



CONTENTS

ABOUT PLAN	1	LEGAL AND ADMINISTRATIVE INFORMATION	56
A REPORT FROM PLAN UK YOUTH ADVISORY PANEL	2	INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PLAN INTERNATIONAL (UK)	57
A MESSAGE FROM PLAN UK CHAIR	3	CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES	58
CHIEF EXECUTIVE'S REPORT	4	CONSOLIDATED AND CHARITY BALANCE SHEET AS AT 30 JUNE 2010	59
OUR VISION AND MISSION	5 – 6	CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2010	60
OUR STRUCTURE		NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010	61 – 71
OUR MISSION		1. Organisation and purpose	
OUR ACCOUNTABILITY		2. Accounting policies	
OUR OBJECTIVES		3. Income analysis	
PLAN'S PROGRAMME ACTIVITIES	7 – 32	4. Resources expended	
OUR GLOBAL WORK		5. Staff costs	
IN AFRICA		6. Directors' remuneration	
IN THE AMERICAS		7. Tangible fixed assets	
IN ASIA		8. Debtors	
OUR GLOBAL CAMPAIGNS		9. Creditors	
PLAN'S WORK TO ACHIEVE THE MILLENNIUM DEVELOPMENT GOALS		10. Statement of funds	
PLAN UK'S ACTIVITIES	33 – 45	11. Analysis of assets and liabilities between funds	
FUNDRAISING		12. Investments – Subsidiary undertakings	
DEVELOPMENT EDUCATION		13. Related parties	
ADVOCACY, CAMPAIGNS AND COMMUNICATIONS			
MANAGING DISASTERS			
MOBILISING YOUNG CITIZENS FOR BETTER GOVERNANCE			
GOVERNANCE AND MANAGEMENT OF PLAN UK	46 – 47		
HOW PLAN UK IS MANAGED			
RESPONSIBILITIES OF PLAN UK'S DIRECTORS			
RISK MANAGEMENT			
FINANCIAL REVIEW YEAR TO 30 JUNE 2010	48 – 55		
RESERVES			
SUBSIDIARY COMPANIES			
TAXATION STATUS			
HUMAN RESOURCES			

ABOUT PLAN

PLAN International UK ('Plan UK')¹ 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.

¹In this report, PLAN International UK is to be referred to as 'Plan UK', and Plan International Inc and the 20 national organisations as 'Plan' or 'Plan Worldwide'.



A REPORT FROM PLAN UK YOUTH ADVISORY PANEL

Plan UK's Youth Advisory Panel (YAP) keeps children and young people's participation and education central to Plan's work. Its members are passionate about issues – from climate change to girls' rights – which have a huge global impact on children and young people.

THIS YEAR'S HIGHLIGHTS INCLUDE:

Climate change

In December 2009, 11 young journalists (including two YAP members) from Indonesia, Kenya, the Netherlands, Sweden and the UK went to the United Nations' 15th Climate Change Conference in Copenhagen (COP15), as part of Plan's Global Warning project. They reported back to peers at home and around the world, promoting active citizenship and solidarity.

Plan's young journalists exceeded expectations. As news producers themselves, coverage was widespread. They obtained personal testimonies of support for young people's engagement in decision making and action on climate change from high level figures including Archbishop Desmond Tutu, Wangari Maathai, John Holmes, the United Nations' Under-Secretary-General for Humanitarian Affairs and Emergency Relief, and Margareta Wahlström, the United Nations' Assistant-Secretary-General for Disaster Risk Reduction.

"Young people are right to say 'this is our world too, you elders have made a mess of things and should get out of the way'," said Archbishop Desmond Tutu.

YAP member Leon said: "We have to work together to make sure the voices of young people around the world are heard and their rights met."

In January, Plan UK's COP15 delegation shared their experiences at the 'Climate Revolution' event, held with the UK Youth Parliament. YAP members, led by Rose, encouraged Ed Miliband (then Secretary of State for Energy and Climate Change) to set up a youth advisory panel for the Department of Energy and Climate Change (DECC). The DECC YAP is now up and running, and Rose says: "The meetings buzz with great ideas and energy, and meaningful engagement."

Girls' rights

Another huge highlight was 'Because I am a Girl: Listen' – a performance piece created, produced and directed by YAP member Katie, and performed at the Y theatre in Leicester in December 2009. Through dance, song and drama the cast highlighted challenging situations faced by many girls, including early marriage, lack of education, HIV and AIDS, and violence.

In January, during her gap year, Katie saw Plan's work first-hand at a Plan-supported safe house in Thailand: "I met girls as young as 13 who had been trafficked for years before being rescued. It's dreadful to think this goes on, but great to know that organisations like Plan can help."

Youth Trustees

An exciting development has been the recruitment of Youth Trustees to Plan UK's board. Leon, 18, and Durgha, 20, were appointed Trustees, and Aakash, 16, became Observer Trustee in February 2010.

"Any charity that claims to be youth-led needs to prove it by having young people at the heart of its decision making processes, just like Plan UK," says Aakash.

"Being a trustee allows young people to really make a difference to Plan," says Leon. "They come up with ideas that adults and policy makers don't: a much-needed breath of fresh air."

Plan UK Chair of Trustees Janet Paraskeva says: "Plan is proud to put children and young people at the heart of everything we do – what better way of achieving that than appointing Youth Trustees. In our field work, we would not dream of making decisions about young people without consulting them. We take the same approach in the UK."

YAP's first campaign, 'A Hand in My Future', gave young people a voice in the issues around the Millennium Development Goals global summit in September 2010. "It reminded decision makers that young people have the right and the ability to make a difference on significant development issues that will affect the next generation," explains Colette.

The YAP team: Aakash, Blake, Colette, Durgha, Elly, Ellie, Katie, Leon, Nia, Rose, Sarah and Simone



▲ Photo: Matt Writtle
YAP members at the launch of the 'A Hand in My Future' campaign.

A MESSAGE FROM PLAN UK CHAIR

All too often girls bear the brunt of chronic poverty.

The devastating earthquake in Haiti levelled the poorest country in the Western hemisphere. Although humanitarian disasters are indiscriminate in their effects, they pose grave risks to impoverished girls in particular. In Haiti, girls and young women already faced endemic violence and disadvantage. Shockingly, one study found nearly three-quarters of women and girls reported having been raped before the disaster, while two in five suffered domestic violence.²

Plan has been working in Haiti since 1973, and was therefore well placed to understand and respond to children's needs, both in the immediate aftermath of the disaster, through the provision of emergency relief, and in the continuing recovery effort. We will strive to 'build back better' for all the country's children, but especially for girls, who remain at risk in insecure and often inappropriate temporary accommodation.

The disaster stretched our resources and expertise at a time when the world was continuing to reel at the impact of the economic downturn. We were only able to rise to these challenges thanks to the continued generosity of our many supporters.

Supporters invest in Plan because they know we are there for as long as it takes to help children, their families and communities move from a life of poverty to a future with opportunity.

Last year I saw this at first-hand in Liberia, where education is providing hope and transforming lives in the midst of terrible deprivation.

Here, life for girls is stark.

Educated girls are less vulnerable to diseases, trafficking and exploitation, and are more likely to marry later and have fewer children – children who are in turn more likely to go to school and to generate income for their families. But girls are often deprived of education for many reasons: practical, economic and cultural.

I saw how young people themselves, living in a country badly damaged by violent civil war, recognise the need for girls to receive support. I spent time at a children's rights media project, which gives children and young people the chance to air their views on the radio about issues they think are important, like female genital cutting, their urgent desire for education, and girls' fear of walking from home to school because of the frequency of rape.

I met young women at a community school, who talked about their aspirations for the future, their hopes for more education, and their dreams of being nurses, doctors, lawyers, teachers. They spoke of wanting to wash in fresh water and of how much they enjoyed cooking. They also talked about the violence they experienced from boys.

Plan Liberia has made it a priority to focus on providing girls with additional opportunities, motivating them to stay on at school and acquire skills that could increase their chances of securing professional careers, building their life skills and confidence to succeed.

At a global policy level, Plan published its third annual 'State of the World's Girls' report, highlighting the role of girls in the global economy and warning that failing to educate girls is costing poor countries billions of pounds each year. No education means girls are confined to dangerous, unskilled work, neglecting their earning potential and slowing down recovery from the current financial crisis. The report's findings underline our experience that investing in girls by equipping them with life skills is fundamental to enabling communities to lift themselves out of poverty.

As a former teacher, I know all too well that education improves life chances. I am committed to ensuring that the right to education continues to be at the heart of Plan's work – from raising parental awareness to engaging with school and community leaders, and advocating for change with local and national governments.

For the world's girls, this work is urgent.

Please join me in supporting Plan's 'Because I am a Girl' campaign. Together we can enable girls, as well as boys, to build a better future and to achieve their full potential.

Thank you for your support.

Rt Hon Dame Janet Paraskeva DBE
Plan UK Chair



▲ Photo: Plan
Janet visiting Plan's work in Liberia.

²Research conducted by KayFam, the only shelter for victims of gender-based violence in Haiti. www.kayfam.info

CHIEF EXECUTIVE'S REPORT

Last year Plan responded to many disasters, including earthquakes in Haiti, China, Indonesia and Malawi; floods in India and West Africa; typhoons in the Philippines and Vietnam; a tropical storm in Guatemala; and a prolonged food crisis in Niger affecting seven million people. These disasters cost hundreds of thousands of lives, left millions homeless and destroyed the livelihoods of entire communities.

With its extensive experience, Plan was well placed to play a crucial role in relief efforts in the immediate aftermaths of these disasters, and continues to work in the countries affected, dedicated to ensuring communities can rebuild better and stronger. Working with local staff and communities, we aim to reduce vulnerability and work towards prevention and effective management of risks and emergency situations.

Disasters are an inevitable part of life – but loss of life and property does not have to be. Training children on disaster risk reduction can save lives. In Guatemala, where tropical storm Agatha damaged 101 coastal villages and caused 174 deaths in May 2010, a Plan project had trained young people in emergency preparedness and response. When the storm hit, they immediately knew what to do. Their intervention contributed to the evacuation of more than 200 families, mitigating the storm's impact, and saving lives. Visiting Pakistan after the floods, I found that children in one village in South Punjab had implemented an early warning system so their families saved their possessions – and within two months all the children were back in school because their school books had been saved.

Education is a core part of Plan's work with children and communities around the world. In Mali, mothers received training on the importance of education for their children and were involved in the monitoring and management of their local school through Students' Mothers Associations. Their enthusiasm quickly spread, contributing to improved teaching and better quality education. Parents who used to resist their daughters' education are changing their attitudes. Four years on, the number of children attending school has increased – in one area, the number of girls at school has doubled, with a 25 per cent increase in girls completing primary education.

When we talk about education, we are not referring just to academic achievements. What's important is that girls and boys acquire 'skills for life', so they can protect and look after themselves, make a living, and make informed life choices. A priority is sexual and reproductive health awareness. Adding strength to our work in this area, the sexual and reproductive health charity Interact Worldwide joined the Plan family in October 2009.

For more than 30 years, Interact has worked in Africa, Asia and Latin America to reduce poverty by supporting better sexual and reproductive health, including family planning, maternal health services and responses to HIV and AIDS. Its work has helped thousands of girls, young women and other vulnerable groups. Interact keeps its own board and strategy but its expertise is already benefiting our work with young people at risk of early pregnancy or sexually transmitted diseases.

This collaboration is a large-scale example of countless partnerships Plan is involved in with fellow charities and NGOs, businesses, local authorities and governments, in both long-term community projects and short-term joint relief efforts in emergencies. A great example is the 'Banking on Change' project, launched in 2009. Plan is working with international banking group Barclays and NGO Care International on a £10 million, three-year programme that aims to improve the quality of life of half a million disadvantaged people by developing and extending access to basic banking services. Community members agree among themselves to form and manage savings and loans groups, making their own rules about how much each member needs to contribute and what they can use loans for. Some members use loans to start small businesses, others to pay for school equipment for their children, for example. It's a scheme that demonstrates how even saving small amounts can make a big difference – and is a great way for a community to work together with shared interests at heart.

So much of what Plan does is about people working together, about combined efforts, about a collective movement towards a common goal: to achieve a world where all children can realise their full potential. We are grateful that you are with us as we play our part.

Thanks for your continued support.

Marie Staunton

Plan UK Chief Executive



▲ Photo: Lee Celano
Marie visiting a health centre in Haiti after the earthquake.

OUR VISION AND MISSION

OUR STRUCTURE

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

One of 20 national organisations³ 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 19 national organisations are allocated by Plan Inc to development programmes in 48 developing countries⁴ according to the number of sponsorship links for each country. Plan's international headquarters is located in the United Kingdom and supervises programme operations.

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



The management and operations of Plan's central organisation have been independently assessed by the ICFO (International Committee on Fundraising Organisations) and found to be in compliance with their standards. These include good governance and management covering the responsibilities of the governing body, fulfilment of public benefit goals, fiscal control, management, reporting, fundraising practices and the provision of information.

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; and
3. Promoting the rights and interests of the world's children.

OUR ACCOUNTABILITY

Plan is committed to being accountable to our supporters, donors and the communities we work with for the decisions we make, the impact of our work, and for ensuring our decision making bodies reflect the countries where we work. Below are some of our achievements in meeting accountability standards.

Last year, Plan UK received the 2010 Charities Online Accounts Award for the third time. The awards recognise the charities which have demonstrated the highest levels of accuracy and transparency in their accounts and reports and which have communicated most effectively with their beneficiaries, donors and stakeholders.

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.

Plan is a signatory to and board member of the International Non-Governmental Organisations' (INGO) Commitment to Accountability Charter. This charter is the foremost accountability standard for the INGO sector, requiring annual reports on each member's goals, activities and achievements. www.ingoaccountabilitycharter.org

Plan has been a full member of People in Aid since 2003. We use its Code of Good Practice to enhance our accountability and transparency, by increasing the effectiveness of our human resources management. www.peopleinaid.org

Plan adheres to the SPHERE Humanitarian Charter and Minimum Standards in Disaster Response, which set quality and accountability standards for organisations involved in humanitarian assistance. www.sphereproject.org

Plan is a signatory to the Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief, and has agreed to comply with the ten principles of the Code. www.ifrc.org

Plan is an affiliate member of the Institute of Risk Management and is bound by the IRM's Code of Conduct. www.theirm.org

³National organisations: Australia, Belgium, Canada, Colombia, Denmark, Finland, France, Germany, Hong Kong, India, Ireland, Japan, Korea, the Netherlands, Norway, Spain, Sweden, Switzerland, the United Kingdom and the United States.

⁴Programme countries: Bangladesh, Benin, Bolivia, Brazil, Burkina Faso, Cambodia, Cameroon, China, Colombia, Dominican Republic, East Timor, Ecuador, Egypt, El Salvador, Ethiopia, Ghana, Guatemala, Guinea, Guinea-Bissau, Haiti, Honduras, India, Indonesia, Kenya, Laos, Liberia, Malawi, Mali, Mozambique, Nepal, Nicaragua, Niger, Pakistan, Paraguay, Peru, Philippines, Rwanda, Senegal, Sierra Leone, Sri Lanka, Sudan, Tanzania, Thailand, Togo, Uganda, Vietnam, Zambia, Zimbabwe.

OUR OBJECTIVES

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

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 urbanisation, the spread of HIV and AIDS and recent 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, Plan revisited and updated its five-year objectives in 2008.

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

Impact and accountability

to be a leading organisation that delivers measurable results for poor children;

Stronger child-centred community development

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

Modernised child sponsorship

to enable a global network of child sponsors to support children living in poverty;

Diversify income

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

Agile and effective organisation

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

Representative and participative governance

to promote a culture that helps people to feel a part of and get involved in our governance and advisory structures, and to develop the ability of children, communities, sponsors and other partners to influence the decisions that institutions make, and their priorities, regarding poverty and children's wellbeing.

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

These are:

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

PLAN'S PROGRAMME ACTIVITIES

€534.7m

Last year Plan's global annual income was €534.7 million, enabling us to reach 27.6 million children and their families in 66,886 communities around the world

Plan's global annual income represents the funds raised through Plan UK and the other 19 national organisations. 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: Africa, Americas, Asia.

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 by knowledge of the country and region.



PLAN'S PROGRAMME ACTIVITIES

OUR GLOBAL WORK

SANITATION AND HEALTH

– including reproductive health and HIV and AIDS

We work to ensure children's survival, protection and healthy development. We improve access to and quality of basic healthcare, and combat malnutrition and preventable diseases. We increase access to sexual and reproductive health services, including contraception and ante- and postnatal care. We help people living with HIV and AIDS to get treatment and care, and promote behavioural change to reduce the spread of HIV. We increase access to safe water and sanitation and encourage good hygiene. We promote good parenting, raise awareness of children's rights and child protection, and protect children – particularly those in difficult circumstances – from discrimination, violence, abuse, and exploitation. We campaign for universal birth registration, and support communities to eradicate harmful cultural practices, such as female genital cutting.



▲ Photo: Alf Berg
Health check-up at a health centre in Ethiopia.



EDUCATION

We want all children, young people 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 improve access to good quality, universal, free primary education, and access to secondary and vocational education. We promote early childhood care and development (ECCD) including services such as nurseries. We provide young people with financial services, income generation opportunities, and vocational training, and make sure they are well informed about sexual and reproductive health.

◀ Photo: Jane Hahn
Getting an education in Ghana.

ECONOMIC SECURITY

We help families to become more financially secure, so that they can meet their children's basic needs, build their savings, and reduce their vulnerability to economic shocks. We provide sustainable financial services, skills training, and small business development programmes. We help families reliant on agriculture to increase food production and diversify.



Photo: Plan ▶
Learning to sew at a vocational training centre in India.

CHILD PROTECTION

We work with marginalised, socially excluded groups, whose rights are systematically violated, and whose living conditions make them the most vulnerable. We protect child labourers, children with disabilities, children affected by conflict and disaster, street children, and children who have been trafficked or are at risk of being trafficked.



Photo: Plan ▶

Children playing games at a children's centre in Haiti.



GLOBAL PARTNERSHIP

We promote understanding about development issues among people of different cultures and in different countries.

Several key approaches run through all our work. We work through community participation and mobilisation, supporting children, young people, women and community-based organisations to work together to seek solutions to their problems. We help them acquire the skills and confidence they need to demand their rights, and to get involved in decision making on issues that affect their wellbeing. We promote gender equality in all our work.

◀ Photo: Alf Berg

A community meeting about child rights in Guatemala.

GOVERNANCE

Advocacy is a key part of what we do: removing blockages in local, national, regional and international legislation, policies, and programmes to ensure children's needs and rights are taken into account. We lobby states to provide services and to comply with their legal obligations regarding children's rights. We work to strengthen state institutions that protect and fulfil these rights.



Photo: Plan ▶

Speaking out on girls' rights in Cameroon on the Day of the African Child.

AFRICA

€150m

Plan started working in Africa in 1974 and today works in 23 countries where it invests more than €150 million each year

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.



THE SITUATION

Many African economies are growing steadily, and democracy is spreading. However, millions of children still grow up facing challenges: poor education, disease, conflict, disasters, and poor governance. 43 per cent of Africans live below the poverty line, including 150 million children.

Poor health seriously hinders development. One in eight children in sub-Saharan Africa do not reach their fifth birthday, with many dying of preventable and treatable diseases, exacerbated by malnutrition. Poor access to water and sanitation cause diseases like diarrhoea. Each year 207,000 mothers die in pregnancy or childbirth.

In sub-Saharan Africa 46 million children do not go to school. Of those who do, a third drop out before finishing primary school; in particular, girls often leave to marry or care for younger siblings.

Young people need youth-friendly reproductive and sexual health services; they also need employment and educational opportunities.

23 million people in Africa are living with HIV. Losing their parents to HIV and AIDS has a profound impact on children's life chances.

Many children suffer from violence, neglect and exploitation, discrimination and exclusion. Many, especially girls, are at risk of physical and sexual abuse at home and in school. Practices such as female genital cutting and early marriage are often cultural norms. Children with disabilities are often shunned, neglected, and abused. Most African children work from an early age.

Women have less access to and control over knowledge, assets and services than men. Nevertheless, poor women are often powerful agents of change, organising local self-help initiatives.

Strong civil society can lobby for better governance, and local and international organisations and community groups are growing in number and confidence. There is a trend towards decentralising control over government services to local governments, community groups and NGOs.

HIGHLIGHTS OF THE YEAR

Water and sanitation

Plan's community-led total sanitation (CLTS) project in Ethiopia, Kenya, and Tanzania, funded by DfID through Plan UK's Programme Partnership Agreement, reached 109,988 people in 485 communities where sanitation facilities were poor or non-existent. It promoted cost-effective sanitation, including latrine construction, and encouraged sustainable changes in behaviour such as hand-washing and no open defecation.

Communities, especially children and young people, have taken responsibility for monitoring sanitation, supported by local authorities. Children are benefiting from reduced rates of waterborne diseases such as diarrhoea, and young people are taking on leadership roles in promoting good hygiene. CLTS is cost-effective as it does not require much infrastructure, but focuses on community ownership and action; for example, training community members to dig and maintain their own pit latrines. Evaluations have shown that latrines built following the CLTS approach cost on average \$7, compared to around \$100 for traditional facilities.

HIV and AIDS

As the HIV pandemic has evolved, Plan's response has grown in scale and in scope. In East and Southern Africa, Plan has worked hard to provide an appropriate response. Many of our child development, children's rights, child media, child survival, education, and community development programmes address issues related to HIV and AIDS.

Innovative programmes have covered the entire continuum from awareness raising and HIV prevention to treatment, care and support for people living with HIV and AIDS. We help to mitigate the impact of HIV and AIDS on families and communities, and support orphans and vulnerable children. We promote testing, support post-test clubs for those affected, and increase access to treatment to prevent mother-to-child transmission. We work hard to reduce stigma, and promote the rights of children and young people affected by HIV and AIDS. We support measures that address the social context that makes young women particularly vulnerable.

AFRICA

Violence against children

Since 2008, Plan and Save the Children Sweden have been working together in the Violence against Children (VAC) project in seven countries: Togo, Ghana, Benin, Guinea, Mali, Côte d'Ivoire and Gambia. The project will educate 5 million people about violence against children through child-friendly publications and broadcasts, and give 200 children and young people the skills and confidence to act as advocates to end violence against children.

So far 180 children and young people have been trained as advocates and are working together in their schools and communities. In Benin and Ghana, young people developed ten radio programmes on violence against children, and young people's videos and blogs are featured on several websites. Youth groups from four countries produced illustrations for comic books and 5,000 copies have been distributed, and 42,000 booklets and posters have been distributed through Africa's largest children's and youth magazines. Groups have run awareness-raising community activities such as sporting events, theatre performances, and discussions with community leaders.

Many young people report that attitudes have changed, with schools banning corporal punishment, and parents listening to children's view and no longer using violence.

Microfinance – village savings and loans

In 11 countries in West Africa, Plan focuses on the Village Savings and Loan (VSL) model, serving a total of 125,000 people, 85 per cent of them women. VSL emphasises small, regular savings, insurance and small loans, and offers members lump sums in emergencies. It is particularly suited to Plan's child-centred community development approach because it emphasises local participation and ownership, and focuses on women in their role as the main caregivers. It also gives young people a chance to become economically productive, and provides business skills training.

Plan Ghana's Banking on Change programme is part of a partnership between Barclays Corporation, Plan and Care International under a £10 million grant obtained by Plan UK. In the project's first six months, 643 groups were formed with 14,590 members – 79 per cent of them women – and they have already made total savings of \$285,044 and loans of \$150,371.

PLAN'S IMPACT

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

Below are some of the outputs in the region:

- 14,494 community health workers were trained;
- 27 health centres were constructed;
- 211,197 children were immunised;
- 6,221 girls and 3,641 boys received primary school scholarships;
- 167,324 sets of educational materials were distributed to primary schools;
- 2,641 primary schools were furnished and equipped;
- 233 wells or boreholes and 80 water systems were provided;
- 3,028 latrines were constructed;
- 9,151 farmers took part in agricultural training and 2,701 people took part in vocational training.



COMMUNITY PROJECT TACKLES CHILD MALNUTRITION IN ZIMBABWE

In Chipinge district, eastern Zimbabwe, 7.5 per cent of children are severely malnourished. Plan is working with UNICEF and the Ministry of Health to provide better nutrition to 2,763 children, and to expand the project to other communities.

The project has trained health workers how to measure children's upper arms to determine their rate of growth. It has also provided Ministry of Health staff with training and transportation to remote areas, to enable them to respond to cases. However, the community itself takes the lead, by referring malnourished children under five to the project.

Josephine, a farm labourer, is paid only a bag of maize after working all day in the sun, with her baby girl tied to her back. Her daughter's health was deteriorating from lack of nutrition, and her belly was swollen. But once she was put on our feeding programme, she began to recover. **"Thanks to Plan's therapeutic feeds, she has survived,"** Josephine says.



IMPROVING CHILD MORTALITY IN SIERRA LEONE

Sierra Leone is one of the world's poorest countries, and Moyamba district has the country's highest rates of child malnutrition, as well as child mortality rates higher than the national average.

Since January 2008, a European Commission-funded project has improved the health and development of children under five, and their mothers, and promoted good parenting. Its 271,000 beneficiaries include 46,000 children and 13,550 pregnant women.

Since the project began, under-five mortality has fallen by 20 per cent in Moyamba district. Now, all under-fives have nutrition and weight checks, and all pregnant women have at least two antenatal checkups. Twice as many mothers now exclusively breastfeed their babies, and nine out of ten one-year-olds are fully immunised.

More mothers can now identify pneumonia and malaria and seek medical help. Over two-thirds of under-fives now sleep under insecticide-treated mosquito nets, and all pregnant women receive preventative treatment for malaria. To combat diarrhoea, the project trains mothers in how to use simple, life-saving oral rehydration.

The project helps parents and teachers to support children's social, emotional and cognitive development and promotes children's rights.

Strong partnerships – between Plan and the government's District Health Management Team (DHMT) and maternal and child health programme, and local NGO Pikin-to-Pikin Movement – are key to the project's success. Developing a good information system is also vital, and passing lessons learned on to others. The project created training and monitoring tools on childhood illnesses, which the Ministry of Health and Sanitation has adopted for its national programmes. Plan's investment in local services also includes training health workers in child health and development – over 400 so far.

Innovative ways are used to get communities involved and to encourage behavioural change, improve awareness and strengthen healthcare. A network of health volunteers has been trained in child health and, in particular, the prevention and management of diarrhoea, malaria and pneumonia. 80 Community Health Committees with 1,040 members encourage local authorities and communities to take positive action to improve mother and child health. Their role is valued; one member said: "I am seen as the friend of the doctor."

10,100 children in 202 school health clubs and 202 School Management Committees promote health and development in schools and in their communities. 50 Mothers and Grandmothers Groups and 5 Fathers Groups support children's health, nutrition, and development, and traditional birth attendants also play an important role.

Health education messages are passed on via programmes on community radio, and through health festivals and public events. One of these is the DHMT's annual 'Ambassadors for Reproductive and Child Health' competition. Communities and health staff nominate couples who are questioned on child health and childcare, including the parents' role in their children's development, and fathers' involvement. The winners are crowned as Ambassadors for that year, and act as role models.

Mr Gordon, one of this year's winners, explains:

"Since my wife and I were appointed, we have been going from one family and community to another talking about the benefits of reproductive and child health best practices. We are passionate about this way of serving our country, and reaching out to couples who may be finding it difficult to take care of themselves and their family's health. The District Medical Officer works hard to get young mothers and fathers to seize the opportunity of accessing the good services and facilities that Plan and the government provide, so every family enjoys good health."

AMERICAS

€95m

Plan has been working in the Americas and the Caribbean for over 40 years, and today works in 12 countries where it invests more than €95 million each year

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



THE SITUATION

The region has made significant progress in reducing infant mortality and malnutrition, increasing access to health, education, water and sanitation, and reducing poverty. Democratic governance and civil society have been strengthened.

However, challenges remain: migration, food shortages, violence, and an increasing number of disasters. Significant inequalities persist between countries and between groups within countries. Marginalised groups include indigenous peoples, Afro-descendants, children with special needs, and displaced people.

118 million children under 20 live in poverty. Infant mortality among indigenous children is 60 per cent higher than among non-indigenous children, and half of indigenous under-fives are malnourished.

A third of 20–24 year olds did not complete primary school and in some countries, less than 40 per cent of children attend secondary school.

Young people have limited access to sexual and reproductive health services. There are high rates of teenage pregnancy, and rising rates of HIV and other sexually transmitted infections. Young people also lack opportunities. Vocational training and higher education are limited, and youth unemployment is high.

Violence is a major issue. Rates of abuse, domestic violence, sexual exploitation, migration, and child labour are increasing. Every year, 80,000 children die as a result of domestic violence, and many are subject to sexual violence or coercion. Young people are affected by drug trafficking, organised crime and human trafficking. Many young men get involved in gangs, seeing this as an opportunity to escape poverty.

Girls and women suffer from discrimination, which is deeply rooted in values, cultures, legislative frameworks and institutions, and poses huge obstacles to girls' development.

75 per cent of people live in urban areas, where high population concentrations generate social problems, including child prostitution and street violence, and place pressure on resources – jobs, land, housing, and services.

HIGHLIGHTS OF THE YEAR

Child protection

Fear and a culture of silence mean that most cases of abuse are not reported. Plan helps by strengthening understanding of children and young people's rights. We support communities to raise awareness about child protection, and to campaign against cultural tolerance of sexual abuse. Communities are organising local protection networks, encouraging the reporting of abuse, and monitoring the enforcement of laws guaranteeing protection.

Plan helps children who have been abused to get social, psychological and legal support. In the province of Santa Elena in Ecuador, for example, Plan supported a young boy who had been sexually abused in a case that set a precedent and proved that abuse will not go unpunished. From January to June 2010, 27 allegations of sexual abuse were filed in Santa Elena, compared to 11 during the same period in 2009.

Sexual and reproductive health

Plan trains teenagers to act as peer educators, providing information and advice about sexual and reproductive health to other young people. They enable their peers to make good decisions and prevent pregnancy, HIV and other sexually transmitted diseases, and develop attitudes that will help them have a healthy lifestyle. Knowledge enables young people and parents to deconstruct myths, fears, taboos and prejudices about sexual and reproductive health in order to act responsibly and safely. Peer educators also promote young people's right to good, youth-friendly sexual and reproductive healthcare, and to exercise their sexual and reproductive rights without coercion or violence.

AMERICAS

Early child care and development

We help parents ensure that under-fives are well cared for, in good health and well-nourished, and that they get all the opportunities they need to develop cognitively, physically, socially and emotionally.

We help parents improve their parenting and develop a nurturing environment at home where children feel loved and listened to. We ensure that children aged three to five can attend nursery where they learn the skills they will need for starting school through games and playing with their peers.

We set up community-based organisations to provide locally appropriate ECCD services, such as nurseries, and community learning centres providing information and support for pregnant women and parents of young children. We lobby local and national governments for strong ECCD policies and programmes.

Child participation and leadership

In Nicaragua, 27 local governments have municipal development plans that focus on children's rights, thanks to lobbying by 4,500 children and young people.

In San Rafael del Sur, Plan supported the establishment of a Children's Municipal Council, one of 56 that Plan supports. An 18-year-old girl from one of Plan's young people's groups was elected Child Mayor for 2008–09. She credits the group with teaching her about children's rights, and giving her the confidence to advocate for them. One of the Council's key achievements has been negotiating to receive three per cent of the municipal budget to use for their own activities for children and young people, such as fora and debates. In Chinandega, a network of 1,000 young people negotiated an allocation of two per cent of the municipal budget.

PLAN'S IMPACT

Last year Plan spent over €95 million on child-centred community projects across the region.

Below are some of the outputs in the region:

- 1,335 community health workers were trained;
- 241 nurseries received educational materials;
- 96 health centres were furnished and equipped;
- 3,015 latrines were constructed;
- Immunisation campaigns were carried out in 216 communities;
- 6,966 farmers took part in agricultural training;
- 165 classrooms in primary schools were repaired and renovated;
- 1,415 people took part in training on gender awareness.
- 1,759 primary schools were furnished and equipped;



SCHOOLS PROJECT PROVIDES LEARNING FOR LIFE IN PERU

If children are to develop and thrive, they need quality education. One of Plan's projects operates across 122 schools, covering 14,000 children in north-western Peru. It focuses on improving the quality of teaching of communication skills, mathematics and logic to support the development of students' social, financial and entrepreneurial skills.

Working with the Ministry of Education, Plan helped to develop the curriculum and learning resources, and provided special teacher training. Children contributed innovative ideas on environmental and cultural issues within the schools as part of the initiative.

In 26 of the schools, the project has been run alongside a project to raise awareness of children's rights. Student 'school defenders' promote respect for the rights of children and

adolescents. Teachers, students and parents all say that school environments have improved, and some schools have received national recognition for their efforts. As a result of this programme, Plan has been invited to join the national committee responsible for formulating quality standards for the Peruvian educational system.



ASSISTING CHILD LABOURERS IN EL SALVADOR

An estimated 440,000 children in El Salvador work. Child labour is a deeply-rooted cultural and economic practice and many families rely on their children's earnings. But children who work miss out on time to play, relax, spend time with friends and do homework. As well as this infringement of their rights to development and to protection from exploitation, their education suffers. Many child labourers get little parental attention if their parents are also working.

Plan has set up ten centres to support 800 children who work in markets and rubbish dumps in six towns and cities in the department of La Libertad. The project is funded by the European Commission. The centres support children's education, helping with homework, and providing educational materials and scholarships. They help children get healthcare, and provide extra nutrition. And importantly, they give children space and time to just play and be with other children.

For parents, Plan provides vocational training suitable for the local job market, and helps them set up small businesses, so that they depend less on their children's earnings. We raise awareness of the damaging effects of child labour on children's development, and promote laws to eradicate its worst forms. In La Libertad, the project has set up nine local committees monitoring child labour.

Claudia, Salomon and Katherine work in the market and attend the children's centre in Quezaltepeque, about 15km from San Salvador, the capital. On weekdays, they go to school and then work in the market.

Salomon is 10. His mother is Gloria. "She works all day at the market, preparing food, finishing at 8pm. After school, I wash dishes and help my mother do the buying." Sometimes they go to a wholesale market in San Salvador. "It takes an hour to get there. I carry vegetables on my back and take them to the bus." Salomon does his homework at the centre. He thinks it has helped him a great deal with arithmetic, reading and writing.

Claudia is 11. Her mother "works in the market cooking chicken, meat and fish. I help to serve, make salad, and collect money." Claudia says the centre "helps me, because when I don't understand something, they explain it, help me do homework. They help my younger brother read."

Claudia is determined to "pass all the grades! My mother advises me to study now, and not have a boyfriend until I am older. She tells my sister and me that she doesn't want us to remain working in the market. She says we should have a career." Claudia agrees: "it is nice, but I cannot see myself working here when I grow up."

Many women who work in the market are single mothers who are struggling to provide for their children. One of them is 28-year-old Lucia who has two children: Katherine, 6, and Harold, 12. Lucia works in the market: "I sell clothes and vegetables. When sales here are down, I travel to other towns."

"For working women like me, it is very difficult to teach our children. The children's father doesn't help, I don't have anybody to help, just myself. Katherine goes with me at 5am, she helps me carry boxes."

The project is making a difference for Lucia and her family. **"I am very happy and I would like to thank Plan very much, because the project is a great help, especially for single mothers like me. I don't have time to help Katherine. I return home very tired, make something to eat, do housework. Sometimes Katherine doesn't do her homework because I can't read, I can barely sign my name. This project will help her very much – I know she will learn a lot. Children's minds are very active and here, they learn nice things."**

Katherine says: "I help my mother take out the things to sell." At the centre, she likes "playing with the children and having fun" and "learning to study – I am going to come every afternoon and learn everything."

Claudia, Salomon and Katherine all have hopes for the future. Claudia says: "I will go to high school and, God willing, to university. I would like to study nursing." Salomon hopes to go to university and be a pilot, and Katherine says: "I want to be a doctor." Despite the challenges they face, Plan gives children like them the chance to pursue their dreams.

ASIA

€70m

Plan started working in Asia in 1948 and today works in 13 countries where it invests more than €70 million each year

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



THE SITUATION

Rapid economic development is bringing growing prosperity. Despite this, almost half of Asia's 1.27 billion children live in poverty, deprived of their basic needs – food, clean water, sanitation, healthcare, education – and their rights to protection, development and participation. The vast majority of these children live in rural areas in South Asia, which has the world's highest levels of child malnutrition, lack of sanitation and girls out of school.

Each year 3.5 million under-fives die from a combination of malnutrition and preventable diseases such as respiratory infections, diarrhoea, and measles. A third of under-threes are malnourished in areas where Plan works. Reproductive health services are often poor, leading to tens of thousands of deaths in pregnancy and childbirth, and high teenage pregnancy rates.

Primary school enrolment rates are low, and in some countries up to 40 per cent of children who do enrol drop out before completing primary school. Much education is poor quality and, for many, unaffordable.

Growing numbers of children, especially girls, are exposed to discrimination, abuse, harmful labour and trafficking.

Adult attitudes towards children are a key factor in their deprivation. Many girls do not go to school not because there is no school, but because their parents do not see them as worth educating. Plan addresses the quality of children's relationships with adults, and helps their voices to be heard.

The causes of child poverty are interrelated: population growth; increasing urbanisation; unequal distribution of gains from economic growth; the persistence of gender and caste discrimination; weak governance; and natural disasters.

However, four recent trends are promising: the growing prominence of human rights; moves towards decentralisation; increasing insistence on good governance; and technological improvements, which enable even the poorest to communicate.

HIGHLIGHTS OF THE YEAR

Economic security and better nutrition

In Bangladesh, Plan's Family Economic Security Programme has helped poor families to increase agricultural production. They now have a more secure food supply all year round, improving their children's nutrition and increasing their incomes. Children are better nourished, less vulnerable to disease and able to concentrate better at school.

Farmers have been supported in diversification – increasing production of crops like wheat, introducing new produce such as strawberries, and growing a wider variety of vegetables all year round. Low cost, sustainable techniques have been introduced, such as optimum land use and producing and using organic manure and compost instead of chemical fertilisers. Government departments and research institutions have provided training and expert advice. The programme has also provided 55,130 people with microfinance services.

End violence in schools

Children from six countries – Thailand, India, Vietnam, Philippines, Bangladesh and Indonesia – took part in a youth media festival in Bangkok in October 2009. This was the culmination of Plan's programme, 'Young Hearts', launched in 2007. It aimed to strengthen youth media and advocacy to end violence in schools, as part of Plan's global 'Learn Without Fear' campaign. Children and young people used media tools such as comics, videos, cartoons, radio jingles and theatre to lobby and raise awareness on school violence. The event was attended by more than 80 children from participating countries. The Prime Minister of Thailand, Abhisit Vejjajiva, attended the event, answering children's questions and handing Plan his signed pledge to help end violence in schools in his country.

ASIA

Better health

Plan helps families and communities to improve their own health. We teach people to recognise danger signs, for example in pregnancy, and with diseases such as dengue fever, and to seek help when needed. We promote immunisation and breastfeeding, and give parents the skills to treat common childhood illnesses such as diarrhoea and respiratory infections. We provide advice on birth spacing and contraception, improve ante- and postnatal care, and help more women give birth supported by a skilled practitioner.

We make sure that young people have access to youth-friendly healthcare, and to the information they need to make safe choices about sexual and reproductive health, drugs and alcohol. School health programmes improve students' knowledge and encourage healthy habits. They provide latrines and hand-washing facilities, medical and dental check-ups, and de-worming.

We improve basic healthcare, working with local health authorities, training health workers, and building maternity wards and health centres. We increase access to safe water and sanitation, and promote good hygiene.

Improving girls' education

South Asia has the world's highest level of gender disparity in school enrolment. At household, community, society and state level, Plan challenges the idea that discrimination against girls is acceptable, and raises awareness of the advantages of educating girls. We address the barriers that can prevent girls attending school by providing, for example, latrines, school meals and safe transport to and from school, and by encouraging the employment of female teachers. We help families who are reluctant to send their daughters to school because they want them to work to increase their incomes so that they are less reliant on their daughters' earnings.

PLAN'S IMPACT

Last year Plan spent over €71.5 million on child-centred community projects across the region.

Below are some of the outputs in the region:

- 29,335 community health workers were trained;
- 95,643 children were immunised;
- 218 schools were furnished and equipped with 8,278 pieces of furniture;
- 43,777 nurseries and 50,297 primary schools received educational supplies;
- 100,851 girls and 84,350 boys received primary school scholarships;
- 575 wells or boreholes and 1,170 water systems were provided;
- 5,474 latrines were constructed;
- 22,732 farmers took part in agricultural training;
- 2,520 women and 1,715 men received vocational training;
- 3,208 events were organised to promote children's rights.



HAVEN FOR NURSING MOTHERS SUPPORTS A HEALTHY START IN INDONESIA

Breastfeeding for the first six months of life is the best way to ensure a baby's healthy development and combat malnutrition, but many mothers in Indonesia are unaware of this. Due to a lack of support for working mothers and the difficulty of finding a suitable location to breastfeed, many mothers miss this opportunity to improve their babies' health.

In the city of Surabaya Plan is running a child-friendly community project to encourage mothers to access healthcare throughout their pregnancy and after the birth of their child. The project aims to increase the number of deliveries performed by health workers, reduce the number of underweight children and increase the rate of child immunisation.

The project took an innovative step by providing an accessible breastfeeding space. The quiet, comfortable, air-conditioned room is exclusively for nursing mothers and their babies and toddlers. On average, three mothers a day breastfeed while their older children play with educational toys. **"I'm amazed that the district office provides this comfortable breastfeeding room and a place for kids to play,"** said one mother.



EMPOWERING YOUNG PEOPLE FOR PEACE AND DEVELOPMENT IN PAKISTAN

In Pakistan, many young people lack work-related skills and employment opportunities. Girls face social and cultural prejudices that deny their rights and restrict their participation in society; most have fewer educational and employment opportunities than boys.

A Plan project (EYPAD) has helped young people gain skills that will make them more employable; they also increase their self-esteem. It addresses some of the social and cultural barriers to girls' education and employment, raising awareness about gender discrimination, and helping girls gain the skills and confidence to get a job.

Young people also learn about the wider world, make links with peers in a very different culture, and make their views heard on issues that affect them.

The project began in 2009 in the villages of Chakwal and Vehari, and in 100 Quarters, an Islamabad slum, with five groups of 18–25 year olds; four groups were Muslim and one Christian.

Training was provided in IT, communication skills, and English. Young people learned to use the internet and developed their own web pages: one group photographed activities during Ramadan, another documented women's work. In workshops, they analysed the media's role in today's world, developed and broadcast radio programmes, and produced documentaries.

Learning about global issues such as peace, terrorism, development and about other cultures through lectures, websites and assignments was also key.

A national youth conference, organised by Plan in Islamabad in March 2010, gave the young people a platform to discuss global issues and showcase their achievements. Through a Skype link, they talked to young people across the world. One Japanese student said: **"It was a precious opportunity for us to know each other. Pakistani youth have very firm opinions about education and social issues."** **"Their attitudes are different from ours, so it's good to discuss. They have a strong passion to learn,"** said another.

For some young people, their main focus was learning new skills and using these to find work; for others, exploring ideas and challenging pre-conceived notions were important. "Exposure visits to Multan and Islamabad were the most beautiful times of our lives." Some young people developed links with local community-based organisations; others got children involved in a campaign for children's rights. Many have become more self-assured: "This project made us realise our true potential; and gave us confidence to speak in front of people." As the project continues, the existing groups will mentor new groups.

A major achievement was building girls' confidence and opportunities. Many now want to continue their education and prove themselves by 'working alongside men': "I was a girl who used to feel shy in my community. Now, I move with confidence." Parents, especially mothers, are happy, believing the girls are more ready to take charge of their lives. Girls who were hesitant to express opinions, even with their parents, can now discuss anything in public, and many have more freedom. "We allowed our girls to participate in the national youth conference. Previously it was considered shameful to even send girls to the nearest primary school. This is what we call change!" said one of the mothers.

Young men's attitudes also changed: some families said their sons now have a sense of purpose and are ready to take on new challenges. Girls felt that boys are more focused on their studies, and respect girls more.

Parents feel the project has helped young people to explore their potential and become more focused. Many said they themselves have lived with low self-esteem, and no self-expression, but want their children to have more opportunities and a better quality of life. Many young people themselves feel they have learned skills that will help them to engage in dialogue and resolve conflict.

OUR GLOBAL CAMPAIGNS



CAMPAIGNING FOR GIRLS' RIGHTS

Plan's 'Because I am a Girl' worldwide campaign started in 2007 with a report on the [State of the World's Girls](#).

We found that compared to boys and young men, girls and young women are more likely to live in poverty, less likely to go to school, and more likely to be malnourished. They bear the burden of HIV and AIDS. An estimated 100 million women are 'missing' in the developing world, killed before or after birth. Millions of girls are exploited, abused or trafficked.

Excluding girls is not just wrong; it seriously threatens the achievement of the Millennium Development Goals (see page 31 for further information). Enabling girls to realise their potential can dramatically transform their own lives and the lives of those around them. Educated and empowered girls marry later and have fewer, healthier and better educated children; they are more able to protect themselves from violence, exploitation and abuse.

Plan is producing a global report 'The State of the World's Girls' every year until 2015. Each report provides tangible proof of the inequalities that still exist between boys and girls, exposing discrimination and neglect – and revealing resilience and determination.

The third report, 'Girls in the global economy', warns that failing to educate girls is costing poor countries billions of pounds each year. No education means girls are confined to dangerous, unskilled work – neglecting their earning potential and slowing down recovery from the current financial crisis. The global economic downturn also means girls in the developing world are the first to lose their jobs, with many ending up in the sex trade.

Plan aims to improve the status of girls and give them equal access to healthcare, education, protection, independence, and an opportunity to participate in society. Programmes include scholarships, girls' latrines and dormitories, reproductive and maternal health, life skills, vocational training, and microfinance. We lobby to ensure that investment in girls and young women becomes a global priority.

See becauseiamagirl.org for further information.

▲ Photo: Plan
'Real Choices, Real Lives' cohort study set up in 2007 to follow over 130 girls and their families from birth until their ninth birthday as part of Plan's 'Because I am a Girl' campaign. Mother with daughter, part of the cohort study, Benin.

CAMPAIGN FOR UNIVERSAL BIRTH REGISTRATION

‘Write Me Down’ is Plan’s worldwide campaign for universal birth registration. Every year, around 51 million children are born but not registered, meaning that they have no official existence and no nationality. The worst affected region is South Asia, where only 36 per cent of children are registered at birth.

Birth registration is vital: without it, children can be denied access to school, healthcare and housing. They are vulnerable to exploitation and abuse, such as trafficking or early marriage. As adults, they may be unable to vote or marry.

Parents’ reasons for not registering their children range from affordability and lack of understanding, to geographical and cultural factors. In some countries there is a lack of political will or a lack of ability or resources.

We campaign for birth registration to be a priority at an international level. Plan lobbies local and national governments to increase political will, and supports them to strengthen birth registration systems. We promote the use of mobile registration units to reach people in inaccessible areas, raise awareness of the importance and benefits of birth registration, and ensure that culturally appropriate methods are used.

Since the campaign began in 2005, it has led to policy and legislative changes in 18 countries, and 21 countries have waived or reduced the cost of birth registration.



▲ Photo: Plan
A proud mother with her son’s birth certificate.

CAMPAIGN FOR ERADICATING VIOLENCE IN SCHOOLS

Violence in schools affects a third of a billion children each year. It can have a serious impact on them, and also has wide-reaching social and economic consequences.

Plan’s global campaign, ‘Learn Without Fear’, aims to create safer schools, and targets three of the most common and damaging forms of violence in schools: corporal punishment, sexual abuse and bullying. It works towards the Millennium Development Goals of achieving universal primary education and gender equality (see page 31 for further information).

‘Learn Without Fear’ was launched in 2008, and the campaign is now in operation in 44 countries, with impressive results. Anti-violence messages have reached an audience of over 94 million adults and children through radio and television shows, leaflets, training sessions and workshops. Over 390 million children are now better protected by legislation against various forms of violence in schools. So far 597,886 children and 18,335 schools have taken part in the campaign and 19,458 teachers have been trained in positive discipline. 22 countries report a reduction in girls’ school dropout rates in targeted campaign areas, and 23 countries report the same for boys.

We encourage governments to outlaw violence against children in schools, and to enforce those laws. We work with school leaders, teachers and communities to create violence-free schools and promote alternative discipline methods. We want to create a global momentum for change, including increased resources from international donors and governments, by demonstrating that stopping violence against children in schools is possible.



▲ Photo: Wilton Castillo
Girl speaking at the Learn Without Fear Campaign launch in El Salvador.



SEXUAL AND REPRODUCTIVE HEALTH FOR ADOLESCENTS IN POST-EARTHQUAKE HAITI

In October 2009 Plan UK merged with Interact Worldwide (IW). The two organisations still have separate boards but are exploring ways to add to each other's work.

IW is a specialist sexual and reproductive health and rights (SRHR) organisation currently working in nine countries across Africa, Asia and Latin America. Its expertise in sexual and reproductive health means that it can offer added value to Plan's work in many different contexts. It has a particular focus on adolescent sexual and reproductive health and is part of a global inter-agency working group on adolescent sexual and reproductive health in humanitarian settings.

This expertise enabled IW to play a crucial role in Plan's response to the earthquake in Haiti, carrying out an assessment of the situation regarding adolescent sexual and reproductive health in July 2010.

Through data and information collection, interviews and focus group discussions, IW assessed the emergency response and the Haitian government's strategy, and listened to communities' concerns. It recommended ways in which Plan could expand and improve its existing programmes and work with other organisations to better address issues faced by young people.

IW found that gender-based violence (GBV) against adolescent girls was consistently highlighted as a priority. During the emergency effort, there has been a lack of adequate support for girls affected by violence. Although clinical services are available to respond to the consequences of violence, they are disparate and there is no holistic response. Girls need someone to

accompany them through the process of getting help; they also need protection and assistance post-rape. This represents a potential opportunity for Plan to make a difference.

Before the earthquake, sexual violence was pervasive and widespread, with some studies estimating that one in five girls had been raped. Rape only became a criminal offence in 2005, and there is an atmosphere of impunity. Such violence has escalated since the earthquake.

After the earthquake, Plan's long-term work in Haiti is focusing on child protection, education, health and livelihoods. IW recommended that Plan use its experience in these four key areas to create a comprehensive programme to tackle gender-based violence, providing a holistic response to adolescent girls affected by violence. This should include protection, management, psychosocial support, and post-rape protection. This protection should be a combination of short-term shelter, working with and providing funding and capacity-building support to local women's organisations and shelters, and longer term economic empowerment including income-generating activities, vocational training and microfinance.

To complement this work, IW also recommended that Plan expand its work on the broader issues of protection against sexual exploitation, promoting youth-friendly sexual and reproductive health services, improving education, and working with men to address the issue of violence against girls from a male perspective.

MILLENNIUM DEVELOPMENT GOALS

PLAN'S WORK TO ACHIEVE THE MILLENNIUM DEVELOPMENT GOALS

In September 2000, world leaders met and agreed to support the Millennium Development Goals (MDGs). Each of the eight goals has measurable targets to be achieved by 2015. They define the scale of the challenge and the action needed.

GOAL 1

Eradicate extreme poverty and hunger

Plan supports long-term, sustainable, child-centred development, improving health and education, and enabling families to generate an income and increase their access to food through microfinance and sustainable agriculture. We have also sought to encourage children's voices on income generation activities, and to ensure that their impact on children's work, at home and elsewhere, will not prejudice their right to education.

GOAL 2

Achieve universal primary education

Plan works with communities to make education a priority, especially the successful completion of primary schooling, and to improve educational quality, especially for girls (see page 28 for further information on Plan's 'Because I am a Girl' campaign).

GOAL 3

Promote gender equality and empower women

Plan improves the status of women and girls, providing opportunities for education and skills development, helping them access resources, and encouraging them to take part and make their voices heard within their communities and in organisations. We help to combat harmful traditional practices such as female genital cutting.

GOAL 4

Reduce child mortality

Plan increases child survival by preventing and treating childhood illnesses and malnutrition, and improving women's health, their chances of safe delivery and the health of newborns, including their protection from malaria and other killer diseases.

GOAL 5

Improve maternal health

Plan helps to improve knowledge of and access to reproductive health services for women during pregnancy, childbirth and after birth, and to help more women have access to family planning services.

GOAL 6

Combat HIV and AIDS, malaria and other diseases

Plan lobbies for funds to fight HIV and AIDS, malaria and other diseases, works with governments to prevent the spread of disease, works with communities to raise awareness of HIV and AIDS, and supports families coping with its devastating effects.

GOAL 7

Ensure environmental sustainability

Plan helps to build and maintain sources of clean water and latrines, especially through community-led total sanitation and child-activated community mobilisation, and raise awareness of disease prevention and hygiene. We help communities protect natural resources, and promote sustainable farming.

GOAL 8

Develop a global partnership for development

Plan builds effective global partnerships from the grassroots up. We support children, communities and civil society to keep public authorities accountable. Through child sponsorship and development education we link children and families from different cultures and backgrounds.

Our work in partnership with Interact Worldwide strengthens progress towards the achievement of Goals 3, 4, 5 and 6.



FOCUS OF PLAN'S PROGRAMME ACTIVITIES IN THE FUTURE

Plan will continue to increase access to education, healthcare and livelihoods to make a significant contribution to poverty reduction. Our child-centred community development approach will enable children, families and communities to take part in decisions that affect them. We will promote children's needs and rights and protect children, especially those in difficult circumstances.

We will work with governments to promote good governance and social justice, and to encourage them to meet their obligations to their most vulnerable citizens. We will mobilise international, national and local resources to assist children, and ensure that their voices are heard. We will also 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.

Focusing on adolescents (aged 10–18) and on girls in particular, we will help marginalised young people to thrive in a changing world by building their 'skills for life': their ability to protect and look after themselves, make a living, and make informed life choices. Secondary education helps young people develop and become productive adults, so we will work to enable all children to complete primary education, and support them to continue into secondary school. Our economic security programmes will help more families afford to prioritise education, and our work on gender will address some of the social and cultural barriers that prevent teenage girls going to school.

With Interact's leadership, we will address issues of sexual and reproductive health and rights, helping young people to take responsibility for protecting themselves and making positive sexual health choices, and lobbying governments and service providers to make youth-friendly sexual and reproductive health services available.

To make sure that children's long-term potential is not sacrificed for short-term economic gain, we will support families to increase their economic security. We will also provide young people with the training opportunities they need to make a reliable living themselves.

Plan UK will continue to develop its expertise in governance, microfinance and development education. We will also help communities to build their resilience to disasters and their capacity to recover, and support them to adapt to the challenges brought by climate change.

We will build on the impressive achievements of our three global campaigns. 'Learn Without Fear' is supporting the drafting and development of laws and policies against violence in 27 countries, and working with teachers' unions to eliminate violence in schools in 19 countries. Through our annual 'Because I am a Girl' reports and associated campaign, we will continue to raise awareness of gender inequality and add to the pressure to realise the MDGs. 'Write Me Down' will make sure that the people who can make birth registration possible – governments, international bodies, communities and parents – are made aware of how important it is, and do all they can to make it happen.

PLAN UK ACTIVITIES

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

FUNDRAISING

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

DEVELOPMENT EDUCATION

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

ADVOCACY, CAMPAIGNS AND COMMUNICATIONS

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;

MOBILISING YOUNG CITIZENS FOR BETTER GOVERNANCE

Improving governance and, more specifically, helping young people to engage in accessing and benefiting from local services.

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



▲ Photo: Ray Kuramoto
Sponsors visiting their sponsored child and family in Kenya.

PLAN UK ACTIVITIES FUNDRAISING

In 2009/10 Plan UK raised over £49 million. This was made possible by the generosity and commitment of child sponsors and many other donors.

The percentage of money received from grants, charitable trusts and companies increased, but child sponsorship contributions still provided the majority of Plan UK's income. Child sponsorship brings households in the UK closer to the issues and realities that families overseas face, and enables them to get a very real picture of the difference their money is helping to make.



▲ Photo: Plan
Plan UK supporters running the Royal Parks Half Marathon to raise invaluable funds for our work.



▲ Photo: Ben Depp
TV Dr Hilary Jones and Ben Shephard from GMTV visited Haiti to see Plan's work after the earthquake.



▲ Photo: Matt Writtle
Syed Ahmed, Jasmine Harman, Zoe Tyler and Camilla Dallerup joined Marie Staunton and Plan supporters for carol singing in Trafalgar Square in December 2009 to raise awareness of girls' rights.

ACCOUNTABLE AND TRANSPARENT FUNDRAISING

Of every £1 generated, 84p was spent supporting our development work and 16p spent on fundraising and administration. Plan UK is a member of the Institute of Fundraising and our fundraising activities adhere to their codes of practice. Through membership of the Fundraising Standards Board, Plan UK is committed to treating the public with respect, fairness, honesty and clarity in all its money-raising activities.

In 2008/09, Plan UK said it would:

- Continue to evolve and promote its child-centred version of child sponsorship;
- Build on ways supporters can engage with Plan UK – promoting education about development for supporters and schools;
- Continue its successful partnerships with institutional bodies, including the Department for International Development (DfID), the European Commission (EC) and the European Commission Humanitarian Organisation (ECHO).

In 2009/10, Plan UK raised funds through:

CHILD SPONSORSHIP

Child sponsorship is central to funding Plan's work with children, thanks to the loyalty and generosity of households in the UK who sponsor a child with us.

Child sponsorship is a very real way for people to get engaged in international development issues. Sponsors receive detailed reports and updates that provide clear examples of how their support helps to make a lasting difference, and their involvement generates greater awareness and understanding of development issues. Contributions from sponsors help fund long-term child-centred community development projects in the country in which the child they sponsor lives.

During the year:

- 54 per cent of Plan UK's income came from sponsorship contributions (including Gift Aid), enabling Plan to make long-term commitments to the communities with which it works;
- 84 per cent of UK donors gave tax efficiently via Gift Aid, allowing Plan UK to claim over £5m from HM Revenue and Customs.

GRANTS FROM OFFICIAL BODIES⁶

By collaborating with institutional bodies in the UK through grants, contributions and partnerships, Plan UK is able to allocate funds to address issues such as malaria in Africa, violence in the home in the Americas, universal birth registration in Asia, HIV and 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 the EC, ECHO, DfID, the Isle of Man, Guernsey, Jersey, the Big Lottery Fund and Comic Relief;
- Consolidated its Partnership Programme Agreement (PPA) with DfID for the Latin America region;
- Strengthened existing partnerships with official bodies to promote young people's governance in their countries.

OTHER DONATIONS AND APPEALS

Plan UK also receives funds and valuable support for particular projects and initiatives from trusts and foundations, companies, individuals and community groups (see page 72 for details).

During the year:

- Plan UK supporters generously supported Plan's work to help communities affected by disasters, in response to a number of emergency appeals, raising over £933,000;
- Over £300,000 was received from legacy bequests;
- Plan UK consolidated the School Linking Programme: a self-funding school-linking facility, enabling students in the UK to link with their peers in China and in several African countries;
- Plan UK continued to receive funds of over £3.5m for project work from trusts, foundations, and companies as well as individuals.



IN THE FUTURE, PLAN UK'S FUNDRAISING ACTIVITIES WILL:

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

⁶Plan UK classifies Official Bodies as government departments, international governmental organisations (such as the European Commission) and grant givers who work within a broad ranging institutional framework (such as the Big Lottery Fund). Donations in-kind are classified within both Official Bodies and Other Donations, depending on the donor. For further information on these classifications, see the paragraph on page 62.

PLAN UK ACTIVITIES

DEVELOPMENT EDUCATION

Young people are a powerful force for change. Through its development education programme Plan UK works with young people in the UK and around the world, and with the systems and structures that surround and shape them: schools and educators.

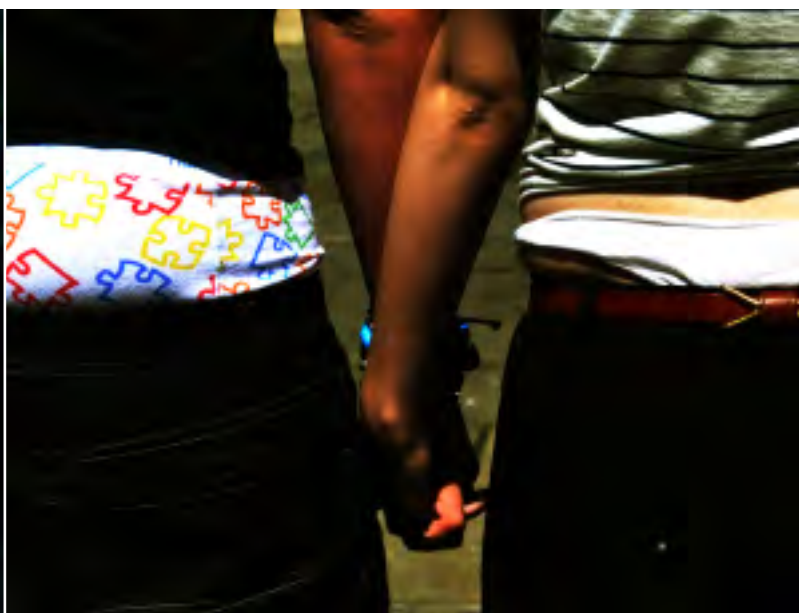
Development education has two key purposes: to help young people take informed action and create change in the world now, and to equip them to influence their own future society in the most positive way they can.



▲ Photo: Andre Penteado
Shoot Nations photography competition – judge Mauricio Rodríguez Múnera, Ambassador of the Republic of Colombia to the UK (far left) with Plan staff and the winners of the competition.



▲ Photo: Lazar Bogdanovic, aged 24, Serbia
Shoot Nations' best overall photo worldwide: electric city ghost.



▲ Photo: Emily Rycroft, aged 15, UK
Shoot Nations' UK winning photo: we know who we are, and that will never change.

Plan's development education work provides young people with knowledge and information about the world and about current development issues. It makes them aware of the issues their peers elsewhere are facing, and supports action to create positive change. It equips them with the skills and attributes they need to understand and relate to what they learn, and provides platforms and spaces for action, be it a connection to young people in another country, a campaign, a connection to an MP, or a stage on which they can express their views and ideas.

We need young people to shape their own future. They will live in a society that we cannot imagine now, and we will help them develop the ambition and skills they will need to shape that society for the better.

In 2008/09, Plan UK said it would:

- Increase the number of schools which are part of the School Linking Programme (SLP) to 900, involving 27,000 young people globally;
- Launch the School Linking Programme in Senegal;
- Conduct training for students and teachers in 900 schools and provide resources (activity ideas, lesson plans, DVDs and photos) to help them implement the School Linking Programme;
- Train teachers and 1,500 young people involved in the School Linking Programme to use 11 ICT centres overseas;
- Investigate the use of mobile technology so young people can upload content onto the School Linking Programme website using mobile phones, and increase substantially the opportunities for young people to communicate with their counterparts;
- Develop a project giving young people the chance to communicate with peers overseas through blogs;
- Help facilitate teacher exchange visits;
- Generate £90,000 for school improvement projects for schools overseas;
- Link with more schools and youth groups around climate change issues;
- Liaise with institutional donors, including the European Union, on 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.

During the year, Plan UK:

- Secured funding for and launched a new EC-funded Climate ExChange project working with schools and youth groups in the UK, Bulgaria, the Netherlands, Malawi, Kenya and Senegal, and signed up 150 UK schools to the project;
- Launched the School Linking Programme in Senegal;
- Increased the number of schools in the School Linking Programme to 750;
- Introduced blogging and mobile communication;
- Helped facilitate 10 teacher exchange visits;
- Received 1,882 submissions for the Shoot Nations international young people's photography competition;
- UK winner of the Shoot Nations project presented at the launch of the Visual Voices photographic exhibition at the UN and represented Plan UK at International Youth Day 2010;
- Ran five workshops in Liverpool for students, as part of the Shoot Nations project;
- Produced online learning resources for UK teachers.

IN THE FUTURE, PLAN UK'S DEVELOPMENT EDUCATION ACTIVITIES WILL:

- Connect young people to our expertise in development knowledge and continue to develop ways to best share this knowledge with young people, through digital media, learning resources and facilitating discussion and debate;
- Create connections between young people around the world to help them experience, contextualise, understand and relate to other situations and views;
- Work on the basis that having young people who are informed and aware is not enough. We will support them to take real action and provide platforms for them to create change, giving them a voice to share their ideas and aspirations, or helping them to campaign or lobby on a particular issue.

PLAN UK ACTIVITIES

ADVOCACY, CAMPAIGNS AND COMMUNICATIONS

Plan's work with children in over 66,000 communities gives us insight into the impact of development projects around the world, as well as evidence about their effectiveness. We want people to have a say in policy decisions that affect their lives, whether they are made by local councils, national governments or international aid donors such as DfID. We gather evidence, share lessons learned and enable young people to address policy makers directly. We also raise awareness of development issues among the general public and encourage them to urge their representatives to champion the rights of children and young people in developing countries.



▲ Photo: Toby Rhind-Tutt / Grey Trilby Photography
Kathy Lette reading from Plan's *Because I am a Girl* book during the launch in London.

▲ Photo: Mark Pengelly
The winners of the Steve Sinnott Award for Young Global Education Campaigners, Ronan and Rhiannon, both 15, from Walthamstow School for Girls during their visit to Ghana.



▲ Photo: Alan Olley
Actress and Plan sponsor Kim Medcalf visiting Plan's work in Thailand.

Our governance work helps young people to realise their rights and get better access to services by holding national and municipal service providers to account. We support them in learning how to monitor budgets and how to take part in decision making, to ensure that vital services are responsive to the needs of the poorest and most disenfranchised.

In 2008/09, Plan UK said it would:

- 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;
- Build support for development issues among people in the UK;
- Inform and influence decision makers on the practical implications of their policies, through lobbying and through the production and circulation of publications.

During the year, Plan UK:

- Supported over 1,000 young people in the UK to talk directly to the government and decision makers to champion the rights of their peers in developing countries through seminars, events and campaigns. We supported Plan's Youth Advisory Panel to run their campaign on the importance of youth participation in decision making processes, 'A Hand in My Future' (see page 2);

- Worked with prospective parliamentary candidates from the main parties in the run-up to the election to raise their awareness of girls' and boys' rights in the developing world. The campaign secured commitments from hundreds of candidates to work with us, 66 of whom were subsequently elected;
- Participated in parliamentary and DfID consultations, raising key issues and ensuring that the voices of children and young people were heard; encouraging them to get directly involved in consultation events and to submit their own responses;
- Held an event with the All Party Parliamentary Group for Africa on International Women's Day, attended by members of the House of Lords and House of Commons, to draw attention to the importance of girls' education and the potential for girls and young women to transform their lives and the fortunes of their communities;
- Secured over 1,200 items of coverage in print and broadcast media on stories concerning boys' and girls' rights and development issues affecting young people;
- Used the Plan UK website to inform and update over 620,000 visitors about issues affecting boys and girls and about Plan's work.

IN THE FUTURE, PLAN UK'S ADVOCACY, CAMPAIGNS AND COMMUNICATIONS ACTIVITIES WILL:

- Increase awareness of the neglect of girls' and boys' rights in the developing world and Plan's work, through the media and our online presence, and encourage the UK public to partner with us in taking action to combat global poverty;
- Help decision makers and influencers across Westminster and Whitehall become more aware of girls' and boys' rights, and more committed to addressing violations of these rights;
- Focus on girls' rights in particular, working to encourage a better understanding of the impact of gender and discrimination on young people's health and wellbeing through the global 'Because I am a Girl' report and associated campaign.

PLAN UK ACTIVITIES MANAGING DISASTERS

Every year, over 175 million children are affected by disasters, and this number is expected to multiply threefold in the next decade due to climate change and increasing population. Plan’s disaster risk management work promotes an innovative and effective humanitarian approach to tackling the escalation of disasters affecting today’s and future generations.

When disasters occur, we respond by meeting communities’ immediate survival needs (water, food, shelter, healthcare, etc). We help provide education in temporary schools and protect children from abuse and exploitation. We help communities to respond to disasters, and support their short and long-term recovery. We make sure children are fully involved in rebuilding their communities.

Investing in young people’s disaster risk management knowledge and skills saves lives and minimises losses. Our long-term commitment to community development ensures an integrated approach to humanitarian aid that helps better prepare those on the frontline of disasters to address future risks.

In 2008/09 Plan UK said it would:

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

During the year, Plan UK:

- Carried out disaster response and recovery work in 22 countries;
- Strengthened Disaster Risk Reduction in 450 communities in Cambodia, Ecuador, Philippines, Indonesia and El Salvador;

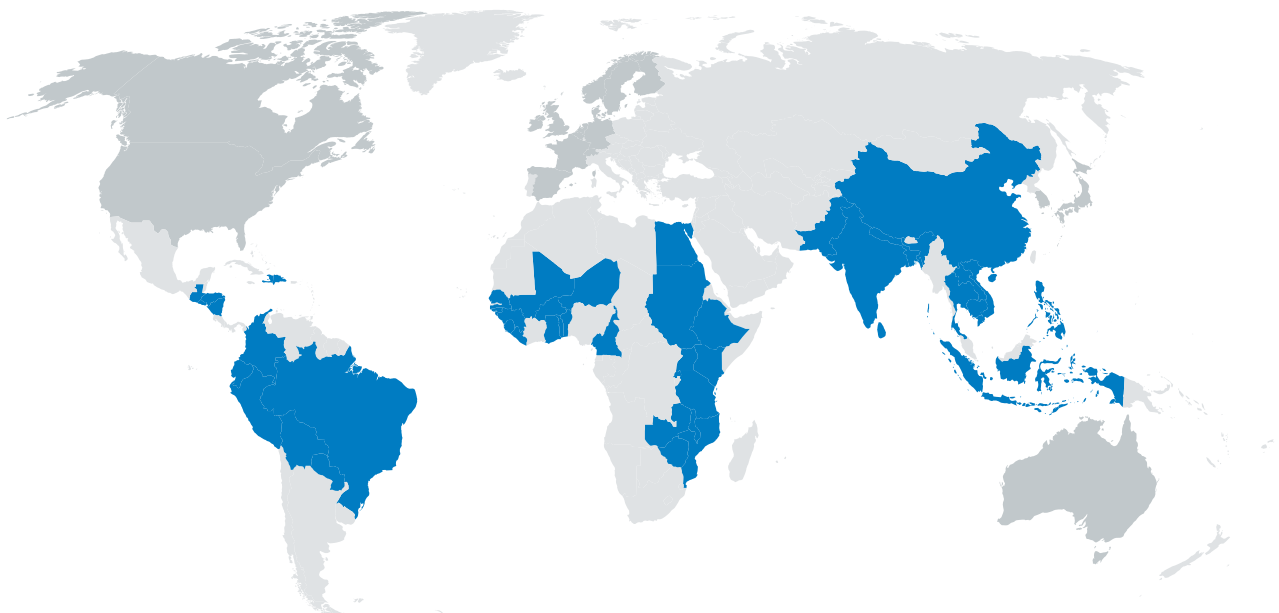
- Researched children’s roles in disaster management, in partnership with the Institute of Development Studies (IDS), Royal Melbourne Institute of Technology, and local institutes in the Philippines, Cambodia, El Salvador and Indonesia. The research highlighted how children communicate risk, mobilise action and hold local authorities accountable, and has been widely shared at events and in publications;
- Launched its global Disaster Risk Management strategy, focusing on children growing up safely in resilient communities, with their rights realised in emergencies;
- Secured DfID funding as part of the Consortium of British Humanitarian Agencies project, which will strengthen our capacity to respond to emergencies;
- Lobbied for global policies supporting children’s rights to education, through membership of the Inter-Agency Network on Education in Emergencies steering committee;
- Supported eleven young journalists to take part in the UN Climate Change Conference in Copenhagen, generating awareness on safeguarding children’s rights in global decision making on climate change. We presented findings from research with IDS on the impact of climate change on children and their role in climate adaptation;
- Presented our child-centred DRR work at European Development Days in Stockholm, influencing EU humanitarian policy in support of children’s rights;
- Contributed to the work of the Voluntary Organisations in Cooperation in Emergency (VOICE) DRR working group, which lobbies for the European Community DRR commitments to be met.

DURING THE YEAR PLAN RESPONDED TO RAPID ONSET DISASTERS IN:

AMERICAS

AFRICA

ASIA



AFRICA

Malawi

In December 2009, two earthquakes affected 31,000 people, destroying homes, damaging schools, and increasing risks of disease spreading. Plan supported the government's response, providing water purification tablets, setting up temporary schools, distributing mosquito nets, and delivering food.

Niger and the Horn of Africa

In Niger, Plan restocked cereal banks, and worked with the government and the World Food Programme to distribute food to 185,000 people in 117 villages. We also responded to drought-induced food shortages in Kenya, Uganda and Ethiopia.

West Africa

In June 2009, flash floods claimed 187 lives and affected 600,000 people. In Guinea, Niger, Senegal and Burkina Faso, Plan worked with national authorities and local partners to distribute food and water, provide shelter and healthcare, and repair schools.

AMERICAS

Guatemala

In May, Tropical Storm Agatha caused 156 deaths, flash flooding, mudslides, and widespread damage across Central America. In Guatemala, Pacaya volcano erupted, blanketing the capital in ash. Plan provided food and water to families in temporary shelters, repaired homes, and provided protection and psychosocial support to children in shelters.

Earlier in the year, Plan provided nutritional support to under-fives and pregnant and breastfeeding women in rural communities affected by food shortages.

Dominican Republic

Through an ECHO-funded project, Plan is helping communities in two rural provinces to increase their resilience to disasters, and working with the government so that municipalities will adopt community disaster management committees.

El Salvador

An ECHO-funded project helped 15 vulnerable communities, 29 schools, and two municipalities in La Libertad to be better prepared to cope with disasters.

Haiti

In January 2010, Haiti was struck by a devastating 7.3 magnitude earthquake which displaced over 2 million people and reduced many communities to rubble. Plan worked with the government, UN, and international organisations in rebuilding the country. Thanks to the generosity of our supporters and partners, including ECHO, we set up six safe, child-friendly spaces where 3,000 children can learn and play, provided psychosocial support, and trained volunteers in child protection (see page 43 for further information).

Peru

In January, torrential rain caused flooding and mudslides in Cusco. Plan supported the government to provide shelter, water and sanitation; address child protection in temporary shelters; and distribute food and clothing. Plan also supported communities affected by extremely low temperatures in the high Andes.

ASIA

India

In October 2009, floods in Andhra Pradesh and Karnataka isolated 350 villages, destroying livelihoods and leaving millions homeless. Plan distributed food to 2,270 families, provided medical care and school supplies and constructed toilets.

Indonesia

In September and October 2009, two earthquakes in West Sumatra killed over 1,100 people. Plan provided tarpaulins and mats for temporary shelters, and hygiene kits to limit waterborne diseases. We also provided school supplies, counselling and therapeutic play activities.

Philippines

In September 2009, flooding caused by Typhoon Ondoy left thousands without homes and livelihoods, and children vulnerable to disease. Plan supported the Filipino National Disaster Co-ordination Council, opening temporary learning spaces for displaced children, cleaning flooded schools, and providing counselling.

Vietnam

Typhoon Ketsana, in September 2009, caused the worst storm damage for 40 years. Plan supported government recovery efforts, meeting basic needs, and worked with World Vision in an ECHO-funded project, to repair homes, and equip and repair schools for 8,000 children. We provided 100,000 people with support to restart agricultural production.

Bangladesh

Plan is helping communities, local and national government and NGOs in 43 villages and one Dhaka slum to work together to be better prepared for disasters, in an ECHO-funded project. Eight schools are preparing plans to help them cope with disasters. The project is also contributing to national DRR approaches. Plan is also working with UNICEF and Save the Children in 10 flood and cyclone-prone districts to make schools more resilient and minimise the effects of disasters on education.

China

In April, a 7.1 magnitude earthquake hit Qing Hai Province, causing death, injury and widespread damage, and leaving many homeless. Plan worked with the authorities, transporting relief goods and supporting survivors.

IN THE FUTURE, PLAN UK'S EMERGENCY WORK WILL:

- Continue to respond to rapid and slow onset emergencies and long-term disasters affecting communities in Plan countries;
- Get children and young people involved in preparedness, prevention and disaster response;
- Contribute to school safety: work with ministries of education and local governments to make more schools disaster-proof;
- Continue to engage with key institutions and decision makers on disaster-related issues affecting children and their families.



INVOLVING CHILDREN AND YOUNG PEOPLE IN REBUILDING HAITI

On 12 January 2010, an earthquake struck Haiti, causing massive damage. 222,570 people were killed, 310,928 injured, and over 1.5 million affected. Before this, Haiti was already the poorest country in the Americas, with three-quarters of people living in extreme poverty. Children faced high rates of diseases, limited education, and poor nutrition. Before the earthquake, Plan was already working with 46,900 children and their communities.

After the earthquake, our first priority was to meet immediate survival needs. We distributed tents and family supply kits to 20,400 people, installed latrines, bath cabins and water cisterns, and built shelters for 100 families.

Immediately after the earthquake, many families, including Plan staff, volunteers and partners, were living in temporary camps. Most had suffered the loss of someone close, as well as property and livelihoods. Children witnessed deaths, injuries and disabilities: "I thought it was the end of the world, I saw so many corpses." One girl saw her house collapse: "My father, brother and cousin were inside." Children were traumatised: "Everyone has their own way to understand and explain the earthquake. But there is confusion and fear."

Plan provided displaced and traumatised children with safe, child-friendly spaces and safe schools and care environments, including after-school programmes for children in camps, training for teachers in psychosocial support, and training for youth volunteers on providing emotional support for their peers. Protection from violence, abuse, and discrimination was also important, particularly for girls. Children spoke about increased insecurity, especially in temporary camps, where the risk of gender-based violence, abuse and trafficking is high.

The government carried out a post-disaster needs assessment to assess damage and decide priorities for reconstruction and long-term development. Plan and UNICEF carried out a consultation to ensure that children and young people's voices were listened to, and their needs and rights prioritised. 1,000 children and young people in 54 groups discussed the earthquake's impact, and their hopes for the future.

For the immediate future, children prioritised free, universal education: before the earthquake, half of all children did not attend primary school, and the earthquake damaged or destroyed 5,000 schools. Children saw school as vital to restoring routine:

"My biggest problem is that we cannot attend school. I really wish schools would reopen, I can't bear it any more." Young people wanted opportunities: university or vocational education, and employment: "We want to work, we want jobs." Before the earthquake, almost half of young people were unemployed.

Children want to be better prepared for future disasters: "We must teach children how to cope with natural disasters; many died because of ignorance." They want safer, more resilient schools: "We have to use suitable materials and build to higher standards."

Children and young people have previously been excluded from decisions about development and governance. Now, they want to be fully involved in reconstruction: "I want a different Haiti where we have a chance to participate." "The country cannot be rebuilt without us; we are Haiti's present, we will be Haiti's future."

Reconstruction is an opportunity for change: to make sure that children and young people's needs, interests, priorities and visions for reconstruction are taken into account. This project gave them a voice: "Everyone shared their ideas and opinions freely." "It helped us express ourselves on the disaster's impact."

Despite all they have lived through, many children and young people are optimistic about the future. "I wish this were the moment of change. I would like to live in a better Haiti, where the government takes on its responsibilities towards young people."

"In the new Haiti, there should be no exclusion, we must do what is good. We need the whole nation's strength to make this possible."

Plan continues to be active in Haiti: working with communities to keep children safe; ensuring their needs for quality education, play and protection are met; empowering communities to manage their own healthcare projects; and actively supporting the involvement of Haitian civil society in the country's reconstruction.

PLAN UK ACTIVITIES

MOBILISING YOUNG CITIZENS FOR BETTER GOVERNANCE

Through a programme funded by a Programme Partnership Agreement (PPA) with DfID, Plan is helping young people in Africa, Asia and Latin America to demand greater accountability from their governments and from those who have the duty to promote, uphold and protect their rights. We show that by supporting children and young people to engage in governance processes, they can get better access to good-quality basic services, helping progress towards the Millennium Development Goals (see page 31 for further details). The programme builds on Plan's work in child-centred community development, and enables us to develop and strengthen new areas of work that contribute to and broaden our overall impact on child poverty.

The programme has three key objectives:

- Ensuring vulnerable young people engage in and have increased access to service delivery systems and policy processes;
- Influencing government decision makers to include and engage young people, particularly the most vulnerable, in the governance of basic services;
- Increasing public awareness and action among young citizens in the UK, their families and communities in support of child-centred development.

In 2008/2009, Plan UK said it would:

- Strengthen young citizens' active engagement in governance processes;
- Support young citizens' organisations and networks engaging in debate and advocating timely, responsive, accountable policies and practices;
- Support youth engagement in the UK and overseas;
- Support critical reflection, learning and sharing on ways in which young citizens have been supported to engage with governments.

To date, the programme has:

- Strengthened engagement between young people and governments and supported the development of more responsive policies, plans and budgets in Indonesia and Cambodia; Sierra Leone, Senegal, Kenya and Malawi; Bolivia, Guatemala, El Salvador, Nicaragua and Ecuador;
- Increased access to sexual and reproductive health, education, sanitation and child protection services for 150,000 young people. This includes: livelihood and income earning opportunities for 3,585 Kenyans and Malawians; better learning environments for 5,315 young people in Senegal, Uganda and Cambodia; and better sexual and reproductive health services for 63,300 Nicaraguans;
- Enabled young people to take on leadership roles as part of a community-led total sanitation (CLTS) project benefiting 75,374 young people in Kenya, Ethiopia and Tanzania. They have taken a lead in raising awareness about the importance of sanitation and good hygiene in their communities, and in monitoring the impact that their environment has on health and development;
- Contributed to the development or revision of 203 local, regional and national policies or plans supporting children and young people's rights. Supported formulation of municipal child protection policies in El Salvador and in Guatemala;
- Supported the Youth Advisory Panel to engage in Plan's activities and improve internal governance. Three young people have joined Plan UK's Board of Trustees, our highest decision making body (see page 2).

IN THE FUTURE, PLAN UK'S GOVERNANCE ACTIVITIES WILL:

- Evaluate all PPA-funded projects and the overall programme;
- Communicate learning and evidence from this programme to policy makers, academics, NGOs and Plan supporters;
- Engage with policy makers about the implications of our work;
- Support the mainstreaming of a governance approach in Plan UK and country offices;
- Develop our governance and social accountability work.



YOUNG PEOPLE WORKING TOGETHER FOR SOCIAL ACCOUNTABILITY IN MALAWI

In Malawi, Plan and its partners in the Council for Non-Governmental Organisations in Malawi (CONGOMA) work with young people and communities on a social accountability project that assesses basic services, such as health, education and water. We raise communities' awareness of their entitlements and oversee the monitoring of service delivery, using community scorecards. Discussions between communities and their local service providers are bringing greater transparency and accountability, and service providers are becoming more responsive.

Community scorecards gather information on people's perceptions of quality, efficiency and transparency in local governance and service delivery, and track inputs or expenditure. Around 200 health, education, and water and sanitation service facilities have been assessed in eight districts, strengthening relationships between communities and government authorities and influencing resource allocation. For example, following the first scorecard exercise, the government committed additional teachers to rural schools in Mulanje and provided an ambulance for rural health centres in Machinga.

Young people's voices are very important in this process, revealing issues that adults are not always aware of. For example, at one school, girls were expected to collect water for teachers every morning before school from a point three kilometres away. Parents weren't aware of this until a child focus group discussion brought it to the community's attention.

Data collected through community scorecarding is also being considered in national budget allocation discussions.

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 Plan's day-to-day operations to the Chief Executive and a team of senior officers (detailed on page 56).

The members of the Board of Directors are shown on page 56. New Directors are chosen in consultation with the full UK Board and with a view to ensuring that all the skills and experience needed to govern an organisation like Plan UK are fully represented. It has become the practice for Director appointments to be advertised nationally and be subject to a formal selection and interview process. New Directors are invited to attend a comprehensive induction with a full agenda covering all areas of the charity's activities.

Plan UK has an Audit Committee currently comprising three Directors. In accordance with its terms of reference, it reviews the organisation's financial statements, assesses internal financial control systems and monitors risk management processes. The Committee has approved the appointment of Plan's Global Assurance function to undertake an internal audit programme. This programme is based principally on risks identified by management but also includes compliance risks. As part of this programme a review was undertaken in the year to follow up on previous audits covering financial controls, child protection, marketing expenditure and school linking. The recommendations from previous audits are regularly monitored, including the actions taken to address issues identified.

Plan Inc⁷ is composed of Members, and the Members are the National Organisations. The Members' Assembly is Plan Inc's highest decision making authority with respect to all matters. The business of Plan Inc is managed by its Board of Directors, which is accountable to the Members'

Assembly for the performance of its functions. The Board of Directors is composed of not more than eleven (11) individual Directors elected by the Members' Assembly of which a majority plus one (7) shall serve on the Board of Directors or equivalent bodies of the Members of Plan Inc. Not more than one person may be appointed a Director from any one Member. A minimum of two (2) Directors shall come from developing countries and shall not serve on the Board of Directors or equivalent bodies of any National Organisation.

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

The members of Plan UK are the current Board of Directors whose liability is limited to £10 each. No Director has any interest in the Company's contracts or any interest in the Company's funds.

RESPONSIBILITIES OF PLAN UK'S DIRECTORS

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

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;

- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the Directors are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware, and;
- The Directors 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

⁷See page 5 for explanation of the relationship between Plan UK and Plan Inc

identified risks. The risk register is also updated to reflect the results of these audits.

The risk management process has resulted in a high priority being placed upon the following:

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

right staff in the right place with the right expertise to achieve its objectives.

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

Plan UK swiftly passes surplus funds to Plan Inc in line with the reserves policy on page 54. Plan Inc actively assesses changes within the banking and financial services sector and constantly monitors the credit risk of its banking counterparties. Plan Inc advises Plan UK on these risks and suitable mitigations. 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 54). Most donors pay by direct debit and, as a consequence,

Plan UK has immaterial arrears of contributions. Plan UK receives the majority of its funds on a monthly basis, and therefore debts can be met as they fall due. The Charity also receives grants awarded to finance Plan's activities and incorporates this information into its business plans.

The credit rating of the Company's banker is AA which is viewed as acceptable. Over 80 per cent by value of the Charity's transactions are denominated in sterling and therefore it does not have significant currency risks. However, the purchasing power of the funds passed to Plan Inc is affected by the strength of the currencies in the countries in which those funds are spent. This currency risk is managed by Plan Inc.

Plan UK receives about €8m from the European Commission and transfers this money in euros to countries for programme purposes. As a result there is no risk of exchange rate losses on these funds but there is some risk of translation losses. Due to the weakness of the pound sterling against the euro during the financial year under review there have been net translation losses amounting to £410,008 (2009 – £215,693 gains).

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



▲ Photo: Benno Neeleman
Learning about the world in Sri Lanka.

FINANCIAL REVIEW

YEAR TO 30 JUNE 2010

Total incoming resources for the year totalled £49.7m, which is an increase of £8.0m or 19.2 per cent on 2009 (2009 income £41.7m). Sponsorship income has increased 5.5 per cent year on year despite a slight reduction in the overall number of sponsors. Both Grants from Official Bodies and Other Donations and Appeals have increased (the former by 75.8 per cent and the latter by 7.0 per cent). This is in part due to the acquisition of Interact, which in the 9 months to June 2010 received income of £2.7m, mainly grants from official bodies. These areas have also benefited from further investment in staff and further diversification of 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 £4.0m to £8.2m. The Department for International Development (DfID) has also provided significant funding of £3.7m (2009 – £3.2m).

Group Five Year History	2006*	2007	2008	2009	2010
Sponsors in the UK	121,036	118,149	118,299	114,128	112,254
Increase / (decrease) %	2.2%	(2.4)%	0.1%	(3.5)%	(1.6)%
INCOME	£'000	£'000	£'000	£'000	£'000
Sponsor pledges	25,399	26,009	26,003	25,359	26,746
Grants from official bodies	7,087	6,624	6,827	7,934	13,946
Other donations, appeals, trading income and interest	6,106	5,518	7,571	8,422	8,991
Total Income	38,592	38,151	40,401	41,715	49,683
EXPENDITURE					
Costs of generating voluntary income	5,746	6,183	6,969	7,105	7,874
Trading subsidiary costs	269	156	203	145	32
Governance costs and exceptional item	95	286**	90	81	144
Direct charitable expenditure	32,781	29,179	30,817	30,906	41,266
Total Expenditure	38,891	35,804	38,079	38,237	49,316
Net (Outgoing)/ Incoming Resources	(299)	2,347	2,322	3,478	367
Increase / (decrease) in incoming resources (%)	24%	(1)%	6%	3%	19%
Increase / (decrease) in expenditure on charitable activities (%)	31%	(11)%	6%	0%	33%

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

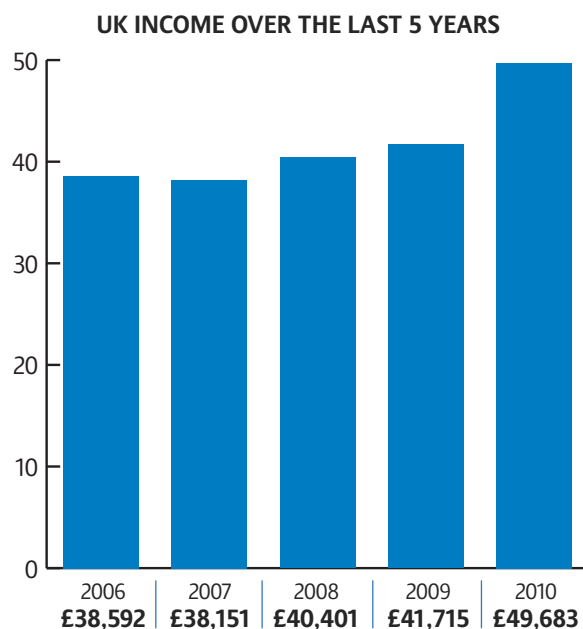
**The exceptional item (only applying to 2008) relates to Plan Ireland and represents a disposal of assets of £200,000 previously consolidated by Plan UK.

The percentage of voluntary income spent by Plan UK on the costs of generating those funds and governance is 16.2 per cent (2009 – 17.2 per cent). 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 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 into 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 44; ‘Plan is mobilising young citizens for better governance’.

The Department for International Development (DfID) grants to the Group totalled £3,744,017 (2009 – £3,186,730)

Project Name	Country	DfID	Plan	Total
		£	Contribution £	£
PLAN UK				
Disaster risk reduction	Various	356,984	49,039	406,023
Governance (Programme Partnership Agreement)	Various	2,425,000	-	2,425,000
WATSAN (Water and sanitation)	Sierra Leone	507,584	-	507,584
TOTAL (PLAN UK)		3,289,568	49,039	3,338,607
INTERACT				
HIV and AIDS among fishing communities	Africa (regional)	81,644	-	81,644
Building capacity of people living with HIV	India	90,085	-	90,085
Young people’s sexual and reproductive health	India	108,324	-	108,324
Empowering vulnerable communities	Malawi	114,730	-	114,730
Positive change through positive living	Malawi	59,666	-	59,666
TOTAL (INTERACT)		454,449	-	454,449
TOTAL DfID		3,744,017	49,039	3,793,056



Figures above are in £'000



The European Commission (EC) (excluding European Commission Humanitarian Organisation (ECHO) – see below) grants totalled £6,843,951 (2009 – £3,333,731)

Project Name	Country	EC	Plan	Total
		£	Contribution £	£
PLAN UK				
Food security	Pakistan	909,663	90,966	1,000,629
Food security	Philippines	871,574	96,841	968,415
Education	Various	291,906	106,252	398,158
Energy	Ethiopia	177,080	59,027	236,107
Food security	Sudan	204,713	22,746	227,459
Food security	Zambia	809,842	89,982	899,824
Health	Zimbabwe	559,594	62,177	621,771
Food security	Zimbabwe	566,995	100,059	667,054
HIV and AIDS	Bolivia	46,750	15,901	62,651
WATSAN	El Salvador	62,417	38,910	101,327
Child labour	El Salvador	159,798	91,719	251,517
WATSAN	Benin	603,307	201,102	804,409
WATSAN	Mali	194,402	107,863	302,265
Health	Sierra Leone	191,625	89,189	280,814
Health	Sierra Leone	80,623	48,271	128,894
WATSAN	Togo	65,467	58,227	123,694
Education	Bangladesh	194,539	64,847	259,386
Protection	Rwanda	192,533	64,178	256,711
TOTAL (PLAN UK)		6,182,828	1,408,257	7,591,085
INTERACT				
		£	£	£
HIV and AIDS	Ethiopia	173,480	57,826	231,306
Sustainable healthcare	India	53,595	17,865	71,460
Sexual and reproductive health in urban slums	India	55,874	18,625	74,499
Youth sexual and reproductive health	India	119,957	39,986	159,943
Prevention and care and support for vulnerable communities in Punjab	Pakistan	133,836	44,612	178,448
Prevention and care and support for vulnerable communities in Sindh	Pakistan	124,381	41,460	165,841
TOTAL (INTERACT)		661,123	220,374*	881,497
TOTAL EC (excl ECHO)		6,843,951	1,628,631	8,472,582

* Total match for Interact EC funding is shown here, however of this total 40% is provided by partner organisations and 60% by Interact.

The European Commission Humanitarian Organisation (ECHO) grants totalled £1,358,187 (2009 – £641,240)

Country	ECHO	Plan	Total
	Contribution		
	£	£	£
Emergency response			
Haiti	277,708	20,903	298,611
Zimbabwe	53,772	-	53,772
Vietnam	518,639	-	518,639
Timor Leste	78,310	-	78,310
Sub total	928,429	20,903	949,332
Emergency preparedness			
Dominican Republic	337,994	80,287	418,281
El Salvador	91,764	30,585	122,349
Sub total	429,758	110,872	540,630
Total ECHO	1,358,187	131,775	1,489,962
Total EC (including ECHO)	8,202,138	1,760,406	9,962,544

The Big Lottery Fund grants totalled £1,051,721 (2009 – £60,074)

Project Name	Country	BLF	Plan	Total
		Contribution		
		£	£	£
PLAN UK				
HIV and AIDS	Guatemala	42,703	14,233	56,936
Total Plan UK		42,703	14,233	56,936
INTERACT				
Maternal and neonatal health	Africa (Regional)	827,168	-	827,168
Young people in action	Ethiopia	120,280	-	120,280
HIV/AIDS	Madagascar	61,570	-	61,570
Total Interact		1,009,018	-	1,009,018
Total Big Lottery Fund		1,051,721	14,233	1,065,954

Comic Relief grants totalled £79,190 (2009 – £239,155):

Project Name	Country	Comic Relief	Plan	Total
		Contribution		
		£	£	£
Child protection	Haiti	79,190	23,868	103,058
Total		79,190	23,868	103,058

Jersey Overseas Aid grants totalled £414,951 (2009 – £158,195)

Project Name	Country	JOAC	Plan	Total
		Contribution	Contribution	
		£	£	£
School construction	Liberia	60,958	-	60,958
Water and sanitation	Benin	71,044	-	71,044
Livelihoods	Philippines	64,995	-	64,995
Water and sanitation	Senegal	65,000	-	65,000
Malaria control	Sudan	588	-	588
Child survival	Sierra Leone	62,366	-	62,366
Emergency response – food crisis	Niger	30,000	-	30,000
Guatemala emergency response – floods	Guatemala	30,000	-	30,000
Emergency response – typhoon	Vietnam	30,000	-	30,000
Total		414,951	-	414,951

Guernsey Overseas Aid Committee grants totalled £120,142 (2009 – £159,773)

Project Name	Country	GOAC	Plan	Total
		Contribution	Contribution	
		£	£	£
Water and sanitation in schools	Guinea Bissau	39,990	-	39,990
School construction	Niger	39,864	-	39,864
Water and sanitation in schools	Togo	40,288	-	40,288
Total		120,142	-	120,142

Isle of Man Overseas Aid Committee grants totalled £64,915 (2009 – £80,000)

Project Name	Country	IOM	Plan	Total
		Contribution	Contribution	
		£	£	£
Emergency response – floods	Senegal	14,915	-	14,915
Emergency response – food crisis	Niger	50,000	-	50,000
Total		64,915	-	64,915

Scottish Executive grants totalled £78,614 (2009 – nil)

Project Name	Country	Scottish	Plan	Total
		Executive	Contribution	
		£	£	£
INTERACT			-	
Right of Youth to access quality services	Malawi	78,614	-	78,614
Total Interact		78,614	-	78,614

Other grant income totalled £190,071

Donor	Country	Donor	Plan	Total
		Contribution		
		£	£	£
Save the Children (Plan UK)	Bangladesh	67,434	-	67,434
Forces of Nature (Plan UK)	Various	7,728	3,817	11,545
IPPF (Interact)	Various	75,210	-	75,210
European Network (Interact)	Various	39,699	-	39,699
Total		190,071	3,817	193,888

PLAN WORLDWIDE RESULTS

The table below analyses the percentage split of global expenditure between programme categories and other expenditure for the financial period under review. Plan worldwide total expenditure for the year to June 2010 was €456m (2009 – €452m).

Total worldwide expenditure split	2010	2009 (restated)*
Healthy start in life	13.5%	11.9%
Sexual and reproductive health	3.2%	2.6%
Education	14.8%	14.9%
Water and sanitation	8.3%	8.7%
Economic security	7.2%	7.1%
Protection	3.0%	3.1%
Participate as citizens	10.2%	9.8%
Disaster risk management	9.8%	7.4%
Sponsorship communications	10.5%	11.3%
Total Programme expenditure	80.5%	76.8%
Fundraising costs	13.5%	11.5%
Other operating costs	9.5%	9.2%
Trading expenditure	0.7%	0.9%
Net (gains)/losses on foreign exchange	(4.2%)	1.6%
Total expenditure	100.0%	100.0%

* The definition of the programme areas has been changed and the 2009 amounts have been restated to be consistent with the 2010 classification. This has no impact on total expenditure.

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

Healthy start in life: training health workers, preventative health education, childhood illness prevention, building and equipping pre-school infrastructure and clinics, programmes and advocacy for universal birth registration.

Sexual and reproductive health: sex education, family planning, HIV and AIDS and sexual and reproductive health programmes.

Education: teacher training, building and equipping classrooms, child media, advocacy for educational policy improvements and other recreational activities.

Water and sanitation: installing latrines and sewer systems, provision of affordable drinking water, hygiene promotion and health education and training.

Economic security: farming resources, irrigation system development, microfinance, business development and vocational training and training communities and natural resource management.

Protection from exploitation, neglect, abuse and violence: training of children and parents, capacity building of government and civil society organisations in child protection issues, child protection and promotion of child rights.

Participate as citizens: education through child media, life skills training for adolescents, 'Because I am a Girl' campaign, child and youth group activities, activities to increase public knowledge and understanding of poverty and vulnerability issues that prevent children from realising their full potential.

Disaster risk management: disaster risk reduction training, disaster relief activities including food distribution and the provision of shelter facilities, water and sanitation and health activities.

Sponsorship communications: organising communications between sponsors and sponsored children including associated logistical costs and cost of software to digitalise communication materials.

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

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

Trading expenditure: cost of merchandise and operations associated with online shops and service subsidiaries of NOs.

Net gains/losses on foreign exchange: net gains or losses arising on the retranslation of monetary items denominated in currencies other than the functional currency of the relevant entity. This reflects the appreciation of the euro.

Where applicable, each of the above categories includes salaries, project management and supervision and advocacy.

Global expenditure figures mentioned in this section come from Plan's combined accounts for the year ended 30 June 2010, which are prepared in accordance with International Financial Reporting Standards and can be downloaded at: <http://www.plan-international.org/about/finance/>. As the combined results represent the aggregation of Plan Inc and the 20 National Organisations, the resulting income and expenditure profile and ratios are not necessarily applicable to any of the individual entities.

From 1 July 2009 a new policy was put in place for allocating funds globally. The formula for allocating funds to each programme country is based on the net amount of money each National Organisation is able to raise per sponsored child and the number of sponsorship links between that National Organisation and each programme country. A maximum of 10 per cent of funds can be spent on non-country specific programmes and operations. This has created a much stronger link between the amount each supporter donates and the amount going to the country in which their sponsored child lives.

RESERVES

The Directors review annually the reserves policy and the level of free reserves, which are shown in the financial statements as general reserves. The term 'reserve' (unless otherwise indicated) is used to describe that part of the Charity's Consolidated funds that is freely available for its general purposes. These were £0.9m at 30 June 2010 (2009 – £3.4m). As a child sponsorship organisation, Plan UK is able to predict a large proportion of its total monthly income with a high degree of confidence. The reserves policy is based on maintaining sufficient working capital to cover its anticipated needs for at least two months. The remaining funds are passed across to Plan Inc where the treasury function controls the flow of funds to the programme countries.

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

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

The financial position of Plan UK is sound. Net current assets at year end were £9.2m which means Plan UK has sufficient liquidity to continue to manage its operations efficiently whilst maintaining a continuous and sizable flow of funds to Plan Inc.

Reserves that are restricted for specific purposes have increased from £6.7m in 2009 to £8.2m in 2010, which is due to several large grant balances being due from donors at year end as well as an increase in monies not yet spent.

SUBSIDIARY COMPANIES

Foster Parents Plan International (UK) Limited

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

The main activity of the trading subsidiary has been the sale of merchandise to sponsors of Plan UK. Turnover of the trading subsidiary in 2010 was £75,294 (2009 – £117,060). It is the policy of the subsidiary to make a charitable donation of any financial surplus to Plan UK (2010 – £14,595; 2009 – £nil). Following the decision in 2009 that the trading company would no longer offer sponsors the opportunity to buy gifts directly for their sponsored children, trading income continued to fall in 2010. The Directors will maintain the trading company for the foreseeable future as a going concern as it has entered into a contract with Barclays for the provision of services. This will provide a significant source of income over a period of 3 years, which will ensure that its future income will cover its expenditure, such that the company will be able to meet its liabilities as they fall due.

Interact Worldwide Ltd

On 1 October 2009, the charitable company Interact Worldwide ('Interact') became part of the Plan UK Group. As sole member of Interact, Plan UK has the power to appoint and remove Directors, and has the sole vote at general meetings. Accordingly, as a subsidiary of Plan UK, the activities of Interact for the 9 months ending 30 June 2010 are reported in Plan UK's 2009/10 consolidated accounts (note 12).

The principal objects of Interact Worldwide are to advance the education of the public about the interrelated issues of population, environment, resources and development, with particular reference to the consequences of population growth, and to preserve and protect the good health of parents, young people and children and to alleviate poverty, hardship and distress caused by unwanted pregnancies.

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 Plan UK's expertise in relation to key funding agencies.

The merger has resulted in significant overhead savings for Interact that together with an increase in voluntary income through fundraising activities, have increased the Charity's unrestricted surplus to £130,103. Incoming resources received from institutional donors over the 9 months to 30 June 2010 were £2.7m.

At 30 June 2010, Interact had net assets of £145,607 and liabilities of £341,033. Total reserves stood at £203,970, which are classified as restricted funds in the group accounts.

TAXATION STATUS

The Company is a registered charity within the definition of Section 505 of the Income and Corporation Taxes Act 1988. The Company's income is accordingly exempt from taxation on its charitable activities. No taxable profit arises on FPPI Ltd (trading subsidiary) due to the fact that all taxable profits are gifted to Plan UK.

HUMAN RESOURCES

The number of staff employed by Plan UK changed from 101 full-time and 6 part-time employees at the start of the financial year to 124 full-time and 5 part-time employees at the end.

Plan UK is also fortunate to benefit from the support of a number of volunteers, interns and work placements, who provided approximately 12,165 working hours based on recorded attendance (2009 – 13,680 hours). Their dedication has enabled Plan UK to carry out research, improve its administration systems and provide essential support to the Operations function which in turn enhances the relationship between the Charity, its supporters and beneficiaries.

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

We rely heavily on community volunteers in the programme countries where Plan works. There are about 10 volunteers for each paid worker. They perform an invaluable role in liaising with families, helping to plan and manage projects, delivering gifts and helping with correspondence. In return they receive training in issues such as project management, child participation and administration.

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

Legal and administrative information

PATRONS

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

DIRECTORS

Sir David Bell
 Ian Buist CB
 Peter J Drissell*
 Dora Dixon-Fyle
 Anne Grant
 Thomas C Hoegh*
 Charlotte Imbert
 Javaid S Khan*
 Richard Laing (appointed 11 February 2010)
 Surina Narula
 Janet Paraskeva (appointed 11 February 2010) – Chair
 Angela M Penrose
 Andrew Rogerson
 Leon Ward (appointed 11 February 2010)

* Members of the Audit Committee

AUDITORS

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

By order of the Board



John Pinchard
 Company Secretary

16 December 2010

PRINCIPAL OFFICERS

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

REGISTERED OFFICE

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 Fax: 0300 777 9778 (UK) +(44) 20 7482 9778 (Non-UK)
 Email: mail@plan-international.org.uk

AUDITORS

PricewaterhouseCoopers LLP
 80 Strand, London WC2R 0AF

SOLICITORS

Russell-Cooke
 2 Putney Hill, London SE15 6AB

BANKERS

Barclays Bank
 Church Street East
 Woking GU21 1AE



Janet Paraskeva
 Chair of Board of Trustees

Independent Auditors' Report

to the Members of Plan International (UK)

We have audited the financial statements of Plan International (UK) Ltd for the year ended 30 June 2010 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 TRUSTEES AND AUDITORS

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

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

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

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

We read the other information contained in the Annual Report, and consider whether it is consistent with the audited financial statements. This other information comprises only the Report of the 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. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to other information.

BASIS OF AUDIT OPINION

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the group's and the 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's and parent company's affairs as at 30 June 2010 and of the 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.



Kevin Lowe (Senior Statutory Auditor)

For and on behalf of PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
London
20 December 2010

Notes:

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

Consolidated statement of financial activities

(Incorporating the Income and Expenditure Account) for the year ended 30 June 2010

		Unrestricted Funds	Restricted Funds	2010 Total	2009 Total
		£'000	£'000	£'000	£'000
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income					
Sponsor pledges		26,746	-	26,746	25,359
Contributions from official bodies	Note 3(a)	1	13,945	13,946	7,934
Other donations and appeals	Note 3(b)	3,572	5,115	8,687	8,116
Negative goodwill		-	58	58	-
Activities for generating funds					
Trading subsidiary income	Note 12	75	-	75	117
Investment income					
Interest income		69	-	69	189
Rentals		102	-	102	-
Total incoming resources		30,565	19,118	49,683	41,715
RESOURCES EXPENDED					
Cost of generating funds					
Voluntary income					
Sponsor pledges		(4,335)	-	(4,335)	(4,384)
Contributions from official bodies		(1,588)	-	(1,588)	(986)
Other donations and appeals		(1,891)	(60)	(1,951)	(1,735)
Trading subsidiary costs	Note 12	(32)	-	(32)	(145)
Charitable activities					
Development education, advocacy and communications		(1,146)	(996)	(2,142)	(2,023)
Programme activities		(22,659)	(16,465)	(39,124)	(28,883)
Governance		(126)	(18)	(144)	(81)
Total resources expended	Note 4	(31,777)	(17,539)	(49,316)	(38,237)
Net income/(expenditure) and net movement in funds					
		(1,212)	1,579	367	3,478
Total funds brought forward		3,645	6,684	10,329	6,851
Total funds carried forward	Note 10	2,433	8,263	10,696	10,329

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

Consolidated and Charity balance sheet

As at 30 June 2010

		Group 2010	Group 2009	Charity 2010	Charity 2009
		£'000	£'000	£'000	£'000
Tangible assets	Note 7	1,538	250	1,538	250
Investments – shares in subsidiary undertakings	Note 12	-	-	-	-
		1,538	250	1,538	250
Current Assets					
Stock		-	13	-	-
Debtors	Note 8	5,189	6,213	4,885	6,289
Cash at bank and in hand		6,400	5,491	6,091	5,406
		11,589	11,717	10,976	11,695
Creditors – amounts falling due within one year	Note 9	(2,431)	(1,638)	(2,037)	(1,588)
Net current assets		9,158	10,079	8,939	10,107
Net Assets		10,696	10,329	10,477	10,357
Funds	Note 10				
Unrestricted funds					
General		895	3,395	880	3,423
Designated					
Tangible fixed asset fund		1,538	250	1,538	250
Restricted funds		8,263	6,684	8,059	6,684
Total Funds		10,696	10,329	10,477	10,357

Approved by the Board and signed on their behalf by:



Richard Laing
Director



Janet Paraskeva
Director (Chair)

Plan International (UK) – Registered company number 1364201
16 December 2010

Consolidated statement of cash flows

For the year ended 30 June 2010

	2010 Total	2009 Total
	£'000	£'000
Net cash inflow/(outflow) from operating activities (Note A)	2,295	1,638
Returns on investment and servicing of finance – interest received	69	189
Capital expenditure:		
Payments to acquire tangible fixed assets	(1,513)	(22)
Acquisition of investment in subsidiaries	58	
Increase in cash and cash equivalents (Note B)	909	1,805
Notes to the Cash Flow Statement		
A) Reconciliation of changes in resources to net inflow from operating activities.		
Net income for the year	367	3,478
Interest income	(69)	(189)
Depreciation charges	205	187
(Increase) in tangible fixed assets (Interact)	(3)	-
Disposal of assets	23	-
Amortisation of purchased goodwill	(58)	-
Decrease/(increase) in debtors	1,024	(2,120)
Decrease in stock	13	30
Increase in creditors	793	252
Net cash inflow/(outflow) from operating activities	2,295	1,638
B) Analysis of changes in cash and cash equivalents during the year.		
Balance brought forward	5,491	3,686
Net cash inflow	909	1,805
Balance carried forward	6,400	5,491

Notes forming part of the Financial Statements

For the year ended 30 June 2010

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 2010, included Plan International Inc (“Plan Inc”), a not-for-profit organisation incorporated in the United States of America, Plan Ltd and 20 National Organisations. The latter represent the work of Plan in their country, fundraise and contribute to the management of Plan. Plan International (UK) (“Plan UK”) is one such National Organisation. Funds raised by the National Organisations are used for programmes to benefit sponsored children, their families and communities through Plan Inc, which operates field offices in forty-eight countries. The results of Plan UK are included in the worldwide combined accounts prepared by Plan Inc, which are publicly available.

2. ACCOUNTING POLICIES

(a) Basis of preparation and consolidation

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice, “Accounting and Reporting by Charities” published in March 2005 (“The 2005 SORP”), Companies Act 2006 and applicable United Kingdom accounting standards. The Charity has adapted the Companies Act formats to reflect the Charities SORP and the special nature of the Charity’s activities. The statement of financial activities (SOFA), group balance sheet and cash flow statement consolidate the financial statements of the Charity and its wholly owned subsidiary undertakings: Interact Worldwide and Foster Parents Plan International. No separate SOFA has been presented for the Charity alone as permitted by Section 407 of the Companies Act 2006 and paragraph 397 of the 2005 SORP. The turnover of the Charity for the year was £46,825,715 (2009 – £41,598,738) and its net result was a surplus of £119,576 (2009 – £3,507,475).

(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 that 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 that are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The use of each restricted fund is set out in the notes to the financial statements.

(d) Incoming resources

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

Income from sponsors is accounted for on a receipts basis except that the portion of annual sponsorship contributions that relates to future periods is carried forward in the balance sheet as deferred income.

Income tax refunds on donations are recognised as income on an accruals basis for all payments covered under a deed of covenant or Gift Aid certificate. Grants and other income are recognised when the agreed conditions for receipt have been met and there is reasonable certainty of receipt.

Trading subsidiary income represents the amounts invoiced to customers for goods and services supplied, excluding VAT. Interest income includes interest earned by Plan Inc on funds remitted to it by Plan UK, which is subsequently passed back to Plan UK by Plan Inc.

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

(e) Resources expended

All expenditure is accounted for on an accruals basis, and is classified in the SOFA according to the activity to which it relates. Direct costs, including attributable salaries, are allocated on an actual basis to the key strategic areas of activity. Irrecoverable VAT is applied to the cost from which it arises. Support costs, which include central functions such as general management, accounting, general post and communications, information technology and human resources, are allocated between activities on the basis of staff numbers employed during the period. Governance costs are the costs associated with the governance arrangements of the Charity and include an estimate of management time spent on strategic activities as well as direct costs associated with governance.

(f) Tangible fixed assets and depreciation

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

Depreciation for all fixed assets except computer software is calculated on a straight-line basis at a rate of 20 per cent to write off the cost of the assets over their estimated useful lives. Depreciation of computer software is calculated on a straight-line basis at a rate of 33 per cent. Computer software under development is not depreciated until it is available for its intended use.

(g) Stock

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

(h) Pension costs

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

(i) Operating leases

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

(j) Foreign exchange transactions

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

(k) Company status

The Charity is a company limited by guarantee. The members of the Company are the Directors named on page 56. 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 and Save the Children.

			2010	2009
	Unrestricted	Restricted	Total	Total
	£'000	£'000	£'000	£'000
DfID	-	3,744	3,744	3,187
European Commission	-	8,202	8,202	3,975
Other public funding	1	801	802	473
Big Lottery	-	1,052	1,052	60
Comic Relief	-	79	79	239
Save the Children	-	67	67	-
Total	1	13,945	13,946	7,934

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.

			2010	2009
	Unrestricted	Restricted	Total	Total
	£'000	£'000	£'000	£'000
Plan Ltd	2,800	-	2,800	2,500
Trusts and major donors	23	1,322	1,345	1,578
Corporations	24	1,548	1,572	1,236
Emergency appeals	-	933	933	237
Gift Aid on restricted income	-	13	13	257
Trading donations and alternative gifts	9	207	216	290
Other donations	716	1,092	1,808	2,018
Total	3,572	5,115	8,687	8,116

The donation from Plan Ltd of £2.8m (2009 – £2.5m) 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

	Support	Staff costs	Other Direct	2010	2009
	£'000	£'000	£'000	£'000	£'000
Costs of generating funds					
Sponsorship	944	1,048	2,343	4,335	4,384
Official bodies	756	727	105	1,588	986
Other donations	714	513	724	1,951	1,735
Trading	-	-	32	32	145
Charitable activities					
Development education, advocacy and communications	392	986	764	2,142	2,023
Programme activities	-	139	38,985	39,124	28,883
Governance costs	40	-	104	144	81
Grand total	2,846	3,413	43,057	49,316	38,237
Re-allocate salaries within support costs	(1,294)	1,294	-	-	-
Grand total	1,552	4,707	43,057	49,316	38,237

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

Programme activities represent amounts passed to Plan Inc that 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.

	2010	2009
	£'000	£'000
Net income/expenditure is stated after charging:		
Audit fee of consolidated financial statements £28k for Charity (2009 – £ 25k)	46	31
Non-audit fees paid to our auditors:		
Taxation	15	1
Depreciation	205	187
Operating lease rentals – buildings	395	210

b) Analysis of Support Costs

	Sponsorship	Official Bodies	Other Donations	Charitable Activities	Governance	2010 Total	2009 Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Staff costs	429	344	320	161	40	1,294	1,026
Communication	30	24	22	11	-	87	117
Depreciation	69	57	52	27	-	205	187
Travel and meetings	10	6	8	5	-	29	15
Office and premises costs	406	325	312	188	-	1,231	599
Grand total	944	756	714	392	40	2,846	1,944

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	2010	2009
	£'000	£'000
Head of office and central support	834	639
IT	212	129
Finance	248	258
	1,294	1,026

c) Analysis of Governance Costs

	2010	2009
	£'000	£'000
Audit and professional fees	104	41
Appointment of staff costs	40	40
	144	81

5. STAFF COSTS

	2010	2009
Staff costs	£'000	£'000
Wages and salaries	3,793	3,000
Social security	378	316
Pension costs	94	73
Sub Total	4,265	3,389
Other staff costs	442	336
Total	4,707	3,725

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:

	2010	2009
£90,001 – £100,000	1	-
£80,001 – £90,000	-	1
£70,001 – £80,000	1	1
£60,001 – £70,000	-	-
£50,001 – £60,000	2	2

The pension contributions for these higher paid employees to defined contribution schemes were £15,837 (2009 – £13,595).

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

	2010	2009
Sponsorship activities	26	25
Official bodies and grants	22	16
Other donations activities	26	19
Support activities	27	23
Other activities	28	24
Total	129	107

6. DIRECTORS' REMUNERATION

None of the Directors received any remuneration during the year for services to the Company (2009 – nil). Expenses reimbursed to Directors (where claimed) were £549 (2009 – £606). These expenses related to travel.

7. TANGIBLE FIXED ASSETS

Group and Charity					
	Computer software	Alterations to premises	Furniture, fixtures and fittings	Computer and other office equipment	Total
	£'000	£'000	£'000	£'000	£'000
Cost					
At 1 July 2009	448	115	68	306	937
Additions	168	972	3	370	1,513
Disposals	-	(115)	(68)	(105)	(288)
Interact assets acquired 1 Oct 2010	-	-	2	1	3
At 30 June 2010	616	972	5	572	2,165
Accumulated depreciation					
At 1 July 2009	303	102	59	223	687
Charge for the year	142	13	5	45	205
Disposals	-	(106)	(63)	(96)	(265)
At 30 June 2010	445	9	1	172	627
Net book amount					
At 30 June 2009	145	13	9	83	250
At 30 June 2010	171	963	4	400	1,538

8. DEBTORS

	Group 2010	Group 2009	Charity 2010	Charity 2009
	£'000	£'000	£'000	£'000
Official Bodies	1,790	1,668	1,599	1,668
Income tax recoverable	-	1,857	-	1,857
Prepayments and accrued income	204	84	204	84
Plan Inc	23	1,716	23	1,716
Other debtors	3,172	888	3,059	964
	5,189	6,213	4,885	6,289

9. CREDITORS

a) Analysis of creditors

	Group 2010	Group 2009	Charity 2010	Charity 2009
	£'000	£'000	£'000	£'000
Trade creditors	907	450	898	450
Social security creditor	22	-	9	-
Deferred income	719	721	682	683
Accruals	241	456	227	452
Overseas project creditors	305	-	-	-
Other creditors	237	11	221	3
	2,431	1,638	2,037	1,588

b) Deferred income

The movements in deferred income are analysed below:

Group	2010	2009
	£'000	£'000
Deferred income at 1 July	721	740
Amounts released from previous years	(542)	(671)
Incoming resources deferred in the year	540	652
	719	721

Charity	2010	2009
	£'000	£'000
Deferred income at 1 July	683	740
Amounts released from previous years	(540)	(671)
Incoming resources deferred in the year	539	614
	682	683

c) Commitments under operating leases

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

	2010	2009
	£'000	£'000
Operating lease expiring		
Within two to five years	485	210

10. STATEMENT OF FUNDS

Group	Balance 1 July 2009	Total incoming resources	Total resources expended	Transfers	Balance 30 June 2010
Unrestricted funds:	£'000	£'000	£'000	£'000	£'000
General reserve	3,395	30,565	(31,777)	(1,288)	895
Designated funds					
Tangible fixed asset fund	250	-	-	1,288	1,538
	3,645	30,565	(31,777)	-	2,433
Restricted funds	6,684	19,118	(17,539)	-	8,263
Total funds	10,329	49,683	(49,316)	-	10,696

Charity	Balance 1 July 2009	Total incoming resources	Total resources expended	Transfers	Balance 30 June 2010
Unrestricted funds:	£'000	£'000	£'000	£'000	£'000
General reserve	3,423	30,490	(31,745)	(1,288)	880
Designated funds					
Tangible fixed asset fund	250	-	-	1,288	1,538
	3,673	30,490	(31,745)	-	2,418
Restricted funds	6,684	16,336	(14,961)	-	8,059
Total funds	10,357	46,826	(46,706)	-	10,477

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:

Charity and Group Restricted Funds	Balance 1 July 2009	Total incoming resources	Total resources expended	Balance 30 June 2010
	£'000	£'000	£'000	£'000
DfID	1,916	3,744	(2,847)	2,813
European Community	3,728	8,202	(6,772)	5,158
Other Official Bodies	210	1,999	(1,917)	292
Other Donations and Appeals	830	5,173	(6,003)	-
Total	6,684	19,118	(17,539)	8,263

11. ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

Group	Unrestricted funds		Restricted	Total
	General	Designated	Funds	Funds
	£'000	£'000	£'000	£'000
Fund balances at 30 June 2010 are represented by:				
Tangible fixed asset	-	1,538	-	1,538
Current assets	2,985	-	8,604	11,589
Current liabilities	(2,090)	-	(341)	(2,431)
	895	1,538	8,263	10,696
Fund balances at 30 June 2009	3,395	250	6,684	10,329

Charity	Unrestricted funds		Restricted	Total
	General	Designated	Funds	Funds
	£'000	£'000	£'000	£'000
Fund balances at 30 June 2010 are represented by:				
Fixed asset	-	1,538	-	1,538
Current assets	2,917	-	8,059	10,976
Current liabilities	(2,037)	-	-	(2,037)
	880	1,538	8,059	10,477
Fund balances at 30 June 2009	3,423	250	6,684	10,357

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

12. INVESTMENT – SUBSIDIARY UNDERTAKINGS

Charity	2010	2009
	£	£
Shares in subsidiary undertakings	2	2

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

Subsidiary – FPPI

	2010	2009
	£'000	£'000
Total turnover*	77	117
Total expenditure	(34)	(145)
Donation to Plan UK	(15)	-
Net income/(expenditure) for the year	28	(28)
Deficit brought forward	(28)	-
Total net assets	-	(28)

*Turnover includes £88 of interest (2009 – £310)

Accounting for Interact

The schedule below shows the fair values of each class of asset and liability of Interact at 1 October 2009, together with the book values shown in Interact's books at 30 September 2009.

	Book value at 30 September 2009	Fair value at 1 October 2009
	£'000	
Fixed Assets		
Tangible fixed assets	3	3
Current Assets		
Debtors	72	72
Cash	111	111
Creditors: Amounts due within one year	(128)	(128)
Net Assets	58	58
Consideration		-
Negative will arising on acquisition		(58)

The negative goodwill arising on the acquisition of Interact has been capitalised in the consolidated financial statements in accordance with the requirements of FRS 10. The goodwill has subsequently been fully amortised in the year, and has been recognised in the Consolidated SOFA as incoming resources. The balance of goodwill remaining at 30 June 2010 is nil.

Interact summarised accounts for the 15 months ending 30 June 2010 and the year ending 31 March 2009:

	6 months ending 30 Sept 2009	9 months ending 30 June 2010*	Total 2010 (15 months)	Total 2009 (12 months)
Statement of financial activities	£'000	£'000	£'000	£'000
Incoming resources	1,610	2,724	4,334	2,896
Resources expended	(1,998)	(2,578)	(4,576)	(2,997)
Net incoming/(outgoing) resources for the year	(388)	146	(242)	(101)
Funds brought forward at the start of the period	446	-	446	547
Funds transferred to Plan UK	58	146	204	-
Funds carried forward at the end of the period	-	-	-	446

*Amount consolidated into Plan UK group accounts

13. RELATED PARTIES

Plan Inc allocates back to the National Organisations the interest it earns on the funds transmitted to it by the National Organisations. This allocation is based on the timing and size of the remittances from each National Organisation during the fiscal year in which the interest is earned. The accompanying statements of activities include allocated interest income of £65,153 and £171,373 for the years ended 30 June 2010 and 2009, respectively. Note 3b above describes the income received under a deed of covenant from Plan Ltd, Plan Inc's central service organisation.

No Directors received fees during the year ended 30 June 2010. The charity has taken advantage of the exemption provided by Financial Reporting Standard No. 8 to not disclose balances with or transactions between related parties eliminated on consolidation.

THANK YOU

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

INSTITUTIONS

DfID
 European Commission
 European Commission Humanitarian Aid Office – ECHO
 DIPECHO
 UNICEF
 The Big Lottery Fund
 Comic Relief
 Force of Nature Aid Foundation
 Isle of Man Overseas Aid Committee
 Jersey Overseas Aid Commission
 Guernsey Overseas Aid Commission

TRUSTS AND FOUNDATIONS

The Band Aid Charitable Trust
 The Clara E Burgess Charity
 The Evan Cornish Foundation
 The Fulmer Charitable Trust
 The Four Acre Charitable Trust
 The Freemasons' Grand Charity
 Madeline Mabey Trust
 The Paterson Logan Charitable Trust
 The Pears Foundation
 Sir Halley Stewart Trust
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