PLAN International UK ("Plan UK") 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.

In Asia, last year Plan spent €76 million on child-centred community projects across the region.

In Africa, last year Plan spent €150 million on child-centred community projects across the region.

In the Americas, last year Plan spent €76 million on child-centred community projects across the region.
An important change for us in 2008/09 was the conversion of our name from Children’s 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 to 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 Bicenarian 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 postcards and YAP member Cotelle 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 Bicenarian I am a Girl campaign, we have furthered our understanding of girls’ rights and how campaigning works. YAP will continue to work with the Bicenarian 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 actions 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 Ros 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.

During November 2009, 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,” explains 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 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 school children – not the staff – decide how to spend the money. The schools involved elected students’ committees which discussed how the funds – around £200 – should be used to improve their school.

In Sierra Leone, the issue of fighting and bullying was a 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).

A message from

Janet Paraskavas 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 Thayeby-bed who had lost his parents to war and whose elder 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 mediator 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 guidance 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 volunteer lawyers who trained community volunteers who were in turn able to spread the service more widely. These ‘hand lawyers’ as they became known, were best placed to communicate effectively with local families.

Plan, which had been hard at work since 1937, provides ideals, impetus and expertise but, now more than ever, 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.

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Chief Executive’s report

Our vision and mission

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, harnessing 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 unscarred. 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 India 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 UK predicts that by 2030, five billion people – 60 percent of the global population – will live in cities, with four-by-2030, five billion people – 60 percent of the world’s population – will live in cities, with four in ten people living in urban environments. This has added meaning and value to their everyday work, some of which is described in the following pages.

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 influential corporations, intergovernmental and non-governmental organisations on matters of accountability and transparency.

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One of 18 national organisations 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 countries. 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 IFO (International Committee on Fundraising Organisations) and found to be in compliance with IFO standards.

Our structure

Plan UK is a registered charity in the United Kingdom, number 276313, and is constituted as a company limited by guarantee, registered number 1164201.

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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 the 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 public certification that the organisation is well-run and deserving of support. IFO helps to harmonise accreditation procedures and standards across borders 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.

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

2 Programme countries: Bangladesh, Benin, Bolivia, Brazil, Burkina Faso, Cameroon, Cambodia, China, Colombia, Dominican Republic, Egypt, Ecuador, Ecuador, Egypt, El Salvador, Ethiopia, Guinea, Guatemala, Guyana, Guinea-Bissau, Haiti, Honduras, Indonesia, Kenya, Korea, 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.

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:

- **Diversity 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
- **Impact and accountability** to be a leading organisation in delivering measurable impact for poor children
- **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.

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**
- **Africa**
- **Americas**

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.
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 destabilizing economic, environmental, and political forces.

Asia encompasses half the world’s population 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 2050. 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 continuum.

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 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.

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 unanticipated 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 childhood 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 at 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 garment 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 integrated traditional 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.

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

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

“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.

**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.
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.

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.

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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

48 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 520/100,000 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.

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 develop programmes to improve the sexual health of young people. As a result of the project, 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.
- 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.
- Worked with communities to fight the spread of HIV/AIDS and combat stigma by promoting 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.
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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.

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.

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
- 185,063 sets of medicines were distributed
- 33,506 children were immunised
- 327,665 children under five received supplementary feeding and a further 4,817 received micronutrients to fight malnourishment
- 44,507 children received deworming treatment
- 8,191 girls and 681 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
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 ‘Qurani’. 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.

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.
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 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 five 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.

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
• 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
• 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
• Raised awareness of children’s issues with the general public, parents and community members through TV, radio, local events and peer-to-peer education
• Educated health careers 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
• Continued to campaign for universal birth registration for all children
• 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
• Worked with national Ministries of Education in improving the quality of education, teacher training and in ensuring schools play a role in community development
• Supported HIV/AIDS awareness-raising campaigns, targeting older school children and adolescents
• 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
• 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.

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.

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1 According to the Pan-American Health Organization
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.
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. 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. ‘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 hotline is only part of the project supported by Plan—community networks staffed by volunteers were also formed to support the work of the helpline 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.

“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.
Plan UK’s main activities are centred around five areas:

**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.

In 2008/09, Plan UK raised over £41 million. 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 efficiencies.

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.
- **Advocacy, Campaigns and Communication**
  This includes our projects to improve governance, and more specifically the engagement of young people in accessing and benefiting from local services.
- **Fundraising**
  Plan UK classified 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.
  Grants from official bodies have enabled Plan UK to secure funding from ECHO for particular projects and initiatives from trusts and foundations, companies, individual and community groups.

**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 development education for supporters and schools.
- Continue its successful partnerships with institutional bodies, including DfID and ECHO.

**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.

**Grants from official bodies**
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.

**Venturing projects**
Plan UKK continues to receive funds for projects 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.

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1The Directors have complied with section 4 of the Charities Act 2006 and in writing 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.

2Plan 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 made 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.

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**Plan UK activities**

**Fundraising**

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

**Plan UK activities**

PHOTO: PLAN

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PHOTO: PLAN

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**Plan UK activities**

PHOTO: PLAN
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 1,300 young people involved in the School Linking Programme to use the 11 ICT centres overseas
- Investigate the use of mobile technology by young people who 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 blogsite
- Help facilitate teacher exchange visits
- Generate £500,000 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.

Plan’s work with children in over 20 media 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 children-centred community development approach

The future of 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.

Plan UK and the share of children in school are working together to create a world where all children can play a part. They have the right to have their say and to be heard when decisions are made that affect their lives. Plan UK and the children are working to ensure that policy makers take children’s views into account.

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 support the sharing of lives and problems of young people across the world and helping them to become world citizens.

Plan UK activities

In the future

- Produce learning resources on girls’ rights, violence against children and climate change.
- Link with more schools and youth groups around climate change issues
- Generate £90,000 for school improvement projects for schools overseas
- Launch the SLP programme in Senegal
- Develop closer partnerships with at least
- Hold seminars with the Institute of Education

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 (DCSF), 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 children across the world taking part in our School Linking Programme to 500
- 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 100, 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 100 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 and understanding of different cultures – they have learned about how children at their linked school live, how their schools are run, about the link schools’ 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 schoollinking 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 £100,000 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’.
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 are just some of the natural disasters that not only cause physical damage, but also lead to increased poverty and accelerate the impacts of climate change. Children are particularly vulnerable in these contexts.

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, academics and the media of children’s and their 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 emergency situations. 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 and short-term emergencies, expand our capacity to assist children 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 other Plan programmes.
- Provided technical and financial support to local organisations to improve community resilience and make communities safer.
- Provided technical and financial support to governments and NGOs to develop and implement child-friendly disaster risk reduction and management programmes.
- Provided technical and financial support to communities for the implementation of child-centred DRM projects in eight countries – Philippines, Bangladesh, Indonesia, Cambodia, El Salvador, Ecuador, Dominican Republic and Sierra Leone.
- Continued to contribute to the capacity of child-centred DRM in other Plan countries.
- Provided training and related support to Plan country programmes.
- Provided help in the training of Plan staff in Africa on disaster risk reduction and climate change adaptation and assistance.
- Contributed to the implementation of the Education for All Global Partnership Agenda, including by developing action plans to incorporate disaster risk reduction in their long-term programme work.
- Contributed to the report of the 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’ (CCCC) 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 UN’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 ‘Floods 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 policymakers 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 British Ambassador to China, Sir William Ehren, 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.
- Contributed to the DRR 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.

Sir William Ehren, 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.
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, Surmai District in Nepal and Phu The Provience 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 mobilized 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 (IDPs) living in and around camps in the capital Dili. An ECHO project, started in 2008 and completed in 2009, enabled 18,000 IDP to return to Dilli. An ECHO project, started in 2008 and completed in 2009, enabled 18,000 IDP to return to Dilli. The civil war in East Timor resulted in displaced persons (IDPs) living in and around camps in the capital Dili. An ECHO project, started in 2008 and completed in 2009, enabled 18,000 IDP to return to Dilli.

The safety of 6,000 children and teenagers was assured during a crisis. The preparedness project was set up to assist in that response. International staff formed a team and worked through partners who had access to Myanmar. Immediate relief items were provided. Recovery from the disaster was assisted by rebuilding and repairing schools. In partnership with local NGOs the Mehta Foundation and the Yintawye Foundation, Plan assisted the construction of 14 Early Childhood Care and Development centres including restoring sanitation facilities and water supplies; provided psychosocial care and provision of safe spaces for children to play and learn. 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, Typhoon Fengshen hit the Philippines in June 2008 and caused floods and landslides among poverty-stricken communities. Approximately four million people were affected nationwide. Plan provided immediate relief items such as food, blankets, and soaps to affected families in Asian provinces. Health and livelihood activities were also undertaken to assist with the recovery of the communities.

Philippines

A 7.8-magnitude earthquake in China’s south-western Sichuan province in May 2008 killed more than 11,000 people. Plan collaborated with the local government contributing immediate relief items for homeless families and assisting with school reconstruction.

Myanmar floods

Plan did not have an operational presence in Myanmar at the time, but the scale of the floods that took place in May 2008 was so huge that a special programme was set up to assist in that response. International staff formed a team and worked through partners who had access to Myanmar. Immediate relief items were provided. Recovery from the disaster was assisted by rebuilding and repairing schools. In partnership with local NGOs the Mehta Foundation and the Yintawye Foundation, Plan assisted the construction of 14 Early Childhood Care and Development centres including restoring sanitation facilities and water supplies; provided psychosocial care and provision of safe spaces for children to play and learn. Support for their education was given through homework clubs and informal pre-school activities designed to encourage school attendance.

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.
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.

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 completed their contingency plan for the rainy season.

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

Children tackling drought in Cambodia

The 54 households in the village of Pang Ror in Kampung 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.

El Salvador schoolboy becomes DRR community leader
**Plan UK activities**

**Mobilising young citizens for better governance**

**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 government 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

- Introduced 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 promoting young citizen 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.

**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

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 to be subject to a formal selection and interview process. New Directors are invited to attend an 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 risk. As part of the 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 Inc1 is a member of Mectos, 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 all matters that relate to the operation of Plan Inc. The Board of Directors is composed of not more than eleven (11) individual directors elected by the Members' Assembly (by which a majority plus one (1) 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 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 SORP2.
• 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.
• 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.

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 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 sustainable 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 amounts of contributions. Plan UK receives the majority of its funds on a monthly basis, and therefore debtors 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 plan.

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 these 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 Euro 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 €15,683. No significant translation losses have been recorded to date.

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

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<tr>
<th>Year</th>
<th>Sponsors in the UK</th>
<th>Sponsor pledges</th>
<th>Grants from official bodies</th>
<th>Other donations, appeals, trading income</th>
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<tr>
<td>2008</td>
<td>121,036</td>
<td>25,399</td>
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<td>25,399</td>
<td>26,009</td>
<td>6,183</td>
<td>38,891</td>
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INCOME

<table>
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<tr>
<th>Year</th>
<th>INCOME</th>
<th>EXPENDITURE</th>
<th>COST OF GENERATING VOLUNTARY INCOME AS % OF TOTAL INCOME</th>
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<td>31,183</td>
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<td>16.7%</td>
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<tr>
<td>2006</td>
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<td>38,151</td>
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<tr>
<td>2009</td>
<td>41,715</td>
<td>30,906</td>
<td>17.2%</td>
</tr>
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</table>

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)

<table>
<thead>
<tr>
<th>Project Name</th>
<th>Country</th>
<th>DFID</th>
<th>Plan</th>
<th>Total</th>
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</tr>
<tr>
<td>Governance (Programme Partnership Agreement)</td>
<td>Various</td>
<td>2,390,000</td>
<td>-</td>
<td>2,390,000</td>
</tr>
<tr>
<td>WATSAN (Water and sanitation)</td>
<td>Sierra Leone</td>
<td>234,102</td>
<td>-</td>
<td>234,102</td>
</tr>
<tr>
<td>Local</td>
<td>Nicaragua</td>
<td>25,202</td>
<td>-</td>
<td>25,202</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>3,186,730</td>
<td>292,676</td>
<td>3,479,406</td>
</tr>
</tbody>
</table>

The European Commission (excluding European Commission Humanitarian Organisation – see below) grants totalled £3,333,731 (2008 – £2,618,460)

<table>
<thead>
<tr>
<th>Project Name</th>
<th>Country</th>
<th>EC</th>
<th>Plan</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>Albania</td>
<td>128,188</td>
<td>42,729</td>
<td>170,917</td>
</tr>
<tr>
<td>WATSAN</td>
<td>Benin</td>
<td>604,791</td>
<td>201,397</td>
<td>806,588</td>
</tr>
<tr>
<td>WATSAN</td>
<td>Burkina Faso</td>
<td>154,912</td>
<td>83,414</td>
<td>238,326</td>
</tr>
<tr>
<td>HIV/Aids</td>
<td>Bolivia</td>
<td>176,610</td>
<td>59,670</td>
<td>236,680</td>
</tr>
<tr>
<td>Protection (prior year adjustment)</td>
<td>Colombia</td>
<td>-16,020</td>
<td>-16,020</td>
<td>-32,040</td>
</tr>
<tr>
<td>Health</td>
<td>Egypt</td>
<td>10,345</td>
<td>4,448</td>
<td>14,793</td>
</tr>
<tr>
<td>Energy</td>
<td>Ethiopia</td>
<td>291,287</td>
<td>97,096</td>
<td>388,383</td>
</tr>
<tr>
<td>Governance</td>
<td>Guinea</td>
<td>11,065</td>
<td>1,549</td>
<td>12,614</td>
</tr>
<tr>
<td>WATSAN</td>
<td>Mali</td>
<td>175,763</td>
<td>87,882</td>
<td>263,645</td>
</tr>
<tr>
<td>Education</td>
<td>Senegal</td>
<td>167,600</td>
<td>95,227</td>
<td>262,827</td>
</tr>
<tr>
<td>Education</td>
<td>Sierra Leone</td>
<td>45,408</td>
<td>-</td>
<td>45,408</td>
</tr>
<tr>
<td>Health</td>
<td>Sierra Leone</td>
<td>32,327</td>
<td>16,184</td>
<td>48,511</td>
</tr>
<tr>
<td>WATSAN</td>
<td>Sierra Leone</td>
<td>206,195</td>
<td>68,732</td>
<td>274,927</td>
</tr>
<tr>
<td>Health</td>
<td>Zimbabwe</td>
<td>1,048,288</td>
<td>116,476</td>
<td>1,164,764</td>
</tr>
<tr>
<td>Local</td>
<td>Philippines</td>
<td>129,529</td>
<td>-</td>
<td>129,529</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>3,333,731</td>
<td>919,500</td>
<td>4,253,231</td>
</tr>
</tbody>
</table>

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

**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.**

**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.**
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, improving housing, training communities in planning and managing their natural resources.
- **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 duplicate communications and child protection programmes for marginalised children.
- **Programme support**: field programme management, 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, security services.
- **Development education**: activities to increase public knowledge and understanding of poverty and vulnerability issues which prevent children from reaching their full potential.
- **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 resource and information technology costs, administrative systems, and the cost of back-office processes.
- **Trading expenditure**: cost of goods sold 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 supervisory and disaster preparedness and response programmes.

**Global expenditure figures mentioned in this section include transfers, general management, and supervisory and disaster preparedness and response programmes.**

**Net losses on foreign exchange:**

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 supervisory and disaster preparedness and response programmes.**

**Global expenditure figures mentioned in this section include transfers, general management, and supervisory and disaster preparedness and response programmes.**

**Net losses on foreign exchange:**

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 supervisory and disaster preparedness and response programmes.**

**Global expenditure figures mentioned in this section include transfers, general management, and supervisory and disaster preparedness and response programmes.**

To avoid over counting the data, for financial year 2009/2010 the data has been updated to reflect the new fiscal year.
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) are responsible 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 having satisfied that the financial statements give a true and fair view. The directors are also responsible for such internal controls as they determine to safeguard the charitable company’s assets, to ensure that proper records are kept, and to prevent and detect fraud and other irregularities.

The auditors are responsible for expressing an opinion on the financial statements based on their audit.

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 obtained from all sources available to us, as is necessary to enable us to form our own judgment on the financial statements. The audit also includes an assessment of the significant estimates and judgments made by the directors in the preparation of the financial statements, and of the accounting policies whether or not specific disclosure is made.

Our audit was conducted in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). This report, including the opinions therein, 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 plan and perform our audit so as to obtain all the information and explanations which we require for our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to give basis to our opinion.

We report to you our opinion as to whether the financial statements give a true and fair view of the charitable company’s affairs as at 30 June 2009 and of its resources, including its income and expenditure, for the year then ended; whether the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; whether the financial statements are in agreement with the accounts 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.

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 also report to you whether the information given in the directors’ Annual Report is consistent with the financial statements.

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 audit if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to other information.

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.

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.

Auditors:

PricewaterhouseCoopers LLP, 1 Embankment Place, London WC2N 6RH

Sorina Narada
Janet Parakhova

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 obtained from all sources available to us, as is necessary to enable us to form our own judgment on the financial statements. The audit also includes an assessment of the significant estimates and judgments made by the directors 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.

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 obtained from all sources available to us, as is necessary to enable us to form our own judgment on the financial statements. The audit also includes an assessment of the significant estimates and judgments made by the directors 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.
Consolidated Statement of Financial Activities
(Incorporating the Income and Expenditure Account)
for the year ended 30 June 2009

Consolidated and Charity Balance Sheet
As at 30 June 2009

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 Statement of Cash Flows

**For the year ended 30 June 2009**

<table>
<thead>
<tr>
<th>2009</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net cash inflow/(outflow) from operating activities</strong></td>
<td>£’000</td>
<td>£’000</td>
</tr>
<tr>
<td>Note A</td>
<td>1,638</td>
<td>(114)</td>
</tr>
<tr>
<td><strong>Returns on investment and servicing of finance -</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>189</td>
<td>235</td>
</tr>
<tr>
<td><strong>Capital Expenditure:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payments to acquire tangible fixed assets</td>
<td>(22)</td>
<td>(57)</td>
</tr>
<tr>
<td>Increase in cash and cash equivalents</td>
<td>1,805</td>
<td>64</td>
</tr>
</tbody>
</table>

## 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<br>**Interest income:** £189<br>**Depreciation charges:** £187<br>**Increase in creditors:** £10<br>**Increase in stock:** £252<br>**Net cash inflow/(outflow) from operating activities:** £1,638

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

- **Balance brought forward:** £3,686<br>**Net cash inflow:** £1,805<br>**Balance carried forward:** £5,491

## 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, undertake to 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) **Foundation 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 2006 (the "2006 SOPFR"). 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 SOPFR 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 187 of the 2005 SOPFR.

(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) **Incurring 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 balancesheet 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 includes 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 foreign 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).

<table>
<thead>
<tr>
<th>Group</th>
<th>Unrestricted</th>
<th>Restricted</th>
<th>Total £’000</th>
<th>Total £’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>DfID</td>
<td>-</td>
<td>3,187</td>
<td>2,398</td>
<td></td>
</tr>
<tr>
<td>European Commission</td>
<td>-</td>
<td>3,975</td>
<td>3,640</td>
<td></td>
</tr>
<tr>
<td>Other public funding</td>
<td>-</td>
<td>473</td>
<td>543</td>
<td></td>
</tr>
<tr>
<td>Big Lottery</td>
<td>-</td>
<td>60</td>
<td>117</td>
<td></td>
</tr>
<tr>
<td>Comic Relief</td>
<td>-</td>
<td>239</td>
<td>129</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>-</td>
<td>7,934</td>
<td>6,827</td>
<td></td>
</tr>
</tbody>
</table>

(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.

<table>
<thead>
<tr>
<th>Group</th>
<th>2009 £’000</th>
<th>2008 £’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan Ltd</td>
<td>2,500</td>
<td>1,750</td>
</tr>
<tr>
<td>Trusts and major donors</td>
<td>23</td>
<td>1,578</td>
</tr>
<tr>
<td>Corporations</td>
<td>67</td>
<td>1,236</td>
</tr>
<tr>
<td>Emergency appeal</td>
<td>3</td>
<td>237</td>
</tr>
<tr>
<td>Gift Aid on restricted income</td>
<td>114</td>
<td>257</td>
</tr>
<tr>
<td>Trading donations and alternative gifts</td>
<td>1</td>
<td>419</td>
</tr>
<tr>
<td>Other donations</td>
<td>791</td>
<td>1,441</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>3,446</td>
<td>8,039</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Group</th>
<th>Support £’000</th>
<th>Staff costs £’000</th>
<th>Other Direct £’000</th>
<th>2009 £’000</th>
<th>2008 £’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Costs of generating funds</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sponsorship</td>
<td>662</td>
<td>937</td>
<td>2,785</td>
<td>4,384</td>
<td>4,545</td>
</tr>
<tr>
<td>Official bodies</td>
<td>410</td>
<td>497</td>
<td>79</td>
<td>986</td>
<td>937</td>
</tr>
<tr>
<td>Other donations</td>
<td>487</td>
<td>403</td>
<td>845</td>
<td>1,735</td>
<td>1,487</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>1,944</td>
<td>2,139</td>
<td></td>
<td>38,237</td>
<td>38,079</td>
</tr>
<tr>
<td>Charitable activities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Development education, advocacy and communications</td>
<td>345</td>
<td>862</td>
<td>816</td>
<td>2,023</td>
<td>2,121</td>
</tr>
<tr>
<td>Programme activities</td>
<td>-</td>
<td>-</td>
<td>28,883</td>
<td>28,883</td>
<td>28,896</td>
</tr>
<tr>
<td>Governance costs</td>
<td>40</td>
<td>41</td>
<td>81</td>
<td>90</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,944</td>
<td>2,139</td>
<td></td>
<td>38,237</td>
<td>38,079</td>
</tr>
<tr>
<td>Re-allocate salaries within support costs</td>
<td>(1,026)</td>
<td>1,026</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>918</td>
<td>3,725</td>
<td></td>
<td>38,079</td>
<td>38,079</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Net income/expenditure is stated after charging:</th>
<th>2009 £’000</th>
<th>2008 £’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit fee of consolidated financial statements</td>
<td>31</td>
<td>31</td>
</tr>
<tr>
<td>Non-audit fees paid to our auditors</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Taxation</td>
<td>-</td>
<td>9</td>
</tr>
<tr>
<td>Other professional services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>187</td>
<td>190</td>
</tr>
<tr>
<td>Operating lease rentals – buildings</td>
<td>210</td>
<td>210</td>
</tr>
</tbody>
</table>

---

Report of Board of Directors for the Year Ended 30 June 2009

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Page 50
b) Analysis of Support Costs

<table>
<thead>
<tr>
<th></th>
<th>Sponsorship</th>
<th>Official Bodies</th>
<th>Donations</th>
<th>Charitable Activities</th>
<th>Governance</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Total</td>
<td></td>
<td>Total</td>
<td>Total</td>
</tr>
<tr>
<td></td>
<td>£'000</td>
<td>£'000</td>
<td>£'000</td>
<td>£'000</td>
<td>£'000</td>
</tr>
<tr>
<td>Staff costs</td>
<td>343</td>
<td>212</td>
<td>253</td>
<td>108</td>
<td>40</td>
</tr>
<tr>
<td></td>
<td>1,026</td>
<td>1,064</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communication</td>
<td>47</td>
<td>25</td>
<td>29</td>
<td>22</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>117</td>
<td>141</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>67</td>
<td>40</td>
<td>47</td>
<td>33</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>187</td>
<td>180</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and meetings</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>3</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>15</td>
<td>19</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office and premises</td>
<td>207</td>
<td>129</td>
<td>154</td>
<td>129</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>599</td>
<td>484</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>GRAND TOTAL</strong></td>
<td><strong>662</strong></td>
<td><strong>410</strong></td>
<td><strong>487</strong></td>
<td><strong>345</strong></td>
<td><strong>40</strong></td>
</tr>
<tr>
<td></td>
<td><strong>1,944</strong></td>
<td><strong>1,898</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£'000</td>
<td>£'000</td>
</tr>
<tr>
<td>Head office and central support</td>
<td>639</td>
<td>678</td>
</tr>
<tr>
<td>IT</td>
<td>129</td>
<td>134</td>
</tr>
<tr>
<td>Finance</td>
<td>258</td>
<td>252</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,036</strong></td>
<td><strong>1,064</strong></td>
</tr>
</tbody>
</table>

c) Analysis of Governance Costs

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£'000</td>
<td>£'000</td>
</tr>
<tr>
<td>Audit and professional fees</td>
<td>41</td>
<td>50</td>
</tr>
<tr>
<td>Apportionment of staff costs</td>
<td>40</td>
<td>40</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>81</strong></td>
<td><strong>90</strong></td>
</tr>
</tbody>
</table>

5. Staff costs

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£'000</td>
<td>£'000</td>
</tr>
<tr>
<td>Wages and salaries</td>
<td>3,000</td>
<td>2,657</td>
</tr>
<tr>
<td>Social security</td>
<td>316</td>
<td>239</td>
</tr>
<tr>
<td>Pension costs</td>
<td>73</td>
<td>68</td>
</tr>
<tr>
<td><strong>Sub Total</strong></td>
<td>3,189</td>
<td>3,214</td>
</tr>
<tr>
<td>Other staff costs</td>
<td>336</td>
<td>303</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>3,525</strong></td>
<td><strong>3,517</strong></td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>£80,001 - £90,000</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>£70,001 - £80,000</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>£60,001 - £70,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>£50,001 - £60,000</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>

The pension contributions for those 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:

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sponsorship activities</td>
<td>25</td>
<td>22</td>
</tr>
<tr>
<td>Official bodies and grants</td>
<td>16</td>
<td>15</td>
</tr>
<tr>
<td>Other donation activities</td>
<td>19</td>
<td>17</td>
</tr>
<tr>
<td>Support activities</td>
<td>23</td>
<td>23</td>
</tr>
<tr>
<td>Charitable activities</td>
<td>24</td>
<td>25</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>107</td>
<td>102</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>GROUP AND CHARITY</th>
<th>Computer software</th>
<th>Alterations to premises</th>
<th>Furniture, Fixtures and Fittings</th>
<th>Computer and office equipment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost</td>
<td>£'000</td>
<td>£'000</td>
<td>£'000</td>
<td>£'000</td>
<td>£'000</td>
</tr>
<tr>
<td>At 1 July 2008</td>
<td>444</td>
<td>115</td>
<td>67</td>
<td>102</td>
<td>21</td>
<td>838</td>
</tr>
<tr>
<td>Disposal</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Additions</td>
<td>4</td>
<td>1</td>
<td>17</td>
<td>22</td>
<td>127</td>
<td>188</td>
</tr>
<tr>
<td>At 30 June 2009</td>
<td>448</td>
<td>115</td>
<td>68</td>
<td>102</td>
<td>22</td>
<td>838</td>
</tr>
</tbody>
</table>

Accumulated depreciation

|                      | At 1 July 2008 | 162               | 97                       | 54                             | 208                           | 521  |
|                      | Disposals      | -                 | -                        | -                              | -                             | -    |
|                      | Charge for the year | 141               | 5                        | 5                               | 36                            | 187  |
|                      | At 30 June 2009 | 383               | 102                      | 59                             | 22                            | 687  |

Net book amount

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>At 30 June 2008</td>
<td>282,18</td>
<td>282,18</td>
</tr>
<tr>
<td>At 30 June 2009</td>
<td>245,13</td>
<td>245,13</td>
</tr>
</tbody>
</table>
### 8. Debtors

<table>
<thead>
<tr>
<th></th>
<th>Group 2009</th>
<th>Group 2008</th>
<th>Charity 2009</th>
<th>Charity 2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Official Bodies</td>
<td>1,668</td>
<td>1,282</td>
<td>1,668</td>
<td>1,282</td>
</tr>
<tr>
<td>Income tax receivable</td>
<td>1,857</td>
<td>1,241</td>
<td>1,857</td>
<td>1,241</td>
</tr>
<tr>
<td>Prepayments and accrued income</td>
<td>84</td>
<td>67</td>
<td>84</td>
<td>67</td>
</tr>
<tr>
<td>Plan Inc</td>
<td>1,716</td>
<td>1,361</td>
<td>1,716</td>
<td>1,361</td>
</tr>
<tr>
<td>Other debtors</td>
<td>888</td>
<td>148</td>
<td>964</td>
<td>191</td>
</tr>
<tr>
<td></td>
<td><strong>6,213</strong></td>
<td><strong>4,093</strong></td>
<td><strong>6,289</strong></td>
<td><strong>4,136</strong></td>
</tr>
</tbody>
</table>

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

### 9. Creditors

<table>
<thead>
<tr>
<th></th>
<th>Group 2009</th>
<th>Group 2008</th>
<th>Charity 2009</th>
<th>Charity 2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade creditors</td>
<td>450</td>
<td>490</td>
<td>450</td>
<td>488</td>
</tr>
<tr>
<td>Deferred income</td>
<td>721</td>
<td>740</td>
<td>683</td>
<td>740</td>
</tr>
<tr>
<td>Accruals</td>
<td>456</td>
<td>150</td>
<td>452</td>
<td>146</td>
</tr>
<tr>
<td>Other creditors</td>
<td>11</td>
<td>6</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td><strong>1,638</strong></td>
<td><strong>1,386</strong></td>
<td><strong>1,588</strong></td>
<td><strong>1,376</strong></td>
</tr>
</tbody>
</table>

The movements in deferred income are analysed below:

#### GROUP

- **Deferred income at 1 July**: 740
- **Amounts released from previous years**: (671) (679)
- **Incoming resources deferred in the year**: 652 677
- **Total**: 721 740

#### CHARITY

- **Deferred income at 1 July**: 740
- **Amounts released from previous years**: (671) (679)
- **Incoming resources deferred in the year**: 634 677
- **Total**: 683 740

### 10. Statement of funds

#### GROUP

<table>
<thead>
<tr>
<th></th>
<th>Balance 1 July 2008</th>
<th>Total incoming resources</th>
<th>Total resources expended</th>
<th>Transfers</th>
<th>Balance 30 June 2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted funds:</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
</tr>
<tr>
<td>General reserve</td>
<td>1,564</td>
<td>29,171</td>
<td>(27,445)</td>
<td>165</td>
<td>3,395</td>
</tr>
<tr>
<td>Designated funds</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible fixed asset fund</td>
<td>415</td>
<td>-</td>
<td>(165)</td>
<td>250</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>1,979</td>
<td>29,171</td>
<td>(27,445)</td>
<td>-</td>
<td>3,645</td>
</tr>
<tr>
<td>Restricted funds</td>
<td>4,872</td>
<td>12,654</td>
<td>(10,752)</td>
<td>-</td>
<td>6,684</td>
</tr>
<tr>
<td>Total funds</td>
<td>6,851</td>
<td>41,715</td>
<td>(38,237)</td>
<td>-</td>
<td>10,329</td>
</tr>
</tbody>
</table>

#### CHARITY

<table>
<thead>
<tr>
<th></th>
<th>Balance 1 July 2008</th>
<th>Total incoming resources</th>
<th>Total resources expended</th>
<th>Transfers</th>
<th>Balance 30 June 2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted funds:</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
</tr>
<tr>
<td>General reserve</td>
<td>1,564</td>
<td>28,994</td>
<td>(27,300)</td>
<td>165</td>
<td>3,423</td>
</tr>
<tr>
<td>Designated funds</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible fixed asset fund</td>
<td>415</td>
<td>-</td>
<td>(165)</td>
<td>250</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>1,979</td>
<td>28,994</td>
<td>(27,300)</td>
<td>-</td>
<td>3,673</td>
</tr>
<tr>
<td>Restricted funds</td>
<td>4,872</td>
<td>12,604</td>
<td>(10,752)</td>
<td>-</td>
<td>6,684</td>
</tr>
<tr>
<td>Total funds</td>
<td>6,851</td>
<td>41,598</td>
<td>(38,092)</td>
<td>-</td>
<td>10,357</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Balance 1 July 2008</th>
<th>Total incoming resources</th>
<th>Total resources expended</th>
<th>Transfers</th>
<th>Balance 30 June 2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>DfID</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
</tr>
<tr>
<td>European Community</td>
<td>2,609</td>
<td>3,187</td>
<td>(3,880)</td>
<td>1,916</td>
<td>1,916</td>
</tr>
<tr>
<td>Other Official Bodies</td>
<td>2,076</td>
<td>3,975</td>
<td>(2,323)</td>
<td>3,728</td>
<td>3,728</td>
</tr>
<tr>
<td>Other Donations and Appeals</td>
<td>118</td>
<td>772</td>
<td>(680)</td>
<td>210</td>
<td>210</td>
</tr>
<tr>
<td>Other</td>
<td>69</td>
<td>4,670</td>
<td>(5,909)</td>
<td>830</td>
<td>830</td>
</tr>
<tr>
<td>Total</td>
<td>4,872</td>
<td>12,604</td>
<td>(10,752)</td>
<td>-</td>
<td>6,684</td>
</tr>
</tbody>
</table>
11. Analysis of assets and liabilities between funds

<table>
<thead>
<tr>
<th>GROUP</th>
<th>Unrestricted funds</th>
<th>Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>General</td>
<td>Designated</td>
<td>Funds</td>
</tr>
<tr>
<td>Fund balances at 30 June 2009 are represented by:</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
</tr>
<tr>
<td>Tangible fixed assets</td>
<td>-</td>
<td>250</td>
<td>-</td>
</tr>
<tr>
<td>Current assets</td>
<td>5,033</td>
<td>-</td>
<td>6,684</td>
</tr>
<tr>
<td>Current liabilities</td>
<td>(1,638)</td>
<td>-</td>
<td>(1,638)</td>
</tr>
<tr>
<td>3,395</td>
<td>250</td>
<td>6,684</td>
<td>10,329</td>
</tr>
<tr>
<td>1.564</td>
<td>415</td>
<td>4,872</td>
<td>6,851</td>
</tr>
<tr>
<td>6,851</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>141</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>301</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Funds</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11,695</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>250</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-</td>
<td>(1,588)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2009</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1,564</td>
<td>415</td>
<td>4,872</td>
<td>6,851</td>
</tr>
<tr>
<td>2008</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1,564</td>
<td>415</td>
<td>4,872</td>
<td>6,851</td>
</tr>
</tbody>
</table>

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 these net assets at year-end which can be attributed to restricted activities.

12. Investments - Subsidiary undertakings

<table>
<thead>
<tr>
<th>CHARITY</th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shares in subsidiary undertakings</td>
<td>£’000</td>
<td>£’000</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>

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.

13. Related Parties

Plan UK allocates back to the National Organizations the interest it earns on the funds transmitted to them 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 £571,573 and £571,585 for the years ended June 30 2009 and 2008, respectively. Note 36(b) above describes the income received under a deed of covenant from Plan Ltd, Plan Inc’s central service organization.

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) 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.

Thank you