income, reducing costs and improving effectiveness.

Last year the percentage of money received by Plan UK from grants, charitable trusts and companies increased, but individual givers still provided the greatest source of income, principally through child sponsorship contributions. Child sponsorship brings households in the UK closer to the issues and realities that families overseas face and they get a very real picture of the difference their money is helping to make.

Our fundraising is accountable and transparent

For each of the past six years, of every £1 generated by Plan UK, at least 80p has been spent supporting our development work and a maximum of 20p has been spent on fundraising and administration.

Plan UK is member of the Fundraising Standards Board (FRSB) and our fundraising activities strictly adhere to their guidelines. Through voluntary membership of the FRSB, Plan UK is committed to treating the public with respect, fairness, honesty and clarity in all money-raising activities and has signed up to an independent, robust and transparent complaints process.

In 2007/08 Plan UK said it would:

- Continue to evolve and promote its child-centred version of child sponsorship
- Further promote and build on ways supporters can engage with Plan UK – promoting development education among supporters and schools
- Continue its successful partnerships with institutional bodies, including DfID and foster relations between Plan offices and the local DfID offices to benefit more children and their families.

In 2008/09 Plan UK raised funds through:

Child sponsorship

Core to Plan's stable funding base is the loyalty and generosity of households in the UK who sponsor a child with us.

Plan's version of child sponsorship is a unique way for people to get involved in development issues. Sponsors receive detailed reports and updates which provide clear examples of how their support helps make a lasting difference to the lives of poor children and their families across the world. The contributions that sponsors give help fund long-term child-centred community development projects. As well as giving tangible feedback to supporters, the collection of updates, stories and materials encourages children in the communities where we work to express themselves, to understand and develop their skills to claim their rights and to participate in their community's development plans. Active involvement of children and sponsors generates greater awareness and understanding of development issues and builds global support for development.

During the year:

- 61 per cent of Plan UK's income came from sponsors' regular contributions (including Gift Aid on donations), enabling Plan to make long-term commitments to the communities with which it works
- Over 80 per cent of UK sponsors gave tax efficiently via 'Gift Aid', allowing Plan UK to claim over £5m from the Inland Revenue
- A supporters' survey revealed that 94 per cent of Plan sponsors are satisfied with their relationship with Plan; 87 per cent of them feel they are provided with evidence of the impact their support makes on the lives of children in developing countries, and 84 per cent see their involvement with Plan as a way to learn more about international development.

Grants from official bodies⁶

By collaborating with institutional bodies in the UK through grants, contributions and partnerships, Plan UK is able to allocate funds to address issues such as malaria in Africa, domestic violence in the Americas, universal birth registration in Asia, HIV/Aids prevention, children's participation in shaping policies affecting their lives and Plan's child-centred community development programmes.

During the year, Plan UK:

- Was successful in securing funds from ECHO (the European Commission Humanitarian Office), Department for International Development (DfID), the Isle of Man, Guernsey, Jersey, the Big Lottery Fund and Comic Relief
- Consolidated its Partnership Programme Agreement (PPA) with DfID to the Latin America region
- Strengthened the existing partnerships with official bodies to promote young people's governance in their countries.

Other donations and appeals

Plan UK also receives funds and valuable support for particular projects and initiatives from trusts and foundations, companies, individuals and community groups.

During the year:

- Plan UK sponsors and supporters responded generously to support Plan's emergency work in response to a number of appeals, raising £237,000
- Over £250,000 was received via legacy bequests
- Plan UK consolidated the School Linking social enterprise: a self-funding school-linking facility, enabling students in the UK to link with their peers in China and African countries
- Plan UK continued to receive funds for project work from trusts and foundations, companies and generous individuals of over £2.8m, with a growing number of companies supporting our work. For a full list of our corporate supporters, see page 57.

In the future, Plan UK's fundraising activities will:

- Continue to evolve and promote its child-centred version of child sponsorship
- Build on ways supporters can engage with Plan UK – promoting education about development for supporters and schools
- Continue its successful partnerships with institutional bodies, including DfID and ECHO.

⁵The Directors have complied with section 4 of the Charities Act 2006 and in setting our programme each year we have had regard to both the Charity Commission's general guidance on public benefit and prevention and relief of poverty for the public benefit. The Directors always ensure that the programmes undertaken are in line with our charitable objects and aims.

⁶Plan UK classifies Official Bodies as government departments, international governmental organisations (such as the European Commission) and grant givers who work within a broad ranging institutional framework (such as the Big Lottery Fund). Donations in-kind are classified within both Official Bodies and Other Donations, depending on the donor. For further information on these classifications, see the paragraph at the top of page 50.

Development Education

PHOTOS

Opposite page:

Top: Schoolchildren in the Philippines.

Bottom: A girl in Nicaragua proud of her birth certificate.

Plan UK believes education has a key role to play in the UK and developing countries to help people understand the world around them and to enable them to improve it in the face of global poverty, climate change, racial and religious tensions, a lack of democracy and a lack of children's participation.

The dedicated unit at Plan UK uses a number of tools to increase support for development education, cooperation and child rights in the UK by promoting the sharing of lives and problems of young people across the world and helping them to become world citizens.

In 2007/08 Plan UK said it would:

- Deliver a project on climate change to 100 schools from the UK and 11 countries in the South
- Increase web visitors to our online resource centre and the number of resources used by teachers
- Hold seminars with the Institute of Education attended by the Department for Children, Schools and Families (DCFS), the Department for International Development (DfID) and development education experts on how young people move from awareness to action
- Develop closer partnerships with at least two other organisations in the UK working on development education
- Increase the number of schools across the world taking part in our School Linking Programme to 400
- Foster the sharing of learning and exchange between the schools already involved in the School Linking Programme
- Channel children's learning through the School

Linking Programme into participation in children's rights initiatives and campaigns at local and international level

- Increase the number of internet centres in Malawi, Kenya and Sierra Leone, so more children can communicate with their peers online
- Launch the School Linking Programme with schools in China.

During the year Plan UK:

- Increased the number of schools involved in the School Linking Programme (SLP) to 500, directly involving 15,000 young people around the world
- Launched the School Linking Programme in China
- Increased students' involvement in the link by encouraging schools to set up student steering committees, where they decide how the link is run in their school. This has increased their confidence as well as improved their communication and leadership skills
- Conducted training for students and teachers in the 500 schools and provided resources (activity ideas, lesson plans, DVDs and photos of their linked country), to help them implement the School Linking Programme in their school
- By following curriculum activities and working on collaborative projects, children at schools in the School Linking Programme have gained knowledge on different levels – they have learned about how children at their linked schools live, how those schools are run, about the link school's country and about global issues. Many schools held special 'international' days, to involve the whole school and parents in the link
- Invested in creative ways for schools which are part of the SLP to communicate. We held three video conferences involving schools in the UK, Sierra

Leone and China. We built three multi-media centres in Sierra Leone, three in Kenya and four in Malawi, which has enabled children in those locations to email their peers via the school linking website

- Children from the SLP programme have taken part in Plan's campaigns to raise awareness of issues faced by girls and climate change
- Facilitated three teacher visits – one UK teacher went to Sierra Leone, another to Malawi and one Sierra Leone teacher came to the UK
- Generated £50,000 for school improvement projects for schools overseas
- Held a parliamentary launch of Plan's School Linking Programme which was attended by over 100 people and 11 MPs
- Had an excellent annual evaluation report from the Institute of Education looking at the impact of the School Linking Programme on students, teachers, schools and communities. The report highlighted the benefits of the programme to children in the UK and overseas countries
- Linked over 100 schools in the UK and schools in 12 developing countries to explore, learn and together act on climate change
- Produced educational resources linked to the UK curriculum for teachers and schools with 16,000 people downloading lesson plans from our online resource centre
- Encouraged over 3,000 young people from over 80 countries to take photos and share their experience in relation to issues faced by girls in the world
- Partnered with the Institute of Education to collaborate on the creation of the publication 'Global Citizen: How young people become aware of development and what action they take now and in the future'.

In the future, Plan UK's development education activities will:

- Increase the number of schools part of the School Linking Programme to 900, and involve 27,000 young people globally
- Launch the SLP programme in Senegal
- Conduct training for students and teachers in the 900 schools and provide resources (activity ideas, lesson plans, DVDs and photos) to help them implement the SLP programme
- Train teachers and 1,500 young people involved in the School Linking Programme to use the 11 ICT centres overseas
- Investigate the use of mobile technology so young people will be able to upload content onto the website using mobile phones, and increase substantially the opportunities for young people to communicate regularly with their counterparts
- Develop a mini-blog project, giving young people access to communicate with young people overseas through a blog site
- Help facilitate teacher exchange visits
- Generate £90,000 for school improvement projects for schools overseas
- Link with more schools and youth groups around climate change issues
- Liaise with institutional donors, including the European Union, on the possibility of funding educational work on climate change across the UK and other European countries
- Produce learning resources on girls' rights, violence against children and climate change.

Advocacy, Campaigns and Communications

Plan's work with children in over 20,000 communities provides information and insight into the reality, effect and impact of development interventions. Our governance work in developing countries enables young people to get better access to services – health, education and water – by holding service providers at municipal and national level to account. We help them learn how to monitor budgets and how to participate in decision-making to ensure these vital services are responsive to the needs of the poorest.

Plan UK also works to ensure that those most affected have a say in policy decisions which affect their lives – decisions made by local councils, national governments or international aid donors such as DfID, by gathering evidence, sharing lessons learned and where possible enabling young people to address policy makers directly.

In 2008/09 Plan UK said it would:

- Continue to influence policy development in the area of girls' rights, child participation, child rights, governance, accountability and social protection
- Continue to put pressure on the UK Government to ensure child rights and child poverty remain a key focus of their international development work
- Commission, publish and disseminate briefing papers to further compile evidence on child participation and child-centred community development approach
- Provide advocacy and policy input to the 2009 State of the World's Girls report.

During the year Plan UK:

- Worked on the discrimination experienced by girls because of their age and gender, with a particular focus on education. With Girlguiding UK, we presented a petition to Number 10 asking for more investment in girls' education in post-conflict settings, raised girls' access to secondary education at Trades Union Congress, Conservative and Labour party conferences, briefed parliamentarians and policy makers on girls' issues and hosted their visits to Plan's programmes so they could see the difference for themselves
- In collaboration with a range of partners and stakeholders, we released our 2009 'Because I Am A Girl' report on the contribution of girls to the global economy. The report highlights that under-investment in girls is negatively affecting their development and preventing them from reaching their potential. As well as receiving a warm reception in the UK, Sarah Brown – wife of the UK Prime Minister – drew attention to it at the Annual Meeting of the Clinton Global Initiative where it was discussed in greater detail
- Participated in parliamentary and DfID consultations, raising key issues and ensuring spaces were made to hear the voices of children and young people, encouraging them to get directly involved in consultation events and to submit their own responses
- Encouraged and enabled young people to participate in the DfID Youth Summit and EU Development Days and have their voice heard on climate change
- Continued to work with the Grow Up Free From Poverty Coalition. Plan UK supported the establishment of an African Civil Society social protection platform advising governments on the introduction of small targeted cash transfers to the poorest children, people with disabilities and the elderly, highlighting the ways in which these transfers can effectively relieve poverty
- Published a policy paper on child welfare and food shortages showing the particular impact of the food crisis on children.



PHOTO: PLAN



PHOTO: JENNY MATTHEWS

In the future, Plan UK's advocacy, campaigns and communications activities will:

- Raise awareness of Plan as a rights-based child-centred community development organisation with particular commitment to children as citizens, child governance and girls' rights. By concentrating on these themes, we aim to build support for development issues among people in the UK. Through lobbying and the publication and circulation of publications we aim to inform and influence development decision-makers on the practical implications of their policies.

Managing Disasters

Protecting children and strengthening communities' resilience to disasters

The number of people affected by disasters has tripled over the past decade – on average 211 million people each year. Typhoons, floods, landslides, and earthquakes strike quickly and cause unnecessary deaths. Climate change is one of the major factors contributing to the increase in weather-related disasters. In many developing countries conflicts or past conflicts combine with poverty and drought to cause prolonged complex disasters. Protracted events like droughts do not attract much media attention, but over time their effects, exacerbated by weak or ineffective government, are devastating.

Many of the countries where Plan UK works are affected by the increase in disasters, destroying lives, homes, livelihoods and entire communities and compromising children's rights to survival, protection and development.

Where disasters strike, Plan UK, in coordination with the other Plan national organisations, responds in the areas it can serve most effectively. We work directly with community members, children and their families. We collaborate with other humanitarian agencies, government agencies and civil society. In doing so we work to ensure appropriate emergency responses, and address all aspects of child rights, including the rights to survival, protection and development. We work to strengthen the resilience of communities at risk to cope with disasters, and better provide for the safety and well-being of their children.

Whilst we work with communities to reduce their risks to disasters today and prepare them for future events, we actively integrate our emergency work with our long-term development programmes. We ensure that, in rebuilding people's lives when recovering from disasters, vulnerable communities acquire the awareness and skills to better understand the risks they face, and thus take appropriate action to make their communities safer, integrating strategies of disaster risk reduction, good governance, environmental sustainability and conflict sensitivity.

Children and young people have proved to be very effective advocates for changes to minimise the impact of disasters and contribute to their safety and that of their communities. Plan works to integrate their participation in the planning, implementation and evaluation process of our emergency work. It works to increase recognition among international and national policy-makers, academia and the media

of children's and young people's importance in risk reduction and the management of disasters.

In 2007/08, Plan UK said it would:

- Continue disaster risk reduction and disaster management work. Plan will be constantly developing its understanding and effectiveness in dealing with factors that affect children in emergencies. A key priority is to continue on-going disaster risk reduction work by exploring and promoting ways to ensure that children are active participants in risk reduction and preparedness, both to improve Plan UK's own programmes and influence local and global policy
- Provide support to Plan country programmes to address the causes and consequences of disasters and climate change, including food insecurity, water scarcity, conflict, migration and vulnerable livelihoods. Since better disaster management is always a collaborative effort we will continue to promote greater engagement and collaboration among like-minded agencies to support child rights in the context of disasters and particularly in relation to the increase in climate-related disasters
- Engage Plan UK's supporters in building support for effective development and taking action to help reduce the impact of disasters and climate change on vulnerable communities
- Continue to develop capacity to respond to sudden onset emergencies, expand our capacity to assist countries affected by long-term chronic emergencies, and contribute to international learning on key issues in disasters such as child protection and education in emergencies.

During the year, Plan UK:

- Continued disasters preparedness work in Bangladesh and Dominican Republic thanks to funding from ECHO
- Continued disaster response work in East Timor, Ecuador, Philippines, China, Myanmar, and Zimbabwe – see page 32 for further details
- Continued conflict sensitivity work in collaboration with eight other UK NGOs. The aim of the project is to improve policies and practices that support conflict sensitive approaches (CSA) across a broad network of NGOs, local partners and donor agencies. This will contribute to greater impact of development and humanitarian assistance
- Provided technical and financial support to communities for the implementation of child-centred DRR projects in eight countries – Philippines, Bangladesh, Indonesia, Cambodia, El Salvador, Ecuador, Dominican Republic and Sierra Leone

- Further developed our capacity to undertake disaster management work by securing new funding from institutional donors including DFID, ECHO, Force of Nature Foundation and a number of other supporters
- Helped in the training of Plan staff in Africa on disaster risk reduction (DRR) and Climate Change Adaptation and assisting Plan African offices to make development action plans incorporating disaster risk reduction in their long-term programme work
- Continued to support the work of Regional Humanitarian Coordinators in Plan's regional offices who are guiding our disaster risk reduction work throughout each region
- Supported the work of the 'Children in a Changing Climate' (CCC) coalition to research and promote learning, action and disaster management policy change in support of children's well-being. CCC last year promoted children's rights to protection, and their participation in climate change decision-making at key international events, including the UNFCCC's Poznan COP (December 2008) and the UNISDR's Global Platform (June 2009)
- Provided training on DRR, climate change and children's rights to journalists in West Africa, Central America and Indonesia. The video 'Flood Children of Holdibari', featuring Plan's child-centred DRR work in Bangladesh won first place in its category in the World Bank's 'Social Dimensions of Climate Change' video competition
- Supported the Guardian's International Development Journalism competition on climate change
- Conducted research work in El Salvador, Philippines and Indonesia on children's role as agents of disaster risk communication, in partnership with the Institute of Development Studies, Sussex University, RMIT University in Australia, University of San Salvador and The Philippines Centre for Disaster Preparedness
- Facilitated children's participation at the European Union Green Week, held in Brussels in June where they had the opportunity to interview key EU policy-makers about their commitments to child rights issues in relation to climate change
- Contributed to Development Education work through the Make the Link Climate Change project linking 3,000 young people in 12 countries
- Supported – as part of Plan UK's School Linking Programme – a live video-conference between school children in Shaanxi Province, China, and the UK to discuss their personal experience of climate change and their expectations for the Copenhagen Summit in December 2009. The event, attended by Britain's Ambassador to China,

Sir William Ehrman, provided children with concrete actions for climate change adaptation and mitigation, including: tree planting, campaigning for change to strengthen resilience in their communities, raising awareness of impact of greenhouse gas emissions and climate change adaptation; running peer education workshops in their schools, making videos, sculpture, performing drama productions, creating songs, setting up waste disposal and recycling schemes

- Worked through Inter-Agency networks in the UK (BOND – British Overseas NGOs for Development), EU (VOICE) and internationally (Interagency Network for Education in

Emergencies – INEE, United Nations International Strategy for Disaster Reduction – UNISDR) to promote disaster risk reduction and the value of child-centred approaches to disaster management

- Contributed to the DFID funded inter-agency consortium project on conflict sensitivity aiming to strengthen Plan's effectiveness in addressing conflicts. Development work often takes place in unstable political environments. Adopting a conflict-sensitive approach involves ensuring Plan's work does not directly or indirectly contribute to conflict but rather has a positive impact on the contexts in which we work

- Promoted children's participation in climate change debates. We supported a wide range of activities to connect children to the decision-making processes, including facilitating children's participation in key UK and global events, promoting North-South dialogue and learning on climate change through our development education work, and promoting greater awareness of children in climate adaptation and mitigation through media, video and research work.

PHOTO
Receiving food from Plan in Binh My Commune, Quang Ngai province after typhoon Ketsana caused floods and landslides killing at least 31 people and forcing 170,000 to flee their homes.



Managing disasters

During the year Plan UK responded to rapid onset emergencies in:



Asia

We supported response to floods in Bihar in India, Southern Punjab in Pakistan, Sunsari District in Nepal and Phu Tho Province in Vietnam; assisted the Pakistan's North-West Frontier Province Internally Displaced Persons (IDPs); and the IDPs in the Northern Province of Sri Lanka.

Plan continued working in: Bangladesh

Plan in Bangladesh completed a project funded by ECHO aiming at increasing the awareness of 62 communities and strengthening their resilience to flood-related risks. Awareness campaigns enabled families to understand the hazards they face, particularly from floods, and children were mobilised as schools carried out child-driven vulnerability and capacity consultations. The planning and preparedness capabilities of local authorities were strengthened through the establishment and training of district disaster management committees. Campaigns were conducted to influence national policy on disaster preparedness. The project contributed to positive changes in Disaster Risk Reduction national policy and practice.

East Timor

The civil war in East Timor resulted in displaced persons (IDP) living in and around camps in the capital Dilli. An ECHO project, started in 2008 and completed in 2009, enabled 18,000 IDP to gain access to safe water and improved sanitation. The safety of 6,000 children and teenagers was improved by the strengthening of community-based child protection systems. These included psychosocial care and provision of safe spaces for children to play and learn in. Support for their education was given through homework clubs and informal pre-school activities designed to encourage school attendance.



Latin America

We supported response to Hurricane Ike in Haiti, tropical storms in Honduras, flooding of the Choco river and in Tumaco in Colombia, and floods in Codo, Brazil.

Plan continued working in: Dominican Republic

The Dominican Republic lies in a hurricane corridor that carves through the Caribbean. Vulnerable communities there completed a disaster preparedness programme funded by ECHO which started in 2008. The programme increased the awareness of children, adults, school teachers, staff of institutions, and local journalists of their risks and vulnerabilities to floods and hurricanes. Practical preparedness steps were taken by setting up trained and equipped community emergency-response teams. Community safety was strengthened by establishing temporary shelters equipped to sustain families during a crisis. The preparedness project enabled communities to identify the types of disasters to which they are most vulnerable and work together to formulate plans on how to respond.

Ecuador

In February 2008 unprecedented rainfall caused extensive flooding in the coastal regions and landslides in the highlands of Ecuador. Seven out of the 11 provinces where Plan Ecuador operates were affected. Plan assisted with recovery from the floods with primary school rehabilitation, provision of new community water systems, and domestic latrine construction and upgrading.



Africa

We supported response to floods in Burkina Faso, Togo and Niger; Zimbabwe's cholera outbreak; drought response in Kenya – Kwale and Kilifi – and Ethiopia; cholera epidemics in Guinea-Bissau, Niger, Benin and Togo; and to the needs of refugees in Eastern Cameroon.

Plan continued working in: Zimbabwe

The parliamentary and presidential elections in 2008 made addressing the chronic poverty in rural Zimbabwe more complex. One of Plan's working areas, Chipinge, in the South East, had one of the worst malnutrition rates in the country. An ECHO-funded programme was started to alleviate malnutrition in young children. Cholera swept through the country late in 2008 and Plan mobilised in its operational areas to give vital support to the cholera response efforts there.

PHOTOS
Top: At school in Hangdoy village in Laos.

Middle: Students in Nicaragua practise hygiene in their school.

Bottom: Boys on their way to school in Malawi.



In the future, Plan UK's activities will:

- Continue disaster risk reduction and disaster management work
- Support communities in addressing the causes and consequences of disasters and climate change
- Promote greater engagement and collaboration among international organisations, civil society and governments to support child rights in the context of disasters
- Continue to strengthen the capacity to respond to sudden emergencies and expand together with Plan globally its capacity to assist countries affected by long-term chronic emergencies.



PHOTO: PLAN

Children tackling drought in Cambodia

The 94 households in the village of Pong Ror in Kampong Cham Province in Cambodia face a recurring problem: lack of water for their rice fields. They can supply only enough rice for three months of the year – with many children experiencing malnutrition and having to drop out of school to help raise income for their families.

Plan UK, with the support of the UK Department for International Development (DfID), is supporting the village's council for disaster management and children's groups to assess their drought risks and come up with local solutions to meet their needs. The village's first disaster risk reduction plan identified the need to dig a canal to access water from a reservoir, 500 metres away. The village leader has formally requested that the canal be included in the commune's 2009 development plan, to be dug with help from local groups.

The expected regular flow of water will increase crop yields, and ensure children benefit from improved access to food and education. "The children learn to identify the sort of household and community disasters that can be devastating, especially to the most vulnerable households and children, and are supported to share their creative ideas with their elders to bring about a better life for their communities," explained Dambae Team Leader Pann Savath.

PHOTOS

This page: Children drawing the risk reduction map for their community in El Salvador.

Opposite page: Young people discussing their disaster risk reduction action plan in Cambodia.

El Salvador schoolboy becomes DRR community leader

Wilber, from the Alvarez community in the municipality of Santa Tecla, La Libertad, has been the leader of his school's civil protection committee since 2006. He was elected by his peers as he had shown leadership qualities from a young age. The child-led committee has been involved in DRR awareness-raising at the community level, including promoting waste and environmental management, and training on first-aid. They have also taken action to repair the roof of the local health centre destroyed by a hurricane. They introduced the innovation of rain water harvesting to provide potable water at the health centre.

completed their contingency plan for the rainy season.

Wilber is one among many boys and girls who have learnt about hazards and disasters through Plan's child-centred DRR project. His experience provides a powerful example of the value of children's role in strengthening community resilience to disasters.



Youth participation is crucial in the battle of the climate crisis, time is short and we must change our ways."

says **Nurul**, 17 year-old from Indonesia

In the beginning of 2008, Wilber turned 18 and community members asked him to become a member of the community development association (ADESCO) and subsequently voted him in as its new president. By the end of the year he achieved what the community thought impossible: the formal legalisation of the Alvarez ADESCO.

Legal recognition is important. With that ADESCO can access public funds from the local government and establish Civil Protection Committees recognised within the National Civil Protection framework.

Wilber was grateful to Plan for the skills learned as part of his engagement with Plan UK's DRR project funded by DfID and for what he has been able to achieve for his community through his association. He is determined to do all in his power to reduce his community's vulnerability to disasters.

Since 2009, Wilber has been leading his ADESCO in the development of disaster management plans with municipal authorities and promoted the active participation of children. They have just



PHOTO: PLAN

Mobilising young citizens for better governance

PHOTO
Opposite page:
Young people discuss their Disaster Risk
Reduction action plan in Cambodia.

Children's governance

Plan UK has completed the third year of its Governance Programme.

The programme supports initiatives in Africa, Asia and Latin America that help young citizens to demand greater accountability from their governments and those who have the duty to promote, uphold and protect their rights. The programme aims to demonstrate that the participation of young citizens in local governance processes leads to better development and democratic outcomes in support of the realisation of the Millennium Development Goals. The programme builds on existing strengths of Plan's work in child-centred community development. It also allows Plan to develop and strengthen new areas of work that contribute to and broaden Plan's overall impact in addressing child poverty.

The Programme is funded by a Programme Partnership Agreement (PPA) with the Department for International Development (DfID) and has three objectives:

- To ensure the most vulnerable young citizens are reached by, engaged in and benefit from local services
- To influence national and international decision-makers to take action to include and protect young citizens
- To increase public awareness and action among young citizens in the UK, their families and communities in support of child-centred development.

In 2007/08, Plan UK said that it would:

- Support and strengthen the implementation of governance initiatives and youth involvement in the following areas: health, HIV and AIDS, education, birth registration, water and sanitation
- Strengthen and develop the Governance Programme in Latin America
- Increase the documentation of good practice and the generation of knowledge relating to the participation of young citizens in governance processes. This would promote shared learning not only within different countries, but also more widely between Plan offices, partners and other stakeholders
- Continue to support global youth engagement initiatives, including increased support for Plan UK's Youth Advisory Panel and their engagement with other young people, their communities, governments and Plan.

During the year, Plan UK has:

- Supported and strengthened the capacity of young citizens to hold their government accountable in Indonesia and Cambodia in Asia, Sierra Leone, Senegal, Kenya and Malawi in Africa, and Guatemala, El Salvador, Nicaragua and Ecuador in Latin America
- Supported mechanisms through which young citizens engage with governments at different levels to influence decision-making in planning and priority-setting processes
- Improved both access to, and quality of, basic services available to vulnerable young citizens.

This included better and safer education through teacher training and promoting a culture of peace in schools; integrated health services including HIV and Aids prevention through peer education, livelihood support, and cleaner communities through community-led total sanitation

- Intensified advocacy efforts to institutionalise policies and practices that protect, promote and preserve the right of children and young people to participate and engage in decision-making processes on policies around decentralisation and basic services, development-planning and budgeting, climate change and social accountability
- Introduced continuous improvements to the programme's comprehensive monitoring, evaluation, and learning towards promoting and documenting experiences of and insights into Plan's governance work with young people. Innovative methods have been developed for engaging young citizens in the implementation and management of the programme. A variety of both conceptual and practical tools are being developed as a way of sharing more widely the lessons from field implementation
- Promoted youth engagement work both in the UK and overseas for global understanding and interdependence.

In the future, Plan UK's governance activities will:

- Continue to support and strengthen initiatives of young citizens to actively engage in governance processes and hold their governments to account
- Promote and support organisations and networks of young citizens – as part of and alongside other civil society groups and coalitions – in engaging in debate and advocating timely, responsive, and accountable policies and practices
- Continue to support youth engagement initiatives in both the UK and overseas
- Maintain support for critical reflection, learning and sharing on the wide range of ways in which young citizens have been supported in engagement with governments.



PHOTO: PLAN

Driving the abolition of corporal punishment in Cambodia

In Cambodia, Plan worked with the Child Rights Foundation (CRF) to significantly reduce the use of corporal punishment by teachers. This was done through teacher training on child rights, the introduction and use of positive discipline techniques, and the promotion of child participation in the management of public schools.

Last year, CRF trained 1,600 in-service teachers, 750 teacher training lecturers and administrators and 7,000 pre-service teachers. Over 68,000 school children benefited from orientation sessions. CRF produced and disseminated 16,000 guidebooks, 43,500 training manuals, 83,000 booklets, 404,000 leaflets and 147,000 posters. Almost unanimously children say that the school environment is much improved and that schools have become more conducive learning environments.

Governance and Management of Plan UK

PHOTO

Harvesting tomatoes.
Plan's farm schools in Nicaragua enable families to diversify their farming and support their income.

How Plan UK is managed

A Board of Directors governs Plan UK. The Board is responsible for determining the policies and the strategic directions of the Charity. It meets regularly and delegates the day-to-day operations of the organisation to the Chief Executive and a team of senior officers (detailed on page 44).

The members of the Board of Directors are shown on page 44. New Directors are chosen in consultation with the full 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. It has become the practice for Director appointments to be advertised nationally and be subject to a formal selection and interview process. New Directors are invited to attend a comprehensive induction with a full agenda covering all areas of the charity's activities.

Plan UK has an Audit Committee currently comprising three Directors. In accordance with its terms of reference, it reviews the financial statements of the organisation, assesses the internal financial control systems and monitors the risk management processes. The Committee has approved the appointment of Plan's Global Assurance function to undertake an internal audit programme. This programme is based principally on risks identified by management but also includes compliance risks. As part of this programme an audit of Plan UK's financial controls took place with a focus on budget monitoring, income and receipts, cash management, purchasing and payments, payroll, fixed assets and IT financial system controls. The auditors were able to take substantial assurance from the procedures in place and their execution. The recommendations from previous audits are regularly monitored, including the actions taken to address issues identified.

Plan Inc⁷ is composed of Members, and the Members are the National Organisations. The Members' Assembly is the highest decision-making authority of Plan Inc with respect to all matters. The business of Plan Inc is managed by its Board of Directors, which is accountable to the Members' Assembly for the performance of its functions. The Board of Directors is composed of not more than eleven (11) individual directors elected by the Members' Assembly of which a majority plus one (7) shall serve on the Board of Directors or equivalent bodies of the Members of Plan Inc. Not more than one person may be appointed a director from any

one Member. A minimum of two (2) directors shall come from developing countries and shall not serve on the Board of Directors or equivalent bodies of any National Organisation.

One Director on the International Board of Plan Inc. throughout the year was also a Plan UK Director.

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.

Responsibilities of Plan UK's Directors

The Directors – who are also the trustees of PLAN UK for the purposes of charity law – are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Directors are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Directors are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Risk Management

Key risks within Plan UK have been reviewed by management and the Directors. Plan UK has been running a risk register for several years listing all current identified risks. Each item is analysed according to its perceived potential impact together with actions that either have or will be taken in mitigation. It is reviewed quarterly by management and bi-annually by Directors, and is amended following these discussions. The internal audit programme has been designed to provide assurance over the procedures in place to manage the identified risks.

The risk register is also updated to reflect the results of these audits. The risk management process has resulted in a high priority being placed upon the following:

- Child protection processes be continuously strengthened and prioritised on a global basis
- Income continues to grow in line with Plan UK's strategy of providing more support to our programmes
- Continued investment in programme capacity to ensure our grant funded activities are effectively managed and compliant with donor terms and conditions
- Maximising awareness amongst current supporters, key decision-makers and the wider public of the impact of Plan UK
- Effective influence in order to achieve our objectives such as poverty reduction and improved healthcare and education for children in poorer countries
- Continued focus on core themes and activities whilst ensuring Plan UK is positioned to undertake new initiatives where they increase the impact of our work
- Investment in our operational infrastructure to ensure we are able to maximise the impact of the funding we receive
- Continue to ensure Plan UK has the right staff in the right place with the right expertise to achieve its objectives.

The following statements summarise the Charity's position in managing identified forms of financial risk:

Plan UK swiftly passes surplus funds to Plan Inc in line with reserves policy on page 43. Plan Inc actively assesses changes within the banking and financial services sector and constantly monitors the credit risk of its banking counterparties. Plan Inc advises Plan UK on these risks and suitable mitigations. At the time of writing, neither Plan UK nor Plan Inc has suffered any direct losses from the banking crisis in 2008/09. Plan UK is able to place any surplus funds on short-term deposit account with the Company's bankers. Cash placed on deposit attracts interest at a variable rate of interest.

Plan UK has no exposure to investment price risk as it currently holds no listed or other equity investments. Prices of materials and services purchased are subject to contracts with suppliers,

based on current market prices. Other price risks are not considered to be significant to Plan UK due to the nature of its activities.

The majority of the Charity's income is derived from long-term committed giving which results in a strong predictable positive cashflow (see description of reserves policy on page 43). Most donors pay by direct debit and as a consequence, Plan UK has immaterial arrears of contributions. Plan UK receives the majority of its funds on a monthly basis, and therefore debts can be met as they fall due. The Charity also receives grants awarded to finance Plan's activities and incorporates this information into its business plans.

The credit rating of the Company's banker is AA which is viewed as acceptable.

Over 80 per cent by value of the Charity's transactions are denominated in Sterling and

therefore it does not have significant currency risks. However, the purchasing power of the funds passed to Plan Inc is affected by the strength of the currencies in the countries in which those funds are spent. This currency risk is managed by Plan Inc.

Plan UK receives about €4.0m from the European Commission and transfers this money in Euros to countries for programme purposes. As a result there is no risk of exchange rate losses on these funds but there is some risk of translation losses as we report in sterling. Due to the weakness of the pound sterling against the Euro during the financial year under review there have been net translation gains amounting to £215,693. No significant translation losses have been recorded to date.

The Company does not use derivatives to hedge any of the risks it faces.



PHOTO: JENNY MATTHEWS

⁷See page 49 for explanation on the relationship between Plan UK and Plan Inc

Financial Review

Year to 30 June 2009

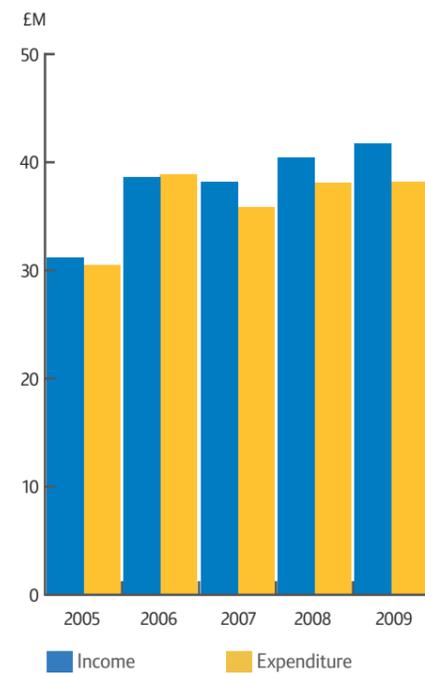
Total incoming resources for the year totalled £41.7m which is an increase of £1.3m or 3.2% on 2008 (2008 income £40.4m). Sponsorship income has declined year on year which largely reflects a slight reduction in the number of sponsors in the current economic climate. Both Grants from Official Bodies and Other Donations and Appeals have increased (the former by 16.2% and the latter by 15.3%). These areas have benefited from further investment in staff and further diversification in the ways in which supporters can contribute. European Commission (including European Commission Humanitarian Organisation) funding continues to represent a major growth area with funding increasing from £3.6m to £4.0m. DfID has also provided significant funding of £3.2m (2008 – £2.4m).

Group Five Year History	2005*	2006*	2007	2008	2009
Sponsors in the UK	118,487	121,036	118,149	118,299	114,128
Increase / (decrease) %	4%	2.2%	(2.4)%	0.1%	(3.5)%
INCOME					
Sponsor pledges	23,581	25,399	26,009	26,003	25,359
Grants from official bodies	2,382	7,087	6,624	6,827	7,934
Other donations, appeals, trading income and interest	5,220	6,106	5,518	7,571	8,422
Total Income	31,183	38,592	38,151	40,401	41,715
EXPENDITURE					
Costs of generating voluntary income	5,205	5,746	6,183	6,969	7,105
Trading subsidiary costs	178	269	156	203	145
Governance costs and exceptional item	88	95	286**	90	81
Direct charitable expenditure	24,985	32,781	29,179	30,817	30,906
Total Expenditure	30,456	38,891	35,804	38,079	38,237
Net (Outgoing)/ Incoming Resources	727	(299)	2,347	2,322	3,478
Increase / (decrease) in incoming resources (%)	12%	24%	(1)%	6%	3%
Increase / (decrease) in expenditure on charitable activities (%)	(5)%	31%	(11)%	6%	0%

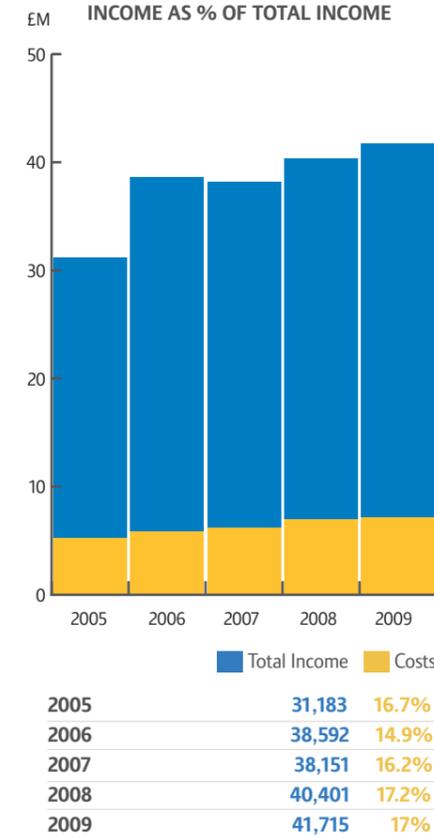
*includes Plan Ireland which became an independent entity on 1st July 2006.

**The exceptional item (only applying to 2008) relates to Plan Ireland and represents a disposal of assets of £200,000 previously consolidated by Plan UK.

INCOME AND EXPENDITURE



COST OF GENERATING VOLUNTARY INCOME AS % OF TOTAL INCOME



The percentage of voluntary income spent by Plan UK on the costs of generating those funds and governance is 17.2% (2008 – 17.7%). This ratio remains well within our aspiration of spending at least 80p in every pound we raise on programme activities.

In July 2006 Plan UK's 5-year Programme Partnership Agreement (PPA) with the UK Department for International Development (DfID) commenced. The PPA funds Plan UK's Mobilising Young Citizens for Better Governance programme which encapsulates the work we do to give young people input to the decisions that affect their lives. From October 2008, Plan UK's PPA was extended to cover additional objectives in Latin America. For information about how PPA funds are spent, see page 36; 'Mobilising young citizens for better governance'.

The Department for International Development (DfID) Grants totalled £3,186,730 (2008 – £2,398,223)

Project Name	Country	DfID	Plan	Total
Disaster Risk Reduction	Various	537,426	292,676	830,102
Governance (Programme Partnership Agreement)	Various	2,390,000	-	2,390,000
WATSAN (Water and sanitation)	Sierra Leone	234,102	-	234,102
Local	Nicaragua	25,202	-	25,202
Total		3,186,730	292,676	3,479,406

The European Commission (excluding European Commission Humanitarian Organisation – see below) grants totalled £3,333,731 (2008 – £2,438,460)

Project Name	Country	EC	Plan	Total
Education	Albania	128,188	42,729	170,917
WATSAN	Benin	604,191	201,397	805,588
WATSAN	Burkina Faso	154,912	83,414	238,326
HIV/Aids	Bolivia	179,010	59,670	238,680
Protection (prior year adjustment)	Colombia	-16,020	-16,020	-32,040
Health	Egypt	13,345	4,448	17,793
Energy	Ethiopia	291,287	97,096	388,383
Governance	Guinea	11,065	1,549	12,614
Watsan	Mali	175,763	87,882	263,645
Education	Senegal	167,600	95,227	262,827
Education	Sierra Leone	45,408	-	45,408
Health	Sierra Leone	32,327	18,184	50,511
Health	Sierra Leone	206,195	68,732	274,927
WATSAN	Zambia	162,643	58,716	221,359
Health	Zimbabwe	1,048,288	116,476	1,164,764
Local	Philippines	129,529	-	129,529
Total		3,333,731	919,500	4,253,231

Incoming Resources
£41.7
million, an increase
of £1.3m on 2008.

Funding from DfID
£3.2
million, an increase
of £0.8m on 2008.

More than
80%
of voluntary income is
spent on programme
activities.

Financial Review

The European Commission Humanitarian Organisation (ECHO) grants totalled £641,240 (2008 – £1,201,033)

Country	ECHO	Plan	Total
Bangladesh	60,562	5,451	66,013
Bolivia	45,713	-	45,713
Dominican Republic	145,778	27,767	173,545
Kenya	47,016	-	47,016
El Salvador	135,365	45,122	180,487
Timor Leste	74,790	-	74,790
Bangladesh	132,016	23,297	155,313
Total	641,240	101,637	742,877

Total EC	3,974,971	1,021,137	4,996,108
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The Big Lottery Fund grants totalled £60,074 (2008 – £117,318)

Project Name	Country	BLF	Plan	Total
HIV/AIDS	Guatemala	92,544	-	92,544
Education (prior year adjustment)	Sierra Leone	-32,470	-	-32,470
Total		60,074	-	60,074

Comic Relief grants totalled £239,155 (2008 – £129,290)

Project Name	Country	Comic Relief	Plan	Total
Child Protection	Haiti	197,373	8,356	205,729
Education	Togo	41,782	65,791	107,573
Total		239,155	74,147	313,302

Jersey Overseas Aid grants totalled £158,195 (2008 – £395,934)

Project Name	Country	JOA	Plan	Total
Emergency	Niger	25,000	-	25,000
Emergency	Philippines	25,000	-	25,000
Education (prior to adjustment)	Sudan	-20,835	-	-20,835
WATSAN	Philippines	65,000	-	65,000
Food Security	Sudan	64,030	-	64,030
Total		158,195	-	158,195

Guernsey Overseas Aid Committee grants totalled £159,773 (2008 – £112,146)

Project Name	Country	GOAC	Plan	Total
WATSAN	Guinea Bissau	39,031	-	39,031
WATSAN	Nepal	41,002	-	41,002
Education	Rwanda	39,930	-	39,930
WATSAN	Tanzania	39,810	-	39,810
Total		159,773	-	159,773

Isle of Man Overseas Aid Committee grants totalled £80,000 (2008 – £21,230)

Project Name	Country	IOMAC	Plan	Total
Emergency	Vietnam	20,000	-	20,000
Health	Mali	30,000	-	30,000
Education	Sierra Leone	30,000	-	30,000
Total		80,000	-	80,000

Plan Worldwide Results

The table below analyses the percentage split of global expenditure between programme categories and other expenditure for the financial period under review. Plan worldwide total expenditure for the year to June 2009 was €452m (2008 – €442m)

Total worldwide expenditure split	2009	2008
Growing up healthy	11.9%	11.4%
Learning	12.6%	12.9%
Habitat	7.7%	8.5%
Livelihood	3.8%	3.6%
Building relationships	11.5%	11.8%
Programme support	15.4%	15.3%
Field administration	8.9%	8.3%
Development education	1.9%	1.9%
Technical support	2.1%	2.2%
Advocacy	1.1%	0.9%
Total Program expenditure	76.9%	76.8%
Fundraising costs	11.4%	10.7%
Other operating costs	9.2%	9.1%
Trading expenditure	0.9%	0.9%
Net losses on foreign exchange	1.6%	2.5%
Total	100%	100%

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

Growing up healthy: food aid, medical treatments, training health workers and preventative health education, malaria prevention, building and equipping clinics and HIV/ AIDS and STD programmes.

Learning: teacher training, building and equipping classrooms, child media and other recreational activities.

Habitat: building wells and water systems, building latrines, housing improvements, training communities in planning and managing projects and natural resource management.

Livelihood: farming resources, microfinance and financial management training and vocational training.

Building relationships: organising communications between sponsors and sponsored children including associated logistical costs and cost of software to digitise communications materials, child protection and programmes for marginalised children.

Programme support: field programme management and logistics, vehicles for visiting communities, coordinating field programmes, costs of centrally developed computer software for field programmes.

Field administration: rent of offices, office equipment and supplies, accounting and compliance staff, administration, human resource management, guards, communication costs.

Development education: activities to increase public knowledge and understanding of poverty and vulnerability issues which prevent children from realising their full potential.

Technical support: professional and specialist advice provided by National Organisations to support the technical quality of programme work in the field.

Advocacy: campaigns to change legal frameworks, policies or behaviour to improve the lives of children.

Fundraising costs: marketing costs associated with attracting new sponsors and other donors.

Other operating costs: general management, finance, human resources and information technology costs of administrative systems, and the cost of handling funds received.

Trading expenditure: cost of merchandise and operations associated with on-line shops and service subsidiaries of National Organisations.

Net losses on foreign exchange: net losses arising on the retranslation of monetary items denominated in currencies other than the functional currency of the relevant entity.

Where applicable, each of the above categories includes salaries, project management, and supervision and disaster preparedness and response programmes.

Global expenditure figures mentioned in this section come from Plan's combined accounts for the year ended 30 June 2009, which are prepared in accordance with International Financial Reporting Standards and can be downloaded at: <http://www.plan-international.org/about-plan/finance>. As the combined results represent the aggregation of Plan Inc and the 18 National Organisations, the resulting income and expenditure profile and ratios are not necessarily applicable to any of the individual entities.

From 1st July 2009 a new policy was put in place for allocating funds globally. The formula for allocating funds to each programme country will be based on the net amount of money each National Organisation is able to raise per sponsored child and the number of sponsorship links between that National Organisation and each programme country. A maximum of 10% of funds could be spent on non-country specific

programmes and operations. This will create a much stronger link between the amount each sponsor donates and the amount going to the country in which their sponsored child lives.

Reserves

The Directors review annually the reserves policy and the level of free reserves, which are shown in the financial statements as general reserves. The term 'reserve' (unless otherwise indicated) is used to describe that part of the Charity's Consolidated funds that is freely available for its general purposes. These were £3.4m at 30 June 2009 (2008 - £1.6m).

As a child sponsorship organisation, Plan UK is able to predict a large proportion of its total monthly income with a high degree of confidence. The reserves policy is based on maintaining sufficient working capital to cover its anticipated needs for at least two months. The remaining funds are passed across to Plan Inc where the treasury function controls the flow of funds to the programme countries.

Under this policy, reserves are expected to be in the range of £1.0m to £2.0m with the most significant fluctuations around the start and the end of each calendar month due to significant volumes of receipts and payments.

Any reserves above or below this operating level arise from a timing difference between receiving the cash and passing it to Plan Inc. In the unlikely event that unanticipated expenditure was to occur for which funds were insufficient, cash could be called back from Plan Inc. Such action has never been required.

The financial position of Plan UK is sound. Net current assets at year end were £10.1m which means Plan UK has sufficient liquidity to continue to manage its operations efficiently whilst maintaining a continuous and sizable flow of funds to Plan Inc.

Reserves which are restricted for specific purposes have increased from £4.9m in 2008 to £6.7m in 2009 which is due to several large grant balances being due from donors at year end as well as an increase in monies not yet spent.

Subsidiary companies

Plan UK has a subsidiary (note 12) to deal with some of the trading activities of the Charity, which in the past included a Gift and Christmas Card catalogue. The results are consolidated in accordance with the recommendations of the SORP. Plan UK owns 100% of the issued share capital (£2).

The main activity of the trading subsidiary (note 12) is the sale of merchandise to sponsors of Plan UK and third parties. Turnover of the trading subsidiary in 2009 was £117,060 (2008 - £298,742). It is the policy of the subsidiary to make a charitable donation of any financial surplus to Plan UK (2009 £Nil - and 2008 £99,501). It was decided prior to the production of the 2009 Christmas trading catalogue that the trading company would no longer offer sponsors the opportunity to buy gifts for their sponsored children through the catalogue. As a consequence sales for 2009 were significantly reduced. The trustees will maintain the trading company for the foreseeable future as a going concern as it has entered into a contract with Barclays for the provision of services which shall provide a significant source of income over a period of 3 years which will ensure that its future income will cover its expenditure such that the company will be able to meet its liabilities as they fall due.

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

The number of staff employed by Plan UK changed from 96 full-time and 6 part-time employees at the start of the financial year to 101 full-time and 6 part-time employees at the end.

Plan UK is also fortunate to benefit from the support of a number of volunteers, interns and work placements, who provided approximately 13,680 working hours based on recorded attendance (2008 – 15,315 hours). Their dedication has enabled Plan UK to carry out research, improve its administration systems and provide essential support to the Operations function 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, by holding regular communication events, including discussions and presentations, and by offering training and work placements.

We rely heavily on community volunteers in the programme countries where Plan works. There are about 10 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.

Subsequent events

The following events have occurred after the year end: New office premises at 5-7 Cranwood Street, London EC1:

Plan UK has signed a fifteen year lease for new office premises at 5-7 Cranwood Street, London EC1. The expected office move date is May 2010. The new lease (with full repairing obligations to Plan UK) that commenced on 8 December 2009, offers a three month rent free period in the first year and a further six months rent free period at the end of the tenth year. The landlord made a significant financial contribution towards mechanical and electrical works to the building. The rent is set for the first five years and will be reviewed upwards at 'capped' levels from years five and ten and consequently the Charity has secured its property requirements for the period of the lease at a known rental level.

Merger with Interact Worldwide:

Plan UK's Board merged with Interact Worldwide, an international NGO with a turnover of approximately £3m largely in restricted grant income, effective 1st October 2009. Interact will remain a separate legal entity. The reasons for the merger were to deepen expertise in sexual and reproductive health and advocacy, create a specialist health unit, increase influence with key health policy actors, and improve the funding expertise with key funding agencies. This activity will be reported in Plan UK's 2009/10 consolidated accounts.

Legal and Administration information

PHOTO
A girl dries kassava roots to make flour for her family in rural Rwanda.

Patrons:

Michael Aspel OBE
Baroness Gardner of Parkes
Marie Helvin
Virginia McKenna
The Lord Paul
Dr Miriam Stoppard
Baroness Warnock of Weeke
Len Woodley QC
Baroness Rendell of Babergh
Julie Pankhurst
Baroness Morris of Yardley

Directors:

Nigel C Chapman (Resigned 31 March 2009)
Sir David Bell (Appointed 19 February 2009)
Ian Buist CB
Peter J Drissell*
Dora Dixon-Fyle (Appointed 21 May 2009)
Anne Grant
Thomas C Hoegh*
Charlotte Imbert (Appointed 21 May 2009)
Javaid S Khan*
Surina Narula
Janet Paraskeva (Appointed 11 February 2010)
- Chair
Angela M Penrose
Andrew Rogerson (Appointed 19 February 2009)

* Members of the Audit Committee

Principal Officers:

Marie Staunton	Chief Executive
John Pinchard	Company Secretary and Director of Finance
Jeremy Cooper	Director of Fundraising
Stuart Mulholland	Director of Programmes
Leigh Daynes	Director of Advocacy, Campaigns and Communications
Angela Beerman	Director of Human Resources

Registered Office:

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

From May 2010

Finsgate, 5-7 Cranwood Street, London EC1V 9LH
Tel: 0300 777 9777 (UK) +(44) 20 7482 9777 (Non-UK)
Fax: 0300 777 9778 (UK) +(44) 20 7482 9778 (Non-UK)
Email: mail@plan-international.org.uk

Auditors:

PricewaterhouseCoopers LLP, 1 Embankment Place, London WC2N 6RH

Solicitors:

Russell-Cooke, 2 Putney Hill, London SW15 6AB

Bankers:

Barclays Bank, Church Street East, 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 annual general meeting.

By order of the Board


John Pinchard
Company Secretary
12 March 2010


Janet Paraskeva
Chair of Board of Trustees



PHOTO: ALF BERG

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

We have audited the financial statements of PLAN International (UK) for the year ended 30 June 2009 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Parent Charitable Company Balance Sheets, the Consolidated Cash Flow Statement and the related notes. The financial statements have been prepared under the accounting policies set out therein.

Respective responsibilities of directors and auditors

The directors' (who are also the trustees of the charitable company for the purposes of charity law) responsibilities for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that the financial statements give a true and fair view are set out in the Statement of Directors' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). This report, including the opinion, has been prepared for and only for the charitable company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

We report to you our opinion as to whether the financial statements give a true and fair view, have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and have been prepared in accordance with the Companies Act 2006. We also report to you whether in our opinion the information given in the Directors' Annual Report is consistent with the financial statements.

In addition we report to you if, in our opinion, the charitable company has not kept adequate accounting records, if the charitable company's financial statements are not in agreement with the accounting records and returns, if we have not received all the information and explanations we require for our audit, or if certain disclosures of directors' remuneration specified by law are not made.

We read the other information contained in the Annual Report, and consider whether it is consistent with the audited financial statements. This other information comprises only the Report of Board of Directors, a Message from the Plan UK Chair, the Chief Executive's Report and all of the other information listed on the contents page that does not form part of the audited financial statements. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to other information.

Basis of audit opinion

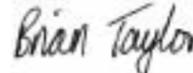
We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the group's and 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 group and parent charitable company's affairs as at 30 June 2009 and of group's incoming resources and application of resources, including its income and expenditure and cash flows, for the year then ended;
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- the financial statements have been prepared in accordance with the Companies Act 2006; and
- the information given in the Directors' Annual Report is consistent with the financial statements.



Brian C Taylor (Senior Statutory Auditor)

For and on behalf of PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors,
London.
19 March 2010

Notes:

(a) The maintenance and integrity of the PLAN International (UK) website is the responsibility of the directors; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

(b) Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Consolidated Statement of Financial Activities

(Incorporating the Income and Expenditure Account)
for the year ended 30 June 2009

	Unrestricted Funds	Restricted Funds	2009 Total	2008 Total
	£'000	£'000	£'000	£'000
INCOME				
Incoming resources from generated funds				
Voluntary income				
Sponsor pledges	25,359	-	25,359	26,003
Contributions from official bodies	Note 3(a)	7,934	7,934	6,827
Other donations and appeals	Note 3(b)	4,670	8,116	7,039
Activities for generating funds				
Trading subsidiary income	Note 12	117	117	297
Investment income				
Interest income		-	189	235
TOTAL INCOMING RESOURCES	29,111	12,604	41,715	40,401
EXPENDITURE				
Cost of generating funds				
Voluntary income				
Sponsor pledges	(4,384)	-	(4,384)	(4,545)
Contributions from official bodies	(986)	-	(986)	(937)
Other donations and appeals	(1,735)	-	(1,735)	(1,487)
Trading subsidiary costs	Note 12	(145)	(145)	(203)
Charitable activities				
Development education, advocacy and communications	(2,023)	-	(2,023)	(2,121)
Programme activities	(18,091)	(10,792)	(28,883)	(28,696)
Governance	(81)	-	(81)	(90)
TOTAL EXPENDITURE	Note 4	(27,445)	(10,792)	(38,237)
Net income/(expenditure) and net movement in funds		1,666	1,812	2,322
Total funds brought forward		1,979	4,872	4,529
TOTAL FUNDS CARRIED FORWARD	Note 10	3,645	6,684	6,851

All income and expenditure relates to continuing activities. There are no recognised gains or losses other than those included above and therefore no separate statement of total recognised and losses has been presented.

Consolidated and Charity Balance Sheet

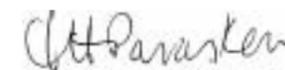
As at 30 June 2009

	Group 2009	Group 2008	Charity 2009	Charity 2008
	£'000	£'000	£'000	£'000
Tangible assets	Note 7	250	415	250
Investments - shares in subsidiary undertakings	Note 12	-	-	-
		250	415	250
CURRENT ASSETS				
Stock		13	43	-
Debtors	Note 8	6,213	4,093	6,289
Cash at bank and in hand		5,491	3,686	5,406
		11,717	7,822	7,812
Creditors - amounts falling due within one year	Note 9	(1,638)	(1,386)	(1,588)
Net current assets		10,079	6,436	10,107
NET ASSETS		10,329	6,851	10,357
FUNDS:	Note 10			
Unrestricted funds				
General		3,395	1,564	3,423
Designated				
Tangible fixed asset fund		250	415	250
Restricted funds		6,684	4,872	6,684
TOTAL FUNDS		10,329	6,851	10,357

Approved by the Board and signed on their behalf by:



Anne Grant
Director



Janet Paraskeva
Director (Chair)

12 March 2010

Consolidated Statement of Cash Flows

For the year ended 30 June 2009

	2009 Total	2008 Total
	£'000	£'000
Net cash inflow/(outflow) from operating activities Note A	1,638	(114)
Returns on investment and servicing of finance - interest received	189	235
Capital Expenditure:		
Payments to acquire tangible fixed assets	(22)	(57)
Increase in cash and cash equivalents Note B	1,805	64
Notes To The Cash Flow Statement		
A) Reconciliation of changes in resources to net inflow from operating activities		
Net income for the year	3,478	2,322
Interest income	(189)	(235)
Depreciation charges	187	190
(Increase) in debtors	(2,120)	(2,396)
Decrease / (increase) in stock	30	(10)
Increase in creditors	252	15
Net cash inflow/(outflow) from operating activities	1,638	(114)
B) Analysis of changes in cash and cash equivalents during the year		
Balance brought forward	3,686	3,622
Net cash inflow	1,805	64
Balance carried forward	5,491	3,686

Notes forming part of the Financial Statements

For the year ended 30 June 2009

1. Organisation and purpose

Plan is an association of global not-for-profit organisations ("Plan") formed for the purpose of providing material aid and services to needy families and their communities in the developing world. To accomplish this purpose it is organised into a number of separate legal entities which, in the year ended 30 June 2009, included Plan International, Inc ("Plan, Inc"), a not-for-profit organisation incorporated in the United States of America, Plan Ltd. and eighteen 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 Inc which operates field offices in forty-eight countries. The results of Plan UK are included in the worldwide combined accounts prepared by Plan Inc which 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, "Accounting and Reporting by Charities" published in March 2005 ("The 2005 SORP"), Companies Act 2006 and applicable United Kingdom accounting standards. The statement of financial activities (SOFA), group balance sheet and cash flow statement consolidate the financial statements of the Charity and its subsidiary undertaking. The Charity has adapted the Companies Act formats to reflect the Charities SORP and the special nature of the Charity's activities. No separate SOFA has been presented for the Charity alone as permitted by Section 407 of the Companies Act 2006 and paragraph 397 of the 2005 SORP.

(b) Subsidiary undertakings

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

(c) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Directors 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 Directors 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 use of each restricted fund is set out in the notes to the financial statements.

(d) Incoming resources

All incoming resources are included in the SOFA when the Charity is legally entitled to the income, there is reasonable certainty of receipt and the amount can be quantified with reasonable accuracy.

Income from sponsors is accounted for on a receipts basis except that the portion of annual sponsorship contributions 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 and other income are recognised when the agreed conditions for receipt have been met and there is reasonable certainty of receipt.

Trading subsidiary income represents the amounts invoiced to customers for goods supplied, excluding VAT.

Interest income includes interest earned by Plan Inc on funds remitted to it by Plan UK, which is subsequently passed back to Plan UK by Plan Inc.

No amounts are included in the financial statements for services donated by volunteers. Other gifts in kind are recognised at a reasonable estimate of their gross value to the charity.

(e) Resources expended

All expenditure is accounted for on an accruals basis, and is classified in the SOFA according to the activity to which it relates. Direct costs, including attributable salaries, are allocated on an actual basis to the key strategic areas of activity. Irrecoverable VAT is applied to the cost from which it arises. Support costs, which include central functions such as general

management, accounting, general post and communications, information technology and human resources, are allocated between activities on the basis of staff numbers employed during the period. Governance costs are the costs associated with the governance arrangements of the Charity and include an estimate of management time spent on strategic activities as well as direct costs associated with governance.

(f) Tangible fixed assets and depreciation

Fixed assets are stated at cost less accumulated depreciation. Items costing less than £200 are not capitalised. The carrying value of fixed assets is reviewed for impairment if events or changes in circumstances suggest that their carrying amount may not be recoverable.

Depreciation for all fixed assets except computer software is calculated on a straight-line basis at a rate of 20 per cent 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 per cent. Computer software under development is not depreciated until it is available for its intended use.

(g) Stock

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

(h) Pension costs

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

(i) Operating leases

Operating lease rentals are charged to the SOFA in the period in which they are incurred.

(j) Foreign exchange transactions

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 exchange differences are taken to the SOFA.

(k) Company status

The Charity is a company limited by guarantee. The members of the Company are the Directors named on page 44. 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.

3. Income analysis

(a) Contributions from Official Bodies

'Contributions from Official Bodies' is defined as any income from governments and agencies of governments, supra-national governmental organisations (such as European Community and United Nations) and their agencies, and grant givers who work within a broad ranging institutional framework that is intrinsically linked to governments or agencies of governments. This classification also includes Comic Relief, the Big Lottery Fund, Save the Children and the World Food Programme (for prior year comparison).

			2009	2008
	Unrestricted	Restricted	Total	Total
	£'000	£'000	£'000	£'000
DfID	-	3,187	3,187	2,398
European Commission	-	3,975	3,975	3,640
Other public funding	-	473	473	543
Big Lottery	-	60	60	117
Comic Relief	-	239	239	129
TOTAL	-	7,934	7,934	6,827

(b) Other Donations and Appeals

Other Donations and Appeals includes all income from private individuals, companies and private trusts and any income that does not fall within other classifications.

			2009	2008
	Unrestricted	Restricted	Total	Total
	£'000	£'000	£'000	£'000
Plan Ltd	2,500	-	2,500	1,750
Trusts and major donors	23	1,555	1,578	1,901
Corporations	67	1,169	1,236	593
Emergency appeals	3	234	237	564
Gift Aid on restricted income	61	196	257	371
Trading donations and alternative gifts	1	289	290	419
Other donations	791	1,227	2,018	1,441
TOTAL	3,446	4,670	8,116	7,039

The donation from Plan Ltd of £2.5m (2009 – £1.75m) is a donation received under deed of covenant in order to support the Company's charitable activities.

4. Resources expended

a) Analysis of total resources expended

Group	Support	Staff costs	Other Direct	2009	2008
	£'000	£'000	£'000	£'000	£'000
Costs of generating funds					
Sponsorship	662	937	2,785	4,384	4,545
Official bodies	410	497	79	986	937
Other donations	487	403	845	1,735	1,487
Trading	-	-	145	145	203
Charitable activities					
Development education, advocacy and communications	345	862	816	2,023	2,121
Programme activities	-	-	28,883	28,883	28,696
Governance costs	40	-	41	81	90
Grand Total	1,944	2,699	33,594	38,237	38,079
Re-allocate salaries within support costs	(1,026)	1,026	-	-	-
GRAND TOTAL	918	3,725	33,594	38,237	38,079

Staff costs initially included within Support are reallocated to Staff costs.

Programme activities represent amounts passed to Plan Inc which are used to cover programme costs and related programme support costs, the costs of the central services for the programme countries and Plan Inc's administrative costs.

	2009	2008
	£'000	£'000
Net income/expenditure is stated after charging:		
Audit fee of consolidated financial statements (£24,760 for Charity. 2008-£ 24,760)	31	31
Non-audit fees paid to our auditors		
Taxation	1	
Other professional services	-	9
Depreciation	187	190
Operating lease rentals – buildings	210	210

b) Analysis of Support Costs

	Sponsorship	Official Bodies	Other Donations	Charitable Activities	Governance	2009 Total	2008 Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Staff costs	343	212	253	178	40	1,026	1,064
Communication	41	25	29	22	-	117	141
Depreciation	67	40	47	33	-	187	190
Travel and meetings	4	4	4	3	-	15	19
Office and premises costs	207	129	154	109	-	599	484
GRAND TOTAL	662	410	487	345	40	1,944	1,898

Support costs have been allocated to each of the above activities on the basis of the number of staff employed during the period by the relevant activity. Governance staff costs are an estimate of time spent by management on clearly identified governance matters.

Analysis of Support Staff Costs	2009	2008
	£'000	£'000
Head office and central support	639	678
IT	129	134
Finance	258	252
	1,026	1,064

c) Analysis of Governance Costs

	2009	2008
	£'000	£'000
Audit and professional fees	41	50
Apportionment of staff costs	40	40
	81	90

5. Staff costs

	2009	2008
Staff costs	£'000	£'000
Wages and salaries	3,000	2,857
Social security	316	293
Pension costs	73	68
Sub Total	3,389	3,218
Other staff costs	336	303
TOTAL	3,725	3,521

Plan UK has a defined contribution pension scheme, which matches employee contributions up to a maximum of 5 per cent of pensionable salary. The resulting fund belongs to the employee and can be transported when leaving Plan. No employees receive benefits under a defined benefit pension scheme.

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

	2009	2008
£80,001 - £90,000	1	1
£70,001 - £80,000	1	1
£60,001 - £70,000	-	-
£50,001 - £60,000	2	2

The pension contributions for these higher paid employees to defined contribution schemes were £13,595 (2009 – £12,988).

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

	2009	2008
Sponsorship activities	25	22
Official bodies and grants	16	15
Other donation activities	19	17
Support activities	23	23
Charitable activities	24	25
Total	107	102

6. Directors' remuneration

None of the Directors received any remuneration during the year for services to the Company (2008 – nil). Expenses reimbursed to Directors (where claimed) were £606 (2008 – £1,176). These expenses related to travel.

7. Tangible fixed assets

GROUP AND CHARITY	Computer software	Alterations to premises	Furniture, Fixtures and Fittings	Computer and other office equipment	Total
Cost	£'000	£'000	£'000	£'000	£'000
At 1 July 2008	444	115	67	310	936
Disposal	-	-	-	(21)	(21)
Additions	4	-	1	17	22
At 30 June 2009	448	115	68	306	937

Accumulated depreciation

At 1 July 2008	162	97	54	208	521
Disposals	-	-	-	(21)	(21)
Charge for the year	141	5	5	36	187
At 30 June 2009	303	102	59	223	687

Net book amount

At 30 June 2008	282	18	13	102	415
At 30 June 2009	145	13	9	83	250

8. Debtors

	Group 2009	Group 2008	Charity 2009	Charity 2008
	£'000	£'000	£'000	£'000
Official Bodies	1,668	1,282	1,668	1,282
Income tax recoverable	1,857	1,241	1,857	1,241
Prepayments and accrued income	84	61	84	61
Plan Inc	1,716	1,361	1,716	1,361
Other debtors	888	148	964	191
	6,213	4,093	6,289	4,136

Other debtors for the Charity include an amount of £-126,173 (2009 – £44,472) receivable from the trading subsidiary (see note 12).

9. Creditors

	Group 2009	Group 2008	Charity 2009	Charity 2008
	£'000	£'000	£'000	£'000
Trade creditors	450	490	450	488
Deferred income	721	740	683	740
Accruals	456	150	452	146
Other creditors	11	6	3	2
	1,638	1,386	1,588	1,376

The movements in deferred income are analysed below:

GROUP	2009	2008
	£'000	£'000
Deferred income at 1 July	740	742
Amounts released from previous years	(671)	(679)
Incoming resources deferred in the year	652	677
	721	740

CHARITY	2009	2008
	£'000	£'000
Deferred income at 1 July	740	742
Amounts released from previous years	(671)	(679)
Incoming resources deferred in the year	614	677
	683	740

Commitments under operating leases in respect of land and buildings in the following financial year are as follows:

	£'000	£'000
Operating lease expiring: Within two to five years	210	210

10. Statement of funds

GROUP	Balance 1 July 2008	Total incoming resources	Total resources expended	Transfers	Balance 30 June 2009
	£'000	£'000	£'000	£'000	£'000
Unrestricted funds:					
General reserve	1,564	29,111	(27,445)	165	3,395
Designated funds					
Tangible fixed asset fund	415	-	-	(165)	250
	1,979	29,111	(27,445)	-	3,645
Restricted funds	4,872	12,604	(10,792)	-	6,684
Total funds	6,851	41,715	(38,237)	-	10,329

CHARITY	Balance 1 July 2008	Total incoming resources	Total resources expended	Transfers	Balance 30 June 2009
	£'000	£'000	£'000	£'000	£'000
Unrestricted funds:					
General reserve	1,564	28,994	(27,300)	165	3,423
Designated funds					
Tangible fixed asset fund	415	-	-	(165)	250
	1,979	28,994	(27,300)	-	3,673
Restricted funds	4,872	12,604	(10,792)	-	6,684
Total funds	6,851	41,598	(38,092)	-	10,357

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

Restricted funds comprise the following unexpended balances on donations and grants given for specific purposes:

GROUP AND CHARITY	Balance 1 July 2008	Total incoming resources	Total resources expended	Balance 30 June 2009
	£'000	£'000	£'000	£'000
DfID	2,609	3,187	(3,880)	1,916
European Community	2,076	3,975	(2,323)	3,728
Other Official Bodies	118	772	(680)	210
Other Donations and Appeals	69	4,670	(3,909)	830
Total	4,872	12,604	(10,792)	6,684

Thank you

Plan UK 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
The Big Lottery Fund
Comic Relief
The Isle of Man Overseas Aid Committee
The Jersey Overseas Aid Commission
The States of Guernsey Overseas Aid Committee

Corporate supporters including:

Accor
Anglo American Group Foundation
Barclays
British Airways
City Screen Ltd: The Picturehouse
Cinemas
Credit Suisse
Devon Contract Waste Ltd
Elior UK
Exodus Travels Ltd
Hilton in the Community Foundation
Hobsons Plc
Informa Group Plc
John Sisk & Son Ltd
Olswang
Peters & Peters
Prudential Plc
Reed Elsevier
Study Group
the innocent foundation
Travel Counsellors
Turner Broadcasting (incl. CNN, Cartoon Network and TCM)

Donors:

Mr Spencer
Mr Horne
Mr Horwich
Mr Hellier
Mr and Mrs Hill
Mr and Mrs Letcher
Mr and Mrs Pankhurst
Mr Taylor
Ms Van Almsick
Mr and Mrs Witter
And many other anonymous donors

Trusts and Foundations:

The Allan & Nesta Ferguson Charitable Trust
The Band Aid Charitable Trust
The Beatrice Laing Trust
The Clara E Burgess Charity
The Evan Cornish Foundation
The Four Acre Charitable Trust
The Freemasons' Grand Charity
The Mosse Charitable Settlement
The Pears Foundation
The Sir Halley Stewart Trust
Spears-Stutz Charitable Trust

11. Analysis of assets and liabilities between funds

GROUP	Unrestricted funds		Restricted	Total
	General	Designated	Funds	Funds
Fund balances at 30 June 2009 are represented by:	£'000	£'000	£'000	£'000
Tangible fixed assets	-	250	-	250
Current assets	5,033	-	6,684	11,717
Current liabilities	(1,638)	-	-	(1,638)
	3,395	250	6,684	10,329
Fund balances at 30 June 2008	1,564	415	4,872	6,851

CHARITY	Unrestricted funds		Restricted	Total
	General	Designated	Funds	Funds
Fund balances at 30 June 2009 are represented by:	£'000	£'000	£'000	£'000
Fixed assets	-	250	-	250
Current assets	5,011	-	6,684	11,695
Current liabilities	(1,588)	-	-	(1,588)
	3,423	250	6,684	10,357
Fund balances at 30 June 2008	1,564	415	4,872	6,851

The designated fund comprises amounts set aside to finance the future depreciation on fixed assets. Restricted funds are those subject to specific restrictions imposed by donors or which have been raised by the Charity for particular purposes, and the tables above show those net assets at year-end which can be attributed to restricted activities.

12. Investments - Subsidiary undertakings

CHARITY	2009	2008
	£'000	£'000
Shares in subsidiary undertakings	2	2

Plan UK owns the entire 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 financial surplus to Plan UK.

SUBSIDIARY	2009	2008
	£'000	£'000
Total incoming resources¹	117	301
Total resources expended:		
Cost of generating funds	141	199
Cost of charitable activities		
Governance costs	4	4
Total net assets	(28)	-

¹ Incoming Resources includes £310 of interest (2008 - £3,845)

13. Related Parties

Plan Inc allocates back to the National Organizations the interest it earns on the funds transmitted to it by the National Organizations. This allocation is based on the timing and size of the remittances from each National Organization during the fiscal year in which the interest is earned. The accompanying statements of activities include allocated interest income of £171,373 and £179,583 for the years ended June 30 2009 and 2008, respectively. Note 3b) above describes the income received under a deed of covenant from Plan Ltd, Plan Inc's central service organisation.

No Directors received fees during the year ended 30 June 2009. In 2008 £15,800 was disbursed by Plan UK on behalf of the coalition Grow Up Free from Poverty. The funds are received from DfID and the fees were agreed by this coalition of leading NGOs because of the Trustees expertise.

14. Post Balance Sheet Events

The following events have occurred after the year end:

a) New office premises at 5-7 Cranwood Street, London EC1:

Plan UK has signed a fifteen year lease for new office premises at 5-7 Cranwood Street, London EC1. The expected office move date is May 2010. The new lease (with full repairing obligations to Plan UK) that commenced on 8 December 2009, offers a three month rent free period in the first year and a further six months rent free period at the end of the tenth year. The rent is set for the first five years and will be reviewed upwards at 'capped' levels from years five and ten and consequently the Charity has secured its property requirements for the period of the lease at a known rental level.

b) Merger with Interact Worldwide:

Plan UK's Board agreed to merge with Interact Worldwide, an international NGO with a turnover of approximately £3m largely in restricted grant income, effective 1st October 2009. The reasons for the merger were to deepen expertise in sexual and reproductive health and advocacy, create a specialist health unit, increase influence with key health policy actors and improve the funding expertise with key funding agencies. This activity will be reported in Plan UK's 2009/10 consolidated accounts.

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