HANDICAP INTERNATIONAL UK

England & Wales · Charity number 1082565

Details

Other names	HI UK, HUMANITY & INCLUSION UK
Status	Registered
Legal form	Charitable company
Company number	04010383
Registered	2000-09-22
Register	View on the Charity Commission register

Contact

Address	Romero House 55 Westminster Bridge Road London SE1 7JB
Phone	08707743737
Email	Info.Uk@hi.org
Website	https://humanity-inclusion.org.uk/

Activities

Objects: A) TO RELIEVE AND ASSIST PEOPLE IN CHARITABLE NEED IN PARTICULAR BUT NOT EXCLUSIVELY IN SITUATIONS OF DEPRIVATION OR DISABILITY AND IMPROVE THE LIVING CONDITIONS OF THOSE IN NEED IRRESPECTIVE OF THE NATURE OR CAUSE AND IRRESPECTIVE OF RELIGIOUS, ETHNIC OR POLITICAL ORIGIN OF BENEFICIARIES, BOTH NATIONALLY AND GLOBALLY. B) TO PRESERVE LIFE AND PROMOTE THE HEALTH AND WELFARE OF THOSE IN NEED IN PARTICULAR TO THOSE WHO ARE VICTIMS OF WAR, NATUAL DISASTER OR OTHER KINDS OF DISASTER. C)TO UNDERTAKE ANY OTHER CHARITABLE ACTIVITY.

Activities: Humanity Inclusion UK (HI UK) is the operating name of Handicap International UK.Humanity & Inclusion is an independent aid organisation working alongside disabled and vulnerable people in around 60 countries affected by poverty, conflict and disaster.Our vision is a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity.

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Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

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Geography

- **Area of benefit:** NATIONALLY AND GLOBALLY.
- Afghanistan
- Bangladesh
- Burkina Faso
- Chad
- Colombia
- Congo (Democratic Republic)
- Egypt
- Jordan
- Lebanon
- Libya
- Madagascar
- Morocco
- Nepal
- Occupied Palestinian Territories
- Pakistan
- Peru
- Philippines
- Senegal
- South Sudan
- Sri Lanka
- Syria
- Togo
- Uganda
- Ukraine
- Yemen
- Throughout England

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Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£13,042,883	£12,950,883	£373,541	29
2023-12-31	£8,055,909	£8,055,909	£281,540	25
2022-12-31	£9,941,327	£9,941,327	£281,540	23
2021-12-31	£10,342,891	£10,342,891	£281,540	22
2020-12-31	£17,132,669	£17,132,669	£281,540	21

Trustees

Name	Role	Appointed
Chloe Marshall	Chair	2025-02-28
Disha Mehta		2026-02-02
Nana Obuo Raphael		2020-05-27
Nicola Peckett		2021-11-23
Oliver Thorn		2021-11-23
Stephanie Milano		2023-10-03
Sujit Peris		2025-12-08
Thomas Charles Morrow		2020-03-30
Vhernie Manickavasagar		2019-05-15

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HANDICAP INTERNATIONAL UK

England & Wales - Charity number 1082565

Accounts



Annual Report and Financial Statements

Year ended 31st December 2024

Handicap International UK operating as
Humanity & Inclusion UK

Company Limited by Guarantee Registration Number 4010383 (England and Wales).
UK Registered Charity number 1082565.

Contents

Introduction from our Chief Executive	4
Message from our Chair	6
The HI network	8
TRUSTEES' REPORT incorporating strategic report	10
2024 highlights for HI UK	10
Support for our work	14
Governance, structure and management	18
Statement of Trustees' responsibilities	29
INDEPENDENT AUDITOR'S REPORT	31
FINANCIAL STATEMENTS	34
Statement of financial activities	35
Balance sheet	36
Statement of cash flows	37
Notes to the financial statements	38
ACKNOWLEDGEMENTS	49

Photo: An HI staff member enters a camp for displaced people in the Gao region of Mali. Thousands of people have fled a violent crisis and are in need of protection. HI teams are providing mental health and psychosocial support.

Legal information

Legal Name	Handicap International UK
Operating Name	Humanity & Inclusion UK (HI UK)
Board of Trustees	Peter Burdin (Chair) Chloe Marshall (Vice Chair, appointed Chair 28/02/2025) Vhernie Manickavasagar (Treasurer) Stephanie Milano Thomas Morrow Nicola Peckett Nana Obuo Raphael Ayse Suevari Oliver Thorn Benjamin Cohen (stepped down 11/12/2024)
Chief Executive	George Graham
Senior Management Team	Polly Arscott Mathieu Chaumeil Jane Morris Tom Shelton
Auditors	Crowe U.K. LLP 4th Floor, St James House, St James Square, Cheltenham GL50 3PR
Registered Office	Romero House 55 Westminster Bridge Road London SE1 7JB +44 (0)870 774 3737
Legal Advisors	Joffe & Partners 25 Southampton Buildings, London WC2A 1AL
Bankers	Unity Trust Bank plc Four Brindley Place Birmingham B1 2JB
Company number	4010383
UK registered charity number	1082565
Website	humanity-inclusion.org.uk

Mali © B. Coulibaly / HI

Introduction from our Chief Executive

Resilience amid violence, destruction and civilian harm

2024 was a tough year for millions of people.

In Gaza, we saw an intensity of destruction and civilian harm that hasn't been witnessed anywhere in the world for many years. Tens of thousands of people lost their lives. Tragically, this toll included three of our colleagues: Nahla, Muna and Sabreen. These three exceptional women worked with us as a livelihood officer, a social worker and a rehabilitation specialist. They were killed in their homes, alongside their children.

We also lost staff members in Lebanon and Syria. Abbas, the team leader of one of our mine action operations in Lebanon and a volunteer civil defence firefighter, was killed in a drone strike along with two other firefighters. He leaves his four children behind. Samer, an inclusion caseworker in Syria, was tragically killed by a stray bullet.

This annual report is written in the memory of all our lost colleagues.

Despite enduring such terror and violence, dealing with persistent aid blockages and restrictions on humanitarian access, and the complete destruction of our office and one of our warehouses, our teams in Gaza were able to achieve remarkable things. They delivered physiotherapy and mental health support, distributed hygiene items, first aid kits, wheelchairs, crutches and other mobility aids, and ran risk education sessions to protect children and adults from unexploded weapons. Their work made a vital difference for tens of thousands of people.

Sadly, other places also endured horrors in 2024. I'm especially proud of our efforts to raise awareness about the terrible – and terribly neglected – situation in Sudan, where tens of thousands of people have been killed and 12.5 million have been forced to flee their homes. We worked with renowned photographer and disability advocate, Giles Duley, to produce a set of powerful stories showing the resilience of Sudanese refugees with disabilities as they make new lives for themselves across the border in Chad. Our fundraising event in November really brought home the scale of what is happening and the urgency of an international response.

The war in Ukraine also ground on, tearing up people's lives. Our wonderful teams continued to support survivors of explosive weapons, provide rehabilitation and psychological support, help people with disabilities and vulnerable households to meet their basic needs, and facilitate the rapid delivery of humanitarian supplies through shared storage and transport services. Towards the end of the year, it was a huge honour to be chosen by the Daily Telegraph as one of their Christmas Charity Appeal partners, raising money for our work in Ukraine. This came at the request of David Knowles, their much-loved podcast host who very sadly died earlier in the year. The appeal raised precious funds for our work, while also giving us a platform to raise awareness about the situation of the many disabled and vulnerable people struggling to get by in that war-torn country.

In 2024, HI UK's experts in emergency rehabilitation, armed violence reduction, disability inclusion, humanitarian shelter and inclusive education supported programmes in dozens of countries.

Our wide-reaching impact

As ever, the team also supported work in many other places as well. We responded to typhoons in the Philippines, supported disabled girls into education in the Democratic Republic of Congo, helped people facing flooding and drought in Bangladesh and Madagascar, and provided disability-inclusive healthcare in Sierra Leone. Our specialists in inclusive education, emergency rehabilitation, disability inclusion, humanitarian shelter and armed violence reduction supported programmes in Lebanon, Senegal, Nepal, Cambodia and Ethiopia, to name just a few.

In the UK, our fundraising teams broke new records, raising more money from individuals, trusts, foundations and companies than ever before. We continued our vital Stop Bombing Civilians campaign and launched a new challenge events programme. We also renewed our efforts to highlight the incredible impact donors can make by leaving a legacy to HI in their will.

Our fundraising achievements are testament to the energy and commitment of our staff to make the biggest difference they can for the people we serve, but also, of course, to the wonderful generosity of our many supporters, without whom we would achieve nothing. To those who gave to us this year, we cannot thank you enough.



Gaza © Y. Nateel / HI

Facing the future with determination

As we start 2025, we face serious headwinds from a worldwide reduction in government support for international development, including a 40% cut in the UK aid budget. This will put us under pressure financially, but it will also make our work – and the funding we secure from our many supporters – even more precious and impactful than ever.

As a team, we are determined to tackle this new challenge and to make the biggest difference for disabled and vulnerable people that we can. ■



George Graham
Chief Executive
Humanity & Inclusion UK

Message from our Chair

Responding to challenges in an agile, creative way

I am delighted to step into the role of Chair of HI UK. I take my commitment to the organisation very seriously and look forward to leading the Board to support HI UK's life-changing work around the world.

It is impressive how far we have come as a UK charity. This is thanks to the efforts of our fantastic staff team and the unwavering support of our donors. HI UK plays a vital part in the HI federal network, increasing its financial contribution to international programming year on year.

Globally, it is a very difficult time. We particularly remember our colleagues and their families who have lost their lives in Gaza, Lebanon and Syria this year and whose tragic deaths remind us of the daily risks taken by humanitarians around the world.

International aid budgets are reducing, humanitarian crises are becoming even more prolonged and the level of need amongst the most vulnerable communities is unprecedented. However, we are in a very good position to respond to these challenges in an agile, creative way. Together, the Board and HI UK team are determined to do everything we can for the people that we exist to serve.

During this financial year, the Board has continued to take a very proactive approach to risk management. We have appreciated the need to review and diversify our funding streams, even before the recent government aid cuts, given the downward trend in overseas aid over recent years. In this context, we have been delighted to see our best results ever for individual and major giving this financial year. Meanwhile, UK aid funding from the UK government remains key to our programming capacity - from disability inclusion in Ukraine to girls' education in the Democratic Republic of Congo, support for disabled refugees in Jordan and disability-inclusive healthcare in Sierra Leone.

We would not have the flexibility and agility to continue our programmes without our major donors. A huge thank you to players of People's Postcode Lottery for helping us prepare vulnerable populations for disasters and to the many other trusts, foundations and corporate partners that enable us to provide vital support to disabled and vulnerable people in so many conflict and disaster-afflicted countries around the world.

As an organisation with inclusion in our name as well as at the heart of our programmes, the Board of HI UK have been working to strengthen our frameworks for ensuring equity in our approach to recruitment and pay across ethnicity, gender and disability.

We are deeply grateful to all our UK supporters, donors and partners, without whom our life-changing work would not be possible.

We are proud to be a Disability Confident Employer since 2023 and now a Disability Confident Leader. As we recruit new members to our Board this year, we aim to ensure that we not only have all the relevant skills but also that Board represents the communities we serve. Diversity, equity and inclusion is as much at the core of our approach to Board recruitment as it is in in our staff recruitment.

This year, our work on demining and explosive risk education brought much media attention, including on Radio 4's Today Programme, on ITV and in the Telegraph, as part of our

wonderful partnership for their Christmas Charity Appeal.

I was delighted to attend an enlightening and moving talk by our land release specialists, Gary Toombs and Simon Elmont, about their work in Gaza surveying unexploded ordnance, including large bombs. They predict it will take 30 years to completely clear unexploded ordnance from Gaza; sadly, this can only start in earnest once the conflict has ceased. Likewise in Ukraine, we are looking at a similar period before the Ukrainian people can walk safely around their towns and countryside.

I am proud to serve HI UK as Chair and will do my utmost to support our wonderful team, as well as to work alongside my fellow Chairs of the other HI national associations to ensure that we continue to serve the world's most vulnerable people the very best that we can.. ■



Chloe Marshall
Chair
Humanity & Inclusion UK



© T. Nicholson / HI

Khaleel Ishaq Yousef, age 9, is from Geneina, in the Darfur region of Sudan, where he lost a leg during the conflict. He now lives in in Farchana refugee camp, in Chad, and uses crutches provided by HI, as well as receiving physiotherapy and strength and conditioning sessions.

He says, "Before I stayed at home all day, and now I can move around, which is good for my health. I go with my friends who like to play and climb trees. I watch from the shade of the tree, but I'm still happy!"

The HI network

About us

Our vision

Outraged at the injustice faced by people with disabilities and vulnerable populations, we aspire to a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity.

Our mission

Humanity & Inclusion (HI) is an independent and impartial aid organisation working in situations of poverty and exclusion, conflict and disaster. We work alongside people with disabilities and vulnerable populations, taking action and bearing witness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

Our values

HUMANITY

Our work is underpinned by the value of humanity. We include everyone, without exception and champion each individual's right to dignity. Our work is guided by respect, benevolence and humility.

INCLUSION

We advocate inclusion and participation for everyone, upholding diversity, fairness and individual choice. We value difference.

COMMITMENT

We are resolute, enthusiastic and bold in our commitment to developing tailored, pragmatic and innovative solutions. We take action and rally those around us to fight injustice.

INTEGRITY

We work in an independent, professional, selfless and transparent manner.



Dadaab Camp, Kenya © Finn Aid Kenya / HI

Our structure

The HI network is comprised of a Federation, eight national associations (Belgium, Canada, France, Germany, Luxembourg, Switzerland, the United Kingdom and the United States), and the HI Institute for Humanitarian Action.

The HI Federation, established in 2009, implements the network's programmes in around 60 countries under the name "Humanity & Inclusion", "Humanité & Inclusion" or "Handicap International", depending on the country.

HI's national associations, founded between 1982 and 2006, are called "Handicap International" in Belgium, France, Germany, Luxembourg and Switzerland, and "Humanity & Inclusion" in Canada, the United Kingdom and the United States.

The HI Institute for Humanitarian Action is responsible for defining the ethical framework underpinning HI's actions. The Institute analyses the ethical and political issues facing the HI movement and the aid sector in general.

Who we support

HI exists to support disabled and vulnerable people around the world. The groups that we support include:

- **People with disabilities** and those living with chronic disabling diseases
- **Organisations** that promote the rights and wellbeing of people with disabilities
- **People at risk of becoming disabled** because of disease or violence
- **Refugees**, people living in disaster areas or people displaced by crises
- **People threatened by weapons or explosive devices** during or in the aftermath of conflicts.

Our areas of work

EMERGENCIES

In emergencies, we distribute relief items, we provide healthcare, rehabilitation and psychosocial support, we make sure water, sanitation and shelters are accessible to everyone, and we help other relief organisations be as inclusive as possible.

CONFLICTS

In conflict situations, we clear landmines and explosive remnants of war, we educate communities about the risks, we help survivors rebuild their lives through physiotherapy, prosthetic limb fitting and psychological support, and we promote inclusive education and livelihoods. Globally, we campaign for an end to the use of landmines, cluster munitions and explosive weapons in populated areas.

LONG-TERM DEVELOPMENT

In our development work, we focus on inclusive health, rehabilitation and education, we support economic inclusion and food security, and we work alongside local disabled people's organisations to enable them to advocate for their rights and to get their voices heard.

Our impact

WORLDWIDE PRESENCE

480 projects in **58** countries

PEOPLE SUPPORTED BY HI'S ACTIONS

DIRECT SUPPORT

3,099,629 people

received goods or services as part of a project implemented by HI or its operating partners.

INDIRECT SUPPORT

15,161,785 people

benefitted from the effects of goods or services received by people HI directly supported.

GLOBAL STAFF

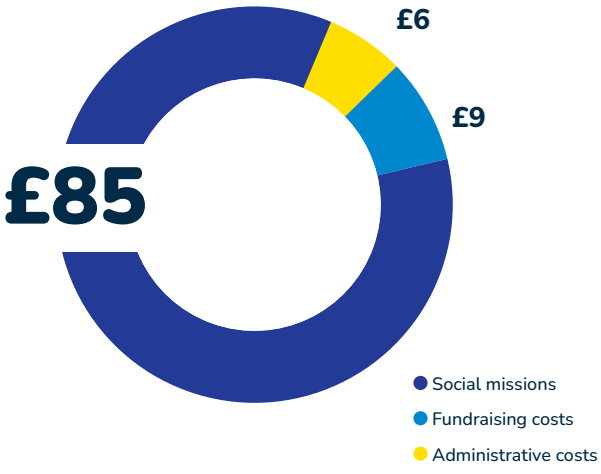
5,362 people

including:

4,438 local staff in project countries
271 international staff in project countries
388 headquarters staff working in programme management
265 staff working in support services, fundraising and communication.

Impact figures represent the actions of the HI network in 2024. Staff figures are expressed in annual full-time equivalent positions.

For every £100 spent by the HI network*



* Financial figures represent the actions of the HI network in 2023. For more information please see the HI Network Annual Report available at hi.org

2024 Highlights

How our UK team supported HI's mission in 2024

Our purpose at HI UK is to bring tangible improvements to the living conditions of people with disabilities and vulnerable populations by supporting HI's mission and programmes worldwide.

In 2024, we aimed to achieve this by raising funds, influencing policy and practice, and providing high-quality technical expertise to our country programmes. This was underpinned by a strong focus on building a diverse, motivated and connected staff team with effective support functions and a strong, supportive and ambitious culture.

This section explains how we achieved these goals in 2024 in each of our areas of activity, and shares some of our highlights for the year.

SUDAN AND CHAD

In Sudan, brutal civil war has forced more than 12 million people from their homes. Half of these are children. An unknown number of people – certainly tens of thousands – have lost their lives. 25 million people face crisis levels of hunger. Among these, it is the most marginalised, especially people with disabilities, who have been hardest hit.

In 2024, we continued our emergency response supporting Sudanese people with injuries and disabilities in Chad, where some 900,000 refugees have fled. We also launched a programme inside the Darfur region of Sudan, despite the very high security risks. As well as providing direct support, we also worked to raise awareness of the crisis, including through our partnership with renowned photographer Giles Duley and Legacy of War Foundation, with whom we hosted a joint exhibition and dinner at the Savoy Hotel in London in November.

GAZA

The situation in Gaza remained extremely challenging throughout 2024. Since the conflict escalated in October 2023, we have lost three staff members to bombing. Nahla was a livelihood officer, Muna was a social worker and Sabreen was a rehabilitation specialist. All three were killed alongside their children. We also saw the destruction of our office and the demolishing of one our warehouses. Despite these hardships, our team of over 300 colleagues was able to continue to do vital, life-saving and protective work, including distributing relief supplies, supporting people with existing disabilities or new injuries, and providing mental health care. We also deployed our UK-based explosive ordnance specialists to assess the scale and nature of the threat posed by unexploded weapons and to support the UN and other humanitarian actors to navigate the highly dangerous environment.

UKRAINE

In Ukraine, our teams worked tirelessly to support the most vulnerable victims of the relentless war. We helped disabled, older and isolated people living on the front lines to receive the supplies and support they needed to survive the winter. We educated children in underground classrooms on how to stay safe around landmines and unexploded weapons. We provided physical rehabilitation for injured people and we ran mental health support sessions to help adults and children deal with their deep psychological scars. We also supported other humanitarian organisations, helping them better include people with disabilities and providing a shared logistics service to get medicines, vaccines and relief items to their destinations as fast and as safely as possible.

PROMOTING DISABILITY INCLUSION

In 2024, we set up an internal Centre of Expertise in Disability Inclusion (CEDI) as part of our Innovation and Development Division. The purpose of this team is to provide technical support to projects, strengthen capacity across HI and provide technical assistance to external stakeholders. We supported programmes in Ukraine, Bangladesh, Syria and Latin America, developed resources and training guides, and helped the Syrian and Somali teams to adopt guidelines on inclusive humanitarian action.

As well as running programmes to support vulnerable and disabled people around the world, another important part of our work is influencing the UN, other humanitarian organisations and the Government here in Britain to do the same. In the UK, we met ministers and politicians from different political parties to encourage them to turn their warm words about disability inclusion into concrete actions. We also engaged the Foreign, Commonwealth and Development Office (FCDO) to persuade them to recommit to the vital concept of 'leave no one behind' as they refresh their international development strategy.

ARMED VIOLENCE REDUCTION

In 2024, our UK-based Armed Violence Reduction specialists deployed to Gaza, Laos, Lebanon, Syria and Ukraine, and in addition oversaw operations in Colombia, Ethiopia, Iraq, Mozambique, Senegal, Syria and Yemen to release land from contamination



Chad © T. Nicholson / HI

by mines and other unexploded ordnance. They also conducted training in the UK on explosive ordnance disposal. We continued to assess potential new projects via assessment and meetings and to investigate new modalities of integrated progamming.

As ever, innovation was a big part of our work, including introducing and trialling the use of body-worn cameras, the development drone technology for survey and remote-management technologies to disarm unexploded weapons more safely and efficiently.

Our teams attended and presented at the Anti-Personnel Mine Ban Treaty conference in Geneva on training and present on a panel of experts on victim assistance, providing recommendations for governments on implementation of new commitments in this area. We also joined the Fifth Review Conference of the Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Antipersonnel Mines and Their Destruction in Cambodia.

In addition, our colleagues made numerous media appearances on local, national and international news outlets, including the BBC, in particular to discuss our work in response to the conflict in Gaza.

EMERGENCY REHABILITATION

We provided emergency rehabilitation support to teams in Chad, Egypt, Ethiopia, Gaza, Lebanon South Sudan and Sudan, including on how to handle conflict-related injuries and wounds. We provided remote support to Interburns for essential burns training for nurses in Senegal and developed

a critical care module for advanced burns care. In addition, we worked with the World Health Organisation (WHO) to establish a rehabilitation-specialised emergency care team. This involved running a series of simulation exercises. We also supported the WHO in developing a set of minimum standards and recommendations for medical teams responding to highly infectious disease outbreaks.

INCLUSIVE EDUCATION

HI UK leads HI's work globally on inclusive education. In 2024, our Inclusive Education team supported approximately 50 projects in 26 countries, including Bangladesh, Cambodia, Jordan, Laos, Lebanon, Myanmar, Nepal, the Occupied Palestinian Territories and Rwanda. We attended and presented at the UNESCO forum in Paris on Inclusion in Education in February. This was a high-level policy dialogue and international forum with global leaders and education stakeholders to celebrate 30 years since the "Salamanca Statement", which emphasised the need for children to learn together in inclusive schools. We also supported the FCDO with the refresh of their internal Inclusive Education Policy and contributed to a report on inclusive education by the Canadian Parliament.

SHELTER AND NON-FOOD ITEMS

In emergencies, the need for shelter and non-food items such as hygiene kits or equipment for cooking often becomes critical. In 2024, our team supported programmes in Gaza and Lebanon, the start-up of activities in the Darfur region of Sudan, the development of new opportunities in Nepal, and guidance for teams in Afghanistan, Niger and the Philippines. In addition, we developed and provided training, improving typhoon mitigation measures and improving emergency distributions. This work makes an enormous difference to the safety and wellbeing of disabled and vulnerable people fleeing violence or facing a natural disaster.

MEDIA OUTREACH

2024 was our best ever year for media coverage. Our work was reported on in a wide range of national newspapers, including the Express, the Guardian, the Independent, the Mail, the Telegraph and the Times. Our staff and spokespeople also appeared on broadcast media, including the BBC, ITV, LBC, Sky, Talk TV and numerous radio stations. A lot of the coverage was focused on Gaza and Ukraine, but we also shared stories about our work in Sudan, Syria, Lebanon and Senegal.

OFFICE MOVE

As well as working hard to raise money, support our country teams and campaign for disability inclusion, we also made some changes to how we work. The most important of these was to move into a new shared office space with other NGOs hosted by CAFOD, the international development charity. We made this move to further improve our cost-efficiency so that even more of the funds we raise go directly to our programmes. Our new building is very high-performing from an ecological perspective, so the move has also helped us make a big reduction in our carbon footprint.



Benin © Solva - B. Akpo / HI

Photo: Raphaël Honzounnon, aged 10, was born with partial paralysis. For a long time, he was unable to walk.

Today, thanks to HI's inclusive education project in Benin, he runs and walks independently to school, where he is studying with the hope of becoming a doctor.



THE TELEGRAPH CHRISTMAS APPEAL

The Telegraph Christmas Appeal launched on 2nd November, with HI lucky enough to be one of the four chosen charity partners. The relationship came about at the bequest of David Knowles, the host of the Telegraph's most popular ever podcast – Ukraine: The Latest – who tragically died earlier in the year.

Throughout November and December 2024 and January 2025, the Telegraph published 18 stories about our work in Ukraine and the people who work for us and support us.

At the start of December, members of our team joined editors and journalists for a fundraising phone-in for Telegraph readers. Our lead for disability inclusion, Sophie Allin, also spoke about our work in Ukraine at a special carol service for journalists and readers at St Brides Church in London.

We were also lucky enough to have the support of broadcaster and psychologist Dr. Sian Williams, who wrote a moving piece about the psychological impact of living in a conflict zone.

In total, the appeal raised more than £107,000 for our work in Ukraine – a fantastic and hugely appreciated achievement.

Support for our work

Institutional partners

We are grateful to the Foreign, Commonwealth and Development Office (FCDO) for supporting our programmes across Africa, Asia and the Middle East. These include the multi-country Disability Inclusive Development programme, managed by SightSavers, as well as partnerships with other organisations including the Danish Refugee Council, Save the Children, Norwegian Refugee Council, Concern Worldwide and CARE.

We are also proud to be a member of the Start Network, which allows us to access rapid, innovative funding for under-the-radar emergencies. In 2024, these included recurrent crises in Madagascar, the Philippines and Bangladesh funded under the Start Ready mechanism, as well as crises in Nepal, Niger, Peru, Rwanda and Yemen.

UKaid from the British people

START NETWORK

r2hc Research for health in humanitarian crises | elrha



© M. Monier / HI

Photo: Ajida, aged 12, lives in Cox's Bazar refugee camp in Bangladesh. She has cerebral palsy which for a long time prevented her from standing or walking. Today, she can walk to school on her own, thanks to orthoses and an access ramp supplied by HI.

Partnerships and philanthropy

After our strongest year yet with our Partnerships and Philanthropy programme, we want to express special gratitude to our longstanding and new partners in trusts, foundations and corporates, as well as philanthropic individuals, for making vital change happen in extremely challenging circumstances and contexts.

The generosity from private organisations and individuals to our ongoing emergency responses in Gaza, Sudan and Ukraine was heartwarming. They also supported our continuing work in Syria, one year on from the terrible earthquakes, and our disaster risk education and cyclone-response work in the Philippines. They were also very generous in supporting our development work: inclusive education and vocational training in Burkina Faso; inclusive livelihoods, particularly for young women, in Egypt; our work in prisons in Madagascar; and our support for people with diabetes in Senegal. Our warmest thanks go to all our major donors, on behalf of the people we exist to serve. Your significant donations change lives for the better.

To continue our fundraising endeavours, we welcomed more than 30 donors and partners to The Savoy on 7th November. In partnership with Legacy of War Foundation, we exhibited Giles Duley's powerful photographs of the under-reported Sudan crisis, from refugee camps in Eastern Chad, before dinner and an impactful talk by Giles about his trip to Chad to witness HI's work in action. Many thanks to those who attended and donated, and especially to The Savoy for their very kind pro bono support.



Photo: Sawkine, 8, was badly hit by shrapnel when her family home in Geneine, Darfur, was hit by an explosion. She sustained a spinal cord injury, leaving her paralysed from the waist down. Her mother, Toma, was also injured by a gunshot to her leg. After escaping over the border to Chad, Sawakine and her mother received daily rehabilitation care from Humanity & Inclusion's team at the MSF field hospital in Adré.

We want to especially thank players of People's Postcode Lottery for raising £1.75 million, and for committing to another year of support in 2025. Their amazing contribution has funded our work on the Syria Crisis and the Stop Bombing Civilians campaign, as well as our preparation of vulnerable populations for disasters. These funds awarded through Postcode Global Trust also enable us to carry out inclusive emergency responses, as well as help support our physical rehabilitation of victims of conflict, natural disaster, poverty and exclusion around the world. We really value wonderful long-term partnerships such as this.

CHOOSE LOVE

EA Foundation
Sustainability | Poverty reduction | Education

EUROMONITOR INTERNATIONAL

PEOPLE'S POSTCODE LOTTERY

POSTCODE GLOBAL TRUST

Individual giving

Our supporters are at the heart of everything we do and we are so grateful to everyone who helps to make our work possible.

At HI, we are committed to fundraising in an ethical and sustainable way, aiming to be open and transparent with our supporters at all times. We are also continually reviewing our strategy of investment, which is aimed at offering more ways for donors to give, while making sure have efficient systems in place to manage supporter preferences and data.

In 2024, we continued to develop our multi-channel individual giving programme, further improvinge our online presence, launching a new challenge events programme, and making it easier for supporters to include a gift to HI in their wills.

On behalf of all the team at HI and everyone whom your donations help us to support, thank you so much for your generosity.

How you can support our life-changing work

There are so many ways in which you can support HI's work alongside disabled and vulnerable people worldwide:

- Support HI's life-changing work by making a one-off donation.
- Join our amazing regular donors by setting up a monthly gift to make an impact in the long term.
- Sign the 'Stop Bombing Civilians' petition on our website.
- Organise a fundraising event or personal challenge! Our team can provide free resources.
- Schools, clubs, churches and community groups can also fundraise and take action as part of our campaigns.
- If you are a philanthropist or represent a company or trust, why not call our team to explore how you can make the greatest difference through a bespoke partnership.
- If you are thinking of leaving a gift in your will to help change lives, please consider remembering Humanity & Inclusion UK. Anyone can leave a legacy to charity and continue to make a difference for generations to come.

Please visit our website: humanity-inclusion.org.uk email supportercare.uk@hi.org or call us on 0870 774 3737 to find out more.

Thank you!

OMAID IS BURSTING WITH ENERGY!

Photo: While playing with friends and feeding animals near his home when he was just 5 years old, Omaid found an abandoned landmine. The explosion changed his life forever, resulting in the loss of his right leg.

Omaid was provided with physiotherapy and elbow crutches by HI and is hoping to receive a prosthesis soon.

In the meantime, he attends school, plays cricket, and has recently begun learning tailoring in the afternoons. Omaid remains hopeful for the future, dreaming of becoming a doctor to help others in similar situations.

There is no prosthesis workshop near Omaid's home in Kunduz. HI is currently building a modern prosthetics and rehabilitation centre in Kunduz that will allow children like Omaid to get all the services they need without having to travel long distances.



© E. Blanchard / HI

Trustees' Report

Governance, structure and management

Constitution and governance

Handicap International UK was founded in 1999. It was registered as a company limited by guarantee on 8th June 2000 and as a charity on 22nd September 2000. In 2018, the charity adopted a new operating name, Humanity & Inclusion UK, which is the name referred to throughout this document (alongside HI UK).

The organisation is governed by its Articles of Association, a copy of which is available at the registered office and at Companies House. HI UK is part of the global Humanity & Inclusion Network (HI), composed of a Federation, the HI Institute and eight national associations including HI UK.

HI UK is governed by its Board of Trustees, which is responsible for ensuring a strong strategic focus in line with the charitable aims of the organisation and with HI's global strategy. In accordance with governance best practice, the Board aspires to follow the principles of the voluntary Charity Governance Code as proportionate to the charity's circumstances; a review of our compliance with the Code was completed in 2022.

HI UK has taken into consideration the Charity Commission's guidance on public benefit when outlining the objectives and activities for the year being reported on, as well as for subsequent years within our strategy. This guidance specifies that a charity must ensure that its purpose is carried out in ways that provide public benefit, must identify and minimise risks of harm to the charity's beneficiaries or to the public in general as a result of its conduct, and must make decisions about who benefits from the charity in ways that are consistent with its purpose. The trustees assure themselves of this by monitoring and scrutinising reports from management and by reviewing risks each quarter, including risks of harm to beneficiaries or members of the public.



Photo: After Amani, 28, fled the war in North Kivu, DRC, her daughter Inaya, aged two, began to show signs of malnutrition. As a result, Inaya had a speech delay and could not stand upright.

Today, Inaya can walk, is interested in toys and asks to go to the potty, thanks to stimulation therapy sessions provided by HI in Bulengo camp for displaced people.

As a member of the HI Network, HI UK supports and contributes to the work of the wider Federation. An international governance structure and an operational framework have been agreed within the Network in order to rationalise and share resources, and the Federation has agreed in our joint strategy to meet any shortfall of funds.

In 2024, the HI UK Board was represented on the Federal General Assembly with two seats. This General Assembly has ultimate governance oversight of the HI Organisation.

HI UK aims to select Trustees in a manner consistent with its equal-opportunities and diversity & inclusion policies. Trustee vacancies are advertised and we aim to advertise vacancies with diversity, equality and inclusion in mind, so that our adverts are accessible to a wide pool of potential candidate. Applicants are shortlisted for interview by a panel of the Board and appointments are recommended to and made by the full Board on merit against objective criteria and considering the benefit of diversity. Trustees are appointed for a three-year term and are subject to a re-election procedure After 9 years a Trustee must retire but can be reappointed and there is no maximum period of tenure, subject always to the requirements of the Charity Governance Code. The Board regularly discusses its effectiveness and its ability to work together as a team.

On acceptance of an invitation to join the Board, new Trustees are given an induction that includes information about HI and HI UK's work policies and procedures, governance (including Trustees' roles and responsibilities), an explanation of the relationships with the Federation and other national associations, and the federal and national strategies.

Board meetings are held a minimum of four times per year and additionally as required. In addition, a Finance, Audit & Risk Committee and a People & Culture Committee meet regularly and as necessary between Board meetings and make recommendations to the full Board. Recommendations made and actions agreed by the Board committees are reviewed and ratified at Board meetings.

Day-to-day management of the organisation is devolved to the Chief Executive, who reports to the Board and has frequent contact with the Chair and Trustees. There is a delegation of authority which formalises the delegation of powers to the Chief Executive and sets out the matters that are expressly reserved for determination by the Board and cannot be delegated. The Chief Executive remains responsible for the matters delegated and is required to report to the Board as the Board deems appropriate.

All of the Trustees are members of the charity and guarantee to contribute £1 in the event of a winding up of HI UK. The Trustees are also directors of HI UK for the purposes of company law. They are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).



Photo: In the department of Meta, Colombia, HI's humanitarian deminers, many of them women, are committed and determined to bring peace and prosperity back to their land. So far, the teams have released 9,153 m² of land back to the region's 8,771 inhabitants.

Environmental, Social and governance (ESG)

The Board of Trustees has determined the following areas as being significant environmental, social and governance factors for HI UK:

- Environmental footprint
- International programmes and advocacy
- Diversity and inclusion
- Adherence to the Charity Governance Code
- Institutional policies and code of conduct
- Safeguarding
- Organisation and salaries

ENVIRONMENTAL FOOTPRINT

HI UK:

2022 was our baseline year for calculating the carbon footprint of both HI UK and the HI Federation. As HI UK, we have set ourselves the goal of achieving Net Zero emissions by 2047, which is 25 years from this baseline. We calculate our emissions using the French "Bilan Carbone" (carbon footprint) model, developed by the French Environment and Energy Management Agency, in line with the methodology adopted by the HI Federation.

YEAR	2024	2023
EMISSIONS	**TOTAL in tonnes of carbon dioxide equivalent (tCO2e)**	
Scope 1 (Direct emissions)	0 tonnes	10 tonnes
Scope 2 (Indirect emissions associated with purchase of electricity, steam, heat or cooling)	0 tonnes	13 tonnes
Scope 3 (All other indirect emissions)	Purchased goods and services – 9 tonnes for employee food and drink (not counted as organisational emissions); other emissions data not available (see notes) Upstream transportation and distribution – 0 tonnes Waste generated in operations – not available (see note) Business travel – 71 tonnes Employee commuting – 12 tonnes Upstream leased assets – 13 tonnes Downstream transportation and distribution – 0 tonnes	Purchased goods and services – 22 tonnes for employee food and drink (not counted as organisational emissions); other emissions data not available (see notes) Upstream transportation and distribution – 0 tonnes Waste generated in operations – not available (see note) Business travel – 26 tonnes Employee commuting – 8 tonnes Upstream leased assets – 0 tonnes Downstream transportation and distribution – 0 tonnes
Total Emissions	**105 tonnes** (including international flights and employee food and drink)	**80 tonnes** (including international flights and employee food and drink)

Some changes were made to the methodology used for 2024, which substantially explains the variance between the 2023 figures and the 2024 figures. We are confident that our methodology for 2024 is more accurate than in previous years. We intend to harmonise our methodology in future years.

The total emissions for 2023 represent an increase on our 2022 figure. This is mainly due to the change in number of employees (calculations were done for 15 employees in 2022 whereas this year they were for 24 employees).

Remarks on emission measures:

Scopes 1 & 2 – gas and electricity use

In 2024, HI UK moved to a new shared building where we no longer own or control the Scope 1 and Scope 2 emissions. HI UK owns no vehicles.

Scope 3

Category 1: Purchased goods and services

Emissions for goods and services are included in the parameters for HI's global HI carbon footprint assessment. We were not able to produce data for goods and services procured by HI UK in 2024. However, in line with our international methodology, we have included in this category data on emissions for employees-bought food & drinks (although these are sometimes considered to be personal rather than organisational emissions).

Category 4: Upstream transportation and distribution

HI UK does not produce any emissions under this category.

Category 5: Waste generated in operations

We do not have specific data on the waste and water generated as an organisation as this is managed through the lease arrangements as part of the building operation.

Category 6: Business travel

All employees were surveyed regarding their business travel, including their destinations, methods of transport, distances travelled and, if flying,

the number of stopovers. International flights were our single biggest source of emissions. Our travel policy is to travel by train to UK and European destinations (see further below).

Category 7: Employee commuting

Emissions in these areas were assessed using a staff survey. This was not a high-emission area for the HI UK team, with many people using low-emission modes of transportation to and from work.

Category 8: Upstream leased assets

In 2024, we included emissions from our leased office space under this category. These emissions relate to energy use (electricity and heating) in our premises at Romero House, which is managed by CAFOD and over which we have no operational control. To calculate our share of emissions, we applied a pro-rata approach based on our occupancy. This methodological change from 2023 (when energy was partially included under Scope 1 and 2) ensures alignment with international standards, avoids double counting and enhances transparency in our carbon reporting.

Category 9: Downstream transportation and distribution

HI UK does not produce any emissions under this category.

Our current measured tCO2e is 106 tonnes. However, this figure would be higher if we were able to measure and include the contributions from our procurement, waste & water and digital consumption.

In order to progress to achieve Net Zero by 2047, we have adopted the following carbon-reduction targets:

- Measured emissions to decrease to 54 tCO2e by 2027. This would be a reduction of 25% on the baseline year.
- Measured emissions to decrease to 36 tCO2e by 2030. This would be a 50% reduction on the baseline year.

HI UK's 'Green Team' is responsible for three key areas of activity:

- Policy – To work on projects, including our Carbon Reduction Plan, that improve policies designed to reduce the impact of our operations on the environment.
- People – To communicate with colleagues on how they can be conscious of the environment in their work, to encourage green practices across the business and to bring the environment into everyday decision-making.
- Private – To provide tips to colleagues about how they can live their personal lives in ways that have less impact on the environment.

Our Travel policy states requirements for travelling by train rather than aeroplane to certain business destinations in the UK and Europe.

Our Environmental and Sustainability policy states our commitment to reducing our carbon footprint and promoting good environmental practices. The policy also details employees' responsibility to adopt behaviours that minimise their environmental impact.

Reducing carbon emissions was one of the criteria in our decision in April 2024 to move to a new and more sustainable office, with solar panels and underfloor heating.

In the future, we intend to implement the following further measures:

- Update our procurement policy – We will revise this policy to establish emission management, mitigation and reporting as key criteria in our choices of supplier
- We will work on a way to request our suppliers to have a CRP and/or commitment to Net Zero and to provide us with emissions data for our business with them
- Continue to develop staff awareness on sustainability
- Propose changes to our practices in order to reduce our digital footprint, including ensuring use of low-impact methods for sharing large files and reducing our digital storage
- Review our CRP.

The HI Federation

HI's ambition is to reduce its global greenhouse gas emissions by 50% by 2030. This ambitious objective is in line with the commitments of the Paris Agreement, which defines the trajectory to be followed to limit global warming and its impacts as much as possible.

In 2024, HI adjusted the measurements of its CO2 emissions and revised the 2019 baseline for its programmes.

A target of a 30% reduction in air travel was set for 2025, which should enable us to achieve a 21% reduction in our headquarters' footprint.

In our country programmes, action was taken to limit the waste generated by our activities and reduce our energy and fuel consumption. To reduce our purchasing footprint, our suppliers were asked to adopt an environmental approach, thereby improving not only our impact, but also that of our partners.

INTERNATIONAL PROGRAMMES AND ADVOCACY

HI UK's charitable purpose is to meet the basic needs, improve the living conditions and promote respect for the dignity and fundamental human rights of disabled and vulnerable people worldwide. Through our work in 2024 we have spent £11.4m in contribution to the HI Network's global efforts. As described above, HI UK has also influenced policy and practice on disability inclusion and explosive weapons and our technical staff have designed and delivered programmes around the world, with a particular focus on inclusive education, armed-violence reduction, emergency rehabilitation and humanitarian action.

DIVERSITY & INCLUSION

HI UK has a formal set of commitments on diversity and inclusion. This includes principles on inclusive behaviours, communication, advocacy, recruitment, pay & reward, data and governance. As part of these commitments, in 2024, we continued to hold regular sessions to learn more and share insights about discrimination or to hear from different people about their experiences.

In 2024, we have continued our commitment as a "Disability Confident Leader" and continued to promote the scheme and disability inclusion with all our partners and our colleagues within the HI network. We also expanded our work to partner with the Royal National Institute of Blind People (RNIB) to become a 'Visibly Better Employer'. In addition, we are running annual surveys to track diversity data, including metrics related to disability inclusion.



We seek to maintain a diverse Board. During the 2024 financial year, the gender balance among our ten Trustees was six women and four men; two Trustees being people of colour; and two describing themselves as having a disability. Diversity and inclusion is a standing item in quarterly Board meetings, with a

designated Board focal point and detailed oversight included in the terms of reference of the Board's People & Culture Committee.

CHARITY GOVERNANCE CODE

The Charity Governance Code outlines the following principles:

Principle 1: Organisational purpose.
The Board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably.

Principle 2: Leadership.
The charity is headed by an effective Board that provides strategic leadership in line with the charity's aims and values.

Principle 3: Integrity.
The Board acts with integrity. It adopts values, applies ethical principles to decisions and creates a welcoming and supportive culture which helps achieve the charity's purposes. The Board is aware of the significance of the public's confidence and trust in charities. It reflects the charity's ethics and values in everything it does. Trustees undertake their duties with this in mind.

Principle 4: Decision making, risk and control.
The Board makes sure that its decision-making processes are informed, rigorous and timely, and that effective delegation, control and risk assessment, and management systems are set up and monitored.

Principle 5: Board effectiveness.
The Board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions.

Principle 6: Equality, diversity and inclusion.
The Board has a clear, agreed and effective approach to supporting equality, diversity and inclusion throughout the organisation and in its own practice. This approach supports good governance and the delivery of the organisation's charitable purposes.

Principle 7: Openness and accountability.
The Board leads the organisation in being transparent and accountable. The charity is open in its work unless there is good reason for it not to be.

We are confident that our structure and approach adhere well with both the letter and the spirit of each of these principles.

Following the 'apply or explain' principle set out in the Charity Governance Code, we have one current Trustee who has served on the Board for more than nine years, our newly appointed Chair, Chloe Marshall. She was appointed Chair after a rigorous process of recruitment involving advertising externally (ensuring this was placed in order to attract the most diverse candidates), selection of a shortlist of three candidates and three stages of interview by different members of our Board and the Chair of the Board of the HI Federation, and was determined to be the best candidate for the role of Chair.

In 2025, we plan to introduce an evaluation process for the Board whereby the Board reviews its own performance and that of individual trustees, including the Chair, in line with the Charity Governance Code, including how the Board works together and other factors relevant to its effectiveness. This will include evaluating the Board's balance of skills, experience and knowledge and its diversity in the widest sense, which is something we already do whenever looking a recruitment of new trustees, however we will bring this into our regular review process.

INSTITUTIONAL POLICIES AND CODE OF CONDUCT

HI's institutional policies and directives set out the principles to be respected by all of its employees and partners across the network, including HI UK. Alongside these policies, HI's overarching Code of Conduct outlines HI's expectations of staff and volunteers. It aims to protect all beneficiaries of HI's direct and indirect actions, and people from communities in contact with these actions, especially children, women, people with disabilities and anyone in a vulnerable situation. The Code also applies to all staff, volunteers and trustees as between themselves.

The following institutional policies are available at: www.hi.org/en/institutional-policies

- Code of conduct
- Safeguarding framework
- Child protection policy
- Disability, gender and age policy
- Protection of beneficiaries from sexual exploitation, abuse and harassment policy
- Anti-fraud, bribery and corruption policy
- Counterterrorism measures and regulations policy
- Safety and security policy
- Environmental agenda

SAFEGUARDING

Safeguarding is a key element of our Code of Conduct and associated institutional policies and HI UK has both a safeguarding focal point member of staff as well as a safeguarding lead trustee on the Board who oversee safeguarding matters for HI UK and who are supported by the HI Federation Safeguarding team. Both HI Federal policies and HI UK staff policies provide mechanisms for safeguarding concerns to be raised and escalated. Concerns are kept in strictest confidence and with the wellbeing of the complainant a priority.

ORGANISATION AND SALARIES

During 2024, HI UK employed a full-time equivalent team of a little over 29 people (average staff headcount) to achieve its charitable objectives. We were also supported by volunteers and a secondment from the civil service with varied roles across the organisation.

HI UK aims to be a median employer compared to similar organisations in the UK and we participate in regular market surveys in order to achieve this. We publish salaries in our job adverts in order to ensure transparency and to promote fairness. Levels of remuneration for all employees, including key management personnel, are determined using our salary grading system. Salary increases are based on a combination of cost-of-living and performance-related measures, and are reviewed annually, overseen by the People & Culture Committee of the Board.

Photo: A Sudanese girl taking part in a strength and conditioning session with HI's team in Farchana refugee camp, Chad, after fleeing conflict in the Darfur region of Sudan.



Chad © T. Nicholson / HI

Principal risks and uncertainties

RISK MANAGEMENT PROCESS

In 2024, the Finance, Audit & Risk Committee conducted a "deep dive" each quarter into one of five categories of risk in order to interrogate the quality of the planning and mitigations in place for each risk in that category. In addition, any new or significantly evolving risks were discussed in each quarterly meeting in the context of the overall risk picture, as were any serious incidents that may have occurred.

PRINCIPAL RISKS

The most significant risks and uncertainties that HI UK faces as an organisation at the time of this report relate to the following areas:

Institutional funding:
A significant proportion of HI UK's funding comes from institutional donors, principally, the Foreign & Commonwealth Development Office (FCDO). The amount of UK Official Development Assistance that is being made available for international work by NGOs fell very substantially in 2020 and 2021, and in February 2025 substantial further cuts were announced. The 2020/2021 cuts have already resulted in a significant reduction in institutional income for HI UK since our 2020 financial year. The cuts announced in February 2025 are expected to affect our budget slightly in 2025 and substantially from 2026. Additionally, terminations by the US Government of a large number of contracts with other parts of the HI Network have caused all HI National Associations, including HI UK, to be required to reduce budgeted non-mandatory operating costs, such as training, recruitment and travel. Further reductions to operating costs are expected in the short term. HI UK's financial support from the HI Federation for HI UK operating costs means that reductions in institutional funding should not affect HI UK in the short term; however, there is a longer-term risk that we will not be able to grow our institutional funding pipeline. To mitigate this risk, we have strategic plans in all our programmes, well-established ways of working with HI's technical teams to ensure high-quality project design and implementation, and a programme of work to increase the engagement of our country teams with the FCDO and other donors. We are also active in maintaining our profile and reputation with central FCDO teams and key partners, including through work in 2024 to support the Government in refreshing its strategy on international development and to increase its focus on the goal to 'Leave No One Behind'.

Programme management:

Given the very difficult contexts in which we work, in particular in fragile and conflict-affected states, there is a continuing risk of challenges in programme management, whether related to speed of delivery, quality of services, efficiency of expenditure or compliance with donor requirements. As HI UK, we do not have direct management oversight of our programmes, as this responsibility is delegated to the HI Federation. However, we manage risks of any UK donor-funded programmes by maintaining close contact with programme teams, offering guidance and training in key areas related to implementation of UK funded contracts, systematically reviewing project reports and, on occasion as required, making visits.

Safeguarding of our staff, volunteers, partners and and the populations with whom we work:

Given that our mission is to help disabled and vulnerable people, one of the most important elements of our operations is the safeguarding of those that we work with, as well as those who work for us. Accordingly, one of the principal risks to our organisation is to be faced with a safeguarding complaint and/or for that complaint not to be handled appropriately. In order to protect the people that we work with, as well as our staff and volunteers, and to reduce all forms of safeguarding risk, we continue to take a number of mitigation measures both at HI UK and across the HI Network.

We operate under a Federation-

wide Safeguarding Framework, which aims to ensure that we comply with international standards on safeguarding. Together with our associated institutional policies, including the Code of Conduct, Child Protection Policy and Protection of Beneficiaries from Sexual Exploitation, Abuse and Harassment Policy, the Framework aims to ensure staff and other representatives of HI comply with the standards and expectations that we have set ourselves. It provides a clear system for how to report concerns as soon as they are identified or suspected, and guidance on how HI will respond rapidly to any concerns and carry out investigations. It also ensures managers have appropriate training and support to deal with safeguarding issues.

The Safeguarding Framework applies to all entities within the HI Federal network, including the Federation, the National Associations (including HI UK), the HI Institute and all country offices and teams. It applies to all HI employees, volunteers, interns, consultants, contractors and trustees, as well as accompanying partners and family members of international staff.

To facilitate knowledge and understanding of safeguarding obligations, focal points are appointed at the Board, management and staff level, and compulsory training courses are conducted for all staff and Trustees.

Additional safeguarding risk mitigations that HI UK has in place include a reference and police-check process for new recruits when relevant to the role, an effective serious-incident reporting procedure (implemented in line with the Safeguarding Framework as well as legal and donor reporting requirements in the UK) and a rolling programme of staff-led reviews of our major safeguarding risks. In addition, HI's operational partners and service providers are required to comply with and implement the principles under HI's Safeguarding Framework and accompanying policies, unless their own organisation has a Code of Conduct and/or Safeguarding Framework that meets the required standards.

Retention of key staff:

In order to mitigate the risk of losing key staff, we are working proactively across a range of areas to promote employee engagement, including implementing a learning and development plan, continually improving our organisational culture, promoting diversity and inclusion, training managers to support mental health, talking openly and frequently about wellbeing, enabling flexible working, and promoting feedback and honest discussion.

Management of commercial contracts:

HI UK and the HI Network as a whole are adapting to the growing tendency of institutional funders to offer commercial contracts that render payment of funds conditional upon (and subsequent to) meeting specific performance criteria, as opposed to simpler grant funding agreements. Many of our current contracts with the FCDO are commercial contracts. Commercial contracts require increased monitoring and reporting to ensure that the performance and funding conditions are met. This increases the financial as well



Loading a convoy of trucks carrying 260 pallets of HI supplies to be distributed in Gaza. The shipment included 8,000 diapers and incontinence suppliies, 1,000 dignity kits, 1,000 hygiene kits, 50 kitchen kits, and 70 wound dressing kits.

as operational and reputational risks associated with them. The HI Network has mitigation measures in place to manage these risks, including building the capacity of our teams to manage such contracts well and proactively learning from the commercial contracts that are already in place. For current commercial contracts, roles and responsibilities are clear, with HI UK supporting and advising country teams on compliance and risk and supporting the management of relations with partners and the FCDO, as needed.

Counter-terrorism requirements:
As an organisation working in areas where there is a known risk of terrorist activity, the need to ensure full compliance with counter-terrorism requirements requires constant oversight and we have a Network-wide counter-terrorism policy in place. Our UK team works to ensure that all country offices are aware of, implement and are trained on our global policy. We also share this policy with partners and funders during due-diligence assessments for all grants and contracts, as required. In addition, we participate in the Bond Sanctions and Counter- Terrorism Working Group to ensure we have the latest sector-wide understanding of risks and concerns in this area.

Fraudulent fundraising in the name of HI:
As for any charitable organisation, there is a high likelihood of criminal actors fraudulently using HI's name to raise money. We have processes in place to ensure rapid reporting and response to any such incidents, including signposting people who report fraud to the police and notifying the public through social media and our website. Unfortunately, we were made aware of 3 such incidents in 2024, in Gloucestershire, Corsham and Durham, which we reported promptly. We are unaware of any impact on our operations.



Photo: HI physiotherapist Yevhen Rudov with Andrii, from Donbass (Donetsk region). Andrii had a leg amputated after being seriously injured in a bombardment in May 2022.

Data protection breach or cybercrime:
This is a growing area of risk for all organisations and one where constant improvements are needed in order to remain protected. In 2023, we introduced a new data-retention policy to ensure we comply fully with best practice in data protection. With support from the HI Federation, we have also further strengthened our IT protocols, which the Federation tests regularly. In 2024, we worked with data protection specialists to renew our Cyber Essentials Plus certification.

Reputational risk from public communications on sensitive topics:
Some of the conflicts and political contexts in which HI UK works are highly controversial. This is especially true of the situation in Gaza. While HI operates according to principles of impartiality and neutrality in order to advocate for and carry out our humanitarian missions, there is a risk that HI UK, the HI Federation or other members of the HI Network may adopt public positions on sensitive issues that alienate key stakeholders for HI UK, such as ministers, funders or supporters. In mitigation, we promote a careful and principled approach to public communication, aiming to ensure that all our positioning is consistently in line with clearly articulated principles, including the principle of neutrality, and requiring sign-off for any new policy positions. Our Network-wide social media guidelines were refreshed in 2024. In addition, the Board requires the Chief Executive to engage the Chair prior to HI UK taking any public position that may carry a reputational risk.

RAISING VOLUNTARY INCOME

HI UK is committed to maintaining the highest standards in our fundraising. We are a member of both the Chartered Institute of Fundraising and the Fundraising Regulator, and we comply with best practice in fundraising through the Code of Fundraising Practice. We also comply with the Data Protection Act 2018 and the UK implementation of the General Data Protection Regulation (GDPR) and have a policy on protecting potentially vulnerable supporters in line with these requirements. We ensure that any third-party organisations we work with adhere to these requirements too.

We work to ensure that our policy on fundraising with people in vulnerable circumstances is followed by all our fundraisers and suppliers. Our Team Heads and Fundraising Manager review all fundraising materials and provide training to our fundraisers, and those fundraising on our behalf, when required. In addition, we incorporate the Institute of Fundraising's 'Treating donors fairly' guidance into our fundraising. We regularly review our fundraising marketing channels and propositions and take on feedback from our supporters and the public. Our supporter promise can be found on our website at humanity-inclusion.org.uk/en/our-promise-to-you.

In 2024, HI UK received 3 complaints related to supporter communications. All complaints were responded to and resolved.

FINANCIAL REVIEW

H HI UK's income in 2024 was £13.04m, which represents a 62% increase from 2023 where we had an income of £8.05m. This growth was primarily due to a higher volume of grants and contracts from institutional sources, supplemented by an increase in private donations and legacies.

Our income from partnerships and philanthropy increased from £519k to £750k. This was mainly due to good support from private foundations, especially from players of People's Postcode Lottery. Our income from individual giving increased from £645k to £771k.

The HI Federation continued to maintain investment in HI UK, providing in total £1,863k (compared to £1,365k in 2023) to support HI UK's strategy to grow, invest in UK projects, diversify our income sources and support our running costs.

RESERVES POLICY

HI UK's reserves are intended to facilitate cash flow and to act as a contingency against unexpected expenditures or shortfalls in fundraising, with the aim of preventing any significant disruption to our charitable activities. They are evaluated in the context of the support provided by the global HI Network and are reviewed whenever budget projections are revised or when our exposure to risk changes. If needed, expenditure levels can be materially adjusted within a twelve-month period to fit revised funding levels.

HI UK's policy is to retain the equivalent of two months of UK activity costs which equates to £368k. This policy is in line with the HI Network, which has a target for reserves of equivalent



© A. Beaujolais / HI

Photo: Anai, 12, has a birth anomaly that prevents her from walking. Her father had to carry her the 3km to school, so she missed a lot of classes. But since receiving a wheelchair from HI's team in Rhinpo camp, Uganda, Anai can finally get to class every day, much to her delight. She says: "I love going to school because I love learning and I make lots of friends there!"

to two months' activity budget, excluding exceptional costs and the costs of strategy-related projects. At the end of 2024, HI UK's total reserves – defined as unrestricted funds excluding fixed assets – stood at £358,993. For 2025, we have decided to adjust our reserves target by an additional £92k to better reflect the costs of two months of activity; in 2025, the total amount of reserves will therefore be £373k. The trustees approve this volume in light of the support HI UK receives from the HI Network, the good diversification of income sources and expenditure commitments, and strong voluntary income.



Photo: Ershad, aged 2, is a Rohingya refugee. Due to having Down's syndrome, he has been stigmatised by his community. But, thanks to HI's teams, he has made remarkable progress in offering a glimmer of hope and newfound respect.

FUTURE PROSPECTS

We continue to work towards our strategic framework, across these three pillars:

1. Bring tangible improvement to the living conditions of people with disabilities and vulnerable populations through key opportunities linked to our organisational mission.
2. Be an innovative fundraising organisation, responding to the funding opportunities available to meet the needs of our programmes.
3. Have a diverse, happy and connected workforce, in an innovative, compliant and tech-savvy environment.

In 2025, we intend to achieve these objectives by:

- Providing technical expertise to HI programmes in disability inclusion, humanitarian mine action, inclusive education, emergency rehabilitation and shelter & non-food items
- Promoting innovations such as 'tele-rehabilitation' technologies and the use of drones and body-worn cameras in mine clearance
- Encouraging the UK Government to implement its Disability Inclusion & Rights Strategy and to meet its commitments in the Political Declaration on the use of explosive weapons in populated areas
- Raising funds for humanitarian emergencies and HI's longer-term work
- Establishing HI as a partner of choice among key organisations
- Building our network of supporters across the UK
- Continuing to improve our digital capability.

Under our fundraising strategy, we will continue to spread our efforts between institutional funding, major giving (philanthropy, trusts, foundations and corporate partnerships) and individual giving. With an experienced team in place and more streamlined systems, we anticipate growing individual giving significantly. We also hope to see sustained institutional funding income in 2025, though we anticipate a decline in opportunities from 2026. Behind these efforts we will work to increase our visibility and connections with all key audiences. With these elements in place, we expect to see a small decline in steady income growth over the coming year.

GOING CONCERN

The Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve

months from the date when the financial statements are authorised for issue.

HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants and major gifts already having been secured for 2025 and beyond.

In addition, the HI Federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the charity. Having considered the above as well as our fixed costs, the Trustees believe that it is appropriate to continue to adopt the going concern basis in preparing this annual report and financial statements.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to Auditors

Insofar as each of the Trustees of the charity at the date of approval of this report is aware there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charity's auditor is unaware. Each Trustee has taken all of the steps that he/she should have taken as a Trustee in order to make himself/herself aware of any relevant audit information and to establish that the charity's auditor is aware of that information..

Registered office:
Romero House
55 Westminster Bridge Road
London SE1 7JB



Signed on behalf of Trustees

Treasurer:

Vhernie Manickavasagar

Date: 3rd June 2025

Independent auditor's report

to the members of Handicap International UK for the year ended 31st December 2024

OPINION

We have audited the financial statements of Handicap International UK ('the charitable company') for the year ended 31 December 2024, which comprise Statement of Financial Activities, Balance Sheet, Cashflow Statement and Notes to the Financial Statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATED TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement set out on page 30, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

EXTENT TO WHICH THE AUDIT WAS CONSIDERED CAPABLE OF DETECTING IRREGULARITIES, INCLUDING FRAUD

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed

audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were: General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation.

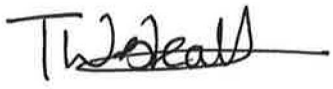
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of income recognition from grants and contracts and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance, Audit & Risk Committee about their own identification and assessment of the risks of irregularities, designing audit procedures over the recognition of grant and contract income, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tara Westcott
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Cheltenham

Date: 10 June 2025

Financial Statements

Our 2024 accounts



© A. Rahhal / HI

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure account)

For the year ended 31st December 2024

	Note	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
INCOME FROM:					
Donations & Legacies (including Contribution from HI Federation)	2	2,846,479	370,553	3,217,032	2,293,620
Charitable activities	3	932,735	8,893,116	9,825,851	5,762,289
TOTAL INCOME		**3,779,214**	**9,263,669**	**13,042,883**	**8,055,909**
EXPENDITURE ON:					
Raising funds	4	1,536,260	-	1,536,260	904,405
Charitable activities					
Overseas Programmes					
Humanitarian emergencies		287,624	5,095,557	5,383,181	1,682,996
Long-term development		1,168,634	3,246,466	4,415,100	3,800,191
Multi-sector programmes		694,696	370,553	1,065,249	1,164,787
UK Projects		-	551,093	551,093	503,530
Total Charitable activities	5	2,150,954	9,263,669	11,414,623	7,151,504
TOTAL EXPENDITURE		**3,687,214**	**9,263,669**	**12,950,883**	**8,055,909**
NET INCOME / (EXPENDITURE)	8	92,001	-	92,001	-
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		92,001	-	92,001	-
RECONCILIATION OF FUNDS:					
Total funds at 1st January 2024		281,540	-	281,540	281,540
TOTAL FUNDS at 31st December 2024		**373,541**	**-**	**373,541**	**281,540**

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

Photo: Enas, 5 years old, was born with a malformation of the left knee. She has been supported since she was two years old by Aqrabat Hospital, one of HI's partners in northwest Syria. Enas is receiving rehabilitation care at Aqrabat, and has received several leg prostheses and physical therapy sessions with the our partner teams.

BALANCE SHEET

At 31st December 2024

	Note	TOTAL 2024 £	TOTAL 2023 £
Fixed Assets			
Tangible assets	**12**	14,548	33,559
Total Fixed Assets		14,548	33,559
Current Assets			
Debtors	**13**	1,942,917	2,162,549
Cash at bank and in hand		972,590	608,961
Creditors: Amounts falling due within one year	**14**	(2,556,514)	(2,523,529)
Net Current Assets		358,993	247,981
TOTAL NET ASSETS	16	**373,541**	**281,540**
THE FUNDS OF THE CHARITY:			
Unrestricted funds: General fund		373,541	281,540
TOTAL FUNDS		**373,541**	**281,540**

These financial statements are prepared in accordance with part 15 of the Companies Acts 2006.

Company Limited by Guarantee Registration Number 4010383 (England and Wales).

These financial statements were approved and authorised for issue by the Board of Trustees on 3rd June 2025 and signed on its behalf by :



.....

Trustee: Vhernie Manickavasagar

Date: 3rd June 2025

The notes on pages 38 to 48 form part of these financial statements.

STATEMENT OF CASH FLOWS

At 31st December 2024

	Note	TOTAL 2024 £	TOTAL 2023 £
NET INCOME / (EXPENDITURE) FOR REPORTING PERIOD			
(as per the STATEMENT OF FINANCIAL ACTIVITIES)		92,001	-
Adjustments for:			
Depreciation charges	**12**	12,047	16,521
Fixed assets written-off		15,479	-
(Increase)/decrease in debtors		(219,632)	1,002,142
Increase/(decrease) in creditors		32,986	(2,380,530)
NET CASH (USED IN) / PROVIDED BY OPERATING ACTIVITIES		**(67,121)**	**(1,361,867)**
NET CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of fixed assets		(8,515)	(14,280)
NET CASH PROVIDED BY / (USED IN) INVESTING ACTIVITIES		**(8,515)**	**(14,280)**
CHANGE IN CASH AND CASH EQUIVALENTS IN REPORTING PERIOD		363,629	(1,376,146)
Cash and cash equivalents at the beginning of the reporting period		608,961	1,985,107
Change in cash and cash equivalents due to exchange rate movements		-	-
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		**972,590**	**608,961**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2024

1. ACCOUNTING POLICIES

Handicap International UK (HI UK) was founded in 1999, incorporated in England and Wales as a company limited by guarantee on 8th June 2000, and as a charity on 22nd September 2000. As of the 24th of January 2018, the organisation has adopted a new operating name, Humanity & Inclusion UK. HI UK is a public benefit entity. The Registered Office is 9 Rushworth Street, London SE1 0RB.

Since 3rd April 2024, the new office address is Romero House, 55 Westminster Bridge Road, SE1 7JB

a) Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice for charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (Charities SORP (FRS 102), which applicable from 1 January 2019, and the Companies Act 2006. All figures are rounded to the nearest whole pound and presented in the charities functional currency which is (GBP). The Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue. HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants and major gifts already having been secured for 2025 and beyond. In addition, the HI Federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the charity. Having considered the above as well as our fixed costs, the Trustees believe that it is appropriate to continue to adopt the going concern basis in preparing this annual report and financial statements.

b) Fund accounting

The charity maintains various types of funds as follows:

Restricted funds: Restricted funds represent

- Grants and donations received which are allocated by the donor for specific purposes as defined by the donor; and
- Some contributions from HI Federation, which are allocated by HI Federation for use for specific purposes.

Expenditure that meets these criteria is charged to the fund, together with a fair allocation of support costs.

Unrestricted funds: Unrestricted funds represent income which is expendable at the discretion of the Trustees in the furtherance of the objects of the charity.

c) Income

Voluntary income, including donation, grants, legacies and volunteer contributions is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. The following specific policies apply to categories of income:

• Performance based contracts: where HI UK provides goods and/or services in return for a fee as part of its charitable activities such contracted income is recognised in the year as incoming resources in the SOFA to the extent that HI UK has provided the goods and/or services thereby earning the right to consideration by its performance. Income from commercial contracts is recognised in line with the performance of the contractual obligations.

• Grants from governments, institutional donors and trusts & foundations: where related to specific conditions; are recognised as income in the SOFA when the conditions have been substantially met and the associated expenditure is incurred. Grants receivable are credited to the Statement of Financial Activities (SOFA) in the year for which they are entitled to be receivable.

• Grants that are not subject to specific performance deliverables or conditions are recognised in full in the SOFA when they become receivable. Where income is received in advance of its recognition in the SOFA it is deferred as a liability until certainty exists that the conditions imposed can be met. Where entitlement occurs before incoming resources are received the income is accrued.

• Donated services and facilities are included as 'Voluntary income' at their estimated value to the charity when received, and under the appropriate expenditure heading depending on the nature of service or facility provided, at the same value and time.

• Investment income is included in the SOFA in the year in which it is receivable.

• Legacy income is brought into the accounts when entitlement has been established, receipt of income is probable, and the value can be measured reliably. Sufficient evidence for entitlement is deemed to be when probate has been granted, there is evidence that there are sufficient assets to pay the legacy after settling liabilities, and conditions to receive the legacy are either within the control of HI UK or have been met. Receipt is deemed probable when final estate accounts have been sent before year end 31 December.

d) Expenditure and basis of allocation of costs

Expenditure is recognised on an accrual basis when the charity has a legal or constructive obligation.

Resources expended are allocated direct to the particular activity where the cost relates to that activity.

Support costs have been allocated between charitable activities and raising funds. Costs that are not wholly attributable to an expenditure category have been apportioned to each activity on an estimate of staff time.

Governance costs include those costs associating with meeting the constitutional and statutory requirements of the charity such as the cost of board meetings, statutory compliance and costs linked to the strategic management of the charity. Governance costs have been allocated on basis of relative income (excluding Contribution from HI Federation) between Donations and legacies and Charitable activities.

e) Expenditure on raising funds

Expenditure on raising funds include the cost of recruiting and retaining new donors, costs relating to private and/or institutional grant applications, and associated communication and PR costs. These include an apportionment of support costs and governance costs, as shown in Note 4.

f) Accounting estimates and judgments

In preparing financial statements, management may have to make judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. It is the opinion of the Trustees that the estimates and assumptions that have the most significant risk of causing a material adjustment to the carrying amounts of assets and liabilities in the next financial year relate to the recognition of performance related grants and contracts. Contracts may include performance related elements which require an estimate of the cost to completion, where the outcome of a contract cannot be estimated reliably, the trustees recognise income under the contract only to the extent of the expenses recognised that are recoverable.

g) Expenditure on charitable activities

Expenditure on charitable activities comprise all costs incurred in the pursuit of the charitable objects of the charity. These costs, where not wholly attributable, are apportioned between the categories of charitable expenditure in addition to the direct costs. Expenditure on charitable activities includes an apportionment of support costs and governance costs, as shown in Note 5.

h) Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation, which is provided in annual instalments over the estimated useful lives of the assets. The rates of depreciation applied to the assets are:

Leasehold improvements	5 years or less over period of lease
Computer equipment	3 to 5 years on straight line basis
Office equipment	4 years on straight line basis
Fixtures & fittings	3 years on straight line basis

The threshold for an asset to be capitalized is set at £500.

i) Pension costs

The charity contributes on behalf of employees to their stakeholder defined contribution pension scheme. The cost of the contribution is charged to the Statement of Financial Activities (SOFA) when the cost is incurred.

j) Donated services and gifts in kind

Donated services and gifts in kind include secondments of personnel, pro bono services and other services. These have been valued at the cost the charity would have otherwise have paid for these services; or where a specific price is not available, this is at market rate.
Items gifted to the charity are included either as income in the SOFA or as an asset in the Balance Sheet. The valuation of such items is as deemed reasonable by the Trustees.

k) Foreign currencies

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

l) Liability of the guarantors

The charity does not have a share capital and is limited by guarantee. In the event of the charity being wound up the maximum amount which each member is liable to contribute is one pound. There were 10 (2023: 10) such members at 31st December 2024.

m) Operating lease

Total operating lease rentals are charged as an expense in the Statement of Financial Activities over the lease term.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2024

2. DONATIONS AND LEGACIES (including CONTRIBUTION from HI FEDERATION)

	2024 Total £	2023 Total £
Contribution from HI Federation	1,312,467	885,045
Donations	1,521,784	1,164,787
Donated services and gifts in kind	93,120	-
Other income	289,661	243,788
	3,217,032	**2,293,620**

3. INCOME FROM CHARITABLE ACTIVITIES

	2024 Total £	2023 Total £
Support for overseas programmes		
Institutional funding: Public bodies	6,468,929	2,004,912
Institutional funding: Private organisations	2,805,829	3,276,537
Support for UK projects		
Support from HI Federation for UK projects	551,094	480,840
UK & overseas programmes **Note 9**	**9,825,852**	**5,762,289**

4. EXPENDITURE ON RAISING FUNDS

2024	Direct Costs £	Staff Costs £	Support Costs £	2024 Total £
Private fundraising investment	354,047	42,442	10,999	407,488
Institutional fundraising activities	39,700	62,257	14,268	116,225
Other fundraising activities	310,179	381,982	98,995	791,156
Communication & PR	57,591	56,301	14,379	128,271
Probono support	-	24,273	68,847	93,120
Total expenditure on raising funds	**761,517**	**567,255**	**207,488**	**1,536,260**

2023	Direct Costs £	Staff Costs £	Support Costs £	2023 Total £
Private fundraising investment	60,523	45,020	22,534	128,077
Institutional fundraising activities	25,856	72,907	18,097	116,860
Other fundraising activities	205,207	191,803	80,384	477,394
Communication & PR	50,743	104,486	26,845	182,074
Total expenditure on raising funds	**342,329**	**414,217**	**147,859**	**904,405**

5. TOTAL EXPENDITURE ON CHARITABLE ACTIVITIES

	2024 Total £	2023 Total £
COSTS OF CHARITABLE ACTIVITIES		
Overseas programmes		
Emergencies	5,383,181	1,682,996
Long-term development	4,415,100	3,800,191
Multi-sector overseas programmes funded by voluntary donations		
Afghanistan	50,000	71,429
Bangladesh	40,000	-
Burkina Faso	4,998	4,998
Chad	50,000	35,000
Colombia	40,518	45,000
Egypt	49,740	52,857
Haiti	20,000	-
Jordan	84,696	21,429
Lebanon	50,000	45,000
Libya	-	45,000
Madagascar	52,200	75,000
Morocco	-	86,215
Pakistan	-	35,714
Palestine	277,837	171,431
Philippines	35,000	-
Democratic Republic of Congo	30,000	-
Senegal	15,000	45,000
South Sudan	50,000	-
Syria	100,000	237,857
Togo	-	50,000
Uganda	-	35,714
Ukraine	45,260	-
Yemen	50,000	71,429
Emergencies	20,000	35,714
	1,065,249	**1,164,787**

UK projects	2024 Total £	2023 Total £
Inclusive Education, Rehabilitation and Armed Violence Reduction	515,832	444,730
Research, Policy and Awareness Raising	35,261	58,800
Total UK project costs	**551,093**	**503,530**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2024

2024	Direct Costs £	Staff Costs £	Support Costs £	2024 Total £
Overseas programmes	9,274,759	156,647	61,592	9,492,998
Multi-sector overseas programmes funded by voluntary donations	1,065,249	14,036	227,120	1,306,405
UK projects	37,240	494,008	83,972	615,220
	10,377,248	664,691	372,684	11,414,623

2023	Direct Costs £	Staff Costs £	Support Costs £	2023 Total £
Overseas programmes	5,265,627	203,797	13,763	5,483,187
Multi-sector overseas programmes funded by voluntary donations	815,351	15,220	334,216	1,164,787
UK projects	32,578	434,299	36,653	503,530
	6,113,555	653,317	384,631	7,151,503

6 GOVERNANCE COSTS

	2024 £	2023 £
Meeting costs & others	1,994	3,668
Professional fees	28,652	25,053
Staff costs	30,126	31,836
	60,772	**60,557**

7 SUPPORT COSTS

2024	Charitable Activities £	Generating Funds £	2024 Total £
Staff costs	112,286	91,233	203,519
General costs	186,583	32,926	219,509
Depreciation	23,397	4,129	27,526
Governance costs	50,418	10,353	60,771
	372,684	**138,641**	**511,325**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2024

2023	Charitable Activities £	Generating Funds £	2023 Total £
Staff costs	93,045	92,089	185,134
General costs	229,736	40,542	270,278
Depreciation	14,043	2,478	16,521
Governance costs	47,807	12,750	60,557
	384,631	**147,859**	**532,490**

8 NET RESOURCES FOR THE YEAR

This is stated after charging / (crediting):	2024 £	2023 £
Depreciation	12,047	16,521
Auditor's remuneration - statutory audit	21,100	19,750
Auditor's remuneration - tax services	2,382	3,950
Operating lease payments	92,730	123,458
	128,259	**163,679**

9. MOVEMENT IN RESTRICTED FUNDS

	Income 2024 £	Expenditure 2024 £
HUMANITARIAN		
Foreign, Commonwealth and Development Office (FCDO)		
Afghanistan: Supporting humanitarian assistance and protection in Afghanistan programme	2,566,093	2,566,093
Madagascar: Improved access to quality, inclusive and gender-sensitive education and vocational training for girls and young women with disabilities	34,829	34,829
Ukraine: via WHO Enhancing the humanitarian inclusive action towards persons with disabilities through protection and health services and raising awareness among humanitarian actors	668,316	668,316
Disasters Emergency Committee		
Afghanistan: Multi-purpose Cash Assistance Emergency Inclusive Multi-purpose Cash Assistance in support of vulnerable people in Herat	2,631	2,631
Start Network		
Bangladesh: Start Ready flood interventions	42,835	42,835
Colombia: Climate and explosive devices impact anticipator	16,098	16,098
Madagascar: Start Ready interventions	559,250	559,250
Nepal: Start Alert N-19 - Jajarkot Earthquake Response	152,803	152,803
Niger: Alert 861 - Emergency response to floods in the Tillaberi Region	300,000	300,000
Peru: Alert 886 - Humanitarian response to drought in Loreto (via SCI)	30,000	30,000
Philippines: Start interventions	533,343	533,343
Rwanda: Alert 878 - Response to the Marburg virus disease Outbreak in refugee camps	139,359	139,359
Yemen: Alert 855 - Integrated emergency flood response in Hajjah and Hodeidah govenorates via Relief International	50,000	50,000
Total Humanitarian	**5,095,557**	**5,095,557**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2024

	Income 2024 £	Expenditure 2024 £
LONG-TERM DEVELOPMENT		
CARE International		-
Bangladesh: Climate and Environment Programme (BCEP) - Adaptation in Ecologically Critical Areas of Bangladesh via CARE	51,869	51,869
Concern Worldwide		-
Sierra Leone: Saving Lives in Sierra Leone Phase III	244,771	244,771
Danish Refugee Council		-
Jordan: Protected today and tomorrow	1,828,411	1,828,411
Elrha		-
Evidence for impact of rehab in humanitarian settings	46,774	46,774
Norwegian Refugee Council		-
Bangladesh: Protection, Health, and Resilience of refugees and host communities in Cox's Bazar	249,188	249,188
Save the Children		-
DRC: Axe Filles Girls Education via Save the Children	825,453	825,453
Total Long-Term Development	**3,246,466**	**3,246,466**
SUB TOTAL	**8,342,024**	**8,342,024**
International Organisations (support for UK projects)		
HI FEDERATION		
Inclusive Education and Armed Violence Reduction	515,832	515,832
Research, Policy and Awareness Raising	**35,261**	**35,261**
Total International Organisations	**551,093**	**551,093**
TOTAL	**8,893,116**	**8,893,116**

10. TRUSTEES AND STAFF INFORMATION

a) Trustees

No Trustee received emoluments in 2024 (2023: nil)

In 2024 there were no reimbursed expenses during the year (2023: 3 trustees made a field visit in our countries of operations for a total of £3.668.)

There were no costs paid directly to third parties (2023: £0)

Trustees voluntarily donated a total amount of £0 (2023: £0)

b) Staff

	2024	2023
Staff costs were as follows:	£	£
Salaries and wages	1,243,526	1,035,390
Social security costs	125,558	102,185
Pension costs	47,440	41,263
Agency, free service and seconded staff	39,294	87,711
	1,455,818	**1,266,549**

In 2024:

- No employee received emoluments in range of £60,000 to £70,000 (2023:1)
- Two employees received emoluments in range of £80,000 to £90,000 (2023:2)
- One employee received emoluments in range of £90,000 to £100,000 (2023:1)

on an annualised basis during the year.

The total compensation for key management personnel (including employer social security costs) is £326,558 (2023: £313,641).

One staff member was re-charged by Handicap International Federation for the total amount of £39,294

The average headcount of staff employed in 2024 : 29

The average headcount of staff employed by the charity during the period, including seconded staff was as follows:

	2024	2023
Generating funds	14	11
Charitable activities	14	13
Governance	1	1
	29	**23**

11. TAXATION

The charitable company is exempt from corporation tax on its charitable activities and trading activities carried out in the year.

12. TANGIBLE FIXED ASSETS

	Leasehold Improvements	Fixtures, Fittings, Equipment	Total Fixed Assets
Cost	**£**	**£**	**£**
At 1 January 2024	42,459	134,827	177,286
Additions	-	8,515	8,515
Disposals	(30,166)	(20,800)	(50,966)
at 31 December 2024	**12,293**	**122,542**	**134,835**
Depreciation			
At 1 January 2024	26,953	116,775	143,728
Charge for period	1,017	11,030	12,047
Depreciation on disposal	(15,677)	(19,811)	(35,488)
at 31 December 2024	**12,293**	**107,994**	**120,287**
Net book value			
At 31 December 2024	**-**	**14,548**	**14,548**
At 31 December 2023	**15,507**	**18,052**	**33,559**

13. DEBTORS

	2024	2023
	£	**£**
Trade Debtors	196,496	242,571
Receivable from other HI Federation	20,555	190,000
Accrued income and Prepayments	1,608,121	1,382,499
Other receivables	117,745	347,480
	1,942,917	**2,162,550**

14. CREDITORS: Amounts falling due within one year

	2024	2023
	£	£
Money due to HI Federation for programs	1,599,376	2,049,886
Trade payables	46,200	56,329
Deferred income	463,294	328,430
Accruals & other creditors	367,823	20,133
Social security costs and other taxation	79,821	68,751
	2,556,514	**2,523,529**

Deferred income comprises the aggregate of amounts received in advance for future periods for specific grant agreements.

	2024	2023
	£	£
Opening balance	328,430	352,780
Amount released from previous year	-	(464,421)
Income resources deferred in the year	463,294	440,071
Closing balance	463,294	328,430

15. COMMITMENTS UNDER OPERATING LEASE

At 31 December 2024, the charity had annual commitments under operating leases as set out below:

	2024	2023
	£	£
Not later than one year	43,600	64,600
Later than one year and not later than five years	42,000	42,000
	85,600	**106,600**

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total Funds
2024	£	£	£
Total fixed assets	14,548	-	14,548
Current assets	1,158,934	1,756,573	2,915,507
Creditors: amount falling due within 1 year	(799,941)	(1,756,573)	(2,556,514)
Net assets at 31 December 2024	**373,541**	**-**	**373,541**

	Unrestricted Funds	Restricted Funds	Total Funds
2023	£	£	£
Total fixed assets	33,559	-	33,559
Current assets	922,544	1,848,966	2,771,510
Creditors: amount falling due within 1 year	(674,563)	(1,848,966)	(2,523,529)
Net assets at 31 December 2023	**281,540**	**-**	**281,540**

17. MOVEMENT IN FUNDS

	Brought forward	Incoming resources	Outgoing resources	Carried forward
2024	**£**	**£**	**£**	**£**
Restricted funds	-	9,263,669	(9,263,669)	-
Unrestricted funds				
General fund	281,540	3,779,215	(3,687,214)	373,541
TOTAL FUNDS	**281,540**	**13,042,884**	**(12,950,883)**	**373,541**

	Brought forward	Incoming resources	Outgoing resources	Carried forward
2023	**£**	**£**	**£**	**£**
Restricted funds	-	4,459,700	(4,459,700)	-
Unrestricted funds				
General fund	281,540	3,596,209	(3,596,209)	281,540
TOTAL FUNDS	**281,540**	**8,055,909**	**(8,055,909)**	**281,540**

18. RELATED PARTY TRANSACTIONS

Handicap International UK is an independent National Association of the international charity Handicap International Federation (HI). A "Federal Handbook" manual has been agreed within the Federal network in order to rationalise and share resources, and formalise working arrangements. The Federation has identified the UK as a source of significant future growth in Private Fundraising and so has invested funds in Handicap International UK in order to achieve this. It has also agreed to meet any shortfall of funds whilst the charity becomes established in the UK.

Overseas programme expenditure is undertaken by HI Federation on behalf of HI UK. HI Federation is registered in France (Registration number 51965599700038) formally known as 'Association Federation Handicap International'

	Overseas programme expenditure	Invoiced to HI UK	Invoiced by HI UK	Owed to HI UK	Owed by HI UK
2024	**£**	**£**	**£**	**£**	**£**
HI Federation	9,798,281	53,708	244,064	-	1,599,376
HI Belgium	-	-	20,247	20,247	-
HI COB	-	-	519	-	-
HI France	-	-	108	108	-
HI Luxembourg	-	-	200	200	-
2023					
HI Federation	5,275,627	104,496	219,150	-	2,049,886

Humanity & Inclusion UK

Acknowledgements

Thank you to all our UK supporters, donors and partners in 2024

Supporters and ambassadors

- Dr. Sian WIlliams
- Giles Duley
- Jack Hunter-Spivey
- Ross Wilson

Donors and partners

- Beatrice Hollond
- Bergman Lehane Trust
- CARE International
- CB and HH Taylor 1984 Trust
- Choose Love
- Coles Medlock Foundation
- Concern Worldwide
- Danish Refugee Council
- EA Foundation
- Elrha
- Euromonitor International
- Festival Medical Services
- Foreign, Commonwealth and Development Office (FCDO)
- Google Ad Grants
- HelpAge International
- International Disability Alliance
- International Planned Parenthood Federation (IPPF)
- Jacqui Thornton Communications
- Joffe & Partners LLP
- Legacy of War Foundation
- London Stock Exchange Group Foundation
- Microsoft Nonprofit Grants
- MJB Charitable Trust
- Norwegian Refugee Council
- P and G Charitable Trust
- Players of People's Postcode Lottery
- Renishaw PLC
- Relief International
- Save the Children
- Sebastian Rathbone Fund
- Sightsavers
- Simone Brenninkmeijer
- Start Network
- Tolkien Trust
- Tula Trust
- Turnstyle Designs
- UpriseUP
- Viscount Oliver Lymington
- Whitehall and Industry Group (Civil Service Fast Stream Programme)
- World Health Organisation (WHO)
- ZVN Rangoonwala Foundation

Organisational memberships and networks

- Bond
- Chartered Institute of Fundraising
- Cluster Munition Coalition
- Crisis Action
- Enabling Education Network (EENET)
- French Chamber of Great Britain
- Fundraising Regulator
- Global Campaign for Education UK (Send my Friend to School)
- International Broadcasting Trust
- International Campaign to Ban Landmines
- International Network on Explosive Weapons
- Start Network

Annual Report and Financial Statements

Year ended 31st December 2024

humanity &inclusion

Annual Report and Financial Statements
Year ended 31st December 2024

Handicap International UK operating as
Humanity & Inclusion UK
(a charitable company limited by guarantee)

Company Registration number: 4010383 (England and Wales)
UK Registered Charity number: 1082565

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55 Westminster Bridge Road
London SE1 7JB
Tel: +44 (0)870 774 3737
Email: info.uk@hi.org

humanity-inclusion.org.uk

Cover image: Nour, 4, with her HI physiotherapist, Fatima. Syria © A. Rahhal / HI

HANDICAP INTERNATIONAL UK

England & Wales - Charity number 1082565

Accounts



Annual Report and Financial Statements

Year ended 31st December 2023

Handicap International UK operating as
Humanity & Inclusion UK

Company Limited by Guarantee Registration Number 4010383 (England and Wales).
UK Registered Charity number 1082565.

Contents

Introduction from our Chief Executive	4
Message from our Chair	6
The HI network	8
TRUSTEES' REPORT incorporating strategic report	10
2023 highlights for HI UK	10
Support for our work	14
Governance, structure and management	18
Statement of Trustees' responsibilities	30
INDEPENDENT AUDITOR'S REPORT	31
FINANCIAL STATEMENTS	34
Statement of financial activities	35
Balance sheet	36
Statement of cash flows	37
Notes to the financial statements	38
ACKNOWLEDGEMENTS	49



Photo: Emergency crews search for survivors in Hatay following the Turkey-Syria earthquake.



© T. Nicholson / HI

Legal information

Legal Name	Handicap International UK
Operating Name	Humanity & Inclusion UK (HI UK)
Board of Trustees	Peter Burdin (Chair) Chloe Marshall (Vice-Chair) Vhernie Manickavasagar (Treasurer) Benjamin Cohen Stephanie Milano (appointed 3rd October 2023) Thomas Morrow Nicola Peckett Nana Obuo Raphael Ayse Suevari Oliver Thorn
Chief Executive	George Graham
Registered Office	Romero House 55 Westminster Bridge Road London SE1 7JB +44 (0)870 774 3737
Auditors	Crowe U.K. LLP 4th Floor, St James House, St James Square, Cheltenham GL50 3PR
Legal Advisors	Morgan, Lewis & Bockius LLP 5-10 St. Paul's Churchyard London EC4M 8AL
Bankers	Unity Trust Bank plc Four Brindley Place Birmingham B1 2JB
Company number	4010383
UK registered charity number	1082565
Website	humanity-inclusion.org.uk

Determination in the face of multiple crises

2023 was defined by crises. We began the year focussed on Ukraine, where the war was continuing through another gruelling winter. Then, in the first week of February, a massive earthquake caused devastation across southern Turkey and northern Syria. In April, a civil war in Sudan drove huge numbers of desperate people across the border into Chad. The second half of the year brought further big earthquakes, first in Morocco and then in Afghanistan. Then, in October, atrocious violence in Israel was followed by an overwhelming assault on Gaza.

In 2023, HI UK's experts in emergency rehabilitation, armed violence reduction, inclusive education and inclusive humanitarian action supported programmes in dozens of countries.

For each of these, we responded immediately. Because we work for the long term, our teams were already on the ground, with expertise and strong local connections. Backed by our wonderfully generous supporters in the UK, they were able to distribute emergency supplies, provide physical and mental care, and treat and rehabilitate injured people. In Ukraine, Syria and Gaza, we also brought specialists in explosive ordnance, helping communities manage the risks of living alongside the lethal threat of unexploded weaponry.

Throughout the year, our UK team provided expert support to emergency responses in many less well-reported crises too – in Bangladesh, Benin, Ethiopia, Madagascar, Myanmar, Nepal, Niger, Pakistan, the Philippines and South Sudan. Around the world, our work helped meet the needs of people caught up in floods, droughts, cyclones, typhoons, earthquakes and conflicts.

In every crisis, it is always people with disabilities, children, older people and those without the means to find protection who are at greatest risk and who suffer the most. In addition to running emergency relief programmes ourselves, one of the most important things we do is support other humanitarian actors to be more inclusive too – the idea is to change everyone's understanding and approach so that no one is ever left behind in an emergency.

The situation in Gaza has been especially difficult and I'm enormously proud of what our many staff and volunteers there have been able to achieve while enduring so much. Despite being hungry, fearful and displaced themselves, they worked relentlessly to support those in the greatest need. They distributed stockpiles of supplies, including wheelchairs and other assistive devices for people with disabilities, and hygiene kits so that vulnerable people can stay clean even while living in overcrowded shelters with no running water. They provided rehabilitation to disabled people and those who had been injured in the bombing. They used their knowledge of explosive weapons to educate people about the dangers and to mark off areas where unexploded ordnance poses a risk to children and others. And they ran hundreds of sessions with children to help protect their mental wellbeing. However, the level of suffering is so great and the conditions so tough, that no organisation can meet all the needs without a permanent ceasefire and full humanitarian access; for this reason, we added our voice to the global call for an immediate end to the fighting.

Promoting a truly inclusive world

Our work in 2023 wasn't only focussed on emergency responses. Some of the most joyful work we do is in areas like inclusive education, where we help schools and local authorities to give the gift of education to children with disabilities who would otherwise miss out. This work is important in so many ways – not just because of the life-changing value for the children themselves, but also because of the way it helps change attitudes about disability.

We also continued to promote inclusive health and inclusive livelihoods, working with local organisations run by people with disabilities to help them change perceptions and empower the people they support. Advocacy is a big part of this, both in the countries where we have programmes and here in the UK. I'm proud that in 2023 we played a leading role in encouraging Parliament and ministers to do more to promote disability inclusion in all UK aid programmes. We particularly focussed on sexual and reproductive health and rights, which is an area where we have been playing a leading role internationally and where the UK could do so much more to support women and girls with disabilities.

In 2023, across Asia, the Middle East and parts of Africa our teams also cleared minefields, removed cluster munitions, assisted victims, educated communities about risks and advocated for an end to the use of these types of weapons. They continued to make some remarkable innovations, including in areas like the deployment of underwater demining systems and the use of unmanned aerial technology to speed up land clearance in Ukraine and Iraq.

Raising our profile in the UK

In the UK, our profile continues to grow and grow. I am so grateful to Dr Sian Williams for partnering with us on our BBC Radio 4 Appeal in January. She is of course a very well-known broadcaster, but she is also a trained psychologist, so she was brilliantly well placed to talk about the work we do to provide rehabilitation and psychological support to children injured and traumatised by war. In 2023, we also worked with photojournalists – including Giles Duley – to tell stories and raise the voices of some of the many people we work with around the world. We received coverage for our work on national and international TV and across the press in the UK.

As well as working hard to promote disability inclusion internationally, in 2023 we also took steps to become a more disability-inclusive employer ourselves in the UK. I am very pleased for HI UK to have been awarded "Disability Confident Leader" status by the Department for Work and Pensions, but I'm also conscious of the responsibility that it places upon us. It commits us not only to improving our recruitment, retention and development of disabled people, but also to promoting disability-inclusion with our partners, peers and others with whom we interact. This advocacy will be a major focus of our efforts in 2024.

As ever, nothing that we achieve would be possible without the hard work, creativity and enthusiasm of the wonderful people that work for HI, both around the world and here in the UK. But, in turn, their efforts would not be possible without the fantastic people who support us with their funds, time and engagement. To them we owe huge thanks. ■



George Graham
Chief Executive

Message from our Chair

Making the biggest difference we can

In 2023, we were reminded yet again of why the work that HI does is so important. From the earthquake in Turkey and Syria to the conflict in Gaza, HI's teams have been on the ground, offering their precious skills and making a huge difference for disabled and vulnerable people. But they have also been working in less high-profile places, staying on and providing support in countries like Afghanistan, Ethiopia, South Sudan and Yemen even after the world's attention has moved away. This determination to see a job done is one of the characteristics that defines this organisation.

As Chair of the Board, it is my pleasure to support the HI UK staff team to implement our strategy. This is built around three pillars: raising funds; influencing policymakers and partners; and providing expertise to our country programmes. In all three areas, we made fantastic progress in 2023.

Our fundraising appeal for the Turkey-Syria earthquake was our most successful ever. We also quickly launched successful appeals in response to the earthquake in Morocco and the conflict in Gaza. We are hugely grateful to our many individual donors and the wonderful trusts, foundations and companies who put their confidence in us in 2023. Institutional funding is also a key part of what we do; we're especially proud to have secured funding from UK Aid for a very large programme in Afghanistan, which will provide humanitarian support and protection to tens of thousands of people

In our influencing work, our voice was prominent in shifting the UK Government's approach to disability inclusion in its overseas aid programmes. Our specialists advocated to Parliament and to ministers to help make sure that actions to support disabled people are systematically mainstreamed in all British aid programmes. We also continued to make the case for concrete actions by the UK government to put into practice the commitments that it made when it signed the Political Declaration on the Protection of Civilians from the Use of Explosive Weapons in Populated Areas at the end of 2022. In addition, we were able to provide important briefings on crisis situations where we have people on the ground, including on Afghanistan, Yemen and Gaza.

The international expertise hosted in HI UK grew in 2023. In addition to specialists in inclusive education and emergency rehabilitation, we now have expertise in inclusive humanitarian action and emergency shelter & non-food items, and an expanded team supporting humanitarian mine action and armed violence reduction. These are fantastically skilled colleagues, and seeing the range of countries that they support and the impact that they have is truly inspiring.

We are deeply grateful to all our UK supporters, donors and partners, without whom our life-changing work would not be possible.

At the Board level, we continued to focus strongly on diversity and inclusion, working with the staff team to gather data on staff engagement and our levels of diversity and supporting improvements in our approaches to recruitment. One very pleasing upshot of this work was securing Disability Confident Leader status as an organisation. The Board also worked hard to ensure that the organisation has robust controls and processes for managing risks, whether financial, reputational, interpersonal or in any other area.

There were some changes to the staff team over the course of the year, but also a healthy amount of stability. I continue to be impressed by the variety and quality of the work that the team does and by the positive spirit in which they do it.

I know that – with the generous support of our many donors – they will continue to make a big difference for people in the greatest need in 2024. ■



Peter Burdin
Chair



© B. Blondel / HI

As he grew, Amer was finding that his prosthesis was becoming uncomfortable and causing him pain. Thanks to our rehabilitation team in Jordan, Amer now has a brand new prosthesis and can continue doing what he loves most: rollerblading and skateboarding in the park next to his home.

About us

The HI network

Our vision

Outraged at the injustice faced by people with disabilities and vulnerable populations, we aspire to a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity.

Our mission

Humanity & Inclusion (HI) is an independent and impartial aid organisation working in situations of poverty and exclusion, conflict and disaster. We work alongside people with disabilities and vulnerable populations, taking action and bearing witness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

Our values

HUMANITY

Our work is underpinned by the value of humanity. We include everyone, without exception and champion each individual's right to dignity. Our work is guided by respect, benevolence and humility.

INCLUSION

We advocate inclusion and participation for everyone, upholding diversity, fairness and individual choice. We value difference.

COMMITMENT

We are resolute, enthusiastic and bold in our commitment to developing tailored, pragmatic and innovative solutions. We take action and rally those around us to fight injustice.

INTEGRITY

We work in an independent, professional, altruistic and transparent manner.



© Rakotondraparany D. Njara / HI

Our structure

The HI network is comprised of a federation, eight national associations (Belgium, Canada, France, Germany, Luxembourg, Switzerland, the United Kingdom and the United States), and the HI Institute for Humanitarian Action.

The HI Federation, established in 2009, implements the network's programmes in around 60 countries under the name "Humanity & Inclusion", "Humanité & Inclusion" or "Handicap International", depending on the country.

HI's national associations, founded between 1982 and 2006, are called "Handicap International" in Belgium, France, Germany, Luxembourg and Switzerland, and "Humanity & Inclusion" in Canada, the United Kingdom and the United States.

The HI Institute for Humanitarian Action is responsible for defining the ethical framework underpinning HI's actions. The Institute analyses the ethical and political issues facing the HI movement and the aid sector in general.

Who we support

HI exists to support disabled and vulnerable people around the world. The groups that we support include:

- **People with disabilities** and those living with chronic disabling diseases
- **Organisations** that promote the rights and wellbeing of people with disabilities
- **People at risk of becoming disabled** because of disease or violence
- **Refugees**, people living in disaster areas or people displaced by crises
- **People threatened by weapons or explosive devices** during or in the aftermath of conflicts.

Our areas of work

EMERGENCIES

In emergencies, we distribute relief items, we provide healthcare, rehabilitation and psychosocial support, we make sure water, sanitation and shelters are accessible to everyone, and we help other relief organisations be as inclusive as possible.

CONFLICTS

In conflict situations, we clear landmines and explosive remnants of war, we educate communities about the risks, we help survivors rebuild their lives through physiotherapy, prosthetic limb fitting and psychological support, and we promote inclusive education and livelihoods. Globally, we campaign for an end to the use of landmines, cluster munitions and explosive weapons in populated areas.

LONG-TERM DEVELOPMENT

In our development work, we focus on inclusive health, rehabilitation and education, we support economic inclusion and food security, and we work alongside local disabled people's organisations to enable them to advocate for their rights and to get their voices heard.

Our impact

WORLDWIDE PRESENCE

446 projects in **59** countries

PEOPLE SUPPORTED BY HI'S ACTIONS

DIRECT SUPPORT

2,673,083 people

received goods or services as part of a project implemented by HI or its operating partners.

INDIRECT SUPPORT

10,184,789 people

benefitted from the effects of goods or services received by people HI directly supported.

GLOBAL STAFF

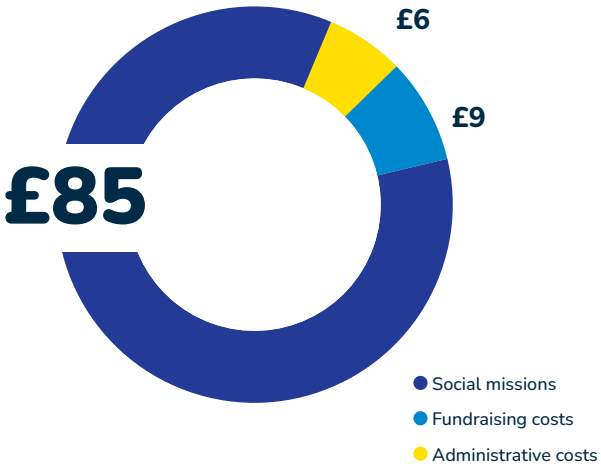
5,072 people

including:

4,241 local staff in project countries
268 international staff in project countries
291 headquarters staff working in programme management
272 staff working in support services, fundraising and communication.

Impact figures represent the actions of the HI network in 2023. Staff figures are expressed in annual full-time equivalent positions.

For every £100 spent by the HI network*



* Financial figures represent the actions of the HI network in 2023. For more information please see the HI Network Annual Report available at hi.org

2023 Highlights

How our UK team supported HI's mission in 2023

Our purpose at HI UK is to bring tangible improvements to the living conditions of people with disabilities and vulnerable populations by supporting HI's mission and programmes worldwide.

In 2023, we aimed to achieve this by raising funds, influencing policy and practice, and providing high-quality technical expertise to our country programmes.

This was underpinned by a strong focus on building a diverse, motivated and connected staff team with effective support functions and a strong, supportive and ambitious culture.

This section explains how we achieved these goals in 2023 in each of our areas of activity, and shares some of our highlights for the year.

EARTHQUAKE RESPONSES

Following the devastating earthquakes that rocked Turkey and Syria on 6th February, we launched a fundraising appeal that quickly became our most successful ever. Present in Syria for over ten years, our local expertise allowed us to act immediately to save lives. The money raised helped provide physical rehabilitation to thousands of individuals, preventing permanent disability from injuries. It also enabled us to provide mobility aids and prostheses and to run a large-scale psychological first aid programme, helping victims of the disaster cope with their anxiety and trauma. In addition, we provided public education about risks from unexploded ordnance.

We were also immediately on the ground in Morocco, which was hit by a 6.8-magnitude earthquake in September, the worst in the country's history. The disaster caused widespread destruction to infrastructure, mass loss of life and thousands of life-changing injuries. We have worked in Morocco for 30 years so are deeply rooted in many communities. In the aftermath of the disaster, we worked closely with local partners to identify their needs. Many thousands of people were seriously injured and many more had lost everything. We distributed essential goods such as hygiene kits, tents, blankets, crutches and wheelchairs. For those who had suffered traumatic, complex injuries, we provided immediate care, as well as long-term rehabilitation and psychological support.

UKRAINE

Sadly, the war in Ukraine continued throughout 2023, with humanitarian needs in many parts of the country becoming more and more acute. This was especially true near the frontlines, where many communities face severe hardship and are largely cut off from the outside world. The National Mine Action Authority (NMAA) considers that 25% of Ukraine's territory has been exposed to war. The widespread use of explosive weapons has destroyed vital infrastructure, including roads, water, hospitals and schools, and has made many towns and villages isolated and inaccessible. With essential services decimated and thousands of people living in damaged homes or buildings, the most vulnerable are at the greatest risk, especially during the long winter months. We have responded by distributing supplies, providing thousands of physical rehabilitation sessions to people with burns, other injuries and disabilities, training local hospital staff in specialised services, providing mental health support, offering our logistics capability to other humanitarian actors, and running public information campaigns to prevent accidents caused by unexploded

ordnance.

We attended the Ukraine Recovery Conference in June to advocate for disability inclusion and serious investment in rehabilitation and mine-clearance. In October, we began a partnership with the World Health Organisation (WHO) to promote disability inclusion across the whole humanitarian response.

AFGHANISTAN

In 2023, we secured funding from the UK Foreign, Commonwealth and Development Office (FCDO) to lead a large-scale programme working across Afghanistan to support humanitarian assistance and protection. Working with WarChild UK, Sanayee Development Organisation and Youth Health and Development Organisation, this two-year project will work across the Herat, Kandahar, Nangarhar and Nimroz provinces, supporting local community groups and health centres to improve protection of vulnerable people, providing multi-sectoral emergency assistance – including food, shelter and non-food items – and strengthening coordination between humanitarian actors.

GAZA

In the final quarter of the year, the long-running conflict in Gaza and Israel escalated disastrously. Our dedicated team has been operating in the occupied Palestinian territories since 1996. As the already-severe humanitarian situation in Gaza rapidly deteriorated, our hundreds of staff and volunteers provided a lifeline for the most vulnerable people, including those with disabilities and the newly injured. Despite being displaced, hungry and frightened themselves, our teams mobilised to distribute pre-positioned stocks of emergency supplies, relief kits and mobility aids. They ran recreational activities in bomb shelters for tens of thousands of children, providing much-needed psychosocial support, and offered targeted support to people with disabilities and injuries, including physical rehabilitation. They also broadcast radio messages and ran other risk-education activities to help protect the population from unexploded munitions. Alongside other operational humanitarian NGOs, we raised the alarm in the media and in meetings with ministers about the desperate situation and the huge scale of humanitarian need.



Gaza © S. Hejji - HQ / HI

INCLUSIVE HUMANITARIAN ACTION

In addition to these high-profile emergencies, our UK team supported responses to less widely reported crises and disaster risks in many other countries around the world. These included Bangladesh, Benin, Madagascar, Myanmar, Nepal, Niger, Pakistan and the Philippines.

Our UK specialists also travelled to Ethiopia, Iraq and Ukraine to support teams in those countries, and we managed pilot projects in Somalia and Syria to promote new international guidelines on the inclusion of persons with disabilities in humanitarian action, with a focus on humanitarian coordination, protection and food security.

INCLUSIVE EDUCATION

HI UK leads HI's work globally on inclusive education. In 2023, we collectively provided specialist expertise to 27 countries and territories, including Bangladesh, Jordan, Laos, Lebanon, Myanmar, Nepal, the occupied Palestinian territories and Rwanda. We also developed new projects in Ecuador, Pakistan and South Sudan, and launched a large new programme in the Democratic Republic of Congo, where we are working alongside Save the Children to support girls with disabilities to access school.

We completed our last Girls' Education Challenge project in Rwanda, where, following earlier projects in Ethiopia, Mozambique and Sierra Leone, we have been part of the UK Government's flagship 12-year initiative, the largest global fund on girls' education, ensuring that disability inclusion is a core part of all the activities.

An important part of our work is to promote inclusive education internationally. We participated in intergovernmental events to raise funds for education, advocating for a strong focus on inclusion. We also co-chaired a working group on inclusive education within the Global Action on Disability network for a second year, bringing together donors, UN agencies and multilateral institutions. We provided keynote speakers and panellists for international events on inclusive education and contributed substantially to the UK Government's refresh of its policy in this area.

INCLUSIVE HEALTH

In Sierra Leone, we began a programme with Concern Worldwide to strengthen the health system and ensure that it is accessible and appropriate for people with disabilities.

We also continued to play a key role in a global programme on women's sexual and reproductive health, working with non-disability-focused organisations to promote actions that reach and engage women and girls with disabilities. Our Director of Health presented oral evidence to the UK Parliament on the importance of this work.


Laos © G. Lordet / HI

EMERGENCY REHABILITATION

In 2023, HI UK provided expertise on emergency rehabilitation to a large number of programmes, including Afghanistan, Chad, Ethiopia, the occupied Palestinian territories, Lebanon, Mali, Morocco, Sudan, South Sudan and Ukraine. This included support for clinical upskilling in trauma-based early-rehabilitation management and for stimulation therapy for malnourished children (aged 5 and under). We also provided technical support to the WHO on delivery of minimum standards in surgical specialised care teams and on management of highly infectious diseases. We supported the training of Australian medical assistance teams for the Northern Territories and Pacific Isles and facilitated a course with Interburns on advanced burns care in rehabilitation for trainees from 13 African countries. Our handbook on early rehabilitation in conflict and disasters was translated into Turkish, Polish, Ukrainian and Russian.

HUMANITARIAN MINE ACTION

Our UK team supports mine action all around the world. In 2023, they conducted technical support operations in Cambodia, Colombia, Ethiopia, Gaza, Iraq, Laos, Lebanon, Libya, Syria, Ukraine and Yemen. They also continued our programme of innovation.

Highlights include:

- Deployment of unmanned underwater systems in northeast Syria to enable underwater survey and clearance activities.
- Development of the use of unmanned aerial systems to accelerate humanitarian demining in Ukraine and Iraq.
- Deployment and testing of mobile broadband body-worn live-feed cameras for demining in Iraq, Colombia and Lebanon.
- Deployment and testing of mobile broadband body-worn live-feed cameras for demining in Iraq, Colombia and Lebanon.

In addition, the team advocated with governments, partners and the UN and provided training on deployment of the new International Mine Action Standard on victim assistance. In November, the Daily Telegraph published a feature article on our female demining team in Laos.

DISABILITY INCLUSION

A core part of our work in 2023 was the promotion of disability inclusion across international development. As part of this, we are a partner in the UK Government's flagship Disability-Inclusive Development programme. We also worked hard to influence the Government to do more to prioritise disability inclusion. We held meetings with the International Development Minister and submitted written evidence to Parliament on the steps that the Government needs to take in order to live up to its commitments in this area. We contributed to a review by the Independent Commission on Aid Impact into UK aid over the past three years, we worked with other UK NGOs to influence the Government's new "White Paper" on international development and we engaged MPs from different political parties on the importance of inclusive education.

PROMOTING DISABILITY INCLUSION AT HOME

As well as working hard to support programmes building action on inclusion around the world, in 2023 we also took steps to become a more disability-inclusive employer ourselves. We were very pleased to be awarded "Disability Confident Leader" status by the Department for Work and Pensions. This is the highest level of the scheme, awarded to organisations that take meaningful actions on recruiting, retaining and developing disabled people and who also promote disability inclusion with partners, peers and others with whom we interact.



© Tom Shelton / HI

BBC RADIO 4 APPEAL

In January, we had the pleasure of partnering with Dr Sian Williams for our BBC Radio 4 Appeal. The renowned broadcaster and psychologist pledged her support to help raise funds for our vital work providing rehabilitation and psychological support to children injured and traumatised by war. Sian shared the heartbreaking story of Hala, a little girl from Yemen who was left deeply traumatised after losing her leg in an airstrike while outside playing with her friends. Together, we raised an amazing £31,400!.

Trustees' Report

Support for our work

Institutional partners

We are grateful to the FCDO for supporting our programmes across Africa, Asia and the Middle East. These include the multi-country Disability Inclusive Development and Women's Integrated Sexual Health programmes, which are managed by SightSavers and IPPF respectively, as well as partnerships with other organisations including Concern Worldwide and the Danish Refugee Council.

We are also proud to be a member of the Start Network, which allows us to access rapid, innovative funding for under-the-radar emergencies. In 2023, these included crises in the Philippines, Bangladesh and Madagascar.

UKaid from the British people

START NETWORK

r2hc Research for health in humanitarian crises | elrha



Photo: A woman who received emergency aid from HI transporting jerrycans of water in the province of Davao del Norte. Since 29 January 2024, the island of Mindanao in the south of the Philippines has been hit by heavy rains, causing flooding and landslides

Partnerships and philanthropy

After another strong year with our Partnerships and Philanthropy programme we want to express special gratitude to our loyal partners in trusts, foundations and corporates, as well as philanthropic individuals, for making vital change happen in very tough environments.

The generosity from private organisations and individuals to our emergency response to the terrible earthquakes in Syria and Turkey was remarkable; our warmest thanks go to all of you. In addition, you supported the peoples of Morocco and Afghanistan who also suffered destructive earthquakes, and the children of Gaza who have lost so much.

In spite of so many emergencies in 2023, our essential work on disability inclusion continues; some of our most valued partners supported children with disabilities in Togo, people around the world suffering in conflicts overlooked by the mainstream media, and essential landmine clearance in the Middle East.

We welcomed more than 30 guests, donors and partners, to the Lansdowne Club in London's Mayfair on 21st September. Here we heard from our Founder, Jean Baptiste Richardier, about how Humanity & Inclusion came into being on the Thai-Cambodia border in 1982. Our Inclusive Humanitarian Action Specialist, Sophie Allin, picked up the story and brought it into the present day; and our dedicated trustee, Ollie Thorn, shared his lived experience of disability and particularly his visit with HI to refugee camps in Uganda.



Photo: In Syria, the survivors of the powerful earthquakes that hit the country on 6th February 2023 are still receiving rehabilitation and psychological support from HI's partners. Nour, now aged 4, was seriously injured during the earthquake. After seven months in hospital, she continues to receive regular care from the teams at Aqrabat Hospital, HI's partner in north-west Syria.

We thank players of People's Postcode Lottery for raising more than £1.3 million since 2019, contributing towards our preparation of vulnerable populations for disasters. These funds awarded through Postcode Global Trust also enable us to carry out inclusive emergency responses, as well as help support our physical rehabilitation of victims of conflict, natural disaster, poverty and exclusion around the world. We really value these wonderful long-term partnerships.

Individual giving

Our supporters are at the heart of everything we do and we are so grateful to everyone who helps to make our work possible.

At HI, we are committed to fundraising in an ethical and sustainable way, aiming to be open and transparent with our supporters at all times. We are also continually reviewing our measured strategy of investment, which is aimed at offering more ways for donors to give, while making sure have efficient systems in place to manage supporter preferences and data.

In 2023, we focused on developing our programme of emails to supporters, improving our online presence and making it easier for supporters to include a gift to HI in their wills.

On behalf of all the team at HI and everyone that your donations help us to support, thank you so much for your generosity.

How you can support our life-changing work

There are so many ways in which you can support HI's work alongside disabled and vulnerable people worldwide:

- Support HI's life-changing work by making a one-off donation.
- Join our amazing regular donors by setting up a monthly gift to make an impact in the long term.
- Sign the 'Stop Bombing Civilians' petition on our website.
- Organise a fundraising event or personal challenge! Our team can provide free resources and advice.
- Schools, clubs, churches and community groups can also fundraise and take action as part of our campaigns.
- If you are a philanthropist or represent a company or trust, why not call our team to explore how you can make the greatest difference through a bespoke partnership.
- If you are thinking of leaving a gift in your will to help change lives, please consider remembering Humanity & Inclusion UK. Anyone can leave a legacy to charity and continue to make a difference for generations to come.

Please visit our website: humanity-inclusion.org.uk email supportercare.uk@hi.org or call us on 0870 774 3737 to find out more.

Thank you!

ABDELLATIF IS STAYING POSITIVE!

Photo: Abdellatif, aged 9, is full of smiles as he does his rehabilitation exercises in the sunshine with HI's physiotherapist at the Médecins Sans Frontières (MSF) hospital in Adré, Chad.

When war broke out in Sudan on 15 April 2023, Abdellatif was hit by gunfire, leaving him paralysed. Despite his situation, he remains remarkably determined and positive.

His younger brothers visit him, helping him into his wheelchair and getting him outside of the hospital tent where he spends most of his time. Everyone in the hospital calls him "Boss" and he smiles and jokes with the nursing staff and other patients.

Above all, Abdellatif says he wants to be able to get back on his feet and resume his studies.

It's not clear yet if it will be possible, but he hopes with all his heart that he will be able to walk again.



© T. Shelton / HI

Trustees' Report

4 Governance, structure and management

Constitution and governance

Handicap International UK was founded in 1999. It was registered as a company limited by guarantee on 8th June 2000 and as a charity on 22nd September 2000. In 2018, the charity adopted a new operating name, Humanity & Inclusion UK, which is the name referred to throughout this document (alongside HI UK).

The organisation is governed by its Articles of Association, a copy of which is available at the registered office. HI UK is part of the global Humanity & Inclusion Network (HI), composed of a Federation, the HI Institute and eight national associations including HI UK.

HI UK is governed by its Board of Trustees, which is responsible for ensuring a strong strategic focus in line with the charitable aims of the organisation and with HI's global strategy. In accordance with governance best practice, the Board aspires to follow the principles of the voluntary Charity Governance Code as proportionate to the charity's circumstances; a review of our compliance with the Code was completed in 2022.

HI UK has taken into consideration the Charity Commission's guidance on public benefit when outlining the objectives and activities for the year being reported on, as well as for subsequent years within our strategy. This guidance specifies that a charity must ensure that its purpose is carried out in ways that provide public benefit, must identify and minimise risks of harm to the charity's beneficiaries or to the public in general as a result of its conduct, and must make decisions about who benefits from the charity in ways that are consistent with its purpose. The trustees assure themselves of this by monitoring and scrutinising reports from management and by reviewing risks each quarter, including risks of harm to beneficiaries or members of the public.

As a member of the HI Network, HI UK supports and contributes to the work of the wider Federation. An international governance structure and an operational framework have been agreed within the Network in order to rationalise and share resources, and the Federation has agreed in our joint strategy to meet any shortfall of funds.



© Screen Imagem / HI

Photo: Yasmi is a student with multiple disabilities. She attends the EPC Patrice Lumumba inclusive school in Matola, Mozambique, one of many schools supported by HELASIA, HI's multi-country inclusion project.



Photo: Colette Velosoa, a 42-year-old mother of two, is a teacher in the Madagascan town of Antsiranana. She had her right arm amputated in childhood following an accident, but that didn't stop her from studying to become a teacher. She now teaches English to 4th and 3rd year classes at the Collège d'Enseignement Général François de Mahy and is an advocate for the rights of people with disabilities.

In 2023, the HI UK Board was represented on the Federal General Assembly with two seats. This General Assembly has ultimate governance oversight of the HI Organisation.

HI UK aims to select Trustees in a manner consistent with its equal-opportunities and diversity & inclusion policies. Trustee vacancies are advertised, all applicants are interviewed by a panel of the Board and appointments are made on merit against objective criteria and considering the benefit of diversity. Trustees are appointed for a three-year term and are subject to a re-election procedure. The Board's effectiveness is reviewed annually.

On acceptance of an invitation to join the Board, new Trustees are given an induction that includes information about HI and HI UK's work policies and procedures, governance (including Trustees' roles and responsibilities), an explanation of the relationships with the Federation and other national associations, and the federal and national strategies.

Board meetings are held a minimum of four times per year and additionally as required. In addition, a Finance, Audit & Risk Committee and a People & Culture Committee meet regularly and as necessary between Board meetings and make recommendations to the full Board. Recommendations made and actions agreed by the Board committees are reviewed and ratified at Board meetings.

Day-to-day management of the organisation is devolved to the Chief Executive, who reports to the Board and has frequent contact with the Chair and Trustees. There is a delegation of authority which formalises the delegation of powers to the Chief Executive and sets out the matters that are expressly reserved for determination by the Board and cannot be delegated. The Chief Executive remains responsible for the matters delegated and is required to report to the Board as the Board deems appropriate.

All of the Trustees are members of the charity and guarantee to contribute £1 in the event of a winding up of HI UK. The Trustees are also directors of HI UK for the purposes of company law. They are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Environmental, Social and governance (ESG)

The Board of Trustees has determined the following areas as being significant environmental, social and governance factors for HI UK:

- Environmental footprint
- Social missions
- Diversity and inclusion
- Adherence to the Charity Governance Code
- Institutional policies and code of conduct
- Organisation and salaries

ENVIRONMENTAL FOOTPRINT

2022 was our baseline year for calculating the carbon footprint of both HI UK and the HI Federation. As HI UK, we have set ourselves the goal of achieving Net Zero emissions by 2047, which is 25 years from this baseline.

In 2023, we calculated our emissions as follows, using the French "Bilan Carbone" model in line with the methodology adopted by the HI Federation.

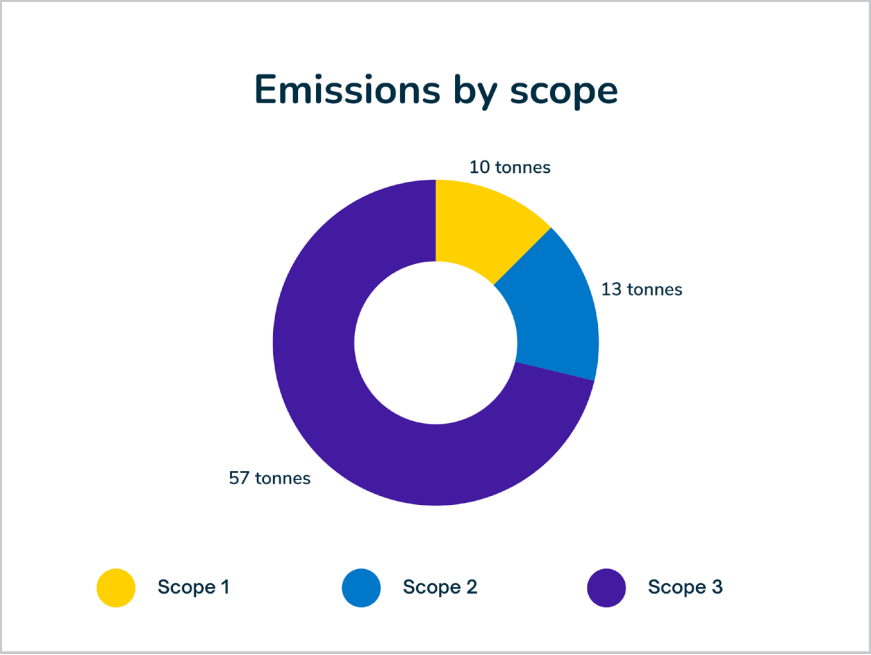
YEAR	2023	2022 (
EMISSIONS	TOTAL (tCO2e)	
Scope 1	10 tonnes	8 tonnes
Scope 2	13 tonnes	11 tonnes
Scope 3	Upstream transportation and distribution – 0 tonnes Waste generated in operations – not available (see note) Business travel – 26 tonnes (of which 25 tonnes were for international flights) Employee commuting – 8 tonnes Downstream transportation and distribution – 0 tonnes Purchased goods and services – 22 tonnes for employee food and drink (not counted as organisational emissions); other emissions data not available (see notes)	Upstream transportation and distribution – 0 tonnes Waste generated in operations – not available (see note) Business travel – 28 tonnes (of which 26 tonnes were for international flights) Employee commuting – 9 tonnes Downstream transportation and distribution – 0 tonnes Purchased goods and services – 16 tonnes for employee food and drink (not counted as organisational emissions); other emissions data not available (see notes)
Total Emissions	**80 tonnes** (including international flights and employee food and drink)	**72 tonnes** (including international flights and employee food and drink)

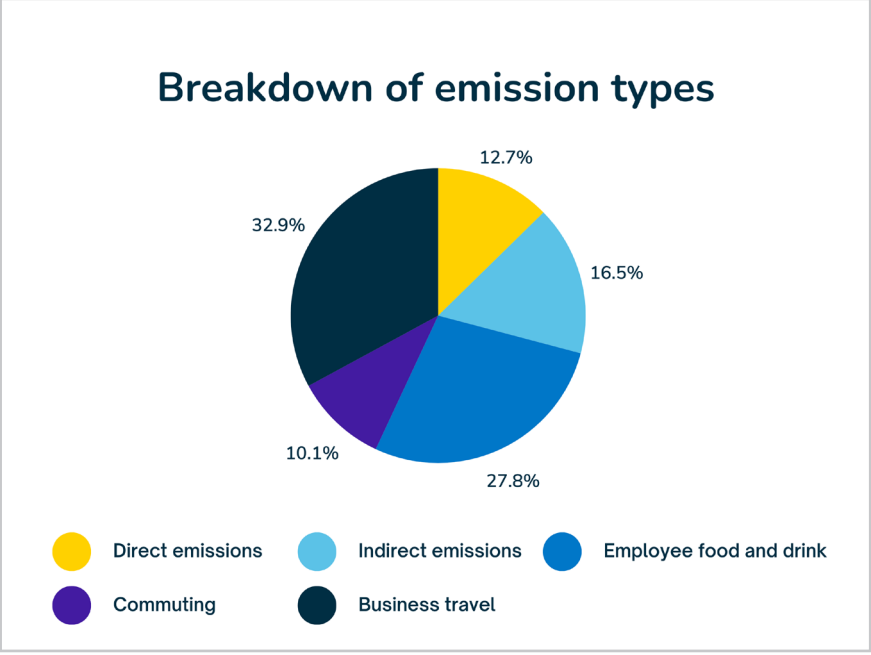
Scope 1 emissions are direct emissions (i.e. consumption of fossil fuel in assets controlled or owned by an organisation), Scope 2 emissions are indirect emissions associated with purchase of electricity, steam, heat or cooling (i.e. the result of the organisation's energy use), and Scope 3 encompasses all other indirect emissions.

"tCO2e" means the sum of Scope 1 emissions (from direct operations) and Scope 2 emissions (from electricity purchased) during a given period, measured in metric tonnes of carbon dioxide equivalent.

Given some changes in the methodology and the information from last year, some numbers are based on a pro-rated calculation from the previous year. We will look at harmonising the methodology and data collection for in the following year.

The total emissions for 2023 represent an increase on our 2022 figure. This is mainly due to the change in number of employees (calculations were done for 15 employees in 2022 whereas this year they were for 24 employees).





Remarks on emission measures:

Scopes 1 & 2 – gas and electricity use

During the 2023 financial year, HI UK had a 17.88% share of a London building. Our accounting team used this figure to calculate our gas and electricity use in 2023, based on the 2022 numbers. HI UK owns no vehicles.

Scope 3

The UK Cabinet Office guidance stipulates that organisations should report emissions in their Carbon Reduction Plans (CRPs) against just five of the Scope 3 categories, namely:

4. Upstream transportation and distribution

5. Waste generated in operations

6. Business travel

7. Employee commuting

9. Downstream transportation and distribution

However, we have also decided to try to report on our Category 1 emissions (purchased goods and services).

Category 1: Purchased goods and services

Emissions for goods and services are included in the parameters for HI's global HI carbon footprint assessment. We were not able to produce data for goods and services procured by HI UK in 2023. However, in line with our international methodology, we have included in this category data on emissions for employee-bought food & drinks, although these are sometimes considered to be personal rather than organisational emissions.

In 2024, we will review our procurement processes to request relevant suppliers to have a CRP and/or commitment to Net Zero and where possible to provide us emissions data for our business

with them.

Although our digital footprint is also included in the scope of this category, we were not able to capture data related to these emissions in 2023. We are exploring ways to track this in future years. In the meantime, we are undertaking projects to reduce it.

Category 4: Upstream transportation and distribution

HI UK does not produce any emissions under this category.

Category 5: Waste generated in operations

We do not have specific data on the waste and water generated as an organisation as this is managed through the lease arrangements as part of the building operation.

Category 6: Business travel

All employees were surveyed regarding their business travel, including their destinations, methods of transport, distances travelled and, if flying, the number of stopovers. International flights were our single biggest source of emissions. Our travel policy is to travel by train to UK and European destinations (see further below).

Category 7: Employee commuting

Emissions in these areas were assessed using a staff survey. This was not a high-emission area for the HI UK team, with many people using low-emission modes of transportation to and from work.

Category 9: Downstream transportation and distribution

HI UK does not produce any emissions under this category.

Our current measured tCO2e is 80 tonnes. However, this figure would be higher if we were able to measure and include the contributions from our procurement, waste & water and digital consumption.

In order to progress to achieve Net Zero by 2047, we have adopted the following carbon-reduction targets:

- Measured emissions to decrease to 54 tCO2e by 2027. This would be a reduction of 25% on the baseline year.
- Measured emissions to decrease to 36 tCO2e by 2030. This would be a 50% reduction on the baseline year.

HI UK's 'Green Team' is responsible for three key areas of activity:

- Policy – To work on projects, including our Carbon Reduction Plan, that improve policies designed to reduce the impact of our operations on the environment.
- People – To communicate with colleagues on how they can be conscious of the environment in their work, to encourage green practices across the business and to bring the environment into everyday decision-making.
- Private – To provide tips to colleagues about how they can live their personal lives in ways that have less impact on the environment.

In 2023, we updated our travel policy to state requirements for travelling by train rather than aeroplane to certain business destinations in the UK and Europe.

In 2023, we developed an Environmental and Sustainability policy stating our commitment to reducing our carbon footprint and promoting good environmental practices. The policy also details employees' responsibility to adopt behaviours that minimise their environmental impact.

In March 2023, we held an Environmental Impact training day, which helped improve our understanding of how our day-to-day business decisions affect the environment.

We initiated discussions with our landlords on ways to reduce our carbon footprint in the building, but it proved difficult to capture data on waste and water and bring them into our calculations for 2023. In August 2023, we took the decision to move to a smaller office space in order to reduce our carbon emissions. Reducing carbon emissions was one of the criteria in our choice and in April 2024 we moved to a new and more sustainable office, with solar panels and underfloor heating. We will work with our new landlords to get relevant data for our next CRP. This should contribute to a significant reduction in Scope 2 emissions.

In the future, we intend to implement the following further measures:

- Update our procurement policy – We will revise this policy to establish emission management, mitigation and reporting as key criteria in our choices of supplier

- We will work on a way to request our suppliers to have a CRP and/or commitment to Net Zero and to provide us with emissions data for our business with them
- Continue to develop staff awareness on sustainability
- Continue to improve our digital policy to reduce the carbon footprint of our online activity – We will propose changes to our practices in order to reduce our digital footprint, including ensuring use of low-impact methods for sharing large files and reducing our digital storage
- Review the CRP – In order to ensure we meet our year-on-year reduction targets, we will review and update our CRP at least yearly and will circulate and publish the revised version.

The HI Federation

HI's ambition is to reduce its global greenhouse gas emissions by 50% by 2030. This ambitious objective is in line with the commitments of the Paris Agreement, which defines the trajectory to be followed to limit global warming and its impacts as much as possible.

The work done on HI's international carbon footprint assessment allows us to identify priorities and ways to make reductions. For some emission items, the levers are clear, although not necessarily simple to implement: improving our procurement policies, for example, implies limiting the quantities purchased, looking at the quality of products to extend their life span when appropriate, choosing local suppliers when possible, and reducing the supply chain impacts when not.

For other emission items, and especially those linked to our operations, our technical and operational teams are working to reinvent our ways of working and to include environmental considerations at the design stage of our projects. This will limit the environmental impact of our projects (in line with the "do no harm" principle), make them more resilient to climate change and enable HI better to support the populations we work with in the face of future upheavals.

To accompany the implementation of this ambitious action plan, HI is also deploying an important awareness and training plan for our employees. The Climate Fresk and the 2 Tons Workshop, which have proved their worth in many structures, are offered to all employees.

INTERNATIONAL PROGRAMMES AND ADVOCACY

HI UK's charitable purpose is to meet the basic needs, improve the living conditions and promote respect for the dignity and fundamental human rights of disabled and vulnerable people worldwide. Through our work in 2023 we have spent £7.15m in contribution to the HI Network's global efforts. As described above, HI UK has also influenced policy and practice on disability inclusion and explosive weapons and our technical staff have designed and delivered programmes around the world, with a particular focus on inclusive education, armed-violence reduction, emergency rehabilitation and humanitarian action.

DIVERSITY & INCLUSION

HI UK has a formal set of commitments on diversity and inclusion. This includes principles on inclusive behaviours, communication, advocacy, recruitment, pay & reward, data and governance. As part of these commitments, in 2023 we continued to hold regular sessions to learn more and share insights about discrimination or to hear from different people about their experiences. We also made further changes to our Staff Handbook to promote inclusion and made improvements to our recruitment process in order to make it as attractive, accessible and fair as possible to a broad range of potential candidates. In 2023, we are proud to have secured the status of "Disability Confident Leader". To reach this highest level of the scheme, we have demonstrated some actions towards recruiting, retaining and developing disabled people. We have also made strong commitments to promote the scheme and disability inclusion with all our partners and our colleagues within the HI network. In addition, we are running annual surveys to track diversity data, including metrics related to disability inclusion.

We seek to maintain a diverse Board. The gender balance among our ten Trustees is currently six women and four men. Two Trustees are people of colour. Three describe themselves as having a disability. Diversity and inclusion is a standing item in quarterly Board meetings, with a

designated Board focal point and detailed oversight included in the terms of reference of the Board's People & Culture Committee.

CHARITY GOVERNANCE CODE

The Charity Governance Code outlines the following principles:

Principle 1: Organisational purpose.
The Board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably.

Principle 2: Leadership.
The charity is headed by an effective Board that provides strategic leadership in line with the charity's aims and values.

Principle 3: Integrity.
The Board acts with integrity. It adopts values, applies ethical principles to decisions and creates a welcoming and supportive culture which helps achieve the charity's purposes. The Board is aware of the significance of the public's confidence and trust in charities. It reflects the charity's ethics and values in everything it does. Trustees undertake their duties with this in mind.

Principle 4: Decision making, risk and control.
The Board makes sure that its decision-making processes are informed, rigorous and timely, and that effective delegation, control and risk assessment, and management systems are set up and monitored.

Principle 5: Board effectiveness.
The Board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions.

Principle 6: Equality, diversity and inclusion.
The Board has a clear, agreed and effective approach to supporting equality, diversity and inclusion throughout the organisation and in its own practice. This approach supports good governance and the delivery of the organisation's charitable purposes.

Principle 7: Openness and accountability.
The Board leads the organisation in being transparent and accountable. The charity is open in its work unless there is good reason for it not to be.

We are confident that our structure and approach adhere well with both the letter and the spirit of each of these principles.

INSTITUTIONAL POLICIES AND CODE OF CONDUCT

HI's institutional policies and directives set out the principles to be respected by all of its employees and partners. Alongside these policies, HI's overarching Code of Conduct outlines HI's expectations of staff and volunteers. It aims to protect all beneficiaries of HI's direct and indirect actions, and people from communities in contact with these actions, especially children, women, people with disabilities and anyone in a vulnerable situation.

The following institutional policies are available at: www.hi.org/en/institutional-policies

- Code of conduct
- Safeguarding framework
- Child protection policy
- Disability, gender and age policy
- Protection of beneficiaries from sexual exploitation, abuse and harassment policy
- Anti-fraud, bribery and corruption policy
- Counterterrorism measures and regulations policy
- Safety and security policy
- Environmental agenda

ORGANISATION AND SALARIES

During 2023, HI UK employed a team of some 25 people (average staff headcount) to achieve its charitable objectives. HI UK was also supported by volunteers and a secondment from the civil service with varied roles across the organisation.

HI UK aims to be a median employer compared to similar organisations in the UK and we participate in regular market surveys in order to achieve this. We publish salaries in our job adverts in order to ensure transparency and to promote fairness. Levels of remuneration for all employees are determined using our salary grading system. Salary increases are based on a combination of cost-of-living and performance-related measures, and are reviewed annually, overseen by the People & Culture Committee of the Board.

During 2023 we secured the status of Disability Confident Leader.





Photo: Thirty years after fleeing the conflict in Casamance, Senegal, Mansata has finally been able to return with her family. Her village has been made safe by HI's demining team, which cleared the area of landmines and returned land to the community.

Principal risks and uncertainties

RISK MANAGEMENT PROCESS

In 2023, the Finance, Audit & Risk Committee conducted a "deep dive" each quarter into one of five categories of risk in order to interrogate the quality of the planning and mitigations in place for each risk in that category. In addition, any new or significantly evolving risks were discussed in each quarterly meeting, as were any serious incidents that may have occurred.

PRINCIPAL RISKS

The most significant risks and uncertainties that HI UK faces as an organisation at the time of this report relate to the following areas:

Institutional funding:
A significant proportion of HI UK's funding comes from institutional donors such as the FCDO. The amount of UK Official Development Assistance that is being made available for international work by NGOs fell very substantially in 2020 and 2021, and was maintained in 2022, resulting in a significant reduction in institutional income for HI UK. HI UK's financial support from the HI Federation means that reductions in institutional funding have only a limited impact in the short term, and further development of FCDO priorities is allowing HI UK to regain funding. To ensure that HI UK minimises the risks of a reduction in institutional funding in the future, we have strategic plans in all our technical areas, well-established ways of working with HI's technical teams to ensure high-quality programme design and implementation, and a programme of work to increase the engagement of our country teams with the FCDO and other key donors. We are also active in maintaining our profile and reputation with central FCDO teams and key partners, including through work in 2023 to promote the FCDO's compliance with its own Disability Inclusion and Rights Strategy. In 2023, we saw an increase in the availability of FCDO funding and, in the longer-term, we anticipate this to increase further as the amounts spent on refugee resettlement in the UK reduce, the economy recovers from recent economic shocks and the volume of funding managed by the FCDO stabilises.

Safeguarding of our staff, volunteers, partners and beneficiaries:

Given that our mission is to help

disabled and vulnerable people, one of the most important elements of our operations is the safeguarding of those that we work with, as well as those who work for us. Accordingly, one of the principal risks to our organisation is to be faced with a safeguarding complaint and/or for that complaint not to be handled appropriately. In order to protect the people that we work with, as well as our staff and volunteers, and to reduce all forms of safeguarding risk, we continue to take a number of mitigation measures both at HI UK and across the HI Network.

We operate under a federation-wide Safeguarding Framework, which aims to ensure that we comply with international standards on safeguarding. Together with our associated institutional policies, including the Code of Conduct, Child Protection Policy and Protection of Beneficiaries from Sexual Exploitation, Abuse and Harassment Policy, it aims to ensure staff and other representatives of HI are given every opportunity to become aware of the standards and expectations that we have set ourselves. It provides a clear system of how to report concerns as soon as they are identified or suspected and guidance on how HI will respond rapidly to any concerns and carry out investigations. It also ensures managers have appropriate training and support to deal with safeguarding issues.

The Safeguarding Framework applies to all entities within the HI Federal network, including the Federation, the National Associations (including HI UK), the HI Institute and all country offices and teams. It applies to all HI employees, volunteers, interns, consultants, contractors and trustees, as well as accompanying partners and family members of international staff.

To facilitate knowledge and understanding of safeguarding obligations, focal points are appointed at the Board, management and staff level, and compulsory training courses are conducted for all staff and Trustees.

Additional safeguarding risk mitigations that HI UK has in place include a reference and police-check process for new recruits when relevant to the role, an effective serious-incident reporting procedure (implemented in line with the Safeguarding Framework as well as legal and donor reporting requirements in the UK) and a rolling programme of staff-led reviews of our major safeguarding risks. In addition, HI's operational partners and service providers are required to respect and implement the principles under HI's Safeguarding Framework and accompanying policies, unless their own organisation has a Code of Conduct and/or Safeguarding Framework that meets the required standard.

Retention of key staff:

In order to mitigate the risk of losing key staff, we are working proactively across a range of areas to promote employee engagement, including implementing a learning and development plan, continually improving our organisational culture, promoting diversity and inclusion, training managers to support mental health, talking openly and frequently about wellbeing, enabling flexible working, and promoting feedback and honest discussion.



Photo: HI deminers Terema, Charles and Daniel with the remote controlled digger machine that extracts hard-to-detect mines and explosive remnants from the ground.

Management of service contracts: HI UK and the HI Network as a whole are adapting to the growing tendency of institutional funders to offer commercial contracts that render payment of funds conditional upon (and subsequent to) meeting specific performance criteria, as opposed to simpler grant funding agreements. Commercial contracts require increased monitoring and reporting to ensure that the performance and funding conditions are met. This increases the financial as well as operational and reputational risks associated with them. The HI Network has mitigation measures in place in order to manage these risks, including building the capacity of our teams to manage such contracts well and proactively learning from the commercial contracts that are already in place. For current commercial contracts, roles and responsibilities are clear, with HI UK supporting and advising country teams on compliance and risk and supporting the management of relations with partners and the FCDO, as needed. In addition, in 2024 we intend to recruit dedicated expertise in HI UK to support our work on future commercial contracts.

Counter-terrorism requirements: As an organisation working in areas where there is a known risk of terrorist activity, the need to ensure full compliance with counter-terrorism requirements requires constant oversight. Our UK team works to ensure that all country offices are aware of and implement our global policy. We also share this policy with partners and funders during due-diligence assessments for all grants and contracts, as required. In addition, we participate in the Bond Sanctions and Counter-Terrorism Working Group to ensure we have the latest sector-wide understanding of risks and concerns in this area.



Photo: Massoud, 16, lost his leg in a shelling. Here he is receiving his first prothesis with Aziz Ahmad, an HI physiotherapist, at the Kandahar rehabilitation centre in Afghanistan.

Fraudulent fundraising in the name of HI: There is a high likelihood of criminal actors fraudulently using HI's name to raise money. We have processes in place to ensure rapid reporting and response to any such incidents, including signposting people who report fraud to the police and notifying the public through social media and our website. Unfortunately, we were made aware of 2 such incidents in Edinburgh in 2023.

Data protection breach or cybercrime: This is a growing area of risk for all organisations and one where constant improvements are needed in order to remain protected. In 2023, we introduced a new data retention policy to ensure we comply fully with best practice in data protection. With support from the HI Federation, we have also further strengthened our IT protocols, which the Federation tests regularly. In 2023, we worked with data protection specialists to secure Cyber Essentials Plus certification for HI UK.

Unhelpful political positioning: Some of the conflicts and political contexts in which HI UK works are highly controversial. This is especially true of the situation in Gaza. There is therefore a risk that HI UK, the HI Federation or other members of the HI Network may adopt public positions on sensitive issues that alienate key stakeholders for HI UK, such as ministers, funders or public supporters. In mitigation, we promote a careful and principled approach to public communication, aiming to ensure that all our positioning

is consistently in line with clearly articulated principles, and requiring sign-off for any new policy positions. Our Network-wide social media guidelines are being refreshed for the first quarter of 2024. In addition, the Board requires the Chief Executive to engage the Chair prior to taking any public position that may carry a reputational risk.

RAISING VOLUNTARY INCOME

HI UK is committed to maintaining the highest standards in our fundraising. We are a member of both the Chartered Institute of Fundraising and the Fundraising Regulator, and we comply with best practice in fundraising through the Code of Fundraising Practice. We also comply with the Data Protection Act 2018 and the UK implementation of the General Data Protection Regulation (GDPR) and have a policy on protecting potentially vulnerable supporters in line with these requirements. We ensure that any third-party organisations we work with adhere to these requirements too.

In 2023, in order to protect vulnerable people and other members of the public in the course of, or in connection with, our fundraising, we worked to ensure that our policy on fundraising with people in vulnerable circumstances was followed by all our fundraisers and suppliers. Our Fundraising Manager reviewed all our mass-market fundraising materials and provided training to our fundraisers, and those fundraising on our behalf, when required. In addition, we have incorporated the Institute of Fundraising's 'Treating donors fairly' guidance into our fundraising. We regularly review our fundraising marketing channels and propositions and take on feedback from our supporters and the public.

Our supporter promise can be found on our website at humanity-inclusion.org.uk/en/our-promise-to-you.

In 2023, HI UK received five complaints related to supporter communications. All complaints were responded to and resolved. This compares with four complaints the previous year.

FINANCIAL REVIEW

HI UK's income in 2023 is £8.06m, which represents a 19% decrease from 2022 where we had an income of £9.94m. The principal reasons for this were a small decrease in private donations and legacies and a decrease in volume for grants and contracts from institutional funding.

Our income from partnerships and philanthropy decreased slightly from £582k to £519k. This was mainly due the timing of some donations falling into 2023. Our income from individual giving decreased from £749k to £645k. For further information on the programmes HI UK supported this year, please see pages 10 to 13.

The HI Federation continued to maintain investment in HI UK, providing in total £1,365k (compared to £1,143k in 2022) to support HI UK's strategy to grow, invest in UK projects, diversify our income sources and support our running costs. For more details, see the accounts on pages 34 to 48.



Photo: HI's Jamaima Naluggya, shows 3D printed orthoses in the orthopaedic workshop attached to the Arua regional hospital in north-western Uganda.

RESERVES POLICY

HI UK's reserves are intended to facilitate cash flow and to act as a contingency against unexpected expenditures or shortfalls in fundraising, with the aim of preventing any significant disruption to our charitable activities. They are evaluated in the context of the support provided by the global HI Network and are reviewed whenever budget projections are revised or when our exposure to risk changes. If needed, expenditure levels can be materially adjusted within a twelve-month period to fit revised funding levels.

HI UK's policy is to retain the equivalent of two months of UK activity costs. This corresponds to £261k in 2023. This policy is in line with the HI Network, which has a target for reserves of equivalent to two months' activity budget, excluding exceptional costs and the costs of strategy-related projects. At the end of 2023, HI UK's total reserves – defined as unrestricted funds excluding fixed assets – stood at £247,981; The trustees approve this volume, in light of the support HI UK receives from the HI Network, the good diversification of income sources and expenditure commitments, and strong voluntary income.

FUTURE PROSPECTS

We continue to work towards our strategic framework, across these three pillars:

1. Bring tangible improvement to the living conditions of people with disabilities and vulnerable populations through key opportunities linked to our organisational mission.
2. Be an innovative fundraising organisation, responding to the funding opportunities available to meet the needs of our programmes.
3. Have a diverse, happy and connected workforce, in an innovative, compliant and tech-savvy environment.



Photo: Transporting humanitarian goods by road from Bamako to Timbuktu, Mali.

In 2024, we intend to achieve these objectives by:

- Providing technical expertise to HI programmes in humanitarian mine action, inclusive education, emergency rehabilitation, shelter & non-food items and inclusive humanitarian action
- Promoting innovations such as 'tele-rehabilitation' technologies and the use of drones and body-worn cameras in mine clearance
- Encouraging the UK Government to implement its Disability Inclusion & Rights Strategy and to meet its commitments in the Political Declaration on the use of explosive weapons in populated areas
- Raising funds for humanitarian emergencies and HI's longer-term work
- Establishing HI as a partner of choice among key organisations
- Building our network of supporters across the UK
- Continuing to improve our digital capability.

Under our fundraising strategy, we will continue to spread our efforts between institutional funding, major giving (philanthropy, trusts, foundations and corporate partnerships) and individual giving. With new staff in place and more streamlined systems, we anticipate growing individual giving significantly. We also hope to see continued growth in institutional funding in 2024 (though we anticipate a pause in FCDO funding during the expected election period).

Behind these efforts we will work to increase our visibility and connections with all key audiences. With these elements in place, we expect to see steady income growth over the coming year and beyond.

GOING CONCERN

The Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants and major gifts already having been secured for 2024 and beyond.

In addition, the HI Federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the charity. Having considered the above as well as our fixed costs, the Trustees believe that it is appropriate to continue to adopt the going concern basis in preparing this annual report and financial statements.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of HI UK for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards)

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to Auditors

Insofar as each of the Trustees of the charity at the date of approval of this report is aware there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charity's auditor is unaware. Each Trustee has taken all of the steps that he/she should have taken as a Trustee in order to make himself/herself aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Registered office:
Romero House
55 Westminster Bridge Road
London SE1 7JB



Signed on behalf of Trustees

Treasurer:

Vhernie Manickavasagar

Date: 6th June 2024

Independent auditor's report

to the members of Handicap International UK for the year ended 31st December 2023

OPINION

We have audited the financial statements of Handicap International UK ('the charitable company') for the year ended 31 December 2023, which comprise Statement of Financial Activities, Balance Sheet, Cashflow Statement and Notes to the Financial Statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2023 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATED TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement set out on page 30, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

EXTENT TO WHICH THE AUDIT WAS CONSIDERED CAPABLE OF DETECTING IRREGULARITIES, INCLUDING FRAUD

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed

audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were: General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation.

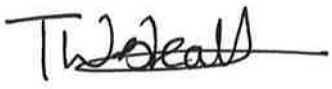
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income, charitable expenditure through other HI entities and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance, Audit & Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tara Westcott
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Cheltenham

Date: 25 June 2024

Financial Statements

Our 2023 accounts



© T. Nicholson / HI

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure account)

For the year ended 31st December 2023

	Note	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
INCOME FROM:					
Donations & Legacies (including Contribution from HI Federation)	2	1,737,875	555,745	2,293,620	2,504,081
Charitable activities	3	1,858,334	3,903,955	5,762,289	7,437,246
TOTAL INCOME		**3,596,209**	**4,459,700**	**8,055,909**	**9,941,327**
EXPENDITURE ON:					
Raising funds	4	904,405	-	904,405	953,209
Charitable activities					
Overseas Programmes					
Humanitarian emergencies		63,708	1,619,288	1,682,996	1,825,817
Long-term development		1,966,076	1,834,115	3,800,191	5,427,711
Multi-sector programmes		662,020	502,767	1,164,787	1,331,566
UK Projects		-	503,530	503,530	403,024
Total Charitable activities	5	2,691,804	4,459,700	7,151,504	8,988,118
TOTAL EXPENDITURE		**3,596,209**	**4,459,700**	**8,055,909**	**9,941,327**
NET INCOME / (EXPENDITURE)	8	-	-	-	-
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		-	-	-	-
RECONCILIATION OF FUNDS:					
Total funds at 1st January 2023		281,540	-	281,540	281,540
TOTAL FUNDS at 31st December 2023		**281,540**	**-**	**281,540**	**281,540**

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

Photo: Olena Sulzuyk, 56, throws autumn leaves in the air after taking part in an mental health and psychosocial support session run by HI's local team, in Tsarychanka, Ukraine.

BALANCE SHEET

At 31st December 2023

	Note	TOTAL 2023 £	TOTAL 2022 £
Fixed Assets			
Tangible assets	**12**	33,559	35,801
Total Fixed Assets		33,559	35,801
Current Assets			
Debtors	**13**	2,162,549	3,056,990
Cash at bank and in hand		608,961	1,985,107
Creditors: Amounts falling due within one year	**14**	(2,523,529)	(4,796,358)
Net Current Assets		247,981	245,739
TOTAL NET ASSETS	16	**281,540**	**281,540**
THE FUNDS OF THE CHARITY:			
Unrestricted funds: General fund		281,540	281,540
TOTAL FUNDS		**281,540**	**281,540**

These financial statements are prepared in accordance with part 15 of the Companies Acts 2006.

Company Limited by Guarantee Registration Number 4010383 (England and Wales).

These financial statements were approved and authorised for issue by the Board of Trustees on 6th June 2024 and signed on its behalf by :



.....

Trustee: Vhernie Manickavasagar

Date: 6th June 2024

The notes on pages 38 to 48 form part of these financial statements.

STATEMENT OF CASH FLOWS

At 31st December 2023

	Note	TOTAL 2023 £	TOTAL 2022 £
NET INCOME / (EXPENDITURE) FOR REPORTING PERIOD			
(as per the STATEMENT OF FINANCIAL ACTIVITIES)		-	-
Adjustments for:			
Depreciation charges	**12**	16,521	18,492
(Gain)/loss on disposal		-	
Net unrealised exchange (gain)/loss		-	(76,460)
(Increase)/decrease in debtors		1,002,142	679,846
Increase/(decrease) in creditors		(2,380,530)	(1,480,774)
NET CASH (USED IN) / PROVIDED BY OPERATING ACTIVITIES		**(1,361,867)**	**(858,896)**
NET CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of fixed assets		(14,280)	(3,318)
NET CASH PROVIDED BY / (USED IN) INVESTING ACTIVITIES		**(14,280)**	**(3,318)**
CHANGE IN CASH AND CASH EQUIVALENTS IN REPORTING PERIOD		(1,376,146)	(861,355)
Cash and cash equivalents at the beginning of the reporting period		1,985,107	2,770,002
Change in cash and cash equivalents due to exchange rate movements		-	**76,460**
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		**608,961**	**1,985,107**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2023

1. ACCOUNTING POLICIES

Handicap International UK (HI UK) was founded in 1999, incorporated in England and Wales as a company limited by guarantee on 8th June 2000, and as a charity on 22nd September 2000. As of the 24th of January 2018, the organisation has adopted a new operating name, Humanity & Inclusion UK. HI UK is a public benefit entity. The Registered Office is 9 Rushworth Street, London SE1 0RB.

Since 3rd April 2024, the new office address is Romero House, 55 Westminster Bridge Road, SE1 7JB

a) Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice for charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (Charities SORP (FRS 102), which applicable from 1 January 2019, and the Companies Act 2006. All figures are rounded to the nearest whole pound and presented in the charities functional currency which is (GBP). The Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue. HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants and major gifts already having been secured for 2024 and beyond. In addition, the HI Federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the charity. Having considered the above as well as our fixed costs, the Trustees believe that it is appropriate to continue to adopt the going concern basis in preparing this annual report and financial statements.

b) Fund accounting

The charity maintains various types of funds as follows:

Restricted funds: Restricted funds represent

- Grants and donations received which are allocated by the donor for specific purposes as defined by the donor; and
- Some contributions from HI Federation, which are allocated by HI Federation for use for specific purposes.

Expenditure that meets these criteria is charged to the fund, together with a fair allocation of support costs.

Unrestricted funds: Unrestricted funds represent income which is expendable at the discretion of the Trustees in the furtherance of the objects of the charity.

c) Income

Voluntary income, including donation, grants, legacies and volunteer contributions is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. The following specific policies apply to categories of income:

• Performance based contracts: where HI UK provides goods and/or services in return for a fee as part of its charitable activities such contracted income is recognised in the year as incoming resources in the SOFA to the extent that HI UK has provided the goods and/or services thereby earning the right to consideration by its performance. Income from commercial contracts is recognised in line with the performance of the contractual obligations.

• Grants from governments, institutional donors and trusts & foundations: where related to specific conditions; are recognised as income in the SOFA when the conditions have been substantially met and the associated expenditure is incurred. Grants receivable are credited to the Statement of Financial Activities (SOFA) in the year for which they are entitled to be receivable.

• Grants that are not subject to specific performance deliverables or conditions are recognised in full in the SOFA when they become receivable. Where income is received in advance of its recognition in the SOFA it is deferred as a liability until certainty exists that the conditions imposed can be met. Where entitlement occurs before incoming resources are received the income is accrued.

• Donated services and facilities are included as 'Voluntary income' at their estimated value to the charity when received, and under the appropriate expenditure heading depending on the nature of service or facility provided, at the same value and time.

• Investment income is included in the SOFA in the year in which it is receivable.

• Legacy income is brought into the accounts when entitlement has been established, receipt of income is probable, and the value can be measured reliably. Sufficient evidence for entitlement is deemed to be when probate has been granted, there is evidence that there are sufficient assets to pay the legacy after settling liabilities, and conditions to receive the legacy are either within the control of HI UK or have been met. Receipt is deemed probable when final estate accounts have been sent before year end 31 December.

d) Expenditure and basis of allocation of costs

Expenditure is recognised on an accrual basis when the charity has a legal or constructive obligation.

Resources expended are allocated direct to the particular activity where the cost relates to that activity.

Support costs have been allocated between charitable activities and raising funds. Costs that are not wholly attributable to an expenditure category have been apportioned to each activity on an estimate of staff time.

Governance costs include those costs associating with meeting the constitutional and statutory requirements of the charity such as the cost of board meetings, statutory compliance and costs linked to the strategic management of the charity. Governance costs have been allocated on basis of relative income (excluding Contribution from HI Federation) between Donations and legacies and Charitable activities.

e) Expenditure on raising funds

Expenditure on raising funds include the cost of recruiting and retaining new donors, costs relating to private and/or institutional grant applications, and associated communication and PR costs. These include an apportionment of support costs and governance costs, as shown in Note 4.

f) Accounting estimates and judgments

In preparing financial statements, management may have to make judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. It is the opinion of the Trustees that the estimates and assumptions that have the most significant risk of causing a material adjustment to the carrying amounts of assets and liabilities in the next financial year relate to the recognition of performance related grants and contracts. Contracts may include performance related elements which require an estimate of the cost to completion, where the outcome of a contract cannot be estimated reliably, the trustees recognise income under the contract only to the extent of the expenses recognised that are recoverable.

g) Expenditure on charitable activities

Expenditure on charitable activities comprise all costs incurred in the pursuit of the charitable objects of the charity. These costs, where not wholly attributable, are apportioned between the categories of charitable expenditure in addition to the direct costs. Expenditure on charitable activities includes an apportionment of support costs and governance costs, as shown in Note 5.

h) Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation, which is provided in annual instalments over the estimated useful lives of the assets. The rates of depreciation applied to the assets are:

Leasehold improvements	5 years or less over period of lease
Computer equipment	3 to 5 years on straight line basis
Office equipment	4 years on straight line basis
Fixtures & fittings	3 years on straight line basis

The threshold for an asset to be capitalized is set at £500.

i) Pension costs

The charity contributes on behalf of employees to their stakeholder defined contribution pension scheme. The cost of the contribution is charged to the Statement of Financial Activities (SOFA) when the cost is incurred.

j) Donated services and gifts in kind

Donated services and gifts in kind include secondments of personnel, pro bono services and other services. These have been valued at the cost the charity would have otherwise have paid for these services; or where a specific price is not available, this is at market rate.
Items gifted to the charity are included either as income in the SOFA or as an asset in the Balance Sheet. The valuation of such items is as deemed reasonable by the Trustees.

k) Foreign currencies

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

l) Liability of the guarantors

The charity does not have a share capital and is limited by guarantee. In the event of the charity being wound up the maximum amount which each member is liable to contribute is one pound. There were 10 (2022: 10) such members at 31st December 2023.

m) Operating lease

Total operating lease rentals are charged as an expense in the Statement of Financial Activities over the lease term.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2023

2. DONATIONS AND LEGACIES (including CONTRIBUTION from HI FEDERATION)

	2023 Total £	2022 Total £
Contribution from HI Federation	885,045	863,111
Donations	1,164,787	1,331,567
Donated services and gifts in kind	-	134,069
Other income	243,788	175,334
	2,293,620	**2,504,081**

3. INCOME FROM CHARITABLE ACTIVITIES

	2023 Total £	2022 Total £
Support for overseas programmes		
Institutional funding: Public bodies	2,004,912	2,416,615
Institutional funding: Private organisations	3,276,537	4,617,607
Support for UK projects		
Institutional funding: Public bodies	-	101,333
Institutional funding: Private organisations	-	22,207
Support from HI Federation for UK projects	480,840	279,484
Other Income	-	-
UK & overseas programmes **Note 9**	**5,762,289**	**7,437,246**

4. EXPENDITURE ON RAISING FUNDS

2023	Direct Costs £	Staff Costs £	Support Costs £	2023 Total £
Private fundraising investment	60,523	45,020	22,534	128,077
Institutional fundraising activities	25,856	72,907	18,097	116,860
Other fundraising activities	205,207	191,803	80,384	477,394
Communication & PR	50,743	104,486	26,845	182,074
Total expenditure on raising funds	**342,329**	**414,216**	**147,860**	**904,405**

2022	Direct Costs £	Staff Costs £	Support Costs £	2022 Total £
Private fundraising investment	120,358	119,206	29,426	268,990
Institutional fundraising activities	28,786	15,709	18,366	62,861
Other fundraising activities	255,752	112,059	62,527	430,338
Communication & PR	51,219	106,818	32,983	191,020
Total expenditure on raising funds	**456,115**	**353,792**	**143,302**	**953,209**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2023

5. TOTAL EXPENDITURE ON CHARITABLE ACTIVITIES

	2023 Total £	2022 Total £
COSTS OF CHARITABLE ACTIVITIES		
Overseas programmes		
Emergencies	1,682,996	1,825,817
Long-term development	3,800,191	5,427,711
Multi-sector overseas programmes funded by voluntary donations		
Afghanistan	71,429	75,758
Burkina Faso	4,998	-
Chad	35,000	-
Colombia	45,000	
Egypt	52,857	
Haiti	-	113,533
Jordania	21,429	18,798
Kenya	-	5,000
Lebanon	45,000	-
Libya	45,000	-
Madagascar	75,000	44,803
Mali	-	27,696
Merep	-	340,909
Morocco	86,215	38,193
Nepal	-	74,197
Pakistan	35,714	66,480
Palestine	171,431	
Philippines	-	12,350
Senegal	45,000	
Sierra Leone, Liberia	-	56,583
Syria	237,857	97,122
Togo	50,000	50,000
Uganda	35,714	
Ukraine	-	234,386
Yemen	71,429	75,758
Emergencies	35,714	
Total multi-sector programmes	**1,164,787**	**1,331,566**

UK projects	2023 Total £	2022 Total £
UK Emergency Medical Team	-	101,333
Inclusive Education, Rehabilitation and Armed Violence Reduction	444,730	212,772
Research, Policy and Awareness Raising	58,800	40,617
3i Division- Information, Impact and Innovation	-	17,308
Rehabilitation Technical Division	-	30,994
Total UK project costs	**503,530**	**403,024**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2023

2023	Direct Costs £	Staff Costs £	Support Costs £	2023 Total £
Overseas programmes	5,265,627	203,797	13,763	5,483,187
Multi-sector overseas programmes funded by voluntary donations	815,351	15,220	334,216	1,164,787
UK projects	32,578	434,299	36,653	503,530

2022	Direct Costs £	Staff Costs £	Support Costs £	2022 Total £
Overseas programmes	7,034,222	212,799	6,506	7,253,527
Multi-sector overseas programmes funded by voluntary donations	943,072	26,645	361,849	1,331,566
UK projects	35,920	332,814	34,290	403,024

6 GOVERNANCE COSTS

	2023 £	2022 £
Meeting costs & others	3,668	-
Professional fees	25,053	23,465
Staff costs	31,836	33,362
	60,557	**56,827**

7 SUPPORT COSTS

2023	Charitable Activities £	Generating Funds £	2023 Total £
Staff costs	93,045	92,089	185,134
General costs	229,736	40,542	270,278
Depreciation	14,043	2,478	16,521
Governance costs	47,807	12,750	60,557
	384,631	**147,859**	**532,490**

2022	Charitable Activities £	Generating Funds £	2022 Total £
Staff costs	103,969	90,456	194,425
General costs	209,598	39,300	248,898
Depreciation	15,572	2,920	18,492
Governance costs	46,202	10,625	56,827
	375,341	**143,301**	**518,642**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2023

8	NET INCOME FOR THE YEAR	2023	2022
	This is stated after charging / (crediting):	£	£
	Depreciation	16,521	18,492
	Auditor's remuneration - statutory audit	25,053	22,500
	Auditor's remuneration - tax services	3,950	2,340
	Operating lease payments	123,458	115,812
		168,982	**159,144**

9.	MOVEMENT IN RESTRICTED FUNDS	Income 2023	Expenditure 2023
		£	£
	HUMANITARIAN		
	Foreign, Commonwealth and Development Office (FCDO)	-	-
	Afghanistan: Supporting humanitarian assistance and protection in Afghanistan programme	130,055	130,055
	Ukraine: via WHO Enhancing the humanitarian inclusive action towards persons with disabilities through protection and health services and raising awareness among humanitarian actors	53,863	53,863
	Disasters Emergency Committee		
	Afghanistan: Multi-purpose Cash Assistance Emergency Inclusive Multi-purpose Cash Assistance in support of vulnerable people in Herat	557,586	557,586
	HelpAge International	-	-
	Afghanistan: Resources, advocacy and capacity building support to Organisations of Persons with Disabilities	30,385	30,385
	Start Network	-	-
	Columbia: Start Alert 651 Colombia (Flooding) via HelpAge	25,000	25,000
	Peru Start Fund Alert 695 (Flooding)	37,781	37,781
	Philippines: Flooding via CARE	166,250	166,250
	Philippines: Trigger Fund Anticipatory Action Start Ready DRF - Cagayan	20,389	20,389
	Philippines: Start Ready Pool Anticipatory Action	338,586	338,586
	Philippines: Trigger Fund Anticipatory Action Start Ready DRF - Cagayan and Easter Samar	54,271	54,271
	Lebanon: Start Alert 752 Anticipation of Displacement due to Conflict	199,665	199,665
	Nepal: Start Network Hub Start Fund Nepal N-13 (Anticipation- Heat wave in Tarai districts) via PIN	4,902	4,902
	Sri Lanka: Anticipatory response to Southwest monsoon in South and Western provinces via Acted	3,055	3,055
	Total Humanitarian	**1,621,788**	**1,621,788**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2023

	Income 2023 £	Expenditure 2023 £
LONG-TERM DEVELOPMENT		
Foreign, Commonwealth and Development Office (FCDO):		
South Sudan: Inclusive mental health and humanitarian response	192,890	192,890
CARE		-
Bangladesh: Climate and Environment Programme (BCEP) - Adaptation in Ecologically Critical Areas of Bangladesh via CARE	2,769	2,769
Danish Refugee Council		-
Jordan: Protected today and tomorrow	1,316,316	1,316,316
Elrha		-
Evidence for impact of rehab in humanitarian settings	16,445	16,445
Norwegian Refugee Council		-
Bangladesh: Protection, Health, and Resilience of refugees and host communities in Cox's Bazar	78,966	78,966
Plan International UK		-
Sierra Leone: Inclusive Girls Education	(501)	(501)
Save The Children		-
DRC: Axe Filles Girls Education via Save the Children	222,983	222,983
VSO		-
Nepal: Empower Adolescent Girls with Education	7,603	7,603
Total Long-Term Development	**1,837,469**	**1,837,469**
SUB TOTAL	**3,459,257**	**3,459,257**
International Organisations (support for UK projects)		
HI FEDERATION		
Inclusive Education and Armed Violence Reduction	444,730	444,730
Research, Policy and Awareness Raising	**58,800**	**58,800**
Total International Organisations	**503,530**	**503,530**
TOTAL	**3,962,786**	**3,962,786**

10. TRUSTEES AND STAFF INFORMATION

a) Trustees

No Trustee received emoluments in 2023 (2022: nil)
From a total of 10 Trustees, only 3 made a field visit in our countries of operations in 2023 for a total of £3.668. (In 2022 there was no reimbursement for travel.)
There were no costs paid directly to third parties (2022: £0)
Trustees voluntarily donated a total amount of £0 (2022: £1,237.00)

	2023	2022
Travel costs:	£	£
	3,668	-
	3,668	**-**

b) Staff

	2023	2022
Staff costs were as follows:	£	£
Salaries and wages	1,035,390	885,940
Social security costs	102,185	96,264
Pension costs	41,263	38,942
Agency and seconded staff	87,711	85,054
	1,266,549	**1,106,200**

In 2023:
- one employee received emoluments in range of £60,000 to £70,000 (2022:0)
- one employee received emoluments in range of £80,000 to £90,000 (2022:2)
- one employee received emoluments in range of £90,000 to £100,000 (2022:0)

on an annualised basis during the year.

The total compensation for key management personnel (including employer social security costs) is £298,598 (2022: £201,319).
Four staff members were re-charged by Handicap International Federation for the total amount of £109,586.
The average headcount of staff employed in 2023 : 25
The average headcount of staff employed by the charity during the period, including seconded staff was as follows:

	2023	2022
Generating funds	11	11
Charitable activities	13	12
Governance	1	0
	25	**23**

11. TAXATION

The charitable company is exempt from corporation tax on its charitable activities and trading activities carried out in the year.

12. TANGIBLE FIXED ASSETS

	Leasehold Improvements	Fixtures, Fittings, Equipment	Total Fixed Assets
Cost	**£**	**£**	**£**
At 1 January 2023	42,459	120,547	163,006
Additions	-	14,280	14,280
Disposals	-	-	-
at 31 December 2023	**42,459**	**134,827**	**177,286**
Depreciation			
At 1 January 2023	23,902	103,304	127,206
Charge for period	3,050	13,471	16,521
Depreciation on disposal	-	-	-
at 31 December 2023	**26,952**	**116,775**	**143,727**
Net book value			
At 31 December 2023	**15,507**	**18,052**	**33,559**
At 31 December 2022	**18,557**	**17,244**	**35,801**

13. DEBTORS

	2023	2022
	£	**£**
Trade Debtors	242,570	308,514
Receivable from other HI Federation	190,000	316,380
Accrued income and Prepayments	1,382,499	2,362,809
Other receivables	347,480	69,287
	2,162,449	**3,056,990**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2023

14. CREDITORS: Amounts falling due within one year

	2023	2022
	£	£
Money due to HI Federation for programs	2,049,886	4,298,663
Money due to Donors	-	13,681
Trade payables	56,329	46,578
Deferred income	328,430	352,780
Accruals & other creditors	20,133	38,952
Social security costs and other taxation	68,751	45,704
	2,523,529	**4,796,358**

Deferred income comprises the aggregate of amounts received in advance for future periods for specific grant agreements. £107k reclass between accrued and deferred income

	2023
	£
Opening balance	352,780
Amount released from previous year	(464,421)
Income resources deferred in the year	440,071
Closing balance	328,430

15. COMMITMENTS UNDER OPERATING LEASE

At 31 December 2023, the charity had annual commitments under operating leases as set out below:

	2023	2022
	£	£
Not later than one year	64,600	130,800
Later than one year and not later than five years	42,000	10,900
Later than five years	-	-
	106,600	**141,700**

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total Funds
2023	£	£	£
Total fixed assets	33,559	-	33,559
Current assets	922,544	1,848,966	2,771,510
Creditors: amount falling due within 1 year	(674,563)	(1,848,966)	(2,523,529)
Net assets at 31 December 2023	**281,540**	**-**	**281,540**

	Unrestricted Funds	Restricted Funds	Total Funds
2022	£	£	£
Total fixed assets	35,801	-	35,801
Current assets	1,646,915	3,395,182	5,042,097
Creditors: amount falling due within 1 year	(1,401,176)	(3,395,182)	(4,796,358)
Net assets at 31 December 2022	**281,540**	**-**	**281,540**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2023

17. MOVEMENT IN FUNDS

	Brought forward	Incoming resources	Outgoing resources	Carried forward
2023	**£**	**£**	**£**	**£**
Restricted funds	-	4,459,700	(4,459,700)	-
Unrestricted funds				
General fund	281,540	3,596,209	(3,596,209)	281,540
TOTAL FUNDS	**281,540**	**8,055,909**	**(8,055,909)**	**281,540**

	Brought forward	Incoming resources	Outgoing resources	Carried forward
2022	**£**	**£**	**£**	**£**
Restricted funds	-	4,909,242	(4,909,242)	-
Unrestricted funds				
General fund	281,540	5,032,085	(5,032,085)	281,540
TOTAL FUNDS	**281,540**	**9,941,327**	**(9,941,327)**	**281,540**

18. RELATED PARTY TRANSACTIONS

Handicap International UK is an independent National Association of the international charity Handicap International Federation (HI). A "Federal Handbook" manual has been agreed within the Federal network in order to rationalise and share resources, and formalise working arrangements. The Federation has identified the UK as a source of significant future growth in Private Fundraising and so has invested funds in Handicap International UK in order to achieve this. It has also agreed to meet any shortfall of funds whilst the charity becomes established in the UK.

Overseas programme expenditure is undertaken by HI Federation on behalf of HI UK. HI Federation is registered in France (Registration number 51965599700038) formally known as 'Association Federation Handicap International'

	Overseas programme expenditure	Invoiced to HI UK	Invoiced by HI UK	Owed to HI UK	Owed by HI UK
2023	**£**	**£**	**£**	**£**	**£**
HI Federation	5,275,627	104,496	219,150	-	2,049,886
HI United States	-	-	-	-	-
2022					
HI Federation	7,034,222	71,178	45,965	16,180	4,298,663
HI United States	-	1,933	-	-	-

Humanity & Inclusion UK

Acknowledgements

Thank you to all our ambassadors, donors and partners in 2023.

Ambassadors

- Jack Hunter-Spivey
- Ross Wilson

Donors and partners

- ACTED
- Allan & Nesta Ferguson Charitable Trust
- Association of Physiotherapists in International Health and Development (ADAPT)
- Beatrice Hollond
- BRAC UK
- British Association of Chartered Physiotherapists in Amputee Rehabilitation (BACPAR)
- Capital Group
- CB and HH Taylor 1984 Trust
- CHK Foundation
- Coles Medlock Foundation
- Crown Agents
- Danish Refugee Council/H2H Network
- Edward Bonham Carter
- Elizabeth Loudon
- Euromonitor International
- Foreign, Commonwealth and Development Office (FCDO)
- Giles Duley
- Google Ad Grants
- HelpAge International
- Interburns
- International Disability Alliance
- International Planned Parenthood Federation (IPPF)
- International Spinal Cord Injury Society (ISCoS)
- Microsoft Nonprofit Grants
- MJB Charitable Trust
- Morgan, Lewis and Bockius LLP
- Norwegian Refugee Council
- PageGroup
- Palladium
- Players of People's Postcode Lottery
- Queen's University Belfast
- Relief International
- Robert Muir Wood
- Sightsavers
- Simone Brenninkmeijer
- St Georges University of London
- St Martin De Porres Foundation
- Start Network
- TearFund
- The Alliance for Child Protection in Humanitarian Action (Alliance CHPA)
- The Bergman Lehane Trust
- The Grace Trust
- The Henry Denman and Agneta Mary Cook Charity
- The Souter Charitable Trust
- The Whitehall and Industry Group (Civil Service Fast Stream Programme)
- Tolkien Trust
- TUI Care Foundation
- UK Fire and Rescue Service
- UK-Med
- UpriseUP
- Voluntary Service Overseas (VSO)
- World Federation of Occupational Therapists (WFOT)
- World Health Organisation (WHO)
- World Physiotherapy (WP)

Organisational memberships and networks in the UK

- Bond
- Cluster Munition Coalition
- Crisis Action
- Enabling Education Network (EENET)
- French Chamber of Great Britain
- Fundraising Regulator
- Global Campaign for Education UK (Send my Friend to School)
- Institute of Fundraising
- International Broadcasting Trust
- International Campaign to Ban Landmines
- International Network on Explosive Weapons
- Start Network

Annual Report and Financial Statements

Year ended 31st December 2023

humanity &inclusion

Annual Report and Financial Statements
Year ended 31st December 2023

Handicap International UK operating as
Humanity & Inclusion UK
(a charitable company limited by guarantee)

Company Registration number: 4010383 (England and Wales)
UK Registered Charity number: 1082565

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humanity-inclusion.org.uk

Cover image: Kennedy with his HI physiotherapist, Uganda © Crolle Agency / HI

HANDICAP INTERNATIONAL UK

England & Wales - Charity number 1082565

Accounts



Annual Report and Financial Statements

Year ended 31st December 2022

Handicap International UK operating as Humanity & Inclusion UK

Company Limited by Guarantee Registration Number 4010383 (England and Wales).
UK Registered Charity number 1082565.

Contents

Introduction from our Chief Executive	4
Message from our Chair	6
The HI network	8
TRUSTEES' REPORT incorporating strategic report	10
2022 highlights for HI UK	10
Support for our work	14
Governance, structure and management	18
Statement of Trustees' responsibilities	29
INDEPENDENT AUDITOR'S REPORT	31
FINANCIAL STATEMENTS	34
Statement of financial activities	35
Balance sheet	36
Statement of cash flows	37
Notes to the financial statements	38
ACKNOWLEDGEMENTS	49





Demining in Lebanon © HI

Legal information

Legal Name	Handicap International UK
Operating Name	Humanity & Inclusion UK (HI UK)
Board of Trustees	Peter Burdin (Chair) Chloe Marshall (Vice-Chair) Vhernie Manickavasagar (Treasurer) Thomas Morrow (Acting Treasurer from August 2022) Benjamin Cohen Lynette Eastman - resigned 11th July 2022 Nicola Peckett Nana Obuo Raphael Ayse Suevari Oliver Thorn
Chief Executive	George Graham
Registered Office	9 Rushworth Street London SE1 0RB +44 (0)870 774 3737
Auditors	Crowe U.K. LLP 4th Floor, St James House, St James Square, Cheltenham GL50 3PR
Legal Advisors	Morgan, Lewis & Bockius LLP 5-10 St. Paul's Churchyard London EC4M 8AL
Bankers	Unity Trust Bank plc Four Brindley Place Birmingham B1 2JB
Company number	4010383
UK registered charity number	1082565
Website	humanity-inclusion.org.uk

Challenging ourselves to make the biggest difference we can

2022 was an exceptionally tough year for millions of people. In Ukraine, the war turned lives upside down, and, as ever, it was those who were already most vulnerable who suffered the most – people with disabilities unable to flee or to find accessible shelter, people without the means to meet their basic needs, children left unprotected as their cities became contaminated with unexploded ordnance.

At the same time, conflicts continued to rage in Yemen, Mali, Syria, Myanmar and many other places where HI's teams were mobilised every day to provide vital assistance.

of the world, especially in East Africa, suffered horrendous drought, the effects of which were severely worsened by the spike in global food prices. In Madagascar, which was already on the brink of famine, the arrival of Cyclone Batsirai exacerbated an almost impossible situation for many people.

And even in countries that did not experience new disasters or crises, the lives of people with disabilities continued to be characterised by discrimination, exclusion, violence, abuse or reduced life chances. In September 2022, an important new report on the "Missing Billion" showed that among

In 2022, HI UK's experts in emergency rehabilitation, armed violence reduction, inclusive education and inclusive humanitarian action supported programmes in dozens of countries.

There were also a series of climate-related shocks and crises – these of course are becoming increasingly common. Images of the catastrophic flooding in Pakistan will long stay in the memory, but for those whose homes were destroyed and who endured months of displacement it was a disaster beyond imagination. Many parts

the one in six of the world's population that has a disability, average life expectancy is 10 to 20 years' shorter than for those who do not have a disability.

This is a deeply sobering statistic and a further reminder of the meaning and purpose of HI's mission.

Highlights

2022 was also a remarkable year in much more positive ways. A wonderful highlight was the launch in Dublin of a new international declaration to curb the use of explosive weapons in populated areas. HI has campaigned for this for over a decade, often in the face of lack of interest or outright opposition from governments. To have achieved our goal is a fantastic testament to the 216,000 people in the UK who signed our petition to persuade the Government to endorse the declaration. It is also thanks to the incredible efforts of numerous colleagues and of our friends from allied organisations. Of course, the work doesn't end here – now we need to see all governments and militaries put the new commitments into practice in their operations. This will continue to be a major focus of our advocacy in 2023 and beyond.

By chance, the new declaration coincided with the 25th anniversary of the Mine Ban Treaty, which HI also campaigned for and for which we won our Nobel Prize. A quarter of a century on, the treaty is one of the most successful disarmament agreements ever, with 164 States Parties and remarkable results – some 33 countries have been declared "landmine-free". However, with antipersonnel



Ukrainian refugees © Tom Nicholson / HI

mines continuing to claim lives and limbs in Afghanistan, Central African Republic, Colombia, Democratic Republic of Congo, India, Myanmar, Nigeria, Pakistan and Ukraine, the struggle is clearly not yet over – and the work of HI's teams on mine clearance and victim assistance, as well as risk education, remains as necessary as ever.

Throughout the year, HI UK's experts in emergency rehabilitation, armed violence reduction, inclusive education and inclusive humanitarian action supported programmes in dozens of countries. In Afghanistan, for example, our teams continued to provide essential rehabilitation services in an incredibly tough context. In Nepal and Kenya, we strengthened inclusive-education systems and worked to improve the livelihoods of people with disabilities. In Syria, Laos and Colombia, we cleared mines and other unexploded ordnance. We supported the UK Government's multi-country flagship Women's Inclusive Sexual Health programme, playing a critical role in helping women and adolescent girls with disabilities receive the support and protection to which they have the same right as anyone.

We also worked to strengthen our organisation, building a strong and committed culture to help us make the biggest difference we can for disabled and vulnerable people around the world. We improved our processes, including introducing new technology platforms to make ourselves more efficient. I'm especially pleased by the progress we've made in monitoring our carbon footprint – in the context of the climate emergency, all of us must do everything we can to reduce the impact we have on the natural environment.

I'm enormously proud of the team here at HI UK. It's a daily pleasure to work with such committed and talented people and it has been wonderful to see them achieve so much in 2022. We know that 2023 will be no easier, but the challenge is why we're here – and we're determined to make the biggest difference we can for people who need us most. ■



George Graham
Chief Executive

Message from our Chair

Ingenuity, determination and deep compassion

For HI, 2022 was a year of anniversaries. In June, it was a great privilege to travel to Lyon, where the HI Federation is based, to celebrate the 40th year since HI was founded.

The organisation began as an insurgent response to needs that everyone else had ignored – those of Cambodian refugees who had lost limbs through bombs and mines. One of the things that makes supporting HI so energising is the way that its personality on the day that it was founded – ingenuity, determination and deep compassion – continues to be felt to this day.

2022 also saw the 25th anniversary of the Mine Ban Treaty that HI long campaigned for. In the summer, our colleagues went to Geneva, where the city was turned blue and white in our honour and to celebrate the iconic "broken chair", which HI placed outside the United Nations as a symbol of opposition to landmines and cluster munitions.

It was so fitting that, in the same month as the anniversary, HI's campaign for political action to end the use of bombs and missiles against civilians achieved its long-held goal of a new international Political Declaration on the use of explosive weapons in populated areas. It's remarkable and profoundly encouraging that 83 governments signed up to this new agreement.

But the most inspiring thing about HI is the people who work for it. In 2022, HI UK said goodbye to some valued colleagues, but we also brought in some wonderful new additions, bringing even more energy and enthusiasm to our work. This was exemplified by the team's incredible response to the tragic war in Ukraine, which included a remarkable fundraising effort, programme support from our first-class technical specialists and powerful communications and advocacy.

Despite the cost-of-living crisis, our fundraising from the public surpassed the record that we set the previous year. Donations from our major-giving partners – companies, trusts, foundations and philanthropists – were our second highest ever. I'm enormously proud of the team for all their hard work to make this happen and hugely grateful to all our supporters, donors and partners, without whom none of our achievements would be possible.

We are so grateful to be the recipients of another funding award from Postcode Global Trust and would like to extend a huge "thank you" to players of People's Postcode Lottery. Your generosity has enabled us to prepare vulnerable populations for emergencies and to carry out vital inclusive emergency responses, as well as rehabilitation, wherever the need is greatest.

We are deeply grateful to all our UK supporters, donors and partners, without whom our life-changing work would not be possible.

The institutional funding environment remained tough again in 2022, with the UK's aid budget increasingly being diverted away from its core purpose of international development. For a second year in a row, our teams had the horrible job of curtailing or closing programmes that had been intended to run for much longer. It's hard to think of many other areas of life – whether in the public sector or in the private sector – that suffer from such abrupt and unplanned decision-making as international aid has in recent years. However, despite these challenges, our professional, expert and very well-regarded team has managed to forge new partnerships

and to launch exciting new programmes. I continue to be deeply impressed by their work.

It is a pleasure to chair such an excellent board of trustees, all of whom made fantastic and highly valued contributions throughout the year – supporting on recruitment, promoting diversity, risk-management, compliance, strategy, finances, fundraising and so much more. We also devoted some time in 2022 to refreshing our overall approach as a board in order to become even more effective and to make sure the organisation benefits from the best possible governance.

After a wonderful year in 2022, I know the team will bring the same levels of energy, confidence and optimism to our work in 2023. ■



Peter Burdin Chair



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Marta Quintero has been working on HI's demining operations in Colombia for seven years. When she was 14 years old, she stepped on a mine that didn't explode. "That day my destiny was set," she says.

"Demining is a difficult job, where you spend your day on your knees. You work in the middle of the mountains, far from home. You make great sacrifices. But the reward is worth it. When you finish clearing an area and hand it over to its people, their smiles are the greatest reward." .

About us

The HI network

Our vision

Outraged at the injustice faced by people with disabilities and vulnerable populations, we aspire to a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity.

Our mission

Humanity & Inclusion (HI) is an independent and impartial aid organisation working in situations of poverty and exclusion, conflict and disaster. We work alongside people with disabilities and vulnerable populations, taking action and bearing witness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

Our values

HUMANITY

Our work is underpinned by the value of humanity. We include everyone, without exception and champion each individual's right to dignity. Our work is guided by respect, benevolence and humility.

INCLUSION

We advocate inclusion and participation for everyone, upholding diversity, fairness and individual choice. We value difference.

COMMITMENT

We are resolute, enthusiastic and bold in our commitment to developing tailored, pragmatic and innovative solutions. We take action and rally those around us to fight injustice.

INTEGRITY

We work in an independent, professional, altruistic and transparent manner.



Our structure

The HI network is comprised of a federation, eight national associations (Belgium, Canada, France, Germany, Luxembourg, Switzerland, the United Kingdom and the United States), and the HI Institute for Humanitarian Action.

The HI Federation, established in 2009, implements the network's programmes in around 60 countries under the name "Humanity & Inclusion", "Humanité & Inclusion" or "Handicap International", depending on the country.

HI's national associations, founded between 1982 and 2006, are called "Handicap International" in Belgium, France, Germany, Luxembourg and Switzerland, and "Humanity & Inclusion" in Canada, the United Kingdom and the United States.

The HI Institute for Humanitarian Action is responsible for defining the ethical framework underpinning HI's actions. The Institute analyses the ethical and political issues facing the HI movement and the aid sector in general.

Who we support

HI exists to support disabled and vulnerable people around the world. The groups that we support include:

- **People with disabilities** and those living with chronic disabling diseases
- **Organisations** that promote the rights and wellbeing of people with disabilities
- **People at risk of becoming disabled** because of disease or violence
- **Refugees,** people living in disaster areas or people displaced by crises
- **People threatened by weapons or explosive devices** during or in the aftermath of conflicts.

Our areas of work

EMERGENCIES

In emergencies, we distribute relief items, we provide healthcare, rehabilitation and psychosocial support, we make sure water, sanitation and shelters are accessible to everyone, and we help other relief organisations be as inclusive as possible.

CONFLICTS

In conflict situations, we clear landmines and explosive remnants of war, we educate communities about the risks, we help survivors rebuild their lives through physiotherapy, prosthetic limb fitting and psychological support, and we promote inclusive education and livelihoods. Globally, we campaign for an end to the use of landmines, cluster munitions and explosive weapons in populated areas.

LONG-TERM DEVELOPMENT

In our development work, we focus on inclusive health, rehabilitation and education, we support economic inclusion and food security, and we work alongside local disabled people's organisations to enable them to advocate for their rights and to get their voices heard.

Our impact

WORLDWIDE PRESENCE

466 projects in **60** countries

PEOPLE SUPPORTED BY HI'S ACTIONS

DIRECTLY SUPPORTED

2,552,100 people

received goods or services as part of a project implemented by HI or its operating partners.

INDIRECTLY SUPPORTED

11,883,937 people

benefitted from the effects of goods or services received by people HI directly supported.

GLOBAL STAFF

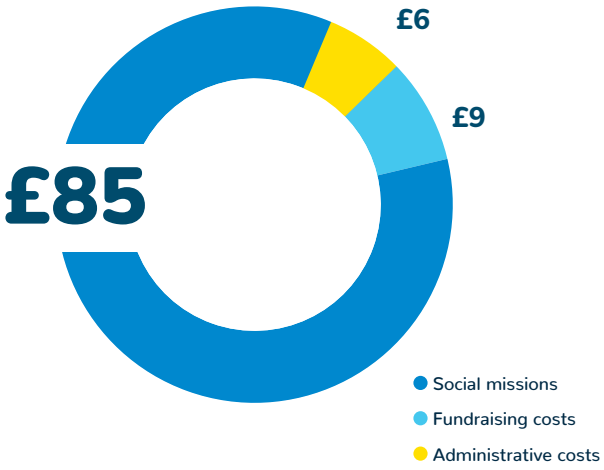
4,793 people

including:

4,013 local staff in project countries
284 international staff in project countries
265 headquarters staff working in programme management
232 staff working in support services, fundraising and communication.

Impact figures represent the actions of the HI network in 2022. Staff figures are expressed in annual full-time equivalent positions.

For every £100 spent by the HI network*



* Financial figures represent the actions of the HI network in 2021. For more information please see the HI network Annual Report available at hi.org

Trustees' Report

2022 Highlights

How our UK team supported HI's mission in 2022

Our purpose at HI UK is to bring tangible improvements to the living conditions of people with disabilities and vulnerable populations by supporting HI's mission and programmes worldwide.

In 2022, we aimed to achieve this by raising funds, influencing policy and practice, and providing high-quality technical expertise to our country programmes.

This was underpinned by a strong focus on building a diverse, motivated and connected staff team with effective support functions and a strong, supportive and ambitious culture.

This section explains how we achieved these goals in 2022 in each of our areas of activity, and shares some of our highlights for the year.

EMERGENCY RESPONSE

2022 was dominated both in the news and at HI by the war in Ukraine. Thanks to our many exceptionally generous donors, we raised a record amount of funding for our emergency response. Our teams worked night and day to meet basic needs, to protect vulnerable people, to provide emergency rehabilitation for blast victims, to educate communities about risks from explosive ordnance, to help meet mental health and psychosocial support needs, and to provide logistics capability to the wider humanitarian sector.

We also mounted emergency responses to a cyclone in Madagascar and to catastrophic flooding in Pakistan, reaching thousands of people and families in need. It took a while for the sheer scale of the catastrophe in Pakistan to cut through in the British media, but with so much of the country under water, the humanitarian response had to scale up fast. More than 33 million people were affected, with families living amid floodwaters, and their homes, schools, hospitals, bridges and roads completely submerged or washed away. For HI, our focus, as so often, was on making sure that people with disabilities were not excluded from relief programmes and were able to access the services and assistance that they need.

ARMED VIOLENCE REDUCTION

2022 was a landmark year for mine action as it was the 25th anniversary of the Ottawa Treaty – commonly known as the Mine Ban Treaty – for which HI won its Nobel Prize. Our staff participated in high-level governmental events around the world to mark this important anniversary and to advocate for more focus and funding for the work still needed to create a mine-free world.

Our specialists worked in 28 countries around the world, including Afghanistan, Mali, Iraq, Syria, Libya, Yemen, Cambodia, Colombia, Laos, Ukraine and Lebanon. Globally, HI currently has 980 staff dedicated to this work, 98% of whom are national staff and 48.9% of whom are female.

We continued to lead the way in innovation, with the rollout of our unmanned aerial systems (drone) programme and the delivery of training on this capability to the wider mine-action community. We have also successfully deployed our body-worn cameras and remote broadband wifi network to Colombia, and in 2023 intend to deploy this capability to Iraq. This innovation will enable increased remote management, improve safety and promote better communication and training. We have also introduced a unique capability for hazardous environmental surveys and clearance to Northeast Syria, which can survey and clear explosive ordnance located in complex high-rise

residential areas, in confined spaces and underwater. This is a humanitarian mine-action first and one of which HI is extremely proud. Our first underwater clearance task in Northeast Syria was on the Tabqa water plant, where our intervention helped provide potable water for 67,000 beneficiaries.

REHABILITATION

In 2022, we took the decision to end our participation in the UK Government's Emergency Medical Team so that we could focus on strengthening our own capability in emergency rehabilitation work. Our experts supported teams in Ukraine, Ethiopia, South Sudan, Chad, Mali and Syria. We also worked with the World Health Organisation (WHO) to progress Minimum Standards for Emergency Medical Teams in the areas of highly infectious diseases, spinal-cord injury and trauma surgery. At the WHO Emergency Medical Team Global Conference in Armenia, our specialist presented in multiple sessions promoting the inclusion, and next steps, for rehabilitation within Emergency Medical Team deployments in conflict and disaster response.

INCLUSIVE EDUCATION

Our global inclusive education team is managed from the UK. In 2022, the team supported 25 countries, including Sierra Leone, Rwanda, Jordan, Palestine, Lebanon, Laos, Bangladesh, Nepal and Myanmar. Their work included a strong focus on the development of new projects. Particular highlights were a workshop with the Ministry of Education in Jordan to promote better support for inclusive early-years education and a visit to Nepal to provide training for the HI team and our partners on how to build a more inclusive pre-school environment for children with disabilities and how to develop prototype inclusive-education materials. The team also developed new tools, including an e–learning course.

In addition, in March we helped develop a "menu" of commitments on inclusive education for member states to choose from at the Global Disability Summit in Oslo, and in September we promoted the campaign for disability-inclusive education at the UN's landmark Transforming Education Summit in New York.



Galaina Mama Gala, an 87-year-old woman, crossing the border from Ukraine to Poland in March 2023. She was born in Russia, but lived in Cherkasy, Ukraine for 35 years where she was a medical worker.

She has limited mobility and has to use a wheelchair and crutches to move around. Her friend drove her to the border overnight and they waited at the checkpoint for 4-6 hours in sub-zero temperatures. Eventually she was met by her grandson Vlad, who drove from Munich, Germany to pick her up.

DISABILITY INCLUSION

We are proud to be a partner in the UK Government's flagship Disability Inclusive Development (DID) programme, which is led by SightSavers and is designed to contribute to the long-term improved wellbeing and inclusion of people with disabilities in low-

and-middle-income countries.

DID is carrying out a series of innovative small-scale interventions to increase access to healthcare and education, to improve livelihoods and to reduce stigma and discrimination, using approaches such as adaptive management and community-based consultation to deliver better quality of life for persons with disabilities. DID promotes a rights-based approach on disability inclusion and the active and meaningful participation of organisations of persons with disabilities across the programme.

HI is currently implementing activities in two countries – Nepal and Kenya – where we strengthen inclusive-education systems and services and enhance the livelihoods of people with disabilities.

INCLUSIVE SEXUAL HEALTH

We continued to work in partnership with the International Planned Parenthood Federation (IPPF) and other organisations as part of the Women's Integrated Sexual Health (WISH) programme, a big multi-country programme funded by the Foreign, Commonwealth and Development Office.

As the consortium's disability-inclusion partner, in 2022 we continued to provide direct technical assistance to tailor and expand services to promote sexual and reproductive health and rights to persons with disabilities in Uganda, South Sudan and Madagascar, and remotely to Ethiopia, Sudan, Somalia and Tanzania.

Our activities included:

- helping develop training documents and tools focusing on disability inclusion;
- producing materials for disability-inclusive awareness-raising and visibility;
- providing training on sign language, the use of Washington Group Questions in data collection, inclusive sexual and reproductive health, resource mobilisation and advocacy to dozens of service providers and organisations of persons with disabilities;
- contributing to online awareness-raising events and radio talk-shows;
- training community stakeholders on how to mobilise persons with disabilities to access services; and
- participating in the International Conference on Family Planning in Thailand, where we presented our work on supporting disability inclusion, safe family planning and training service providers.

BUILDING PUBLIC SUPPORT

An important part of what we do is raising awareness about the needs of vulnerable and disabled people around the world, especially in situations of poverty, disaster or conflict. We also have a valuable role in promoting disability inclusion and celebrating successes. In 2022, our activities were featured on the BBC, Sky News, Al Jazeera and many other national and international TV, radio, print and online media. They covered issues including the impact of the wars in Afghanistan, Ukraine and Yemen, the devastating cyclone in Madagascar, the neglected landmine victims in the Casamance region of Senegal and expert analysis of types of explosive weapon and the harm that they cause.



© A. Surprenant / MYOP / HI

Photo: Young people leave the Adolescent and Youth Friendly Centre in Aklakou, Togo, where they have been taking part in HI awareness sessions on sexual health and gender-based violence run by peer educators.

We were also really proud to collaborate with photojournalist Tom Nicholson, whose deeply impactful story about the ongoing legacy of explosive remnants of war in Iraq was featured in the Times.

BUILDING A HEALTHY ORGANISATION

In order to make a difference around the world, we need strong foundations at home. In 2022, we continued our focus on building as welcoming a culture as possible, including by improving our recruitment practices, enhancing our provision for parents, prospective parents, adopters and carers, and introducing a new framework on diversity and inclusion. As part of this work, we opened up conversations with colleagues, trustees and friends to expand our awareness and thoughtfulness on the theme of inclusion. We also developed our focus and skill in promoting wellbeing and good mental health at work.

In addition, we took strides to digitalise our processes, including by adopting a new digital HR information system and significantly improving our cybersecurity, and we assessed our carbon footprint in order to give greater focus to our efforts to reduce our environmental impact.



Photo: Graffiti raising awareness of the impact of urban bombing on civilians around the world. Created with the Youth Education Center of Darmstadt, Germany and the artists Spraywatz (Fabian Meuren), Spraymobil (Elmar Compes) and Deafman (Julian Bock), in collaboration with HI.

CAMPAIGNING

2022 was a momentous year for our long-running "Stop Bombing Civilians" campaign.

In July, the text of a new Political Declaration to curb the use of explosive weapons in populated areas was finally agreed. We went to Downing Street to hand in our petition, which was signed by an amazing 216,719 UK residents. In November, the UK joined 83 other governments in endorsing the new commitment. This is a wonderful achievement.

On average, 90% of the people killed or seriously injured by explosive weapons in urban areas are civilians. This holds true even in conflicts where serious efforts are being made to minimise humanitarian harm. On top of this, people are left traumatised and suffering long-term damage to their schools, hospitals and other infrastructure.

The Political Declaration is a game-changer. It sends a powerful signal that it is no longer acceptable to use weapons that are designed for open battlefields in towns or cities. We are now working with the UK Government to encourage them to adapt the way they train the UK military, to do a better job of recording civilian harm and to encourage other governments to get on board with the Declaration too.

Trustees' Report

3 Support for our work

Institutional partners

We are grateful to the Foreign, Commonwealth and Development Office (FCDO) for supporting our programmes across Africa, Asia and the Middle East. These include the multi-country Disability Inclusive Development and Women's Integrated Sexual Health programmes, which are managed by Sightsavers and IPPF respectively, as well as partnerships with other organisations including HelpAge International, Danish Refugee Council and Voluntary Service Overseas.

We are also proud to be a member of the Start Network, which allows us to access rapid, innovative funding for under-the-radar emergencies. In 2022, these included crises in the Philippines, Sri Lanka and Colombia.

We would also like to thank Jersey Overseas Aid for providing funding for our response to the crisis in Ukraine in 2022 and to Elrha for ongoing support to our multi-country research project assessing the outcomes for trauma patients in humanitarian settings.

UKaid from the British people

START NETWORK

r2hc Research for health in humanitarian crises | elrha

JOA JERSEY OVERSEAS AID



Photo: Maria, 28, and her son Ismael, who has cerebral palsy. They left Venezuela to look for medical care and are now supported by HI. Project funded by ECHO.



Photo: A woman receives an emergency kit including cooking utensils, blankets and candles in Mankara, Madagascar in April 2022.

In response to cyclone Batsirai and several other intense cyclones that devastated communiities in Madagascar in 2022, HI teams distributed household kits, hygiene kits, dignity kits and cash assistance to 1,024 households, targeting people with disabilities and other vulnerable individuals.

Major giving

After another strong year with our Major Giving programme, we want to express special gratitude to our loyal partners in trusts, foundations and corporates, as well as philanthropic individuals, for making vital change happen in very tough environments.

The generosity from private organisations and individuals to our emergency response in Ukraine was remarkable; our warmest thanks goes to all of you. In addition, you supported the people of Pakistan during the terrible floods and the people of Madagascar following the devastating cyclone. In spite of so many emergencies in 2022, our essential work on disability inclusion continues; some of our valued partners supported inclusive education for girls in Nepal, for children with disabilities in Togo and for young children with disabilities in Jordan.

We are particularly grateful to players of People's Postcode Lottery for their continued contribution to our preparation of vulnerable populations for emergencies and for enabling us to carry out inclusive emergency responses, as well as for supporting our physical rehabilitation for victims of conflict, natural disaster, poverty and exclusion around the world. We really value these wonderful long-term partnerships.

Supported by players of PEOPLE'S POSTCODE LOTTERY

Awarded funds from POSTCODE GLOBAL TRUST

EUROMONITOR INTERNATIONAL

PageGroup

THE ANITA MENDIRATTA FOUNDATION

Individual giving

Our supporters are at the heart of everything we do. Thanks to their amazing generosity, 2022 was our best ever year for private fundraising!

Our priority is to secure long-term sources of income in an ethical and sustainable way, aiming to be open and transparent with our supporters at all times. In order to achieve this, we are continually reviewing a measured strategy of investment, aimed at offering more ways for donors to give to HI while ensuring we have efficient systems in place to manage supporter preferences and data.

In 2022, we focussed on developing our programme of emails to supporters, improving our online presence and making it easier for supporters to include a gift to HI in their wills.

On behalf of all the team at HI and everyone that your donations help us to support, thank you so much for your generosity.

PRABIN IS GROWING FAST!

Photo: Prabin, 6, lives in southeastern Nepal with his parents. Born without the lower part of his right leg, his prosthesis has changed his life.

After months spent worrying about their son's future, Prabin's family found hope when a social worker referred them to a Community Based Rehabilitation centre supported by HI in Biratnagar. There they met Ambika, a Prosthetist and Orthotist for HI's local partner, and they formed a life-long friendship.

In September 2022, Prabin returned to the centre to receive a new prosthesis, his 4th. His old one had been adjusted several times but was now too small.

"Growth is an important aspect of working with children" Ambika explains. "As their bodies change, their prosthesis has to be adapted or changed in a similar manner. Just as they outgrow shirts, trousers and shoes, they will outgrow their prosthesis!"

How you can support our work

humanity &inclusion

There are so many ways in which you can support HI's life-changing work alongside disabled and vulnerable people worldwide:

- Support HI's life-changing work by making a one-off donation.
- Join our amazing regular donors by setting up a monthly gift to support our work in the long term.
- Sign the 'Stop Bombing Civilians' petition on our website.
- Organise a fundraising event or personal challenge - you could run, ride, bake or sing to raise funds! Our team are available to provide free resources and advice.
- Schools, clubs and community groups can also fundraise together and take action as part of our campaigns.
- If you are a philanthropist or represent a company or trust, why not call our team to explore how you can make the greatest difference through a bespoke partnership.
- If you are thinking of leaving a legacy in your will to help change lives, please consider remembering Humanity & Inclusion UK. Anyone can leave a legacy gift to charity and you could continue to make a difference for generations to come.

Please visit our website humanity-inclusion.org.uk email supportercare.uk@hi.org or call us on 0870 774 3737 to find out more.



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Trustees' Report

4 Governance, structure and management

Constitution and governance

Handicap International UK was founded in 1999. It was registered as a company limited by guarantee on 8th June 2000 and as a charity on 22nd September 2000. In 2018, the charity adopted a new operating name, Humanity & Inclusion UK, which is the name referred to throughout this document (alongside HI UK).

The organisation is governed by its Articles of Association, a copy of which is available at the registered office. HI UK is part of the global Humanity & Inclusion Network (HI), composed of a Federation, an Institute and eight national associations including HI UK.

HI UK has taken into consideration the Charity Commission's guidance on public benefit when outlining the objectives and activities for the year being reported on, as well as for subsequent years within our strategy.

HI UK is governed by its Board of Trustees, which is responsible for ensuring a strong strategic focus in line with the charitable aims of the organisation and with HI's global strategy. In accordance with governance best practice, the Board aspires to follow the principles of the voluntary Charity Governance Code as proportionate to the charity's circumstances; a review of our compliance with the Code was completed in 2022.

As a member of the HI Network, HI UK supports and contributes to the work of the wider Federation. An international governance structure and an operational framework have been agreed within the Network in order to rationalise and share resources, and the Federation has agreed in our joint strategy to meet any shortfall of funds.

In 2022, the HI UK Board was represented on the Federal General Assembly with two seats. This General Assembly has ultimate governance oversight of the HI Organisation.



Photo: At a warehouse in Vinnytsia, Ukraine, run by HI's 'Atlas Logistics' division, Viktor is putting together emergency hygiene kits.

Each kit has enough supplies for one family to last one month. It includes items like washing up liquid, bars of soap, laundry detergent, hygiene pads for women, toilet paper, household cleaner, bin bags, a towel and toothpaste. HI distributes these kits door-to-door and via group distributions.



Photo: Fatima, 20, was injured in March 2017 when her family apartment in west Mosul, Iraq was hit by an airstrike. It damaged her spine, leaving her paralysed from the waist down. HI's physiotherapist discovered that she has feeling down to her knees. There is hope that Fatima can make a slow recovery, building up strength and balance, and eventually walking with a frame and then a cane.

HI UK aims to select Trustees in a manner consistent with its equal-opportunities and diversity & inclusion policies. Trustee vacancies are advertised, all applicants are interviewed by a panel of the Board, and appointments are made on merit against objective criteria and considering the benefit of diversity. Trustees are appointed for a three-year term and are subject to a re-election procedure. The Board's effectiveness is reviewed annually.

On acceptance of the invitation to join the Board, new Trustees are given an induction that includes information about HI and HI UK's work policies and procedures, governance (including Trustees' roles and responsibilities), an explanation of the relationships with the Federation and other national associations, and the federal and national strategies.

Board meetings are held a minimum of four times per year and additionally as required. In 2022, the Finance & Audit Committee and the Risk Committee were merged into a single Finance, Audit & Risk Committee (FARC). The FARC and the People & Culture Committee meet regularly and as necessary between Board meetings and make recommendations to the full Board. Recommendations made and actions agreed by all Board committees are ratified at Board meetings.

Day-to-day management of the organisation is devolved to the Chief Executive, who reports to the Board and has frequent contact with the Chair and Trustees. None of the Board members has any beneficial interest in the charity. There is a delegation of authority which formalises the delegation of powers to the Chief Executive and sets out the matters that are expressly reserved for determination by the Board and cannot be delegated. The Chief Executive remains responsible for the matters delegated and is required to report to the Board as the Board deems appropriate.

All of the Trustees are members of the charity and guarantee to contribute £1 in the event of a winding up of HI UK. The Trustees are also directors of HI UK for the purposes of company law. They are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Environmental, Social and governance (ESG)

The Board of Trustees has determined the following areas as being significant environmental, social and governance factors for HI UK:

- Environmental footprint
- Social missions
- Diversity and inclusion
- Adherence to the Charity Governance Code
- Institutional policies and code of conduct
- Organisation and salaries

ENVIRONMENTAL FOOTPRINT

2022 was our baseline year for calculating the carbon footprint of both HI UK and the HI Federation. As HI UK, we have set ourselves the goal of achieving Net Zero emissions by 2047, which is 25 years from this baseline.

In 2022, we calculated our emissions as follows, using the French "Bilan Carbone" model in line with the methodology adopted by the HI Federation:

Baseline year: 2022	
EMISSIONS	**TOTAL (tCO2e)**
Scope 1	8 tonnes
Scope 2	11 tonnes
Scope 3	Upstream transportation and distribution – 0 tonnes Waste generated in operations – not available (see note) Business travel – 28 tonnes (of which 26 tonnes were for international flights) Employee commuting – 9 tonnes Downstream transportation and distribution – 0 tonnes Purchased goods and services – 16 tonnes for employee food and drink (not counted as organisational emissions); other emissions data not available (see notes)
Total Emissions	**72 tonnes** (including international flights and employee food and drink)

Scope 1 emissions are direct emissions (i.e. consumption of fossil fuel in assets controlled or owned by an organisation), Scope 2 emissions are indirect emissions associated with purchase of electricity, steam, heat or cooling (i.e. the result of the organisation's energy use), and Scope 3 encompasses all other indirect emissions.

"tCO2e" means the sum of Scope 1 emissions (from direct operations) and Scope 2 emissions (from electricity purchased) during a given period, measured in metric tonnes of carbon dioxide equivalent.

Remarks on emission measures:

Scopes 1 & 2 – gas and electricity use

HI UK has a 17.88% share of a London building. Our accounting team used this figure to calculate our gas and electricity use in 2022. Our landlord also provided information on greenhouse gases lost from our office's air-conditioning unit. HI UK owns no vehicles.

Scope 3

The UK Cabinet Office guidance stipulates that organisations should report emissions in their Carbon Reduction Plans (CRPs) against just five of the Scope 3 categories, namely:

4. Upstream transportation and distribution

5. Waste generated in operations

6. Business travel

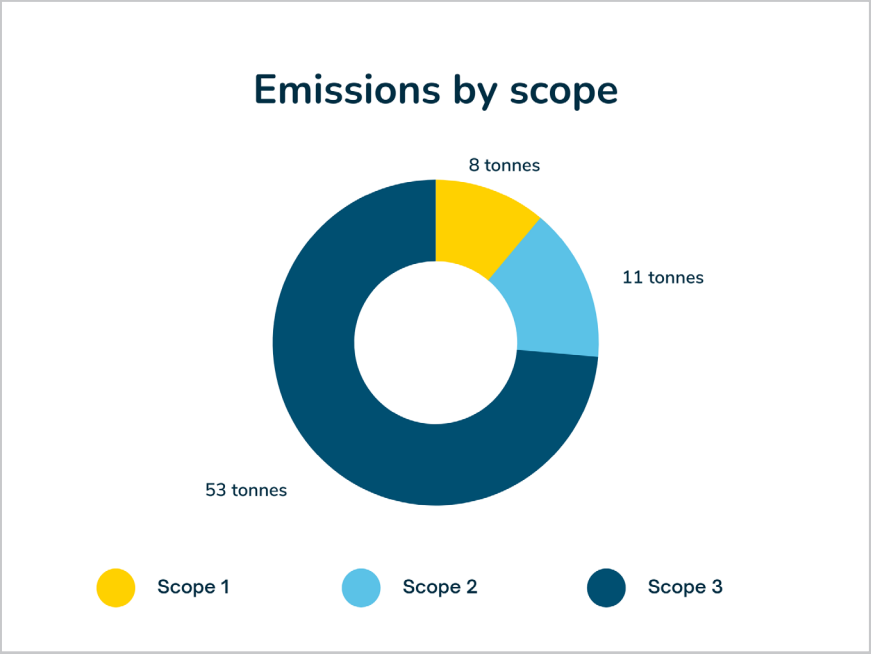
7. Employee commuting

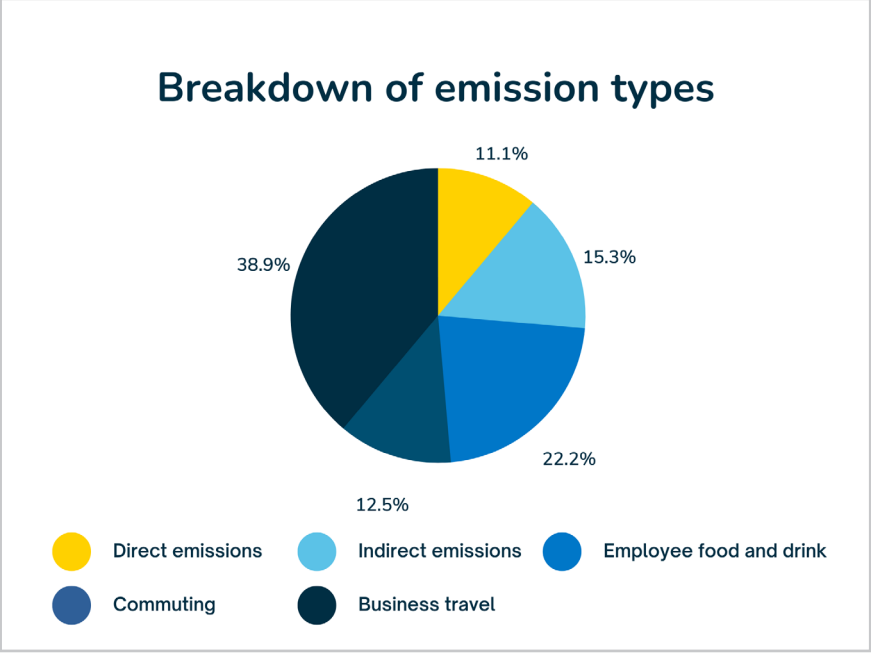
9. Downstream transportation and distribution

However, we have also decided to try to report on our Category 1 emissions (purchased goods and services).

Category 1: Purchased goods and services

Emissions for goods and services are included in the parameters for HI's global HI carbon footprint assessment. We were not able to produce data for goods and services procured by HI UK in 2022. However, in line with our international methodology, we have included in this category data on emissions for employee-bought food & drinks, although these are sometimes considered to be personal rather than organisational emissions.





In 2023, we will review our procurement processes to request relevant suppliers to have a CRP and/or commitment to Net Zero and where possible to provide us emissions data for our business with them.

Although our digital footprint is also included in the scope of this category, we were not able to capture data related to these emissions in 2022. We are exploring ways to track this in future years. In the meantime, we will be undertaking projects to reduce it.

Category 4: Upstream transportation and distribution

HI UK does not produce any emissions under this category.

Category 5: Waste generated in operations

We do not have specific data on the waste and water generated as an organisation as this is managed through the lease arrangements as part of the building operation. We will work with our landlord to capture them and bring them into our calculations in 2023.

Category 6: Business travel

All employees were surveyed regarding their business travel, including their destinations, methods of transport, distances travelled and, if flying, the number of stopovers. International flights were our single biggest source of emissions.

Category 7: Employee commuting

Emissions in these areas were assessed using a staff survey. This was not a high-emission area for the HI UK team, with many people using low-emission modes of transportation to and from work.

Category 9: Downstream transportation and distribution

HI UK does not produce any emissions under this category.

Our current measured tCO2e is 46 tonnes. However, this figure would be higher if we were able to measure and include the contributions from our procurement, waste & water and digital consumption.

In order to progress to achieve Net Zero by 2047, we have adopted the following carbon-reduction targets:

- Measured emissions to decrease over the next five years to 54 tCO2e by 2027. This would be a reduction of 25%.
- Measured emissions to decrease to 36 tCO2e by 2030. This would be a 50% reduction.

In early 2022, HI UK appointed a 'Green Team', which is responsible for three key areas of activity:

- Policy – To work on projects, including our Carbon Reduction Plan, that improve policies designed to reduce the impact of our operations on the environment.
- People – To communicate with colleagues on how they can be conscious of the environment in their work, to encourage green practices across the business and to bring the environment into everyday decision-making.
- Private – To provide tips to colleagues about how they can live their personal lives in ways that have less impact on the environment.

In the future, we intend to implement the following further measures:

- Update our travel policy – This policy will state requirements for travelling by train rather than aeroplane to certain business destinations in the UK and Europe.
- Update our procurement policy – We will revise this policy to establish emission management, mitigation and reporting as key criteria in our choices of supplier. We will work on a way to request our suppliers to have a CRP and/or commitment to Net Zero and to provide us with emissions data for our business with them.
- Organise an Environmental Impact training day – We will hold a day of workshops and training sessions that aim to improve our understanding of how our day-to-day business decisions affect the environment.
- Improve our digital policy to reduce the carbon footprint of our online activity – We will propose changes to our practices in order to reduce our digital footprint. These will include ensuring use of low-impact methods for sharing large files and reducing our digital storage.
- Discuss with our landlord ways to reduce our carbon footprint in the building – We will work with our landlord to capture data on waste and water and bring them into our calculations in 2023. We will also advocate for changes in facilities management in order to reduce the carbon footprint more generally (e.g. by reducing the heating temperature by at least 1 degree).
- Review the CRP – In order to ensure we meet our year-on-year reduction targets, we will review and update our CRP at least yearly and will circulate and publish the revised version.

The HI Federation

In its 2016-2025 strategy, HI included the reduction of its environmental impact as a major challenge and a strategic

opportunity in its own right. To have a clearer vision of the environmental challenges specific to its sectors of intervention, its entities and its activities, country by country, in 2022 the Federation produced its first carbon footprint assessment.

The data was collected in 37 of the association's countries of operation and at its headquarters in France for the year 2019. This assessment is part of a sector-wide approach carried out within the framework of the Carbon Working Group of the Humanitarian Environment Network, which is composed of 10 international NGOs and with which HI has aligned its methodology for collection and analysis of the emissions data.

HI's ambition is to reduce its global greenhouse gas emissions by 50% by 2030. This ambitious objective is in line with the commitments of the Paris Agreement, which defines the trajectory to be followed to limit global warming and its impacts as much as possible.

The work done on HI's international carbon footprint assessment allows us to identify priorities and ways to make reductions. For some emission items, the levers are clear, although not necessarily simple to implement: improving our procurement policies, for example, implies limiting the quantities purchased, looking at the quality of products to extend their life span when it is appropriate, choosing local suppliers when possible, and reducing the supply chain impacts when not.

For other emission items, and especially those linked to our operations, our technical and operational teams are working to reinvent our ways of working and to include environmental considerations at the design stage of our projects. This will limit the environmental impact of our projects (in line with the "do no harm" principle), make them more resilient to climate change and enable HI better to support our beneficiaries in the face of future upheavals.

To accompany the implementation of this ambitious action plan, HI is also deploying an important awareness and training plan for its employees. The Climate Fresk and the 2 Tons Workshop, which have proved their worth in many structures, are offered to all employees.

SOCIAL MISSIONS

HI UK's charitable purpose is to meet the basic needs, improve the living conditions and promote respect for the dignity and fundamental human rights of disabled and vulnerable people worldwide. Through our work in 2022 we have spent £8.98m in contribution to the HI Network's global efforts. As described above, HI UK has also influenced policy and practice on disability inclusion and explosive weapons and our technical staff have designed and delivered programmes around the world, with a particular focus on inclusive education, armed-violence reduction and emergency rehabilitation.

In May 2022, we finalised a formal framework setting out HI UK's commitments on diversity and inclusion. This includes principles on inclusive behaviours, communication, advocacy, recruitment, pay & reward, data and governance.

As part of these commitments, in 2022 we continued to hold regular sessions to learn more and share insights about discrimination or to hear from different people about their experiences. We also made further improvements to our recruitment process in order to make it as attractive, accessible and fair as possible to a broad range of potential candidates. We are proud to continue to be formally designated a "Disability Confident Employer".

We completed an in-depth review of our Staff Handbook and internal policies to ensure they are more inclusive, including enhancing our provisions for parents, prospective parents, adopters and carers. We also improved our annual survey to review the levels of diversity and inclusion in our organisation.

We seek to maintain a diverse Board. The gender balance among our nine Trustees is currently five women and four men. Two Trustees are people of colour. Three describe themselves as having a disability.

Diversity and inclusion is a standing item in quarterly Board meetings, with a designated Board focal point and detailed oversight included in the terms of reference of the Board's People & Culture Committee.

CHARITY GOVERNANCE CODE

In 2022, we finalised a review of our compliance with the Charity Governance Code. The Code outlines the following principles:

Principle 1: Organisational purpose.
The Board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably.

Principle 2: Leadership.
The charity is headed by an effective Board that provides strategic leadership in line with the charity's aims and values.

Principle 3: Integrity.
The Board acts with integrity. It adopts values, applies ethical principles to decisions and creates a welcoming and supportive culture which helps achieve the charity's purposes. The Board is aware of the significance of the public's confidence and trust in charities. It reflects the charity's ethics and values in everything it does. Trustees undertake their duties with this in mind.

Principle 4: Decision making, risk and control.
The Board makes sure that its decision-making processes are informed, rigorous and timely, and that effective delegation, control and risk assessment, and management systems are set up and monitored.

Principle 5: Board effectiveness.
The Board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions.

Principle 6: Equality, diversity and inclusion.
The Board has a clear, agreed and effective approach to supporting equality, diversity and inclusion throughout the organisation and in its own practice. This approach supports good governance and the delivery of the organisation's charitable purposes.

Principle 7: Openness and accountability.
The Board leads the organisation in being transparent and accountable. The charity is open in its work unless there is good reason for it not to be.

We are confident that our structure and approach adhere well with both the letter and the spirit of each of these principles.

To help entrench these principles, in 2022, the Board of Trustees convened a session with an external expert to help us further strengthen our Board effectiveness.

INSTITUTIONAL POLICIES AND CODE OF CONDUCT

HI's institutional policies and directives set out the principles to be respected by all of its employees and partners. Alongside these policies, HI's overarching Code of Conduct outlines HI's expectations of staff and volunteers. It aims to protect all beneficiaries of HI's direct and indirect actions, and people from communities in contact with these actions, especially children, women, people with disabilities and anyone in a vulnerable situation.

The following institutional policies are available at: www.hi.org/en/institutional-policies

- Code of conduct
- Safeguarding framework
- Child protection policy
- Disability, gender and age policy
- Protection of beneficiaries from sexual exploitation, abuse and harassment policy
- Anti-fraud, bribery and corruption policy
- Counterterrorism measures and regulations policy
- Safety and security policy
- Environmental agenda

ORGANISATION AND SALARIES

During 2022, HI UK employed a team of some 23 people (average staff headcount) to achieve its charitable objectives. HI UK was also supported by volunteers and secondments from the civil service with varied roles across the organisation.

HI UK aims to be a median employer compared to similar organisations in the UK and we participate in regular market surveys in order to achieve this. We publish salaries in our job adverts in order to ensure transparency and to promote fairness. Levels of remuneration for all employees are determined using our salary grading system. Salary increases are based on a combination of cost-of-living and performance-related measures, and are reviewed annually, overseen by the People & Culture Committee of the Board.

During 2022 we continued to qualify as a Disability Confident Employer.





Photo: Nujeen, a Syrian refugee with disabilities, experienced heavy bombing in Aleppo. In November 2022, she laid a wreath at HI's Monument to the Unknown Civilian in Dublin, as 83 states signed an agreement against the use of explosive weapons in populated areas.

Principal risks and uncertainties

RISK MANAGEMENT PROCESS

In 2022, the Risk Committee of the Board merged with the Finance & Audit Committee to become a single Finance, Audit & Risk Committee. The Committee introduced a revised risk-management process. Each currently identified risk is now attributed to one of the following five categories:

- External relations
- Fraud & fiduciary
- Funding
- IT & operations
- Staff

In each quarterly meeting, the Committee conducts a "deep dive" into one of these five categories in order to interrogate the quality of the planning and mitigations in place for each risk in that category. In addition, any new or significantly evolving risks are discussed in each quarterly meeting, as are any serious incidents that may have occurred.

PRINCIPAL RISKS

The most significant risks and uncertainties that HI UK faces as an organisation at the time of this report relate to the following areas:

Institutional funding:
A significant proportion of HI UK's funding comes from institutional donors such as the Foreign & Commonwealth Development Office (FCDO). The amount of UK Official Development Assistance that is being made available for international work by NGOs has fallen very substantially over the past two years, resulting in a significant reduction in institutional income for HI UK. HI UK's financial support from the HI Federation means that reductions in institutional funding have only a limited impact in the short term, and further development of FCDO priorities is allowing HI UK to regain funding. To ensure that HI UK minimises the risks of a reduction in institutional funding in the future, we have strategic plans in all our technical areas, well-established ways of working with HI's technical teams to ensure high-quality programme design and implementation, and a programme of work to increase the engagement of our country teams with the FCDO and other key donors. We are also active in maintaining our profile and reputation with central FCDO teams and key partners, including through work in 2022 to help

shape the FCDO's Disability Inclusion and Rights Strategy. In the longer-term, we anticipate the availability of institutional funding to increase again as the amounts spent on UK refugee resettlement reduce, the economy recovers from recent economic shocks and the volume of funding managed by the FCDO stabilises.

Safeguarding of our staff, volunteers, partners and beneficiaries:
One of the principal risks to our organisation is to be faced with a safeguarding complaint and/or for that complaint not to be handled appropriately. In order to reduce all forms of safeguarding risk, we continue to take a number of mitigation measures both at HI UK and across the HI Network. These include ensuring compliance with our Code of Conduct, appointing safeguarding focal points at the Board, management and staff level, compulsory training courses for all staff and Trustees, a reference and police-check process for new recruits when relevant to the role, an effective serious-incident reporting procedure, and a rolling programme of staff-led reviews of our major safeguarding risks.
Retention of key staff:
In order to mitigate the risk of losing key staff, we are working proactively across a range of areas to promote employee engagement, including implementing a learning and development plan, continually improving our organisational culture, promoting diversity and inclusion, training managers to support mental health, talking openly and frequently about wellbeing, enabling flexible working, and promoting feedback and honest discussion.

Management of service contracts:
HI UK and the HI Network as a whole are adapting to the growing tendency of institutional funders to offer service contracts that render payment of monies conditional upon meeting specific performance criteria, as opposed to simpler grant funding agreements. Service contracts require increased monitoring and reporting to ensure that the performance and funding conditions are met. This increases the financial as well as reputational risks associated with them. The HI Network has mitigation measures in place in order to manage these risks, including building the capacity of our teams to manage such contracts well and proactively learning from the service contracts that are already in place. For current service contracts, roles and responsibilities are clear, with HI UK supporting and advising country teams on compliance and risk, and supporting the management of relations with partners and the FCDO, as needed.

Counter-terrorism requirements:
As an organisation working in areas where there is a known risk of terrorist activity, the need to ensure full compliance with counter-terrorism requirements requires constant oversight. Our UK team works to ensure that all country offices are aware of and implement our global policy. We also share this policy with partners and funders during due-diligence assessments for all grants and contracts, as required. In addition, we participate in the Bond Sanctions and Counter-Terrorism Working Group to ensure we have the latest sector-wide understanding of risks and concerns in this area.

Fraudulent fundraising in the name of HI:
There is a high likelihood of criminal actors fraudulently using HI's name to raise money. We have processes in place to ensure rapid reporting and response



Senegal © HI / Simpricius Ati

to any such incidents, including signposting people who report fraud to the police and notifying the public through social media and our website. We were not made aware of any such incidents during 2022.

Data protection breach or cybercrime:
This is a growing area of risk for all organisations and one where constant improvements are needed in order to remain protected. In 2022, we reviewed our processes on GDPR compliance to ensure that they are robust. As part of this, we produced a data retention policy, which is being implemented across the organisation. With support from the HI Federation, we strengthened our IT protocols, introducing multi-factor authentication, regularly testing our ability to detect and respond to phishing scams, upgrading our cyber protections and securing Cyber Essentials certification in 2022 (subsequently upgraded to Cyber Essentials Plus).

Inflation and a weak UK economy:
Risks arising from high inflation have become more pressing throughout 2022. Consequences include pressure on staff salaries and significantly higher costs for energy, supplies and services. These can be partly mitigated – e.g. by reducing consumption in some areas and renegotiating contracts – but not entirely. Economic turbulence also poses a threat to our fundraising performance. Our main mitigations for this are having varied income streams and approaches and focussing on building up our regular givers (who are typically more dependable). We also follow public attitude surveys and sector analysis and track the rate at which donors lapse each month to see if there are any negative trends.



Photo: An orthopedic technician works on a new prothesis at HI's Physical Rehabilitation Centre in Kandahar, Afghanistan.

RAISING VOLUNTARY INCOME

HI UK is committed to maintaining the highest standards in our fundraising. We are a member of both the Chartered Institute of Fundraising and the Fundraising Regulator, and we comply with best practice in fundraising through the Code of Fundraising Practice. We also comply with the Data Protection Act 2018 and the UK implementation of the General Data Protection Regulation (GDPR) and have a vulnerable persons' policy in line with these requirements. We ensure that any third-party organisations we work with adhere to these requirements too.

Our policy on fundraising with people in vulnerable circumstances is followed by all our fundraisers and suppliers. Our Fundraising Manager reviews all fundraising materials and provides training to our fundraisers, and those fundraising on our behalf, when required. In addition, we incorporate the Institute of Fundraising's 'Treating donors fairly' guidance into our fundraising. We regularly review our fundraising marketing channels and propositions and take on feedback from our supporters and the public.

Our supporter promise can be found on our website at humanity-inclusion.org.uk/en/our-promise-to-you.

In 2022, HI UK received four complaints related to supporter communications. All complaints were responded to and resolved.

FINANCIAL REVIEW

HI UK income in 2022 was £9.94m, which represents a 4% decrease from 2021 where we had an income of £10.34m. The principal reason for this decline was further cuts in the volume of UK official development assistance being made available to international NGOs, which led to a fall in institutional funding from £15.09m in 2020 to £8.2m in 2021 and £7.2m in 2022. Our major-giving income increased from £435.7k to £582.6k, mainly thanks to donations from our corporate partners. Charitable activities represented 75% of the expenditure incurred from total income. For further information on the programmes HI UK supported this year, please see pages 10 to 14.

The HI Federation continued to maintain investment in HI UK, providing in total £1,142.5k (compared to £920.3k in 2021) to support HI UK's strategy to grow, invest in UK projects, diversify our income sources and support our running costs. For more details, see the accounts on pages 34 to 48.

RESERVES POLICY

HI UK's reserves are intended to facilitate cash flow and to act as a contingency against unexpected expenditures or shortfalls in fundraising, with the aim of preventing any significant disruption to our charitable activities. They are evaluated in the context of the support provided by the global HI Network and are reviewed whenever budget projections are revised or when our exposure to risk changes. If needed, expenditure levels can be materially adjusted within a twelve-month period to fit revised funding levels.

HI UK's policy is to retain the equivalent of three months of UK activity costs. This corresponds to around £400k. However, the HI Network has a target for reserves of equivalent to two months' activity budget, excluding exceptional costs and the costs of strategy-related projects. At the end of 2022, HI UK's total reserves – defined as unrestricted funds excluding fixed assets – stood at £281,540; this corresponds to at least two months of UK activity costs. The trustees approve this volume, in light of the support HI UK receives from the HI Network, the good diversification of income sources and expenditure commitments, and recent growth in voluntary income.

FUTURE PROSPECTS

We continue to work towards our strategic framework, across these three pillars:

1. Bring tangible improvement to the living conditions of people with disabilities and vulnerable populations through key opportunities linked to our organisational mission.
2. Be an innovative fundraising organisation, responding to the funding opportunities available to meet the needs of our programmes.
3. Have a diverse, happy and connected workforce, in an innovative, compliant and tech-savvy environment.

In 2023, we intend to achieve these objectives by:

- Providing technical expertise to HI programmes in humanitarian mine action, inclusive education, emergency rehabilitation and inclusive humanitarian action
- Promoting innovations such as 'tele-rehabilitation' technologies and the use of



Madagascar © Parany.photo / HI

drones in mine clearance
- Encouraging the UK Government to change its policies and practices in light of the new Political Declaration to curb the use of explosive weapons in populated areas and to take action to promote inclusive humanitarian response and development
- Raising funds for humanitarian emergencies and HI's longer-term work
- Establishing HI as a partner of choice among key organisations
- Building our network of supporters across the UK
- Improving our digital capability

Under our fundraising strategy, we will continue to spread our efforts between institutional funding, major giving (philanthropy, trusts, foundations and corporate partnerships) and individual giving. With new staff in place and more streamlined systems, we anticipate growing both individual and major giving. We also hope to see growth in institutional funding in 2024, following the significant drops in 2021 and 2022 arising from cuts to the UK aid budget. Behind these efforts we will work to increase our visibility and connections with all key audiences – this has been identified as a key strategic priority. With these elements in place, we expect to see steady income growth over the coming year and beyond.

GOING CONCERN

The Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants and major gifts already having been secured for 2023 and beyond. In addition, the HI Federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the charity. Having considered the above as well as our fixed costs, the Trustees believe that it is appropriate to continue to adopt the going concern basis in preparing this annual report and financial statements.



Photo: Daïsane, 10, being picked up from primary school by her sister, Kinshasa, DR Congo.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to Auditors

Insofar as each of the Trustees of the charity at the date of approval of this report is aware there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charity's auditor is unaware. Each Trustee has taken all of the steps that he/she should have taken as a Trustee in order to make himself/herself aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Registered office:
9 Rushworth Street
London, UK
SE1 0RB



Signed on behalf of Trustees

Acting Treasurer: Tom Morrow

Date: 6th June 2022



Iraq © Tom Nicholson / HI

Independent auditor's report

to the members of Handicap International UK for the year ended 31st December 2022

OPINION

We have audited the financial statements of Handicap International UK ('the charitable company') for the year ended 31 December 2022, which comprise Statement of Financial Activities, Balance Sheet, Cashflow Statement and Notes to the Financial Statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2022 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATED TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement set out on page 29, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

EXTENT TO WHICH THE AUDIT WAS CONSIDERED CAPABLE OF DETECTING IRREGULARITIES, INCLUDING FRAUD

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed

audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were: General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation.

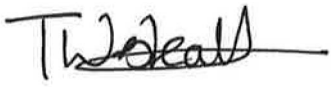
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income, charitable expenditure through other HI entities and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance and Audit Sub-Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tara Westcott
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Cheltenham

Date: 12 July 2023

Financial Statements

5 Our 2022 accounts



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STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure account)

For the year ended 31st December 2022

	Note	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
INCOME FROM:					
Donations & Legacies (including Contribution from HI Federation)	2	1,915,295	588,786	2,504,081	1,995,435
Charitable activities	3	3,116,790	4,320,456	7,437,246	8,387,456
TOTAL INCOME		**5,032,085**	**4,909,242**	**9,941,327**	**10,342,891**
EXPENDITURE ON:					
Raising funds	4	953,209	-	953,209	771,157
Charitable activities					
Overseas Programmes					
Humanitarian emergencies		55,203	1,770,614	1,825,817	1,222,569
Long-term development		3,262,483	2,165,228	5,427,711	6,910,932
Multi-sector programmes		761,190	570,376	1,331,566	1,008,902
UK Projects		-	403,024	403,024	429,331
Total Charitable activities	5	4,078,876	4,909,242	8,988,118	9,571,734
TOTAL EXPENDITURE		**5,032,085**	**4,909,242**	**9,941,327**	**10,342,891**
NET INCOME / (EXPENDITURE)	8	-	-	-	-
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		-	-	-	-
RECONCILIATION OF FUNDS:					
Total funds at 1st January 2022		281,540	-	281,540	281,540
TOTAL FUNDS at 31st December 2022		**281,540**	-	**281,540**	**281,540**

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

Photo: Sosan, from Afghanistan, lost the use of one leg from a bullet wound. She received physiotherapy and psychosocial support from HI, as well as a walker. Now, she can go to school again.

BALANCE SHEET

At 31st December 2022

	Note	TOTAL 2022 £	TOTAL 2021 £
Fixed Assets			
Tangible assets	**12**	35,801	51,834
Total Fixed Assets		35,801	51,834
Current Assets			
Debtors	**13**	3,056,990	3,736,836
Cash at bank and in hand		1,985,107	2,770,002
Creditors: Amounts falling due within one year	**14**	(4,796,358)	(6,277,132)
Net Current Assets		245,739	229,706
TOTAL NET ASSETS	16	**281,540**	**281,540**
THE FUNDS OF THE CHARITY:			
Unrestricted funds: General fund		281,540	281,540
TOTAL FUNDS		**281,540**	**281,540**

These financial statements are prepared in accordance with part 15 of the Companies Acts 2006.

Company Limited by Guarantee Registration Number 4010383 (England and Wales).

These financial statements were approved and authorised for issue by the Board of Trustees on 6th June 2023 and signed on its behalf by :



.....

Trustee: Tom Morrow

Date: 6th June 2023

The notes on pages 38 to 48 form part of these financial statements.

STATEMENT OF CASH FLOWS

At 31st December 2022

	Note	TOTAL 2022 £	TOTAL 2021 £
NET INCOME / (EXPENDITURE) FOR REPORTING PERIOD			
(as per the STATEMENT OF FINANCIAL ACTIVITIES)		-	-
Adjustments for:			
Depreciation charges	**12**	18,492	19,392
(Gain)/loss on disposal		-	-
Net unrealised exchange (gain)/loss		(76,460)	(15,018)
(Increase)/decrease in debtors		679,846	1,276,507
Increase/(decrease) in creditors		(1,480,774)	(1,264,643)
NET CASH (USED IN) / PROVIDED BY OPERATING ACTIVITIES		**(858,896)**	**16,238**
NET CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of fixed assets		(3,318)	(10,021)
NET CASH PROVIDED BY / (USED IN) INVESTING ACTIVITIES		**(3,318)**	**(10,021)**
CHANGE IN CASH AND CASH EQUIVALENTS IN REPORTING PERIOD		**(861,355)**	**6,217**
Cash and cash equivalents at the beginning of the reporting period		2,770,002	2,748,767
Change in cash and cash equivalents due to exchange rate movements		76,460	**15,018**
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		**1,985,107**	**2,770,002**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2022

1. ACCOUNTING POLICIES

Handicap International UK (HI UK) was founded in 1999, incorporated in England and Wales as a company limited by guarantee on 8th June 2000, and as a charity on 22nd September 2000. As of the 24th of January 2018, the organisation has adopted a new operating name, Humanity & Inclusion UK. HI UK is a public benefit entity. The Registered Office is 9 Rushworth Street, London SE1 0RB.

a) Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice for charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (Charities SORP (FRS 102), which is applicable from 1 January 2015, and the Companies Act 2006. All figures are rounded to the nearest whole pound and presented in the charities functional currency which is (GBP).

The Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants and major gifts already having been secured for 2023 and beyond. In addition, the HI Federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the charity. Having considered the above as well as our fixed costs, the Trustees believe that it is appropriate to continue to adopt the going concern basis in preparing this annual report and financial statements.

b) Fund accounting

The charity maintains various types of funds as follows:

Restricted funds: Restricted funds represent

- Grants and donations received which are allocated by the donor for specific purposes as defined by the donor; and
- Some contributions from HI Federation, which are allocated by HI Federation for use for specific purposes.

Expenditure that meets these criteria is charged to the fund, together with a fair allocation of support costs.

Unrestricted funds: Unrestricted funds represent income which is expendable at the discretion of the Trustees in the furtherance of the objects of the charity.

c) Income

Voluntary income, including donation, grants, legacies and volunteer contributions is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. The following specific policies apply to categories of income:

- Performance based contracts: where HI UK provides goods and/or services in return for a fee as part of its charitable activities such contracted income is recognised in the year as incoming resources in the SOFA to the extent that HI UK has provided the goods and/or services thereby earning the right to consideration by its performance. Income from commercial contracts is recognised in line with the performance of the contractual obligations.
- Grants from governments, institutional donors and trusts & foundations: where related to specific conditions; are recognised as income in the SOFA when the conditions have been substantially met and the associated expenditure is incurred. Grants receivable are credited to the Statement of Financial Activities (SOFA) in the year for which they are entitled to be receivable.
- Grants that are not subject to specific performance deliverables or conditions are recognised in full in the SOFA when they become receivable. Where income is received in advance of its recognition in the SOFA it is deferred as a liability until certainty exists that the conditions imposed can be met. Where entitlement occurs before incoming resources are received the income is accrued.
- Donated services and facilities are included as 'Voluntary income' at their estimated value to the charity when received, and under the appropriate expenditure heading depending on the nature of service or facility provided, at the same value and time.
- Investment income is included in the SOFA in the year in which it is receivable.
- Legacy income is brought into the accounts when entitlement has been established, receipt of income is probable, and the value can be measured reliably. Sufficient evidence for entitlement is deemed to be when probate has been granted, there is evidence that there are sufficient assets to pay the legacy after settling liabilities, and conditions to receive the legacy are either within the control of HI UK or have been met. Receipt is deemed probable when final estate accounts have been sent before year end 31 December.

d) Expenditure and basis of allocation of costs

Expenditure is recognised on an accrual basis when the charity has a legal or constructive obligation.

Resources expended are allocated direct to the particular activity where the cost relates to that activity.

Support costs have been allocated between charitable activities and raising funds. Costs that are not wholly attributable to an expenditure category have been apportioned to each activity on an estimate of staff time.

Governance costs include those costs associating with meeting the constitutional and statutory requirements of the charity such as the cost of board meetings, statutory compliance and costs linked to the strategic management of the charity. Governance costs have been allocated on basis of relative income (excluding Contribution from HI Federation) between Donations and legacies and Charitable activities.

e) Expenditure on raising funds

Expenditure on raising funds include the cost of recruiting and retaining new donors, costs relating to private and/or institutional grant applications, and associated communication and PR costs. These include an apportionment of support costs and governance costs, as shown in Note 4.

f) Accounting estimates and judgments

In preparing financial statements, management may have to make judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. It is the opinion of the Trustees that the estimates and assumptions that have the most significant risk of causing a material adjustment to the carrying amounts of assets and liabilities in the next financial year relate to the recognition of performance related grants and contracts. Contracts may include performance related elements which require an estimate of the cost to completion, where the outcome of a contract cannot be estimated reliably, the trustees recognise income under the contract only to the extent of the expenses recognised that are recoverable.

g) Expenditure on charitable activities

Expenditure on charitable activities comprise all costs incurred in the pursuit of the charitable objects of the charity. These costs, where not wholly attributable, are apportioned between the categories of charitable expenditure in addition to the direct costs. Expenditure on charitable activities includes an apportionment of support costs and governance costs, as shown in Note 5.

h) Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation, which is provided in annual instalments over the estimated useful lives of the assets. The rates of depreciation applied to the assets are:

Leasehold improvements	5 years or less over period of lease
Computer equipment	3 to 5 years on straight line basis
Office equipment	4 years on straight line basis
Fixtures & fittings	3 years on straight line basis

The threshold for an asset to be capitalized is set at £500.

i) Pension costs

The charity contributes on behalf of employees to their stakeholder defined contribution pension scheme. The cost of the contribution is charged to the Statement of Financial Activities (SOFA) when the cost is incurred.

j) Donated services and gifts in kind

Donated services and gifts in kind include secondments of personnel, pro bono services and other services. These have been valued at the cost the charity would have otherwise have paid for these services; or where a specific price is not available, this is at market rate.
Items gifted to the charity are included either as income in the SOFA or as an asset in the Balance Sheet. The valuation of such items is as deemed reasonable by the Trustees.

k) Foreign currencies

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

l) Liability of the guarantors

The charity does not have a share capital and is limited by guarantee. In the event of the charity being wound up the maximum amount which each member is liable to contribute is one pound. There were 10 (2021: 11) such members at 31st December 2022.

m) Operating lease

Total operating lease rentals are charged as an expense in the Statement of Financial Activities over the lease term.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2022

2. DONATIONS AND LEGACIES (including CONTRIBUTION from HI FEDERATION)

	2022 Total £	2021 Total £
Contribution from HI Federation	863,111	755,311
Donations	1,331,567	1,008,897
Donated services and gifts in kind	134,069	89,576
Other income	175,334	101,651
	2,504,081	**1,955,435**

3. INCOME FROM CHARITABLE ACTIVITIES

	2022 Total £	2021 Total £
Support for overseas programmes		
Institutional funding: Public bodies	2,416,615	4,675,138
Institutional funding: Private organisations	4,617,607	3,291,025
Support for UK projects		
Institutional funding: Public bodies	101,333	207,884
Institutional funding: Private organisations	22,207	48,405
Support from HI Federation for UK projects	279,484	165,004
Other Income	-	-
UK & overseas programmes **Note 9**	**7,437,246**	**8,387,456**

4. EXPENDITURE ON RAISING FUNDS

2022	Direct Costs £	Staff Costs £	Support Costs £	2022 Total £
Private fundraising investment	120,358	119,206	29,426	268,990
Institutional fundraising activities	28,786	15,709	18,366	62,861
Other fundraising activities	255,752	112,059	62,527	430,338
Communication & PR	51,219	106,818	32,983	191,020
Total expenditure on raising funds	**456,115**	**353,792**	**143,302**	**953,209**

2021	Direct Costs £	Staff Costs £	Support Costs £	2021 Total £
Private fundraising investment	188,581	37,246	26,012	251,839
Institutional fundraising activities	15,784	68,713	21,018	105,515
Other fundraising activities	139,973	76,206	32,056	248,235
Communication & PR	43,474	87,199	34,895	165,568
Total expenditure on raising funds	**387,812**	**269,364**	**113,981**	**771,157**

5. TOTAL EXPENDITURE ON CHARITABLE ACTIVITIES

	2022 Total £	2021 Total £
COSTS OF CHARITABLE ACTIVITIES		
Overseas programmes		
Emergencies	1,825,817	1,222,569
Long-term development	5,427,711	6,910,933
Multi-sector overseas programmes funded by voluntary donations		
Afghanistan	75,758	166,793
Central African Republic	-	24,834
Ethiopia	-	7,692
Haiti	113,533	153,846
Iraq	-	-
Jordan	18,798	-
Kenya	5,000	-
Lebanon	-	-
Laos	-	-
Madagascar	44,803	
Mali	27,696	
Merep	340,909	153,846
Middle East	-	-
Morocco	38,193	
Mozambigue	-	-
Nepal	74,197	-
Pakistan	66,480	
Philippines	12,350	-
Sierra Leone, Liberia	56,583	-
Sri Lanka	-	23,045
Syrian crisis	97,122	326,923
Togo	50,000	
Ukraine	234,386	75,000
Yemen	75,758	76,923
Total multi-sector programmes	**1,331,566**	**1,008,902**

UK projects	2022 Total £	2021 Total £
UK Emergency Medical Team	101,333	207,927
Inclusive Education and Armed Violence Reduction	212,772	111,798
Research, Policy and Awareness Raising	40,617	109,606
3i Division- Information, Impact and Innovation	17,308	-
Rehabilitation Technical Division	30,994	-
Total UK project costs	**403,024**	**429,331**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2022

2022	Direct Costs £	Staff Costs £	Support Costs £	2022 Total £
Overseas programmes	7,034,222	212,799	6,506	7,253,527
Multi-sector overseas programmes funded by voluntary donations	943,072	26,645	361,849	1,331,566
UK projects	35,920	332,814	34,290	403,024

2021	Direct Costs £	Staff Costs £	Support Costs £	2021 Total £
Overseas programmes	7,966,163	155,826	11,512	8,133,501
Multi-sector overseas programmes funded by voluntary donations	650,602	-	358,300	1,008,902
UK projects	132,665	251,279	45,387	429,331

6 GOVERNANCE COSTS

	2022 £	2021 £
Meeting costs & others	-	3,656
Professional fees	23,465	22,235
Staff costs	33,362	31,379
	56,827	**57,270**

7 SUPPORT COSTS

2022	Charitable Activities £	Generating Funds £	2022 Total £
Staff costs	103,969	90,456	194,425
General costs	209,598	39,300	248,898
Depreciation	15,572	2,920	18,492
Governance costs	46,202	10,625	56,827
	375,341	**143,301**	**518,642**

2021	Charitable Activities £	Generating Funds £	2021 Total £
Staff costs	108,247	61,293	169,540
General costs	240,530	42,446	282,976
Depreciation	16,483	2,909	19,392
Governance costs	49,938	7,332	57,270
	415,198	**113,980**	**529,178**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2022

8 NET INCOME FOR THE YEAR	2022	2021
This is stated after charging / (crediting):	£	£
Depreciation	18,492	19,392
Auditor's remuneration - statutory audit	22,500	22,235
Auditor's remuneration - tax services	2,340	3,246
Operating lease payments	115,812	122,656
	159,144	**167,529**

9. MOVEMENT IN RESTRICTED FUNDS	Income 2022	Expenditure 2022
	£	£
HUMANITARIAN		
Disasters Emergency Committee		
Afghanistan: Multi-purpose Cash Assistance Emergency Inclusive Multi-purpose Cash Assistance in support of vulnerable people in Herat	795,088	795,088
HelpAge International	-	-
Afghanistan: Resources, advocacy and capacity building support to Organisations of Persons with Disabilities	18,640	18,640
Jersey Overseas Aid	-	-
Ukraine: Emergency multi-sectoral response to the urgent needs of vulnerable populations	286,319	286,319
Norwegian Refugee Council	-	-
Gaza Strip: Humanitarian response to the most vulnerable population affected by extreme poverty, and humanitarian crisis	37,506	37,506
Start Network	-	-
Colombia: Responding to Hurricane Julia in High Guajira, Colombia (Flood Emergency Relief) via HelpAge	25,000	25,000
Philippines: Anticipation of Disease Outbreak	300,000	300,000
Philippines: Abra earthquake emergency response via TearFund	190,894	190,894
Togo: Start Fund Learning Grant on the impact of lack of documentation on access to humanitarian programmes	75	75
Sierra Leone: Emergency preparedness capacity of Integrated Physical and Functional Rehabilitation & MHPSS Services	20,000	20,000
Sri Lanka: Anticipatory response to Southwest monsoon in South and Western provinces via Acted	97,092	97,092
Total Humanitarian	**1,770,614**	**1,770,614**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2022

		Income 2022 £	Expenditure 2022 £
LONG-TERM DEVELOPMENT			
Foreign, Commonwealth and Development Office (FCDO):			
South Sudan: Inclusive mental health and humanitarian response		966,602	966,602
BRAC UK		-	-
Uganda: Disability-Inclusive Ultra-Poor Graduation Initiative		169	169
Uganda: Disability-Inclusive Ultra-Poor Graduation Initiative		**5,885**	**5,885**
Danish Refugee Council		-	-
Jordan: Protected today and tomorrow		**835,896**	**835,896**
Elrha		-	-
Evidence for impact of rehab in humanitarian settings		66,398	66,398
Plan International UK		-	-
Sierra Leone: Inclusive Girls Education		(17,532)	(17,532)
VSO		-	-
Nepal: Empower Adolescent Girls with Education		307,810	307,810
Total Long-Term Development		**2,165,228**	**2,165,228**
	SUB TOTAL	**3,935,842**	**3,935,842**
International Organisations (support for UK projects)			
Foreign, Commonwealth and Development Office (FCDO):			
UK International Emergency Medical Team		207,884	207,884
Sightsavers			
Development of website to disseminate information on Inclusion & Disability		45,050	45,050
HI FEDERATION			
Inclusive Education and Armed Violence Reduction		212,770	212,770
3i Division- Information, Impact and Innovation		**17,327**	**17,327**
Rehabilitation Technical Division		**30,977**	**30,977**
Total International Organisations		**384,614**	**384,614**
	TOTAL	**4,320,456**	**4,320,456**

10. TRUSTEES AND STAFF INFORMATION

a) Trustees

No Trustee received emoluments in 2022 (2021: nil)

In 2022 most meetings were held "virtually" and there were no reimbursed expenses during the year. (In 2021 there was no reimbursement for travel.) .

There were no costs paid directly to third parties (2021: £0)

Trustees voluntarily donated a total amount of £1,237.00 (2020: £575.00)

b) Staff

Staff costs were as follows:	2022 £	2021 £
Salaries and wages	885,940	723,076
Social security costs	96,264	67,316
Pension costs	38,942	33,383
Agency and seconded staff	85,054	53,612
	1,106,200	**877,388**

In 2022 0 employees received emoluments in range of £60,000 to £70,000 (2021:1) and 2 employees received emoluments in range of £80,000 to £90,000 on an annualised basis during the year (2021:1)

The total compensation for key management personnel (including employer social security costs) is £201,319 (2021: £134,275).

Two staff members were rebilled by Handicap International Federation for the total amount of £56,544.

The average headcount of staff employed in 2022 : 23

The average headcount of staff employed by the charity during the period, including seconded staff, was as follows:

	2022	2021
Generating funds	11	8
Charitable activities	12	13
Governance	0	1
	23	**22**

11. TAXATION

The charitable company is exempt from corporation tax on its charitable activities and trading activities carried out in the year.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2022

12. TANGIBLE FIXED ASSETS

	Leasehold Improvements	Fixtures, Fittings, Equipment	Total Fixed Assets
Cost	**£**	**£**	**£**
At 1 January 2022	42,459	129,554	172,013
Additions	-	3,318	3,318
Disposals	-	(12,324)	(12,324)
at 31 December 2022	**42,459**	**120,548**	**163,007**
Depreciation			
At 1 January 2022	20,852	99,327	120,179
Charge for period	3,050	15,442	18,492
Depreciation on disposal	-	(11,465)	(11,465)
at 31 December 2022	**23,902**	**103,304**	**127,206**
Net book value			
At 31 December 2022	**18,557**	**17,244**	**35,801**
At 31 December 2021	**21,608**	**30,226**	**51,834**

13. DEBTORS

	2022	2021
	£	**£**
Trade Debtors	308,514	1,139,454
Receivable from other HI Federation	316,380	12,501
Accrued income	2,343,330	1,462,649
Prepayments	19,479	1,104,271
Other receivables	69,287	17,961
	3,056,990	**3,736,836**

14. CREDITORS: Amounts falling due within one year

	2022	2021
	£	£
Money due to HI Federation for programs	4,298,663	4,823,803
Money due to Donors	13,681	20,539
Trade payables	46,578	96,282
Deferred income	352,780	1,108,282
Accruals & other creditors	38,952	162,557
Social security costs and other taxation	45,704	65,669
	4,796,358	**6,277,132**

Deferred income comprises the aggregate of amounts received in advance for future periods for specific grant agreements.

15. COMMITMENTS UNDER OPERATING LEASE

At 31 December 2022, the charity had annual commitments under operating leases as set out below:

	2022	2021
	£	£
Not later than one year	130,800	130,800
Later than one year and not later than five years	10,900	141,700
Later than five years	-	-
	141,700	**272,500**

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total Funds
2022	£	£	£
Total fixed assets	35,801	-	35,801
Current assets	1,646,915	3,395,182	5,042,097
Creditors: amount falling due within 1 year	(1,401,176)	(3,395,182)	(4,796,358)
Net assets at 31 December 2022	**281,540**	**-**	**281,540**

	Unrestricted Funds	Restricted Funds	Total Funds
2021	£	£	£
Total fixed assets	51,833	-	51,833
Current assets	2,658,000	3,848,838	6,506,838
Creditors: amount falling due within 1 year	(762,760)	(5,514,371)	(6,277,131)
Net assets at 31 December 2021	**1,947,073**	**(1,665,533)**	**281,540**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2022

17. MOVEMENT IN FUNDS

	Brought forward	Incoming resources	Outgoing resources	Carried forward
2022	**£**	**£**	**£**	**£**
Restricted funds	-	4,909,242	(4,909,242)	-
Unrestricted funds				
General fund	281,540	5,032,085	(5,032,085)	281,540
TOTAL FUNDS	**281,540**	**9,941,327**	**(9,941,327)**	**281,540**

	Brought forward	Incoming resources	Outgoing resources	Carried forward
2021	**£**	**£**	**£**	**£**
Restricted funds	-	5,845,804	(5,845,804)	-
Unrestricted funds				
General fund	281,540	4,497,087	(4,497,087)	281,540
TOTAL FUNDS	**281,540**	**10,342,891**	**(10,342,891)**	**281,540**

18. RELATED PARTY TRANSACTIONS

Handicap International UK is an independent National Association of the international charity Handicap International Federation (HI). A "Federal Handbook" manual has been agreed within the Federal network in order to rationalise and share resources, and formalise working arrangements. The Federation has identified the UK as a source of significant future growth in Private Fundraising and so has invested funds in Handicap International UK in order to achieve this. It has also agreed to meet any shortfall of funds whilst the charity becomes established in the UK.

Overseas programme expenditure is undertaken by HI Federation on behalf of HI UK. HI Federation is registered in France (Registration number 51965599700038) formally known as 'Association Federation Handicap International'

	Overseas programme expenditure	Invoiced to HI UK	Invoiced by HI UK	Owed to HI UK	Owed by HI UK
2022	**£**	**£**	**£**	**£**	**£**
HI Federation	7,034,222	71,178	45,965	16,180	4,298,663
HI United States	0	1,933	0	0	0
2021					
HI Federation	7,966,163	42,528	8,788	12,501	4,823,803
HI United States	0	1,526	0	0	0

Humanity & Inclusion UK

Acknowledgements

Thank you to all our ambassadors, donors and partners in 2022.

Ambassadors

- Jack Hunter-Spivey
- Ross Wilson

Donors and partners

- ACTED
- Anita Mendiratta Foundation
- Association of Physiotherapists in International Health and Development (ADAPT)
- Audley Group Ltd
- Bergman Lehane Trust
- BRAC UK
- British Association of Chartered Physiotherapists in Amputee Rehabilitation (BACPAR)
- Chillag Family Trust
- Coles Medlock Foundation
- Crown Agents
- Danish Refugee Council/H2H Network
- David Lister Charitable Trust
- Dorfred Charitable Trust
- Elrha
- Euromonitor International
- Foreign, Commonwealth and Development Office (FCDO)
- Google AdWords
- HelpAge International
- Interburns
- International Disability Alliance
- International Planned Parenthood Federation (IPPF)
- International Spinal Cord Injury Society (ISCoS)
- Jersey Overseas Aid
- Maitri Foundation
- Mark Glover
- MJB Charitable Trust
- Morgan, Lewis and Bockius LLP
- Norwegian Refugee Council
- Page Group
- Palladium
- Philip King Charitable Trust
- Plan International UK
- Players of People's Postcode Lottery
- Queen's University Belfast
- R G Hills Charitable Trust
- Relief International
- Renishaw PLC
- Risk Advisory Group Ltd
- Sightsavers
- Simone Brenninkmeijer
- Souter Charitable Trust
- St Georges University of London
- Start Network
- TearFund
- The Alliance for Child Protection in Humanitarian Action (Alliance CHPA)
- The Whitehall and Industry Group (Civil Service Fast Stream Programme)
- Tolkein Trust
- Tula Trust
- UK Fire and Rescue Service
- UK-Med
- Viscount Lymington
- Voluntary Service Overseas (VSO)
- World Federation of Occupational Therapists (WFOT)
- World Health Organisation (WHO)
- World Physiotherapy (WP)

Organisational memberships and networks in the UK

- Association of Chief Executives of Voluntary Organisations (ACEVO)
- Bond
- Cluster Munition Coalition
- Enabling Education Network (EENET)
- French Chamber of Great Britain
- Fundraising Regulator
- Global Campaign for Education UK (Send my Friend to School)
- Institute of Fundraising
- International Broadcasting Trust
- International Campaign to Ban Landmines
- International Network on Explosive Weapons
- National Council for Voluntary Organisations (NCVO)
- Start Network

Annual Report and Financial Statements
Year ended 31st December 2022

humanity &inclusion

Annual Report and Financial Statements
Year ended 31st December 2022

Handicap International UK operating as
Humanity & Inclusion UK
(a charitable company limited by guarantee)

Company Registration number: 4010383 (England and Wales)
UK Registered Charity number: 1082565

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HANDICAP INTERNATIONAL UK

England & Wales - Charity number 1082565

Accounts

Annual Report and Financial Statements

Year ended 31st December 2021



Handicap International UK operating as
Humanity & Inclusion UK

Company Limited by Guarantee Registration Number 4010383 (England and Wales).
UK Registered Charity number 1082565.

Contents

Introduction from our Chief Executive	4
Message from our Chair	6
The HI network	8
TRUSTEES' REPORT incorporating strategic report	10
2021 highlights for HI UK	10
Support for our work	14
Governance, structure and management	18
Statement of Trustees' responsibilities	26
INDEPENDENT AUDITOR'S REPORT	27
FINANCIAL STATEMENTS	30
Statement of financial activities	31
Balance sheet	32
Statement of cash flows	33
Notes to the financial statements	34
ACKNOWLEDGEMENTS	45





Rwanda © S. Wohlfahrt / HI

Legal information

Legal Name	Handicap International UK
Operating Name	Humanity & Inclusion UK (HI UK)
Board of Trustees	Peter Burdin (Chair) Chloe Marshall (Vice-Chair) Vhernie Manickavasagar (Treasurer) Benjamin Cohen Caroline Dove - resigned 2nd March 2021 Lynette Eastman Thomas Morrow Nicola Peckett - appointed 23rd November 2021 Nana Obuo Raphael Ayse Suevari Oliver Thorn - appointed 23rd November 2021
Chief Executive	George Graham - appointed 22nd March 2021
Registered Office	9 Rushworth Street London SE1 0RB +44 (0)870 774 3737
Auditors	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
Legal Advisors	Morgan, Lewis & Bockius LLP 5-10 St. Paul's Churchyard London EC4M 8AL
Bankers	Unity Trust Bank plc Four Brindley Place Birmingham B1 2JB
Company number	4010383
UK registered charity number	1082565
Website	humanity-inclusion.org.uk

Introduction from our Chief Executive

An incredibly inspiring cause

Around 1 billion people worldwide have a disability – that's 15% of the global population. Yet we live in a world which continues to treat disability as though it's abnormal, forcing ordinary people everywhere to face unacceptable barriers, discrimination or exclusion. As a society, we can and must do better.

It was my privilege to join Humanity & Inclusion in March 2021, and in the months since my sense of pride in our work and what we stand for has grown and grown.

> In 2021, we continued to we find new ways to amplify the voices of people with disabilities and to support disabled people's organisations. In many ways, this is our most important work; we will only succeed in our mission when everyone's voice is heard.

All of us at HI are motivated by a deep sense of solidarity and by our shared vision of a world enriched by our differences, where everyone is included and can live in dignity. It's an incredibly inspiring cause.

Responding to crisis

2021 wasn't an easy year for anyone. The ongoing Covid-19 pandemic created pressure and stress right across society. However, it was the most vulnerable and excluded people who faced the greatest pressures, whether from the virus itself, from overloaded healthcare services, disrupted education or lack of access to care or employment.

I'm hugely proud of the work that was done by HI's specialists around the world to prevent and manage the spread of the virus among disabled and vulnerable people and to support Covid victims in their recovery.

As well as the Covid emergency, our teams responded to humanitarian needs all around the world in 2021 – including an earthquake in Haiti, a bloody fortnight of violence in Gaza, the plight of refugees in Jordan, a devastating fuel tanker explosion in Sierra Leone and the massive humanitarian crisis in Afghanistan.

In conflict zones, we supported teams to clear landmines and explosive remnants of war, educate communities about the risks and provide assistance to victims. We also continued to lead global efforts to secure a new international political declaration to curb the use of explosive weapons in populated areas – this will radically reduce the devastating impact of war on civilians.

All this humanitarian work saves and transforms lives – and it wouldn't be possible without the incredibly generous support of our donors.

Promoting inclusion

I'm also proud of the sustained, longer-term work that our teams do around the world. We are ensuring that disabled children are included in education, that women with disabilities are included in programmes to support sexual health, and that some of the world's poorest and most marginalised people are able to build livelihoods and escape poverty.

In 2021, we continued to find new ways to amplify the voices of the people with disabilities we work alongside and to support disabled people's organisations. In many ways, this is our most important work; we will only succeed in our mission when everyone's voice is heard.

Strengthening our organisation

At HI UK, we are restless in wanting to increase our impact and influence. We do this by raising funds for the global HI network, contributing our technical expertise and influencing decision-makers.

The foundations for this work are a strongly collaborative ethos, effective systems, a culture that prioritises learning and development, a strong commitment to diversity and inclusion in our own practice, and a culture that values kindness, honesty and ambition.

If we can get all these elements working well, we can make an even bigger difference in 2022 and the years to come. I'm excited by that challenge. ■



George Graham
Chief Executive



Kenya © Neil Thomas / HI

Message from our Chair

Rising to the challenge

As chair of HI UK, I'm always inspired by the incredible impact that HI's teams have in the many countries where we work. From Afghanistan to Haiti to Madagascar, HI's staff are making a life-changing difference.

The team here in the UK is the engine that makes this happen, helping design and deliver programmes and raising the funds on which everything depends. Our expertise in rehabilitation, humanitarian mine action and inclusive education are significant strengths.

In 2021, we welcomed some new staff, including a new Chief Executive, and we've worked hard to build a team that is even more ambitious, more efficient and more effective, with a clear focus on trying to make the biggest difference we can for disabled and vulnerable people. It is also a very kind team, with everyone showing care for each other in these turbulent times.

Remarkably, despite the pandemic and all the pressures that our wonderfully loyal and generous donors were facing, 2021 was our best ever year for fundraising from the general public.

I'm incredibly proud of our fundraising team for all their hard work to make this happen. And of course, we are enormously grateful to all our supporters, donors and partners, without whom none of our achievements would be possible.

In 2022, HI will celebrate 40 years of action in support of the world's most vulnerable people. This will be a big milestone and a precious opportunity to reflect on how far we've come as an organisation and the incredible impact that we've had.

We are enormously grateful to all our supporters, donors and partners, without whom none of our achievements would be possible.

We are so grateful to be the recipients of a funding award from Postcode Global Trust and would like to extend a huge thank you to players of People's Postcode Lottery. Your generosity has enabled us to provide practical support to thousands of war-affected refugees as well as to build an exceptionally powerful campaign to 'Stop Bombing Civilians'.

It was a much tougher year for institutional funding, following swingeing cuts in the UK aid budget. However, I've been so impressed with the way the team has adapted and as we enter 2022 it's pleasing to see renewed interest in funding HI's vital work.

But we live in a fast-changing world, and our 40th anniversary will also be a moment to consider the changes and innovations we need to embrace in order to have an even bigger impact in the years to come. I know the team will rise to that challenge. ■



Peter Burdin
Chair

Photo: HI deminers carry metal detectors across a clearance site in Laos.



© N. Lozano Juez / HI

About us

The HI network

Our vision

Outraged at the injustice faced by people with disabilities and vulnerable populations, we aspire to a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity.

Our mission

Humanity & Inclusion (HI) is an independent and impartial aid organisation working in situations of poverty and exclusion, conflict and disaster. We work alongside people with disabilities and vulnerable populations, taking action and bearing witness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

Our values

HUMANITY

Our work is underpinned by the value of humanity. We include everyone, without exception and champion each individual's right to dignity. Our work is guided by respect, benevolence and humility.

INCLUSION

We advocate inclusion and participation for everyone, upholding diversity, fairness and individual choice. We value difference.

COMMITMENT

We are resolute, enthusiastic and bold in our commitment to developing tailored, pragmatic and innovative solutions. We take action and rally those around us to fight injustice.

INTEGRITY

We work in an independent, professional, altruistic and transparent manner.



© Patrick Meinhardt / HI

HI's structure

The HI network is comprised of a federation, eight national associations (Belgium, Canada, France, Germany, Luxembourg, Switzerland, the United Kingdom and the United States), and the HI Institute for Humanitarian Action.

The HI federation, established in 2009, implements the network's programmes in around 60 countries under the name "Humanity & Inclusion", "Humanité & Inclusion" or "Handicap International", depending on the country.

HI's national associations, founded between 1982 and 2006, are called "Handicap International" in Belgium, France, Germany, Luxembourg and Switzerland, and "Humanity & Inclusion" in Canada, the United Kingdom and the United States.

The HI Institute for Humanitarian Action is responsible for defining the ethical framework underpinning HI's actions. The Institute analyses the ethical and political issues facing the HI movement and the aid sector in general.

Who we support

HI exists to support disabled and vulnerable people around the world. The groups that we support include:

- **People with disabilities** or who are living with chronic disabling diseases
- **Organisations** that promote the rights and wellbeing of people with disabilities
- **People at risk of becoming disabled** because of disease or violence
- **Refugees**, people living in disaster areas or people displaced by crises
- **People threatened by weapons or explosive devices** during or in the aftermath of conflicts.

Our areas of work

EMERGENCIES

In emergencies, we distribute aid packages, we provide healthcare, rehabilitation and psychosocial support, we make sure water, sanitation and shelters are accessible to everyone, and we help other relief organisations be as inclusive as possible.

CONFLICTS

In conflict situations, we clear landmines and other unexploded weapons, we educate communities about the risks, we help survivors rebuild their lives through physiotherapy, prosthetic limb fitting and psychological support, and we promote inclusive education and livelihoods. Globally, we campaign for an end to the use of landmines, cluster munitions and explosive weapons in populated areas.

LONG-TERM DEVELOPMENT

In our development work, we focus on inclusive health, physical rehabilitation, education and livelihoods, and we work alongside local disabled people's organisations to enable them to advocate for their rights and to get their voices heard.

Our impact in 2021

WORLDWIDE PRESENCE

452 projects in **60** countries

PEOPLE SUPPORTED BY HI'S ACTIONS

DIRECTLY SUPPORTED

3,133,711 people

received goods or services as part of a project implemented by HI or its operating partners.

INDIRECTLY SUPPORTED

14,196,321 people

benefitted from the effects of goods or services received by people HI directly supported.

GLOBAL STAFF

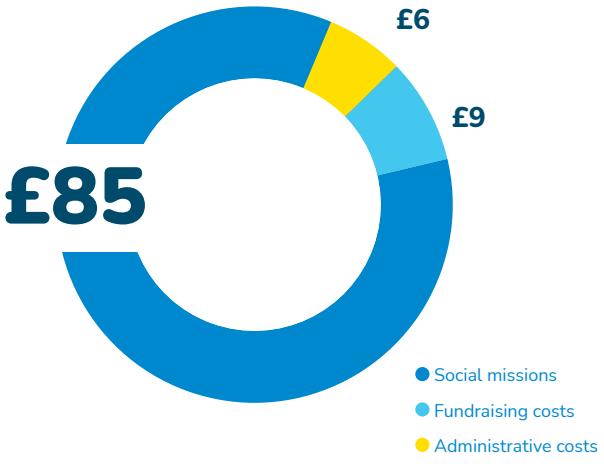
4,755 people

including:

3,996 local staff in project countries
290 international staff in project countries
255 headquarters staff working in programme management
214 staff working in support services, fundraising and communication.

Impact figures represent the actions of the HI network in 2021.
Staff figures are expressed in annual full-time equivalent positions.

For every £100 spent by the HI network*



* Financial figures represent the actions of the HI network in 2021. For more information please see the HI network 2021 annual report available at hi.org

Trustees' Report

2021 Highlights

How our UK team supported HI's mission in 2021

Our top objective in 2021 was to bring tangible improvements to the living conditions of people with disabilities and vulnerable populations by supporting HI's mission and programmes worldwide.

We aimed to achieve this through an innovative approach to fundraising, responding to the funding opportunities available within the UK to meet the needs of our programmes. We also continued to provide technical expertise on key sectors of HI's activity to support our country programmes and influence policy and practice. Finally, we focused on maintaining a diverse, happy and connected staff team working in an innovative, compliant and tech-savvy environment.

This section explains how we achieved these goals in 2021, in each of our areas of activity, and shares some of our highlights for the year.



Photo: An HI team unloads wheelchairs, crutches and walkers from a boat in Les Cayes, Haiti, after the region was cut off by the earthquake in August 2021.

EMERGENCY RESPONSE

2021 saw no let-up in the number of emergencies to which our teams had to respond. HI UK continued supporting our programmes to address the serious effects of the Covid-19 pandemic in many of the countries where we work. We also raised desperately-needed funds for humanitarian operations, in particular the huge earthquake that struck Haiti on 14th August and the disastrous crisis in Afghanistan which erupted a few weeks later. During the year we also provided support to emergency responses in Gaza, Sierra Leone, the Philippines and Jordan.

MINE ACTION

Our specialists in armed-violence reduction supported humanitarian mine action in more than 20 countries around the world, including Laos, Myanmar, Afghanistan, Yemen, Iraq, Gaza, Lebanon, Libya, Colombia, Senegal and across the Sahel region. We also solidified a national capacity-building programme with the Cambodia Self-Help Demining Group.

In all these programmes, we focussed on mainstreaming best practice in conflict-sensitivity so that our interventions directly contribute to building peace.

After successful trials in previous years, in 2021 HI was recognised as the leading expert on the use of drone surveying and thermal imagery to detect buried landmines. Our module-based solution is now being shared with operators and national authorities across the mine action sector.

Another highlight was one of our bomb-disposal experts being interviewed for a video produced by UNILAD, bringing our work to a new, younger audience on social media.

UK EMERGENCY MEDICAL TEAM

HI UK provides specialist rehabilitation expertise for the UK Emergency Medical Team, the UK's front line response to a humanitarian crisis overseas, such as an earthquake or tsunami.

In 2021, our experts supported teams around the world, including in Lebanon, Malawi, Haiti and Namibia.

We worked with the World Health Organisation and others to develop guidance and training on managing highly infectious diseases, spinal cord injuries and patient safety in emergency responses.

We also produced a 200-page handbook in English, French and Arabic on early rehabilitation in conflicts and disasters.



Photo: Adnan Al Hussein carrys his 8-year-old daughter, Nada, through an informal settlement in the Bekaa valley, Lebanon. Adnan and his wife Zuhur moved to Lebanon with their three children after fleeing Idlib, Syria in 2013.

Nada has a physical disability which means that she cannot walk. HI supported her with physiotherapy and speech therapy sessions for three years, through a project funded by the UK Foreign Commonwealth and Development Office. Nada's mother told us that HI's team really helped to motivate Nada and improve her mobility.

UK GOVERNMENT AID CUTS

Like all British charities working overseas, we were hit hard in 2021 by enormous cuts to the UK aid budget.

Funding for programmes in Jordan, Lebanon and Syria was discontinued. Highly strategic projects in Uganda and Bangladesh that were testing pioneering disability-inclusive approaches to poverty alleviation had to close at very short notice.

The scale of the cuts was severe, but it was the speed at which they were implemented that was most shocking, leaving no time to find alternative ways of supporting some of the world's most vulnerable people.

However, thanks to the generosity of many of our supporters, we have found ways to keep some of these programmes going.

We are now seeing the government start to make new funding available again and we are hopeful about rebuilding in the months ahead.

INCLUSIVE EDUCATION

Our global inclusive education team is managed from the UK. In 2021, we developed new projects in countries including Rwanda, Chad, Jordan, Nepal and Sierra Leone.

We published guidelines for teachers doing home learning, pulled together lessons on mobile teaching to support communities around the world, and continued our work to develop and publish teacher-training manuals on inclusive education alongside national ministries of education.

At the Global Education Summit, hosted in London in July, we made the case for governments to ensure education is fully accessible to all children, including those with disabilities or who are vulnerable or marginalised.

Antony Were, an inclusive education specialist from one of our programmes in Kenya, spoke at the Summit in Kenyan sign language, saying: *"Schools need money to become fully inclusive. They can't just become inclusive with a one-off training on disability inclusion or by giving money to build a ramp. This funding needs to be comprehensive".*

DISABILITY INCLUSION

We are proud to be a partner in the UK Government's flagship Disability Inclusive Development programme, which is led by SightSavers. In 2021, we took innovations from previous phases of the programme and started to scale them up in Nepal, Kenya and Uganda. These projects will strengthen inclusive-education systems and services in Nepal, enhance the livelihoods of people with disabilities in Kenya and allow us to continue our work with BRAC in Uganda on a disability-inclusive approach to poverty graduation. We also co-chaired a conference on Inclusive Employment and Participation that we hosted with the London School of Hygiene and Tropical Medicine. Speakers drew on Source, our free knowledge-sharing platform on disability and inclusion.

INCLUSIVE SEXUAL HEALTH

We continued to work in partnership with the International Planned Parenthood Federation (IPPF) and other organisations as part of the Women's Integrated Sexual Health programme (WISH), a big multi-country programme, funded by the Foreign, Commonwealth and Development Office.

With our expertise in disability inclusion, we are ensuring that women and men with disabilities are equally able to benefit. The programme has made huge progress since it began in 2019 and many important lessons have been learned.

In December, our global health director co-chaired an important webinar with participants from government and numerous other NGOs, making sure these lessons reach a wider audience.

Photo: Srey Nuch has started a small sewing business in Cambodia, with support from HI's team.



CLIMATE CHANGE

HI works in communities that are particularly at risk of disasters as a result of climate change and other threats. As the climate deteriorates, this is a growing area of focus.

In November, we joined other organisations at COP26, the international climate summit in Glasgow, to talk about the linkages between climate and disability. People with disabilities are at much greater risk from climate disasters, yet their needs are rarely taken into account during disaster planning and their voices are even more rarely heard.

BUILDING A HEALTHY ORGANISATION

With the pandemic continuing, a big area of focus internally was staff wellbeing. We revised our ways of working, held sessions on mental health and tracked our progress monthly, seeing steady improvement throughout the year. We also redoubled our efforts to increase diversity and to promote a fully inclusive culture, including by revising our recruitment practices, capturing data on the makeup of our staff team and introducing group training sessions and a regular programme of discussions. We also refreshed our approach to safeguarding and managing serious incidents.

STOP BOMBING CIVILIANS

CAMPAIGNING

Our campaign for an international political declaration on the use of explosive weapons in populated areas continued to build in 2021.

To date, more than 544,000 people have signed HI's global petition, with hundreds of supporters sharing why they feel so strongly about this issue.

When explosive weapons are used in towns and cities, over 90% of the casualties are civilians. Those who are not killed are often left with life-long disabilities or psychological trauma, as our teams on the ground know too well. And the damage to schools, hospitals and vital infrastructure takes years to overcome.

We expect to see the political declaration finally launched in 2022.



© F. Vergnes/HI

Photo: Two children playing in the ruins of Mosul, Iraq. The city is heavily contaminated with unexploded ordnance following the battle to retake it from Islamic State in 2017.

3 Support for our work

Institutional partners

We are grateful to the Foreign, Commonwealth and Development Office (FCDO) for supporting our programmes across Africa, Asia and the Middle East. These include the multi-country Disability Inclusive Development (DID) and Women's Integrated Sexual Health (WISH) programmes, which are managed by Sightsavers and the International Planned Parenthood Federation (IPPF) respectively, as well as partnerships with other organisations including BRAC, International Rescue Committee (IRC), Plan International, Population Council, Save the Children and VSO.

We are also proud to be a member of the Start Network, which allows us to access rapid, innovative funding for under-the-radar emergencies. In 2021 this included crises in Sierra Leone, the Philippines and Togo.

We were also delighted to work with a new donor in 2020-2021: Jersey Overseas Aid (JOA) generously funded a Covid-19 response project in Nepal.

UKaid from the British people

START NETWORK

r2hc Research for health in humanitarian crises | elrha

JOA JERSEY OVERSEAS AID



Photo: Kennedy, a 5 year old boy who has cerebral palsy takes part in a rehabilitation session with HI physiotherapist Paul Lokiru., in Uganda.

Major giving

After a strong year with our major giving programme in 2020 – with existing and new donors generously supporting our Covid response around the world and helping the people of Beirut after the explosion – 2021 presented a more challenging fundraising environment. In this context, we want to express special gratitude to our loyal Trust, Foundation and Corporate partners for making vital change happen in very tough environments.

We are particularly grateful to Postcode Global Trust for their continued contribution to our rehabilitation and psychosocial support for Syrian refugees and host populations in Jordan and Lebanon, and for enabling us to deliver a comprehensive programme of risk education to keep returning refugees safe from unexploded ordnance. Postcode Global Trust also helped to keep our 'Stop Bombing Civilians' campaign strong and visible, garnering yet more signatures.

We are also very grateful for the continued support of Euromonitor International – they have been enabling children with disabilities and girls in Burkina Faso to receive an education on an equal footing with other children. We really value these wonderful long-term partnerships.

A big 'thank you' goes to Jefferies, who supported our Covid response for the second year running, and additionally made a hugely welcome donation to help injured, disabled and displaced people in the wake of the Haiti earthquake.



Photo: G'hazzi, 8-years-old, moved to Lebanon with his family to escape the war in Syria. The family have six children, four girls and two boys. G'hazzi, the youngest, was diagnosed with epilepsy and cerebral palsy when he was a toddler.

In 2020, G'hazzi started having occupational therapy and speech therapy sessions with HI's team. We also provided him with mobility aids such as a wheelchair and a standing table to help him to gain independence. His progress has been inspiring.

Warm thanks also to the Rangoonwala Foundation for enabling rural communities in Sri Lanka to lift themselves out of poverty through building and launching a fruit dehydration centre and sales hub. Now we can enjoy dried apricots, pineapple and mango that might otherwise have gone to waste, whilst ensuring that vulnerable populations have a secure livelihood.

Finally, thank you to the MJB Charitable Trust for helping people with disabilities and injuries in Afghanistan through our local rehabilitation experts, who remained throughout the evacuation and are still there, to ensure that nobody who is in need of our services is abandoned.

Supported by players of PEOPLE'S POSTCODE LOTTERY

Awarded funds from POSTCODE GLOBAL TRUST

EUROMONITOR INTERNATIONAL

Jefferies

Individual giving

Our supporters are at the heart of everything we do at HI and, thanks to their amazing generosity, 2021 was another successful year for individual giving in the UK.

In a challenging global context, we have been able to continue to grow while making long-term strategic investments in digital fundraising. In line with our 2016-25 strategy and to meet the growing and evolving needs of the people we support, we are continually reviewing and honing our plans for raising voluntary income.

As in 2020, our priority continues to be in securing long-term sources of income in an ethical and sustainable way, and endeavouring to be open and transparent with our supporters at all times.

On behalf of the team at HI and everyone that your donations help us to support, thank you so much for your generosity.

PARALYMPICS SUCCESS

We are so proud of our ambassadors, Jack Hunter-Spivey and Ross Wilson, who won bronze medals at the 2021 Tokyo Paralympics. Jack and Ross are top-flight table-tennis players and an inspiration to everyone. Jack said, "16 years of chasing a dream with everything stopping me. This poor disabled Scouse lad wasn't meant to be anything... And I've just beat the number 2 and 3 in the world to become a Paralympic bronze medallist. Anything is possible, I've just proved it. Never give up!"

How you can support our work

humanity &inclusion

There are so many ways in which you can support HI's life-changing work alongside disabled and vulnerable people around the world:

- You can support HI's life-changing work by making a one-off donation
- Join our amazing regular donors by setting up a monthly gift to support our work in the long term.
- Sign the 'Stop Bombing Civilians' petition on our website and even email your MP about the issue.
- Organise a fundraising event or personal challenge - you could run, ride, bake or sing to raise funds! Our team are available to provide free resources and advice.
- Schools, clubs and community groups can also fundraise together and take action as part of our campaigns.
- If you are a philanthropist or represent a company or trust, why not call our team to explore how you can make the greatest difference through a bespoke partnership.
- If you are thinking of leaving a legacy in your will to help change lives, please consider remembering Humanity & Inclusion UK. Anyone can leave a legacy gift to charity and you could continue to make a difference for generations to come.

Please visit our website humanity-inclusion.org.uk email supportercare.uk@hi.org or call us on 0870 774 3737 to find out more.



Photo: Fazlu, 6, was badly injured in an airstrike on his village in Herat, Afghanistan. HI's emergency mobile team provided him with regular physiotherapy and support. Fazlu can now walk again and even run around with his friends.

© Oriane Zerah / HI

Trustees' Report

Governance, structure and management

Constitution and governance

Handicap International UK was founded in 1999. It was registered as a company limited by guarantee on 8th June 2000 and as a charity on 22nd September 2000. In 2018, the charity adopted a new operating name, Humanity & Inclusion UK, which is the name referred to throughout this document (alongside HI UK).

The organisation is governed by its Articles of Association, a copy of which is available at the registered office. HI UK is part of the global Humanity & Inclusion network (HI), composed of a federation, an Institute and eight national associations including HI UK.

HI UK has taken into consideration the Charity Commission's guidance on public benefit when outlining the objectives and activities for the year being reported on, as well as for subsequent years within our strategy.

HI UK is governed by its Board of Trustees, which is responsible for ensuring a strong strategic focus in line with the charitable aims of the organisation and with HI's global strategy. In line with governance best practice, the board aspires to follow the principles of the voluntary Charity Governance Code as proportionate to the charity's circumstances; an in-depth review of our compliance with the Code was initiated in 2021.

As a member of the HI network, HI UK supports and contributes to the work of the wider federation. An international governance structure and an operational framework have been agreed within the network in order to rationalise and share resources, and the federation has agreed in our joint strategy to meet any shortfall of funds.

In 2021, the HI UK board was represented on the Federal General Assembly with two seats. This General Assembly has ultimate governance oversight of the HI Organisation.



Photo: Abdullah, 12, learns to walk again. He lost his leg in an airstrike while playing outside with his friends in Yemen.



Photo: Chafik, 36, badly injured his leg when the roof of his kitchen fell in during the huge explosion in Beirut's port on 4th August 2021. HI provided Chafik with mobility aid including crutches and a lumbar belt and follow-up from our physiotherapists.

HI UK aims to select trustees in a manner consistent with its equal opportunities policy. Trustee vacancies are advertised where relevant, all applicants are interviewed by a panel of the board, and appointments are made on merit against objective criteria and considering the benefit of diversity. Trustees are appointed for a three-year term and are subject to a re-election procedure. They may remain as trustees for up to three terms. The board's effectiveness and performance are reviewed annually.

On acceptance of the invitation to join the board, new trustees are given an induction that includes information about HI and HI UK's work policies and procedures, governance (including trustees' roles and responsibilities), an explanation of the relationships with the federation and other national associations, and the federal and national strategies.

Board meetings are held a minimum of four times per year and additionally if required. The Finance & Audit, Risk and People committees of the board meet regularly and as necessary between board meetings and make recommendations to the full board. Recommendations made and actions agreed by all board committees are ratified at board meetings.

Day-to-day management of the organisation is devolved to the Chief Executive, who reports to the board and has frequent contact with the Chair and trustees. None of the board members has any beneficial interest in the charity. There is a delegation of authority which formalises the delegation of powers to the Chief Executive and senior staff and sets out the matters that are expressly reserved for determination by the board and cannot be delegated. The Chief Executive remains responsible for the matters delegated and is required to report to the board as the board deems appropriate.

All of the trustees are members of the charity and guarantee to contribute £1 in the event of a winding up of HI UK. The trustees are also directors of HI UK for the purposes of company law. They are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Environmental, Social and governance (ESG)

The board of trustees has determined the following areas as being materially significant environmental, social and governance factors for HI UK:

- Environmental footprint
- Social missions
- Diversity and inclusion
- Adherence to the Charity Governance Code
- Institutional policies and code of conduct
- Organisation and salaries

In 2021, HI UK's performance against each of these was as follows:

ENVIRONMENTAL FOOTPRINT

In 2021, we began work to develop a simple carbon-footprint calculation framework that will be appropriate to our context as HI UK. This will align with a more extensive framework being developed by colleagues in the global HI federation in coordination with a number of other international NGOs. The federation has appointed a full-time position to lead this work.

In HI UK, we reconvened an internal 'Green Team', which is driving staff engagement to reduce our environmental impact and we are planning that 2022 will be a base year for a UK carbon-reduction plan. Major drivers of our carbon footprint at HI UK include travel and office heating. On travel, the HI federation adopted tighter controls on the amount of flying that staff members do, in order to control both our costs and our carbon footprint. The adoption of hybrid working practices also significantly reduced the amount of commuting that staff members do. In addition, carbon impact is taken into account in all procurement decisions.

SOCIAL MISSIONS

HI UK's charitable purpose is to meet the basic needs, improve the living conditions and promote respect for the dignity and fundamental human rights of disabled and vulnerable people worldwide. Through our work in 2021, we have raised £10.34m, contributing to the HI network's global efforts. As described above, HI UK has also influenced policy and practice on disability inclusion and our technical staff have designed and delivered programmes in the UK and around the world, with a particular focus on inclusive education, armed violence reduction and emergency rehabilitation.

DIVERSITY AND INCLUSION

Attracting a diverse workforce and making HI UK as inclusive an organisation as possible is one of our top strategic priorities – as one would expect given our name and mandate. The Chief Executive is responsible for driving this work, supported by key staff and by a focal point on the board of trustees.

As part of our work to make our culture more inclusive, ensuring a work environment where everyone can thrive, share their experiences and opinions, in 2021 we introduced compulsory group training sessions on diversity and inclusion. These were well received by participants. We also held a regular programme of discussions to explore different elements of the agenda.



Photo: Jennifer Diaz works as a deminer near Maracaibo, Colombia, her home village. The work requires total concentration. "The local people have great respect for our work," Jennifer says.

We started an in-depth review of our Staff Handbook and internal policies to ensure they are more inclusive. In addition, we revised our recruitment practices to remove potential discriminatory barriers, to increase our visibility among more diverse audiences and to improve our attractiveness to these applicants.

We conducted a systematic review of barriers to people with disabilities in order to help us plan how to do more to address these, and we continue to take all of the core actions to be a Disability Confident employer, after renewing our certification in December 2020. In addition, we conducted our first full survey to track levels of diversity among our staff, an exercise which we plan to repeat annually.

In 2022, we will do more work in all of these areas, and review our communications to ensure they are as accessible and inclusive as possible. We also intend to develop a formal organisational framework for our work in this area.

We seek to maintain a diverse board. The gender balance among our ten trustees is currently six women and four men. Two trustees are people of colour. Three describe themselves as having a disability.

Diversity and inclusion is a standing item in quarterly board meetings, with detailed oversight included in the terms of reference of the board's People and Culture Committee.



Photo: Community rubble clearance in Chardonnieres, Haiti, after the 2021 earthquake.

CHARITY GOVERNANCE CODE

In 2021, we reviewed our compliance with the Charity Governance Code. The Code outlines the following principles:

Principle 1: Organisational purpose.
The board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably.

Principle 2: Leadership.
The charity is headed by an effective board that provides strategic leadership in line with the charity's aims and values.

Principle 3: Integrity.
The board acts with integrity. It adopts values, applies ethical principles to decisions and creates a welcoming and supportive culture which helps achieve the charity's purposes. The board is aware of the significance of the public's confidence and trust in charities. It reflects the charity's ethics and values in everything it does. trustees undertake their duties with this in mind.

Principle 4: Decision making, risk and control.
The board makes sure that its decision-making processes are informed, rigorous and timely, and that effective delegation, control and risk assessment, and management systems are set up and monitored.

Principle 5: Board effectiveness.
The board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions.

Principle 6: Equality, diversity and inclusion.
The board has a clear, agreed and effective approach to supporting equality, diversity and inclusion throughout the organisation and in its own practice. This approach supports good governance and the delivery of the organisation's charitable purposes.

Principle 7: Openness and accountability.
The board leads the organisation in being transparent and accountable. The charity is open in its work unless there is good reason for it not to be.

We are confident that our structure and approach adhere well to both the letter and the spirit of each of these principles. In particular, in 2021 we have worked to improve our approach to risk management and to equality, diversity and inclusion. In 2022, we intend to review our management data and spend time further strengthening our board's effectiveness.

INSTITUTIONAL POLICIES AND CODE OF CONDUCT

HI's institutional policies and directives set out the principles to be respected by all of its employees and partners. Alongside these policies, HI's overarching Code of Conduct outlines HI's expectations of staff and volunteers. It aims to protect all beneficiaries of HI's direct and indirect actions, and people from communities in contact with these actions, especially children, women, people with disabilities and anyone in a vulnerable situation.

The following institutional policies are available at: www.hi.org/en/institutional-policies

- Code of conduct
- Safeguarding framework
- Child protection policy
- Disability, gender and age policy
- Protection of beneficiaries from sexual exploitation, abuse and harassment policy
- Anti-fraud, bribery and corruption policy
- Counterterrorism measures and regulations policy
- Safety and security policy
- Environmental agenda

ORGANISATION AND SALARIES

During 2021, HI UK employed a team of some 22 full- time and part-time staff to achieve its charitable objectives. HI UK was also supported by volunteers and secondments from the civil service with varied roles across the organisation.

HI UK aims to be a median employer compared to similar organisations in the UK and we participate in regular market surveys in order to achieve this. We publish salaries in our job adverts in order to ensure transparency and to promote fairness. Levels of remuneration for all employees are determined using our salary grading system. Salary increases are based on a combination of cost of living and performance-related measures, and are reviewed annually. A review was carried out in 2021, overseen by the People Committee of the board. Working with an external agency, the salary scale and benefits were benchmarked against a comparable market.

During 2021 we continued to qualify as a Disability Confident Employer.



Photo: Sandip, lost his left leg in a road accident in 2019, aged 14. Thanks to psychological support and rehabilitation sessions he was fitted with an artificial limb with support from HI and its partners. He has regained hope and decided to go back to school to realise his potential.



Photo: Mothers use handmade toys to stimulate their children as part of a project in Niger to help children with malnutrition develop.

Principal risks and uncertainties

RISK MANAGEMENT PROCESS

During the 2021 financial year, the Risk Committee of the board undertook an annual review of the risk-management process to ensure that HI UK has a robust system for identifying principal risks to the organisation using the most up-to-date methodologies. The aim is to move towards a system that identifies and manages opportunities as well as risks and that reflects the board's risk tolerance. During the year, HI UK also refined the format of its risk register and board reporting tools.

The Committee regularly oversees major risks and how these are being managed. It meets quarterly and circulates to the full board any significant risks and their potential impact.

PRINCIPAL RISKS

The most significant risks and uncertainties that HI UK faces as an organisation at the time of this report relate to the following areas:

Institutional funding:
A significant proportion of HI UK's funding comes from institutional donors, such as the Foreign & Commonwealth Development Office (FCDO). The UK Government cuts to the international aid budget from 0.7% of Gross National Income to 0.5% had an immediate impact on some of the grant funding to HI UK and highlighted the exposure of our organisation to changes in UK Government priorities and budgets and to increased competition for institutional funding. HI UK's financial support from the HI federation means that reductions in institutional funding have only a limited impact in the short term, and further development of FCDO priorities is allowing HI UK to regain funding. To ensure that HI UK minimises the risks of a reduction in institutional funding in the future, we have strategic plans in all our technical areas, well-established ways of working with HI's technical teams to ensure high-quality programme design and implementation, and a programme of work to increase the engagement of our country teams with the FCDO and other key donors. We are also active in maintaining our profile and reputation with central FCDO teams and key partners.

Safeguarding of our staff, volunteers, partners and beneficiaries:
One of the principal risks to our organisation is to be faced with a safeguarding complaint and/or for that complaint not to be handled

appropriately. As outlined above, in order to reduce all forms of safeguarding risk, we continue to take a number of mitigation measures both at HI UK and across the HI network. These include ensuring compliance with our Code of Conduct, appointing safeguarding focal points at the board, management and staff level, compulsory training courses for all staff and trustees, a reference and police-check process for new recruits when relevant to the role, a revised serious-incident reporting procedure, and annual staff-led reviews of our major safeguarding risks.

Retention of key staff:
In order to mitigate the risk of losing key staff, we are working proactively across a range of areas to promote employee engagement, including implementing a learning and development plan, working on our organisational culture, promoting diversity and inclusion, training managers to support mental health, talking openly and frequently about wellbeing, enabling flexible working, and promoting feedback and honest discussion.

Management of service contracts:
HI UK and the HI network as a whole are adapting to the growing tendency of institutional funders to offer service contracts that render payment of monies conditional upon meeting specific performance criteria, as opposed to simpler grant funding agreements. Service contracts require increased monitoring and reporting to ensure that the performance and funding conditions are met. This increases the financial as well as reputational risks associated with them. The HI network has mitigation measures in place in order to manage these risks, including building the capacity of our teams to manage such contracts well and proactively learning from the service contracts that are already in place. For current service contracts, roles and responsibilities are clear, with HI UK supporting and advising country teams on compliance and risk, and supporting the management of relations with partners and the FCDO, as needed.

Counter-terrorism requirements:
As an organisation working in areas where there is a known risk of terrorist activity, the need to ensure full compliance with counter-terrorism requirements requires constant oversight. In 2021, we revised our global policy and shared it with donors for all existing grants and contracts. We will also share it during due-diligence assessments for all future grants and contracts, if required. In addition, we are participating in the Bond Sanctions and Counter-Terrorism Working Group to ensure we have the latest sector-wide understanding of risks and concerns in this area.

Covid-19:
The Covid pandemic continued to impose constraints, particularly to travel, office working and staff wellbeing. However, these pressures eased somewhat relative to 2020 and ultimately they did not impede our work with disabled and vulnerable people around the world. Like many organisations, we learned how to have an impact with less travel and we developed effective hybrid ways of working. We also focussed a lot of attention on staff morale, tracking wellbeing throughout the year, with positive results.



Photo: Safa, 14, has made a lot of progress thanks to support from HI's mobile rehabilitation team in Herat, Afghanistan. She is learning to move around with a walker, and she dreams of going to school.

RAISING VOLUNTARY INCOME

HI UK is committed to maintaining the highest standards in our fundraising. We are a member of both the Chartered Institute of Fundraising and the Fundraising Regulator, and we comply with best practice in fundraising through the Code of Fundraising Practice. We also comply with the Data Protection Act 2018 and the UK implementation of the General Data Protection Regulation (GDPR) and have a vulnerable persons' policy in line with these requirements. We ensure that any third-party organisations we work with adhere to these requirements too.

Our policy on fundraising with people in vulnerable circumstances is followed by all our fundraisers and suppliers. Our Fundraising Manager reviews all fundraising materials and provides training to our fundraisers, and those fundraising on our behalf, when required. In addition, we incorporate the Institute of Fundraising's 'Treating donors fairly' guidance into our fundraising. We regularly review our fundraising marketing channels and propositions and take on feedback from our supporters and the public. Our supporter promise can be found on our website at humanity-inclusion.org.uk/en/our-promise-to-you.

In 2021, HI UK received 3 complaints related to supporter communications. All complaints were responded to and resolved.

FINANCIAL REVIEW

HI UK income in 2021 was £10.34m, which represents a 40% decrease from 2020 where we had an income of £17.13m. The principal reason for this decline was the cut in the UK aid budget, which led to a fall in institutional funding of 45.5% (from £15.09m in 2020 to £8.22m in 2021). Our major giving income also fell, from £586.5k to £435.7k, as the pandemic affected donor interest. However, these falls were offset by a record-breaking year in individual giving, which rose from £289.4k to £561.7k. Charitable activities represented 81% of the expenditure incurred from total income. For further information on the programmes HI UK supported this year, please see pages 10 to 13.

The HI federation continued to maintain investment in HI UK, providing in total £920.3k (2020: £968.9k) to support HI UK's strategy to grow, invest in UK projects, diversify our income sources and support our running costs. For more details, see the accounts on pages 30 to 44.

RESERVES POLICY

HI UK has a reserves policy which requires the organisation to retain the equivalent of three months of UK activity costs, based on budget projections. This amount is reviewed as budget projections are revised. HI UK's reserves are intended to act as a sensible contingency against unexpected expenditures or shortfalls in fundraising and to facilitate cash flow. At the end of the year, HI UK's total reserves stood at £281,540.

FUTURE PROSPECTS

We continue to work towards our strategic framework, across these three pillars:

1. Bring tangible improvement to the living conditions of people with disabilities and vulnerable populations through key opportunities linked to our organisational mission.
2. Be an innovative fundraising organisation, responding to the funding opportunities available to meet the needs of our programmes.
3. Have a diverse, happy and connected workforce, in an innovative, compliant and tech-savvy environment.

In 2022, we intend to achieve these objectives by:

- Providing technical expertise to HI programmes in humanitarian mine action, inclusive education and emergency rehabilitation
- Maintaining the Source knowledge-sharing platform on disability inclusion
- Promoting innovations such as 'tele-rehabilitation' technologies and the use of drones in mine clearance
- Encouraging the UK Government to support a new political declaration to curb the use of explosive weapons in populated areas and to take action to promote inclusive humanitarian response and development
- Raising funds for humanitarian emergencies and HI's longer-term work
- Establishing HI as a partner of choice among key organisations

- Building our network of supporters across the UK
- Developing a 'Diversity and Inclusion Framework'
- Improving our digital capability

Under our fundraising strategy, we will continue to spread our efforts between institutional funding, major giving (philanthropy, trusts, foundations and corporate partnerships) and individual giving. With new staff in place and more streamlined systems, we anticipate growing both individual and major giving. We also hope to see a return to growth in institutional funding in 2023, following the significant drop in 2021 arising from cuts to the UK aid budget. Behind these efforts we will work to increase our visibility and connections with all key audiences – this has been identified as a key strategic priority. With these elements in place, we expect to see steady income growth over the coming year and beyond.

GOING CONCERN

HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants and major gifts already having been secured for 2022 and beyond. In addition, the HI federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the company.

Having considered the above as well as our fixed costs, the trustees believe that it is appropriate to continue to adopt the going concern basis in preparing this annual report and financial statements.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 and the provisions of the charity's constitution.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to Auditors

Insofar as each of the Trustees of the charity at the date of approval of this report is aware there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charity's auditor is unaware. Each Trustee has taken all of the steps that he/she should have taken as a Trustee in order to make himself/herself aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Registered office:
9 Rushworth Street
London, UK
SE1 0RB



Signed on behalf of Trustees
Treasurer: Vhernie Manickavasagar
Date: 8th June 2022

Independent auditor's report

to the members of Handicap International UK for the year ended 31st December 2021

OPINION

We have audited the financial statements of Humanity & Inclusion UK ('the charitable company') for the year ended 31 December 2021 which comprise Statement of Financial Activities, Balance sheet, Cashflow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATED TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement set out on page 26, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

EXTENT TO WHICH THE AUDIT WAS CONSIDERED CAPABLE OF DETECTING IRREGULARITIES, INCLUDING FRAUD

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement

of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were: General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income, charitable expenditure through other HI entities and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance and Audit Sub-Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Redwood
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

Date: 23 June 2022

Financial Statements

5 Our 2021 accounts



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STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure account)

For the year ended 31st December 2021

	Note	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	2020 Total Funds £
INCOME FROM:					
Donations & Legacies (including Contribution from HI Federation)	2	1,627,390	328,045	1,955,435	1,884,520
Charitable activities	3	2,869,697	5,517,759	8,387,456	15,248,149
TOTAL INCOME		4,497,087	5,845,804	10,342,891	17,132,669
EXPENDITURE ON:					
Raising funds	4	771,157	-	771,157	872,691
Charitable activities					
Overseas Programmes					
Humanitarian emergencies		25,153	1,197,416	1,222,569	5,432,443
Long-term development		2,941,318	3,969,614	6,910,932	9,314,942
Multi-sector programmes		680,857	328,045	1,008,902	934,097
UK Projects		78,602	350,729	429,331	578,496
Total Charitable activities	5	3,725,930	5,845,804	9,571,734	16,259,978
TOTAL EXPENDITURE		4,497,087	5,845,804	10,342,891	17,132,669
NET INCOME / (EXPENDITURE)	8	-	-	-	-
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		-	-	-	-
RECONCILIATION OF FUNDS:					
Total funds at 1st January 2021		281,540	-	281,540	281,540
TOTAL FUNDS at 31st December 2021		281,540	-	281,540	281,540

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

Photo: Nousin, from HI's risk education team, visits a primary school to talk about the risks from cluster munitions and other unexploded bombs commonly found in Laos. During the first months of 2021, 18 accidents occurred, mostly involving children.

BALANCE SHEET

At 31st December 2021

	Note	TOTAL 2021 £	TOTAL 2020 £
Fixed Assets			
Tangible assets	**12**	51,834	61,205
Total Fixed Assets		51,834	61,205
Current Assets			
Debtors	**13**	3,736,836	5,013,344
Cash at bank and in hand		2,770,002	2,748,767
Creditors: Amounts falling due within one year	**14**	(6,277,132)	(7,541,775)
Net Current Assets		229,706	220,336
TOTAL NET ASSETS		**281,540**	**281,540**
THE FUNDS OF THE CHARITY:			
Unrestricted funds: General fund		281,540	281,540
TOTAL FUNDS	16	**281,540**	**281,540**

These financial statements are prepared in accordance with part 15 of the Companies Acts 2006.

Company Limited by Guarantee Registration Number 4010383 (England and Wales).

These financial statements were approved and authorised for issue by the Board of Trustees on 8th June 2022 and signed on its behalf by :



.....

Trustee: Vhernie Manickavasagar

Date: 8th June 2022

The notes on pages **34** to **44** form part of these financial statements.

STATEMENT OF CASH FLOWS

At 31st December 2021

	Note	TOTAL 2021 £	TOTAL 2020 £
NET INCOME / (EXPENDITURE) FOR REPORTING PERIOD			
(as per the STATEMENT OF FINANCIAL ACTIVITIES)		-	-
Adjustments for:			
Depreciation charges	**12**	19,392	19,607
(Gain)/loss on disposal		-	-
Net unrealised exchange (gain)/loss		(15,018)	25,119
(Increase)/decrease in debtors		1,276,507	675,498
Increase/(decrease) in creditors		(1,264,643)	982,291
NET CASH (USED IN) / PROVIDED BY OPERATING ACTIVITIES		**16,238**	**1,702,515**
NET CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of fixed assets		(10,021)	(3,366)
NET CASH PROVIDED BY / (USED IN) INVESTING ACTIVITIES		**(10,021)**	**(3,366)**
CHANGE IN CASH AND CASH EQUIVALENTS IN REPORTING PERIOD		**6,217**	**1,699,148**
Cash and cash equivalents at the beginning of the reporting period		2,748,767	1,074,738
Change in cash and cash equivalents due to exchange rate movements		15,018	**(25,119)**
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		**2,770,002**	**2,748,767**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2021

1. ACCOUNTING POLICIES

Handicap International UK (HI UK) was founded in 1999, incorporated in England and Wales as a company limited by guarantee on 8th June 2000, and as a charity on 22nd September 2000. As of the 24th of January 2018, the organisation has adopted a new operating name, Humanity & Inclusion UK. HI UK is a public benefit entity. The Registered Office is 9 Rushworth Street, London SE1 0RB.

a) Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice for charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (Charities SORP (FRS 102), which is applicable from 1 January 2015, and the Companies Act 2006. All figures are rounded to the nearest whole pound and presented in the charities functional currency which is (GBP).

The Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue. HI UK has reviewed its strategy to ensure that all necessary steps are taken to minimise the negative impact of the Covid-19 pandemic. HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants having been secured for 2021 and beyond. In addition, HI Federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the company. The Trustees believe that it is, therefore, appropriate to continue to adopt the going concern basis in preparing the annual Trustees report and financial statements.

b) Fund accounting

The charity maintains various types of funds as follows:

Restricted funds: Restricted funds represent

- Grants and donations received which are allocated by the donor for specific purposes as defined by the donor; and
- Some contributions from HI Federation, which are allocated by HI Federation for use for specific purposes.

Expenditure that meets these criteria is charged to the fund, together with a fair allocation of support costs.

Unrestricted funds: Unrestricted funds represent income which is expendable at the discretion of the Trustees in the furtherance of the objects of the charity.

c) Income

Donations and similar income are included in the year in which they are receivable, which is when the charity becomes entitled to the resource.

Grants receivable are credited to the Statement of Financial Activities (SOFA) in the year for which they are entitled to be receivable.

Income from commercial contracts is recognised in line with the performance of the contractual obligations.

Deferred income represents amounts received but which the charity is not yet entitled to in line with the above recognition policies.

Investment income is included in the SOFA in the year in which it is receivable.

Voluntary income, including donation, grants, legacies and volunteer contributions is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. The following specific policies apply to categories of income:

- Performance based contacts: where HI UK provides goods and/or services in return for a fee as part of its charitable activities such contracted income is recognised as incoming resources in the SOFA to the extent that HI UK has provided the goods and/or services thereby earning the right to consideration by its performance.
- Grants from governments, institutional donors and trusts & foundations: where related to specific conditions; are recognised as income in the SOFA when the conditions have been substantially met and the associated expenditure is incurred.
- Grants that are not subject to specific performance deliverables or conditions are recognised in full in the SOFA when they become receivable. Where income is received in advance of its recognition in the SOFA it is deferred as a liability until certainty exists that the conditions imposed can be met. Where entitlement occurs before incoming resources are received the income is accrued.
- Donated services and facilities are included as 'Voluntary income' at their estimated value to the charity when received, and under the appropriate expenditure heading depending on the nature of service or facility provided, at the same value and time.

d) Expenditure and basis of allocation of costs

Expenditure is recognised on an accrual basis when the charity has a legal or constructive obligation.

Resources expended are allocated direct to the particular activity where the cost relates to that activity.

Support costs have been allocated between charitable activities and raising funds. Costs that are not wholly attributable to an expenditure category have been apportioned to each activity on an estimate of staff time.

Governance costs include those costs associating with meeting the constitutional and statutory requirements of the charity such as the cost of board meetings, statutory compliance and costs linked to the strategic management of the charity. Governance costs have been allocated on basis of relative income (excluding Contribution from HI Federation) between Donations and legacies and Charitable activities.

e) Expenditure on raising funds

Expenditure on raising funds include the cost of recruiting and retaining new donors, costs relating to private and/or institutional grant applications, and associated communication and PR costs. These include an apportionment of support costs and governance costs, as shown in Note 4.

f) Accounting estimates and judgments

In preparing financial statements, management may have to make judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. It is the opinion of the Trustees that the estimates and assumptions that have the most significant risk of causing a material adjustment to the carrying amounts of assets and liabilities in the next financial year relate to the recognition of performance related grants and contracts. Contracts may include performance related elements which require an estimate of the cost to completion, where the outcome of a contract cannot be estimated reliably, the trustees recognise income under the contract only to the extent of the expenses recognised that are recoverable.

g) Expenditure on charitable activities

Expenditure on charitable activities comprise all costs incurred in the pursuit of the charitable objects of the charity. These costs, where not wholly attributable, are apportioned between the categories of charitable expenditure in addition to the direct costs. Expenditure on charitable activities includes an apportionment of support costs and governance costs, as shown in Note 5.

h) Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation, which is provided in annual instalments over the estimated useful lives of the assets. The rates of depreciation applied to the assets are:

Leasehold improvements	5 years or less over period of lease
Computer equipment	3 to 5 years on straight line basis
Office equipment	4 years on straight line basis
Fixtures & fittings	3 years on straight line basis

The threshold for an asset to be capitalized is set at £500.

i) Pension costs

The charity contributes on behalf of employees to their stakeholder defined contribution pension scheme. The cost of the contribution is charged to the Statement of Financial Activities (SOFA) when the cost is incurred.

j) Donated services and gifts in kind

Donated services and gifts in kind include secondments of personnel, pro bono services and other services. These have been valued at the cost the charity would have otherwise have paid for these services; or where a specific price is not available, this is at market rate.
Items gifted to the charity are included either as income in the SOFA or as an asset in the Balance Sheet. The valuation of such items is as deemed reasonable by the Trustees.

k) Foreign currencies

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

l) Liability of the guarantors

The charity does not have a share capital and is limited by guarantee. In the event of the charity being wound up the maximum amount which each member is liable to contribute is one pound. There were 11 (2020: 9) such members at 31st December 2021.

m) Operating lease

Total operating lease rentals are charged as an expense in the Statement of Financial Activities over the lease term.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2021

2. DONATIONS AND LEGACIES (including CONTRIBUTION from HI FEDERATION)

	2021 Total £	2020 Total £
Contribution from HI Federation	755,311	808,693
Donations	1,008,897	918,305
Donated services and gifts in kind	89,576	147,194
Other income	101,651	10,329
	1,955,435	**1,884,520**

3. INCOME FROM CHARITABLE ACTIVITIES

	2021 Total £	2020 Total £
Support for overseas programmes		
Institutional funding: Public bodies	4,675,138	11,537,569
Institutional funding: Private organisations	3,291,025	3,141,230
Support for UK projects		
Institutional funding: Public bodies	207,884	173,764
Institutional funding: Private organisations	48,405	235,315
Support from HI Federation for UK projects	165,004	160,271
Other Income	-	-
UK & overseas programmes **Note 9**	**8,387,456**	**15,248,149**

4. EXPENDITURE ON RAISING FUNDS

2021	Direct Costs £	Staff Costs £	Support Costs £	2021 Total £
Private fundraising investment	188,581	37,246	26,012	251,839
Institutional fundraising activities	15,784	68,713	21,018	105,515
Other fundraising activities	139,973	76,206	32,056	248,235
Communication & PR	43,474	87,199	34,895	165,568
Total expenditure on raising funds	**387,812**	**269,364**	**113,981**	**771,157**

2020	Direct Costs £	Staff Costs £	Support Costs £	2020 Total £
Private fundraising investment	189,096	105,941	29,176	324,213
Institutional fundraising activities	24,584	73,708	24,949	123,241
Other fundraising activities	150,282	81,273	38,430	269,985
Communication & PR	20,229	98,056	36,967	155,252
Total expenditure on raising funds	**384,191**	**358,978**	**129,522**	**872,691**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2021

5. TOTAL EXPENDITURE ON CHARITABLE ACTIVITIES

	2021 Total £	2020 Total £
COSTS OF CHARITABLE ACTIVITIES		
Overseas programmes		
Emergencies	1,222,569	5,432,443
Long-term development	6,910,933	9,314,942
Multi-sector overseas programmes funded by voluntary donations		
Afghanistan	166,793	-
Bangladesh	-	132,241
Burkina Faso	75,000	54,310
Central African Republic	24,834	-
Ethiopia	7,692	-
Haiti	153,846	4,310
Kenya, Uganda	-	12,931
Lebanon	-	126,690
Laos	-	20,493
Merep	153,846	-
Nepal	-	4,310
Palestine	-	14,933
Philippines (Covid emergency)	-	62,040
Sri Lanka	23,045	-
Syrian crisis	326,923	340,632
Syrian crisis (Covid emergency)	-	75,000
Yemen	76,923	86,207
Total multi-sector programmes	**1,008,902**	**934,097**

UK projects	2021 Total £	2020 Total £
UK Emergency Medical Team	207,927	332,807
Inclusive Education and Armed Violence Reduction	111,798	120,575
Research, Policy and Awareness Raising	109,606	125,114
Total UK project costs	**429,331**	**578,496**

2021	Direct Costs £	Staff Costs £	Support Costs £	2021 Total £
Overseas programmes	7,966,163	155,826	11,512	8,133,501
Multi-sector overseas programmes funded by voluntary donations	650,602	-	358,300	1,008,902
UK projects	132,665	251,279	45,387	429,331

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2021

2020	Direct Costs £	Staff Costs £	Support Costs £	2020 Total £
Overseas programmes	14,678,801	51,287	17,297	14,747,385
Multi-sector overseas programmes funded by voluntary donations	605,492	-	328,605	934,097
UK projects	243,342	263,206	71,948	578,495

6 GOVERNANCE COSTS

	2021 £	2020 £
Meeting costs & others	3,656	4,198
Professional fees	22,235	24,000
Staff costs	31,379	44,643
	57,270	**72,841**

7 SUPPORT COSTS

2021	Charitable Activities £	Generating Funds £	2021 Total £
Staff costs	108,247	61,293	169,540
General costs	240,530	42,446	282,976
Depreciation	16,483	2,909	19,392
Governance costs	49,938	7,332	57,270
	415,198	**113,980**	**529,178**

2020	Charitable Activities £	Generating Funds £	2020 Total £
Staff costs	39,991	101,274	141,265
General costs	291,706	21,956	313,662
Depreciation	18,235	1,372	19,607
Governance costs	67,921	4,920	72,841
	417,853	**129,522**	**547,375**

8 NET INCOME FOR THE YEAR

This is stated after charging / (crediting):

	2021 £	2020 £
Depreciation	19,392	19,607
Auditor's remuneration - statutory audit	22,235	24,000
Auditor's remuneration - tax services	3,246	-
Operating lease payments	122,656	140,833
	167,529	**184,440**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2021

9. MOVEMENT IN RESTRICTED FUNDS	Income 2021 £	Expenditure 2021 £
HUMANITARIAN		
Foreign, Commonwealth and Development Office (FCDO)		
Bangladesh: Covid-19 rapid response top-up to Disability Inclusive Graduation project	83,299	83,299
Middle East: Covid-19 emergency mitigation & response intervention for a safer environment (Rapid Response Facility grant)	131	131
Myanmar: Towards a more Inclusive Humanitarian action	114,618	114,618
Uganda: AT2030: Life Changing orthopedic devices -3D Printing through Emergency Tele Rehab Access	3,671	3,671
HelpAge International		
Afghanistan: Multi-purpose Cash Assistance	254	254
H2H Network		
DRC: Analysis of logistics environment in Covid context	(2,396)	(2,396)
International Rescue Committee (IRC)		
Lebanon: Emergency response Beirut Blast	172,219	172,219
Lebanon: Humanitarian Protection Programme	180,052	180,052
International Organisation for Migration (IOM)		
Yemen: Integrated Protection for Vulnerable Migrants and people affected by conflict	(6,256)	(6,256)
Jersey Overseas Aid		
Nepal: Covid-19 Emergency Response to address the immediate needs of Nepal's most vulnerable people	194,515	194,515
Norwegian Refugee Council		
Gaza Strip: Humanitarian response to the most vulnerable population affected by extreme poverty, and humanitarian crisis	52,494	52,494
Save the Children		
Nepal: Responding to COVID-19 Impacts and maintaining resilience of the most vulnerable populations	52,021	52,021
Start Network		
Philippines: Inclusive Anticipation Taal Action via Relief International	85,000	85,000
Philippines: Anticipation Tool Development - Landslides	35,253	35,253
Philippines:Inclusive Humanitarian Assistance on Protection and Life-Saving Needs for Conflict Affected BARMM (iLife)	30,000	30,000
Togo: Mitigating the impact of COVID19 on street involved populations	89,219	89,219
Togo: Start Fund Learning Grant on the impact of lack of documentation on access to humanitarian programmes	9,630	9,630
Tunisia: Cross border Migration via ACTED	557	557
Sierra Leone: Emergency response for the victims of the fuel tank explosion in Freetown	103,136	103,136
Total Humanitarian	**1,197,417**	**1,197,417**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2021

		Income 2021 £	Expenditure 2021 £
LONG-TERM DEVELOPMENT			
Foreign, Commonwealth and Development Office (FCDO):			
Bangladesh: Disability Inclusive graduation out of poverty		371,917	371,917
Jordan: Towards sustainable rehabilitation services		262,117	262,117
Jordan: Improving the national early detection & early intervention		208,089	208,089
South Sudan: Inclusive mental health and humanitarian response		1,295,380	1,295,380
BRAC UK			
Uganda: Disability-Inclusive Ultra-Poor Graduation Initiative		99,766	99,766
Elrha			
Evidence for impact of rehab in humanitarian settings		95,507	95,507
Plan International UK			
Sierra Leone: Inclusive Girls Education		913,824	913,824
Population Council			
Ethiopia: No girl left behind		282,291	282,291
Save the Children			
Mozambique: STARG - Successful Transition and Advancement of Rights for Girls		87,979	87,979
VSO			
Nepal: Empower Adolescent Girls with Education		352,743	352,743
Total Long-Term Development		**3,969,613**	**3,969,613**
	TOTAL	**5,167,030**	**5,167,030**
International Organisations (support for UK projects)			
Foreign, Commonwealth and Development Office (FCDO):			
UK International Emergency Medical Team		207,884	207,884
AO Foundation			
Early rehabilitation during disasters and conflicts		43	43
Sightsavers			
Development of website to disseminate information on Inclusion & Disability		45,050	45,050
HI FEDERATION			
Inclusive Education and Armed Violence Reduction		97,752	97,752
Total International Organisations		**350,729**	**350,729**
	TOTAL	**5,517,759**	**5,517,759**

10. TRUSTEES AND STAFF INFORMATION

a) Trustees

No Trustee received emoluments in 2021 (2020: nil)

Due to Covid-19 all meetings were held "virtually" and so there were no reimbursed expenses during 2021. (In 2020 there was no reimbursement for travel.) .

There were no costs paid directly to third parties (2020: £0)

Trustees voluntarily donated a total amount of £575.00 (2020: £211.25)

b) Staff

Staff costs were as follows:	2021 £	2020 £
Salaries and wages	723,076	731,433
Social security costs	67,316	68,353
Pension costs	33,383	35,822
Agency and seconded staff	53,612	23,772
	877,387	**859,380**

In 2021 one employee received emoluments in range of £60,000 to £70,000 (2020:1) and another received emoluments in range of £70,000 to £80,000 on an annualised basis during the year (2020:0)

The total compensation for key management personnel (including employer social security costs) is £134,275 (2020: £72,154).

The average headcount of staff employed by the charity during the period, including seconded staff, was as follows:

	2021	2020
Generating funds	8	11
Charitable activities	13	9
Governance	1	1
	22	**21**

11. TAXATION

The charitable company is exempt from corporation tax on its charitable activities and trading activities carried out in the year.

12. TANGIBLE FIXED ASSETS

	Leasehold Improvements	Fixtures, Fittings, Equipment	Total Fixed Assets
Cost	**£**	**£**	**£**
At 1 January 2021	42,459	125,148	167,607
Additions	-	10,021	10,021
Disposals	-	(5,615)	(5,615)
at 31 December 2021	**42,459**	**129,554**	**172,013**
Depreciation			
At 1 January 2021	17,801	88,601	106,402
Charge for period	3,050	16,342	19,392
Depreciation on disposal	-	(5,615)	(5,615)
at 31 December 2021	**20,851**	**99,328**	**120,179**
Net book value			
At 31 December 2021	**21,608**	**30,226**	**51,834**
At 31 December 2020	**24,658**	**36,547**	**61,205**

13. DEBTORS

	2021	2020
	£	**£**
Trade Debtors	1,139,454	139,365
Receivable from other HI Federation	12,501	40,957
Accrued income	1,462,649	4,255,205
Prepayments	1,104,271	575,409
Other receivables	17,961	2,408
	3,736,836	**5,013,344**

14. CREDITORS: Amounts falling due within one year

	2021	2020
	£	£
Money due to HI Federation for programs	4,823,803	5,921,680
Money due to Donors	20,539	24,082
Trade payables	96,282	58,264
Deferred income	1,108,282	1,440,184
Accruals & other creditors	162,557	35,846
Social security costs and other taxation	65,669	61,719
	6,277,132	**7,541,775**

Deferred income comprises the aggregate of amounts received in advance for future periods for specific grant agreements.

15. COMMITMENTS UNDER OPERATING LEASE

At 31 December 2021, the charity had annual commitments under operating leases as set out below:

	2021	2020
	£	£
Not later than one year	130,800	130,800
Later than one year and not later than five years	272,500	403,300
Later than five years	250,700	-
	654,000	**534,100**

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total Funds
2021	£	£	£
Total fixed assets	51,833	-	51,833
Current assets	2,658,000	3,848,838	6,506,838
Creditors: amount falling due within 1 year	(762,760)	(5,514,371)	(6,277,131)
Net assets at 31 December 2021	**1,947,073**	**(1,665,533)**	**281,540**

	Unrestricted Funds	Restricted Funds	Total Funds
2020	£	£	£
Total fixed assets	61,205	-	61,205
Current assets	1,914,532	5,847,578	7,762,110
Creditors: amount falling due within 1 year	(1,694,197)	(5,847,578)	(7,541,775)
Net assets at 31 December 2020	**281,540**	**0**	**281,540**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2021

17. MOVEMENT IN FUNDS

	Brought forward	Incoming resources	Outgoing resources	Carried forward
2021	**£**	**£**	**£**	**£**
Restricted funds	-	5,845,804	(5,845,804)	-
Unrestricted funds				
General fund	281,540	4,497,087	(4,497,087)	281,540
TOTAL FUNDS	**281,540**	**10,342,891**	**(10,342,891)**	**281,540**

	Brought forward	Incoming resources	Outgoing resources	Carried forward
2020	**£**	**£**	**£**	**£**
Restricted funds	-	13,076,737	(13,076,737)	-
Unrestricted funds				
General fund	281,540	4,055,933	(4,055,933)	281,540
TOTAL FUNDS	**281,540**	**17,132,670**	**(17,132,670)**	**281,540**

18. RELATED PARTY TRANSACTIONS

Handicap International UK is an independent National Association of the international charity Handicap International Federation (HI). A "Federal Handbook" manual has been agreed within the Federal network in order to rationalise and share resources, and formalise working arrangements. The Federation has identified the UK as a source of significant future growth in Private Fundraising and so has invested funds in Handicap International UK in order to achieve this. It has also agreed to meet any shortfall of funds whilst the charity becomes established in the UK. During the period, HI Federation contributed £920,315 (2020: £968,963). See notes 13 & 14 for the amount outstanding between the UK and the other organisations at year end.

Overseas programme expenditure is undertaken by HI Federation on behalf of HI UK. HI Federation is registered in France (Registration number 51965599700038) formally known as 'Association Federation Handicap International'

	Overseas programme expenditure	Invoiced to HI UK	Invoiced by HI UK	Owed to HI UK	Owed by HI UK
2021	**£**	**£**	**£**	**£**	**£**
HI Federation	7,966,163	42,528	8,788	12,501	4,823,803
HI United States	-	1,526	-	-	-
2020					
HI Federation	14,678,800	15,329	6,423	40,957	(5,921,680)
HI United States	-	1,696	-	-	-

Humanity & Inclusion UK

Acknowledgements

Thank you to all our ambassadors, donors and partners in 2021.

Ambassadors

- Jack Hunter-Spivey
- Ross Wilson

Donors and partners

- ACTED
- BRAC UK
- Betty Messenger Charitable Foundation
- C.B & H.H Taylor 1984 Trust
- CBM
- Christian Aid
- Clarasys
- CollectiveContent
- Crown Agents
- Danish Refugee Council/H2H Network
- David Lister Charitable Trust
- Dorfred Charitable Trust
- Elrha
- Euromonitor International
- F H Sayers Foundation
- Fondation Ipsen
- Foreign, Commonwealth and Development Office (FCDO)
- Global Disability Innovation Hub
- Google AdWords
- HelpAge International
- Humanitarian and Conflict Research Institute
- Interburns
- International Disability Alliance
- International Organisation for Migration (IOM)
- International Planned Parenthood Federation (IPPF)
- International Rescue Committee (IRC)
- International Society of Physical and Rehabilitation Medicine (ISPRM)
- International Society for Prosthetics and Orthotics (ISPO)
- International Spinal Cord Injury Society (ISCoS)
- Jefferies Group LLC
- Jersey Overseas Aid
- Legacy of War Foundation
- Livability
- MJB Charitable Trust
- Morgan, Lewis and Bockius LLP
- MSF-France
- Norwegian Refugee Council
- Palladium
- Plan International UK
- Players of People's Postcode Lottery
- Population Council
- Queen's University Belfast
- Rangoonwala Foundation
- Relief International
- Save the Children International
- Sightsavers
- St Georges University of London
- Start Network
- Stephen Coldrick
- The H C Beer Charitable Trust
- The Helianthus Charitable Trust
- The Whitehall and Industry Group (Civil Service Fast Stream Programme)
- Third Bridge
- Tolkein Trust
- UK Fire and Rescue Service
- UK-Med
- Voluntary Service Overseas (VSO)
- World Health Organisation (WHO)

Organisational memberships and networks in the UK

- Association of Chief Executives of Voluntary Organisations (ACEVO)
- Bond
- Cluster Munition Coalition
- Enabling Education Network (EENET)
- French Chamber of Great Britain
- Fundraising Regulator
- Global Campaign for Education UK (Send my Friend to School)
- Global Partnership for Education (GPE) Civil Society Platform
- Institute of Fundraising
- International Broadcasting Trust
- International Campaign to Ban Landmines
- International Network on Explosive Weapons
- National Council for Voluntary Organisations (NCVO)
- Start Network

Annual Report and Financial Statements

Year ended 31st December 2021

humanity &inclusion

Annual Report and Financial Statements
Year ended 31st December 2021

Handicap International UK operating as
Humanity & Inclusion UK
(a charitable company limited by guarantee)

Company Registration number: 4010383 (England and Wales)
UK Registered Charity number: 1082565

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humanity-inclusion.org.uk

Cover: Longini, Rwanda © S. Wohlfahrt / HI

HANDICAP INTERNATIONAL UK

England & Wales - Charity number 1082565

Accounts



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Report and Financial Statements

Year ended 31st December 2020

Handicap International UK

operating as

Humanity & Inclusion UK

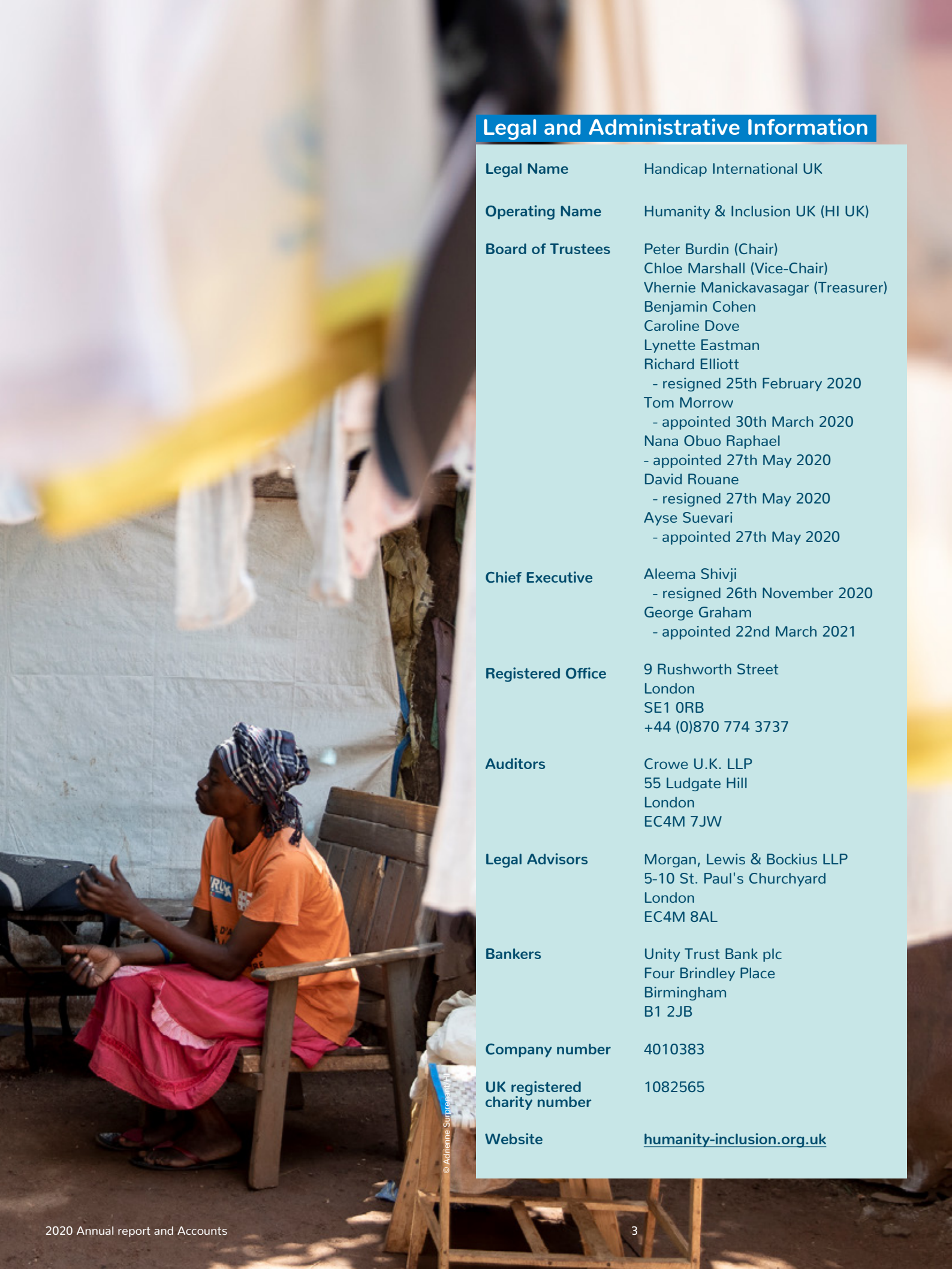
(a charitable company limited by guarantee)

Company number: 4010383
UK Registered Charity number: 1082565

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Contents

Legal and administrative information	3
Introduction from Chair and CEO	4
The Humanity & Inclusion network	6
STRATEGIC REPORT	**8**
Summary of HI UK's focus areas	9
Objectives and Key Achievements in 2020	11
Overseas programmes	11
UK projects	22
How supporters can get involved	23
How we spend your money	23
Future prospects	24
Principal risks and uncertainties	24
Raising voluntary income	26
Financial review	26
Reserves policy	26
Going concern	26
TRUSTEES' REPORT	**27**
Constitution of the charity	28
Charitable objects and Public Benefit	28
How we manage our affairs	28
Trustees' responsibilities	30
INDEPENDENT AUDITORS' REPORT	**31**
FINANCIAL STATEMENTS	**35**
Statement of financial activities	36
Balance sheet	37
Statement of cash flows	38
Notes to the financial statements	39
Acknowledgements	50



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Legal and Administrative Information

Legal Name	Handicap International UK
Operating Name	Humanity & Inclusion UK (HI UK)
Board of Trustees	Peter Burdin (Chair) Chloe Marshall (Vice-Chair) Vhernie Manickavasagar (Treasurer) Benjamin Cohen Caroline Dove Lynette Eastman Richard Elliott - resigned 25th February 2020 Tom Morrow - appointed 30th March 2020 Nana Obuo Raphael - appointed 27th May 2020 David Rouane - resigned 27th May 2020 Ayse Suevari - appointed 27th May 2020
Chief Executive	Aleema Shivji - resigned 26th November 2020 George Graham - appointed 22nd March 2021
Registered Office	9 Rushworth Street London SE1 0RB +44 (0)870 774 3737
Auditors	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
Legal Advisors	Morgan, Lewis & Bockius LLP 5-10 St. Paul's Churchyard London EC4M 8AL
Bankers	Unity Trust Bank plc Four Brindley Place Birmingham B1 2JB
Company number	4010383
UK registered charity number	1082565
Website	humanity-inclusion.org.uk

Welcome to Humanity & Inclusion UK's 2020 annual report

As we sign off our 2020 Annual Report, our organisation, like so many others, is dealing with the impact of the pandemic. Covid-19 has meant that all team members at Humanity & Inclusion UK (HI UK) have been working from home for a year. This has forced us to adapt our normal ways of working and it has been inspirational to see how this has been managed by the UK team. Now, we must continue to focus on our people's wellbeing during and after the lockdown period. We are addressing this in multiple ways through staff groups and employing new mental health centred management techniques.

Of course it is not just in the UK office that the impact of Covid-19 has been felt. Our work in communities around the world had to be quickly adapted to the changing circumstances: to ensure the safety of the people we work with as well as our staff, whilst maintaining maximum impact from the original objectives of each project, and implementing new projects to tackle Covid-19 on behalf of the most vulnerable. It is important to acknowledge that the pandemic has been the biggest interruption to the economy since World War II and this impact could create long-term financial uncertainty. In 2020 HI UK weathered well the changes to our fundraising environment caused by this uncertainty. We don't yet know what the coming years have in store for us, our current and prospective donors and partners in the UK.

Reflecting on the year gone by, 2020 has shown us that even in a pandemic there will be added disasters, both man-made and natural, and HI UK has stepped up. Alongside the continuing impact of conflict and unpredictable weather, we saw the terrible explosion in Beirut. The reverberations of this are still being felt to this day and Humanity & Inclusion (HI) is there working alongside communities to support recovery.

HI UK continues to be a partner in the UK government funded Disability Inclusive Development programme, the world's largest programme to test, scale and evidence what works to improve disability inclusion. The programme aims to achieve long-term improvements for the wellbeing and inclusion of people with disabilities from low- and middle-income countries by improving access to quality health and education services, access to jobs and improved livelihoods, and combatting negative stereotyping of disability.

This programme runs very much in line with our strategy of working in partnership and helping other organisations become inclusive, to amplify the impact on people with disabilities around the world.

We are so grateful to be the recipients of a funding award from Postcode Global Trust and would like to extend a huge thank you to players of People's Postcode Lottery. Your generosity enables our efforts to support Syrian refugees across the region and help protect civilians across the world. In the context of Covid-19 this support is truly life-saving. Thanks to players, we have been able to reach even more members of the public with our Stop Bombing Civilians campaign, a global effort which is gaining massive momentum towards an international agreement among states to end the use of explosive weapons in populated areas. The culmination of this process in 2021 will be a huge step forward in the protection of civilians in conflict.

HI UK is pleased to continue to work with inspiring individuals as Ambassadors: Jack Hunter-Spivey and Ross Wilson are champion table tennis players and GB Paralympians.

Finally, we want to thank all of our supporters and partners for following HI's journey in 2020 and enabling us to deliver our life-changing work for people who would otherwise be forgotten. We are confident that 2021 will continue in this vein, and we will continue to make a positive impact on the lives of people living with disabilities and other vulnerable groups, to ensure no one is left behind.

2020 saw our CEO of eight years, Aleema Shivji, move on to a new role and we would like to thank and acknowledge the hugely positive impact Aleema had on HI UK. George Graham joined as the new CEO of HIUK in March 2021 and he is very much looking forward to leading the fantastic team we have in place, and working alongside the Trustees as we go deeper into 2021 and beyond.

On behalf of our Trustees, our staff, and our beneficiaries across the globe, we would both like to express our deepest gratitude to all our supporters, donors, partners and volunteers.



Peter Burdin
Chair,
Humanity & Inclusion UK



George Graham
Chief Executive,
Humanity & Inclusion UK

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The Humanity & Inclusion network

Our vision

Outraged at the injustice faced by people with disabilities and vulnerable populations, we aspire to a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity.

Our mission

Humanity & Inclusion (HI) is an independent and impartial aid organisation working in situations of poverty and exclusion, conflict and disaster. We work alongside people with disabilities and vulnerable populations, taking action and bearing witness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

Our values

Humanity

Our work is underpinned by the value of humanity. We include everyone, without exception, and champion each individual's right to dignity. Our work is guided by respect, benevolence and humility.

Inclusion

We advocate inclusion and participation for everyone, upholding diversity, fairness and individual choices. We value difference.

Commitment

We are resolute, enthusiastic and bold in our commitment to developing tailored, pragmatic and innovative solutions. We take action and rally those around us to fight injustice.

Integrity

We work in an independent, professional, selfless and transparent manner.



© Dieter Telemans/HI

About HI

HI is comprised of a Federation, created in 2009, and eight national associations, founded between 1982 and 2006: Belgium, Canada, France, Germany, Luxembourg, Switzerland, the United Kingdom, and the United States.

The Federation implements the network's social missions in around 60 countries, either under the name 'Humanity & Inclusion' or 'Handicap International', depending on the country.

The national associations are called 'Handicap International' in Belgium, France, Germany, Luxembourg, and Switzerland, and 'Humanity & Inclusion' in Canada, the United States, and the United Kingdom.

The HI Institute for Humanitarian Action is responsible for defining the ethical framework that underpins HI's actions. The Institute analyses the ethical and political issues facing the HI movement and the aid sector in general.

International recognition

HI was made co-laureate of the 1997 Nobel Peace Prize for its role in the International Campaign to Ban Landmines. In 1999, HI obtained special consultative status with the United Nations. In 1996, the United Nations High Commissioner for Refugees awarded HI the Nansen prize "for its outstanding work with refugees". In 2008, the Nansen prize was awarded to the United Nations Mine Action Coordination Centre for South Lebanon in recognition of the work carried out by its deminers, including three HI teams. In 2011, HI received the Conrad N. Hilton Humanitarian prize for its actions in support of people with disabilities.

In September 2020, HI won two of the European Union's Horizon Prizes in recognition of the organisation's innovative work using 3D printing for tele-rehabilitation in hard-to-reach locations and the use of drones for mine clearance in Chad.

In NGO Advisor's 2020 ranking of the world's top non-governmental organisations, HI rated 13th. The criteria used to evaluate NGOs are transparency and accountability, governance, impact and innovation.



Institutional policies and code of conduct

HI's institutional policies and directives set out the principles to be respected by all of its employees and partners. In 2020 this includes a new safeguarding framework which brings together existing policies such as child protection, protection of beneficiaries from sexual exploitation, abuse and harassment and anti-fraud, bribery and corruption and re-confirms HI's commitment to safeguarding.

Alongside these policies, HI's overarching code of conduct outlines HI's expectations of staff and volunteers. It aims to protect all beneficiaries of HI's direct and indirect actions, and people from communities in contact with these actions, especially children, women, people with disabilities and anyone in a vulnerable situation. Whenever local legislation permits, HI incorporates this Code of Conduct into employment contracts and internal rules of procedure.

Our Code of Conduct and institutional policies are available at: **www.hi.org/en/institutional-policies**

- Code of Conduct
- Protection of beneficiaries from sexual exploitation, abuse and harassment policy
- Child protection policy
- Disability, gender and age policy
- Anti-fraud, bribery and corruption policy
- Safety and Security policy
- Counter-terrorism measures and regulations policy



Our UK ambassadors

We are lucky to have the kind support of our UK ambassadors for HI's programmes and advocacy efforts.

Ross Wilson and **Jack Hunter-Spivey** are two renowned table tennis players and GB Paralympians. They support Humanity & Inclusion's work alongside people with disabilities living in situations of poverty and exclusion, conflict, and natural disaster.

We are so proud to have such talented and inspiring individuals as HI ambassadors.



STRATEGIC REPORT



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Summary of Humanity & Inclusion UK's Focus Areas

HI UK is part of the global HI network, composed of a Federation, an Institute and eight national associations including HI UK. As part of the HI network, HI UK fully adheres to HI's aims and contributes to supporting HI's actions overseas. Our core values are humanity, inclusion, commitment and integrity.

The people we support:

- Populations at risk of diseases, violence or accidents liable to cause disability;
- Disabled people and people living with chronic disabling diseases;
- Refugees, people living in disaster areas or people displaced by crises, conflicts and catastrophes, especially those among them who are particularly vulnerable, injured or disabled;
- People threatened by weapons, munitions and explosive devices during or in the aftermath of conflicts.

Targeting in particular disabled and vulnerable populations, HI aims to:

- Rapidly and sustainably improve the living conditions of people, communities and populations, with the aim of attaining the highest possible level of wellbeing;
- In the context of a crisis, protect the life, health and dignity of affected people by providing appropriate relief and offering adapted solutions.

HI's overseas programmes carried out for the public benefit can be grouped in the following areas:

Overseas Activities: Emergencies

Disabled and vulnerable people often struggle to access vital aid and services during crises such as conflicts and natural disasters. Our emergency teams work to make sure that no-one is forgotten. We provide healthcare, rehabilitation and psychosocial services, ensure that water, sanitation and shelters are accessible, and distribute emergency aid. We also raise awareness of other organisations about the needs of disabled people and other vulnerable groups in an emergency, and work with them to make their programmes inclusive.

Overseas Activities: Long-term development

People with disabilities are often the poorest of the poor, subjected to exclusion and denied their fundamental human rights. We work with disabled people of all ages to make sure that they are included in every aspect of society. Our projects give disabled children the chance to get an education, help create better job opportunities for disabled adults, promote inclusive sports and improve accessibility in communities. We work alongside local disabled people's organisations to help them advocate for their rights and get their voices heard.

We also transform people's lives by fitting artificial limbs, providing rehabilitation and psychosocial services and mobility aids. By changing attitudes towards disability, setting up rehabilitation centres and training local professionals, we make a long-lasting difference to communities. Our teams also raise awareness about HIV & AIDS, and non-communicable and neglected tropical diseases. By supporting health and social care systems, and working alongside local partners, we make sure that disabled people can access the services they need in a sustainable way.

Overseas Activities: Explosive weapons and armed violence

Explosive weapons including landmines and cluster munitions continue to injure and kill civilians in countries all around the world. We help survivors rebuild their lives through counselling, artificial limb fitting, physiotherapy, inclusive education, income-generating and community activities. Our experts train local teams of deminers to clear land of unexploded weapons. We also reduce the number of accidents by educating local communities about the risks. At the international level, we campaign for a ban on these deadly weapons and work alongside survivors to ensure their voices are heard.

For more details on our overseas activities, please see pages 11 to 21.

Domestic Activities

In the UK, our programmes carried out for the public benefit include:

- Raising awareness of the general public about the impact of explosive weapons (such as landmines and cluster munitions) and armed violence, through our Stop Bombing Civilians campaign.
- Influencing and advising on policies and practice, particularly on disability inclusion, with government and non-governmental partners.
- Managing Source, an online resource centre which provides key resources on disability and development issues.
- Training UK rehabilitation professionals to prepare them for overseas deployment with the UK Emergency Medical Team (UKEMT).
- Partnering with other institutions and organisations to further our charitable objectives.

For more details on our domestic activities, please see page 22.

Key facts and figures

- Over **15%** of the world's population, or one billion people, live with a disability.[1]
- More than **32 million** children with disabilities in low and middle-income countries are out of school and denied an education.[2]
- In many countries only **5% to 15%** of people who require assistive devices have access to them. There are 35 to 40 million people globally who require prosthetics and orthotics services.[3]
- Every year, **tens of thousands** of civilians are killed and injured by the use of explosive weapons in towns and cities. When explosive weapons are used in populated areas, a shocking **90%** of casualties are civilians.[4]

1. World Report on Disability. World Health Organization (WHO) and World Bank, 2011.
2. The Education Commission report, 2016.
3. WHO standards for prosthetics and orthotics. Geneva: World Health Organization, 2017.
4. Action on Armed Violence, based on media monitoring.



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Objectives and Key Achievements in 2020

Here are some highlights from our achievements in 2020 against our 3 overarching strategic objectives:

1. Bring tangible improvement to the living conditions of people with disabilities and vulnerable populations through key opportunities linked to our organisational mission.

- We expanded our reach overseas, working in the sectors of mental health, sexual and reproductive health, education, livelihoods and emergency response. For example, HI was proud to be awarded a Rapid Response Facility (RRF) grant by the Foreign, Commonwealth and Development Office (FCDO) for tackling the primary and secondary impacts of Covid-19 on some of the world's most vulnerable populations. Our £3.2m grant allowed us to respond to the global pandemic in extremely challenging contexts, including in the Central African Republic. Details of our achievements in this and other projects can be found on pages 12-21.
- We progressed on our objective of working with the World Health Organisation to have the Spinal Injury Cell, developed in 2017 as part of the UK Emergency Medical Team, verified to global standards.
- Despite the postponement of the international diplomatic process towards a political declaration on the use of explosive weapons, we maintained the momentum of the campaign by engaging with key UK decision makers. Thanks to the general public we also gained another 36,868 valuable petition signatures. Details can be found on page 22.

2. Be an innovative fundraising organisation, responding to the funding opportunities available to meet the needs of our programmes.

- We benefited from an incredibly valuable funding award from Postcode Global Trust, with funds raised by players of People's Postcode Lottery to support Syrian refugees and host communities and our Stop Bombing Civilians campaign.
- We invested in digital marketing activities to build momentum for our Stop Bombing Civilians campaign and to gain new supporters.

3. Have a diverse, happy and connected workforce, in an innovative, compliant and tech-savvy environment, which results in the effective delivery of our UK plans and HI's 10-year strategy.

- We joined our colleagues throughout the international network in a new programme called BeHinclusive, with the objective of increasing the diversity of our workforce and having the support mechanisms in place to support different needs.
- We continued our innovation project in Uganda testing the use of 3D printing in prosthetic and orthotic production. By the end of 2020, 82 beneficiaries had been identified and 63 orthoses produced.

Humanity & Inclusion's 2016-25 Strategy "For More Solidarity and Inclusion in the World" is available at: humanity-inclusion.org.uk/en/the-hi-network.

The following sections of this report highlight some of our key achievements in further detail.

Overseas programmes

During the 2020 financial year, HI UK supported a number of HI's overseas programmes.

The HI Network mobilises resources and manages projects around the world. Our programmes are implemented with a wide range of local, national and international partners.

The following section is a snapshot of some of the major programmes HI UK has supported.

Worldwide

Our response to Covid-19

The project

When Covid-19 was declared a global pandemic by the World Health Organisation in March 2020, HI mobilised its teams to help people worst-affected by the crisis.

Providing a simultaneous emergency response in almost 50 countries has been a major challenge. Undeterred, HI launched an emergency programme of unprecedented reach, while also adapting its 'routine' projects to maintain support for all those in need. Our priority, as always, has been to help the most vulnerable people (including people with disabilities, isolated people, single women, refugees and displaced people) who are the main victims of this crisis.

The situation

The epidemic and the crisis caused by Covid-19 have increased the needs of people who are already extremely vulnerable due to unstable security situations, conflicts, acute poverty, political and socio-economic crises, climate change, and other factors. However, the measures put in place by governments around the world to reduce the spread of Covid-19 have made it harder to transport humanitarian aid and to mobilise the resources needed to address this crisis.

Our activities

Around the world, HI's activities have focused on identifying the needs of the most vulnerable people and providing them with direct assistance:

- Distributing hygiene kits including hand sanitiser, soap and masks.
- Providing people with information on Covid-19, including the risk of transmission and prevention measures.
- Psychosocial support to people affected by the epidemic and its wider effects, including frontline medical staff.
- Distributing food aid and cash assistance to vulnerable families.
- Protection and inclusion activities to ensure that people with disabilities, isolated women and children, and older people are not forgotten or excluded.
- Logistics support for the transport and shared storage of health and humanitarian equipment, the repair of airport runways and roads to isolated health centres etc.

In addition to these emergency activities, HI also adapted its existing projects to continue supporting people in need, while taking measures to reduce transmission of the virus.

For example, we continued providing rehabilitation care to patients who needed it by adapting our working methods. Where the situation allowed, physiotherapists continued to provide care in rehabilitation centres in compliance with safety rules such as social distancing and mask-wearing. In countries where lockdowns were imposed, online 'telerehabilitation' sessions enabled thousands of patients to continue their rehabilitation exercises at home by watching videos and receiving guidance via telephone, WhatsApp, and other methods.

Impact

During 2020, HI's teams implemented more than **160 projects** in aid of people affected by the Covid-19 crisis.

Between March and August 2020 alone, HI provided more than **2.2 million people** with emergency aid. This included:

- **1,600 000 people** received information on Covid-19 prevention measures.
- More than **138,000 hygiene kits** were distributed, containing hydro-alcoholic gel, soaps, and the like, and more than **800,000 masks**.
- More than **6,800 vulnerable families** received food aid.
- **225,000 people** received psychosocial support sessions to help them cope with the insecurity or trauma caused by the crisis.



© Adrienne Surprenant/HI

Central African Republic

Health facilities in Central African Republic were ill-prepared to deal with the Covid-19 pandemic because of the difficulty in maintaining minimum standards of hygiene and biomedical waste disposal, shortages of protective equipment and lack of staff training.

This had the potential to severely affect the most vulnerable people and those at risk of exclusion (due to disability, ethnicity, or language and refugees and displaced people).

Our impact

- Disseminated Covid-19 messages to communities and people with disabilities via posters in public spaces, radio broadcasts, and mobile awareness-raising campaigns. **12,475 radio spots** with Covid-19 messages were broadcast, reaching an estimated **170,000 people**.

- Distributed basic hygiene kits to improve Covid-19 prevention measures. **79%** of sampled beneficiaries demonstrated improved knowledge about Covid-19.

- Trained staff from **five health facilities** on detection of Covid-19 cases, symptoms and transmission, as well as on national protocols for screening, identification, social distancing, and isolation.

- Provided **individual psychosocial support** for health and humanitarian personnel working on the Covid-19 response.

Funded by UK aid from the British people.

Colombia

Since its first Covid-19 case was reported in March 2020, the Colombian government took increasingly strong measures to contain the virus, including shutting down the borders, curfews, prohibiting gatherings and travel restrictions. This is having devastating effects on vulnerable Colombians and Venezuelans throughout the country.

As well as the health risks, many were unable to earn an income, pay rent, or buy food and supplies, leading to a significant increase in evictions, food insecurity and protection risks.

The majority live hand-to-mouth, with insufficient or no savings and a limited social safety net.

HI was part of a consortium led by HelpAge International working to provide a comprehensive emergency package to improve the health and wellbeing of highly vulnerable persons at risk from Covid-19.

Our impact

- Awareness raising on disability and age inclusion with members of the local humanitarian coordination mechanism. An online training on Inclusive Humanitarian Action was developed and **178 people** completed the first module.
- Remote provision of mental health & psychosocial support to older people and people with disabilities.

- Cash transfer programme reaching **112 vulnerable people**, 40% more than the target. This also positively impacted **708 family members**.

- **12 videos** were produced (using local sign languages) to raise awareness online about the needs of people with disabilities during Covid-19.

Funded by Start Network.

Nepal

The government of Nepal enforced a countrywide lockdown in March, which was partially lifted from July. HI was the technical partner in a consortium led by Save the Children International working to address the immediate household needs of the most vulnerable families, including people with disabilities. It also worked to ensure they had safe access to information and resources to protect themselves from Covid-19, and aimed to improve municipal capacity to address the current and future needs.

Our impact

HI's activities included:
- Technical input to ensure that the programme design and activities were **disability inclusive** (e.g. commodity voucher assistance, accessible WASH, safeguarding and protection).

- Developing guidelines and tools that help to ensure **access to information or services for people with disabilities**.

- Designing and promoting accessible **disability-friendly materials** such as leaflets and audio-visual messages on sanitation and personal hygiene.

- A range of **disability awareness training and support** for staff from partner organisations and municipalities, as well as organisations involved in protection such as the district police office and court, child protection networks, and organisations of persons with disabilities.

- Training on **disability-inclusive approaches** and regular technical support for the implementing NGOs in coordination with the consortium partners in 5 districts.

Funded by UK aid from the British people.

Bangladesh, Ethiopia, Madagascar, Pakistan, South Sudan and Uganda

Women's Integrated Sexual Health (WISH)

The project

Running from January 2019 to September 2021, the Women's Integrated Sexual Health (WISH) programme offers quality integrated and inclusive family planning and Sexual and Reproductive Health (SRHR) services to marginalised populations. This includes those under 20 years old, people with disabilities and other vulnerable groups.

The Women's Integrated Sexual Health Consortium (Lot 2) is led by International Planned Parenthood Federation (IPPF) and implemented through Member Associations and Partners: Development Media International (DMI), International Rescue Committee (IRC), MSI Reproductive Choices, Options Consultancy Services (Options), and Humanity and Inclusion UK (HI UK).

The situation

Universal access to sexual and reproductive health and rights are two key targets under Sustainable Development Goals (SDGs) 3 and 5. In many African and Asian countries, there is a need for family planning services which is evidenced by a high number of unintended pregnancies.

Due to the intersectionality of disability, education, and economic opportunities, people with disabilities are often extremely poor and live in hard-to-reach societies. In particular, women and girls with disabilities are often excluded from SRHR services due to multiple barriers including social and gender norms, discrimination and stigma, myths about people with disabilities' sexuality.

WISH is the UK government's flagship programme to scale up its support for SRHR services in countries across Africa and Asia by 2021.

Our activities

HI is an implementing partner of the WISH consortium and responsible for disability inclusion across 6 of the project's 16 countries of implementation.

In practice, this means HI:

- Supports governments to develop and implement policies and plans that meet the Sexual and Reproductive Health (SRH) needs of people with disabilities;
- Builds the capacity of healthcare providers to provide quality and accessible SRH information and services;
- Provides technical support to international and local NGOs as well as Organisations of People with Disabilities (OPDs) on promoting SRHR for all;
- Across the whole programming, HI addresses barriers and transforms beliefs preventing people with disabilities from accessing SRH information and services.

Responding to Covid-19

HI has responded to the different challenges posed by Covid-19 and adapted wherever possible. One key adaptation was the inclusion of Covid-19 information with the existing family planning messaging through radio, social media, and community messaging, to raise awareness.

In addition, we ensured the continuation of training sessions via remote meetings. HI is putting measures in place to continue working throughout the pandemic to ensure the inclusion of people with disabilities.

UKaid from the British people

WISH2ACTION

IPPF Options humanity & inclusion RESCUE dmi MARIE STOPES INTERNATIONAL

Impact

The WISH consortium aims to ensure that over **2.2 million** beneficiaries have access to SRHR services. HI provides technical support on inclusion both to consortium partners as well as community health volunteers. This ensures the project is sustainable. So far, the consortium has reached **1,715,815** beneficiaries.

To date, HI has developed initial guidelines on inclusive SRH and rolled out **inclusion training in the 6 focal countries**. Furthermore, HI has seen that people with disabilities are increasingly aware of the possibility to access SRHR and family planning services thanks to HI's activities.

Through training sessions and peer to peer engagement, the collaboration between HI project teams in-country and OPDs is growing. Health facilities in Pakistan and Bangladesh have made changes to **improve accessibility for people with disabilities**. HI has improved strategic partnerships with SRH-related governmental structures.

Finally, HI has **collected key data on disability and accessibility** which can now be used in advocacy or awareness-raising activities.



Community Health Worker Saroda Rani (left) with Morjina (right), Bangladesh.

Morjina's story

Morjina is 23 years old and lives with her husband, an agricultural labourer who has a speech & hearing impairment.

Morjina was married by the age of 15 and had given birth to 3 children before her early 20's. She received support from the WISH2ACTION project during her third pregnancy.

"Our financial condition is not good and we have limited resources. We have suffered a lot and we have to care for a large family," she explains.

"Before becoming involved in the WISH2ACTION project, I was not aware of the methods of services available for family planning. My family members were also unaware of family planning services and care points. As a result, I had 3 children within the space of a few years."

"I now know about the available family planning services and I have learnt so much about the permanent methods, injections, implants, as well as the importance of nutrition during pregnancy, safe delivery planning and COVID19 awareness messages. I started using the injectable family planning method and I now receive regular information about family planning services from local organisations."

"Over the last 9 months, I have received so much support and I feel empowered when using family planning services. I am hopeful that I will be able to prevent unwanted pregnancies in the future."

Most of my neighbours and community are poor and they live hand-to-mouth. I share with them my story of poverty and problems due to having a large family and tell them how I become safe by using contraceptives."

Jordan and Lebanon

Syrian crisis response

The project

The aim of HI's response to the Syrian crisis is to support Syrian refugees and host populations in Jordan and Lebanon. HI responds to the disruption of access to basic services and teaches communities about the risks of unexploded weapons from the conflict.

The situation

For almost a decade conflict has raged in Syria, leaving 12 million people in need of humanitarian assistance. Access to basic services (healthcare, food, clean water, shelter) remains an absolute priority. Unexploded weapons litter the landscape, posing a risk to cilivians and preventing the return of populations displaced by the conflict.

Millions of Syrian refugees in Jordan and Lebanon are facing extreme weather conditions including extensive flooding and snow, making access to basic services such as healthcare and education even harder. And, in 2020, Covid-19 made life even more challenging.

Our activities

Since 2013, Humanity & Inclusion's teams have assisted Syrian refugees and their host communities in Jordan and Lebanon. Our activities include:

- Providing rehabilitation and psychosocial care to Syrian refugees and local communities through HI's teams of physiotherapists, occupational therapists, psychologists, and social workers.
- Ensuring the career development of these local professionals through training.
- Delivering risk education sessions in schools and community groups to raise awareness about the risks of unexploded weapons.
- Raising awareness of Covid-19 amongst vulnerable populations using HI's existing community relations to ensure trust and guarantee that the most vulnerable people are reached.
- Responding to the Beirut blast with humanitarian assistance and assessing the situation to deliver physical and psychological support.

Responding to Covid-19

HI's teams responded promptly to Covid-19, negotiating stringent lockdown curfews and limitations on movement to deliver services either online or safely in person. By the end of 2020 all projects had resumed with appropriate safety measures in place.

Hygiene messaging was included in the delivery of all projects. 97% of 452 people with disabilities we surveyed in Jordan in April 2020 found HI's information on Covid-19 protection and prevention easy to understand.

The explosion in Beirut

On 4th August 2020, a blast in Beirut's port devastated the city, leaving 190 dead, 6,000 injured, and thousands more left with damaged homes and workplaces. HI's Lebanon team, along with emergency specialists, responded immediately to support the population.

788 rehabilitation sessions were delivered, numerous patients were referred to healthcare facilities and individual and group psychosocial support sessions were held.



© Tom Nicholson/HI

Supported by players of PEOPLE'S POSTCODE LOTTERY

Awarded funds from POSTCODE GLOBAL TRUST

UKaid from the British people

This project is funded by UK aid from the British people, and supported by players of People's Postcode Lottery.

Impact

During the course of 2020:

37,788 people benefitted from physical rehabilitation services.

29,888 people received psychosocial support, including many carers. **46%** of people receiving psychosocial support were women and girls.

Over **50 trainings and events** took place, many virtually, to build expertise and capability for HI and its partner organisations.

187,348 people were reached by our risk education activities, and **1,373** members of non-governmental organisations were also given briefings.



Salam receiving care at HI's prosthetics workshop in Jordan.

Salam's story

Salam was playing with her little brother in an olive orchard when she found an unexploded cluster munition left from a previous bombing raid. Unaware of the danger, Salam started playing with the bomb, trying to take a small piece of metal from it to use it to carve rocks. This caused the bomb to explode.

The explosion caused severe injuries to Salam's legs. Her little brother was a bit further from the bomb putting him directly in the lethal zone. He was killed instantly. Salam's father, mother, and all 4 siblings were also injured.

HI met Salam in 2015 in Jordan, after she moved there due to the severity of her injuries. HI's teams have helped Salam to gain strength through rehabilitation to be able to use a prosthetic limb.

Her father says "we used to carry her to school before receiving the prosthetic leg and now she can easily walk to receive education." She's the top of her class and wants to be a doctor when she's older.

HI has also worked with Salam to build her confidence with her peers through psychosocial support, and how to go about everyday life through occupational therapy.

Salam and her family have decided that staying in Jordan gives her the best chance of receiving the treatment and education that she needs. Salam will need her prosthesis to be replaced regularly as she grows, and she may even have to move country again in the future to receive further care.

Sierra Leone

Girls' Education Challenge - Transition

The project

This project aims to support girls who are marginalised and children with disabilities. The focus is on improving their attendance in school, improving self-esteem and confidence, improving the economic empowerment of learner's families, and shifting community attitudes to reduce stigma. The project aims to promote inclusive education across all schools.

Running from April 2017 to July 2021, the programme involves a consortium of organisations including Plan International, Humanity & Inclusion, Action Aid, The Open University, and the Ministry Of Basic And Senior Secondary Education.

The situation

The main barriers facing children with disabilities in Sierra Leone are poverty, child labour, lack of accessibility, negatives attitudes to education, pregnancy and forced marriage for girls. The situation is especially challenging for girls - for every 100 boys, only 65 girls complete lower secondary school. The female literacy rate in Sierra Leone (34%) is one of the lowest in the world.

Sierra Leone is currently finalising a long-awaiting policy on inclusive education. However there are insufficient teachers and a majority are undertrained. In 2017, 33% of teachers had never received any formal training as educators.

Our activities

HI is tackling these issues using Community Based Rehabilitation Volunteers (CBRVs) to identify children with disabilities at community level and refer them to relevant services. CBRVs also work closely with families to break down the stigma.

To support children attend school, we have provided assistive devices such as hearing aids, crutches and wheelchairs for example. We are also improving the accessibility of school buildings for disabled children.

Training on inclusive education is an important part of the project both in terms of in-service training for teachers and pre-service training for student teachers. In 2020, we ran workshops to train teachers how to develop teaching and learning materials for children with disabilities.

We have helped to form Village Saving and Loan Associations (20 goups in 2020) and encourage parents with disabilities to take part, increasing economic empowerment and reducing the rate of school drop out.

Responding to Covid-19

During the period of school closures in Sierra Leone, the project adapted its activities, providing equipment to promote handwashing and hygiene practices including 3,600 buckets and 197 cartons of soap, and distributing personal protective equipment.

CBRVs were provided with phone cards to allow them to support to children and their families whilst they were at home, and megaphones were also provided to allow community-based awareness raising at a distance.

Specialist teachers worked directly with parents of disabled children to explain how they could support their child's learning at home, first by phone, and then later on with visits. Teachers also supported study sessions, which could continue in small groups even when schools were closed.

A key activity was the switch to radio-based learning during school closures. A total of **672 radios** were distributed to families to help learners access educational programming. HI also supported the **broadcast of teaching and learning content,** radio jingles and material with a focus on inclusion of all children.



© Julia McGeown/HI

This project is funded by UK aid from the British people.

Impact

The project has shown many positive impacts. More children with disabilities and girls are now attending the target schools. The attitudes of people in the communities towards children with disabilities and their education, has improved. This was noted by students themselves too.

On average, teachers in the project are using around **75%** of the inclusive teaching methods that they have learnt in trainings.

All head teachers interviewed said that they encouraged "child-centred" teaching at their school. **38%** of head teachers used at least 4 different inclusive education methods, and even more used one or two different methods.

Classroom observations show that on average the teachers are using around **75%** of inclusive and gender sensitive teaching methods expected of them, showing good progress. This is supported by feedback from students.



Amie in the playground of her primary school in Sierra Leone.

Amie's story

Amie is an engaging and lively 7-year-old girl who is keen to go to school and join her friends in the classroom. She lives in a rural area in Sierra Leone, where she lives in a small hut with no running water.

Amie attends one of the model schools that is part of the Girls Education Challenge Transition project. It has been renovated with accessibility modifications including ramps, accessible toilets, wider doorways, larger windows to improve the light source in the classrooms, and painted brightly to make it easier to see for students with low vision.

Amie has a physical disability, with weakness affecting both her hands, her right arm, and her left leg. She has difficulty walking and with using her hands for certain tasks - for example she has trouble gripping a pen.

As part of the project, Amie has been allocated an itinerant teacher called Abdul who has been trained to work with different children with disabilities identified as needing support in the classroom. Abdul visits Amie at school twice a month and pays weekly home visits to check how she is getting on at home. He also organises a monthly community meeting to make sure Amie's parents are on board and to update her individual education plan.

Amie is now learning to read and write, with some modifications and adaptations, thanks to the help from Abdul. She is also feeling more supported and encouraged that she will be able to succeed which is building her confidence. The community meetings have helped her parents and teacher to understand why she has the difficulties that she has, and how best they can support her.

Bangladesh

Disability-inclusive graduation out of poverty

The project

This project aims to implement an inclusive poverty graduation programme for poor and ultra-poor households in Bangladesh. We are doing this by empowering people with disabilities to maximise their physical and economic independence through practical, sustainable support.

The project is running from April 2018 to February 2022.

The situation

The government of Bangladesh reported that it had met Millennium Development Goal 1 in 2013, halving the number of people living in poverty. However, the number of people with disabilities graduating out of poverty is well behind this target.

In 2017, a joint study by HI and Nossal Institute (University of Melbourne) across two districts of Bangladesh showed that 72% of people with any disability reported a need for assistive devices, and less than 2% of women with disabilities were enrolled in vocational training.

Few people with disabilities have received assistive devices, can access maternity or widow allowances, or receive health or sanitation support. All of this contributes to the extreme poverty of people with disabilities living in deprived regions of Bangladesh.

Our activities

HI gives people with disabilities access to medical services, accompanying them to appointments and covering the costs. We provide custom-made assistive devices and personalised rehabilitation care, as well as structural adaptations to homes and workplaces. This increases the capacity of people with disabilities to participate in economic and social activities.

We also support people with disabilities to create individual business plans, and provide skills training, business tools and start up support, with a specific focus on the economic empowerment of women.

We also work to set up a self-help savings group, encouraging communities to save towards a Risk Fund which we match fund, in order to better equip households to recover from shocks and natural disasters.

HI has been carrying out a poverty graduation project in Bangladesh since 2011. In the pilot, 100% of beneficiaries showed positive growth toward sustainably graduating out of poverty, and approximately 80% of participants had graduated out of poverty by the end of that phase. In the second phase running up until 2018, the overall graduation rate reached 98%. Based on lessons learned, we initiated the third phase of our disability-inclusive poverty graduation project in April 2018.

We have helped a remarkable number of disabled people take the first steps out of poverty, towards an independent and sustainable working life. Significantly increasing the autonomy and skills of people with disabilities also increases their opportunities, and reduces the barriers to a sustainable, inclusive livelihood within their own communities.

Responding to Covid-19

In 2020, we adapted our project in Bangladesh to ensure that vulnerable populations living in overcrowded conditions could receive information on Covid-19 hygiene and resources such as masks and handwashing facilities.

We ran hygiene awareness sessions for **13,232** households and distributed **6,432** household hygiene kits and **11,306** masks. We also installed handwashing stations in **410** communities and ran community sessions on hygiene for **1,247** people.



This project is funded by UK aid from the British people, and the Ajahma Charitable Trust.

Impact

By the end of 2020, we had reached **3,806** people with disabilities. This means we have already met **94%** of the target for the whole project.

1,433 people with disabilities received rehabilitation support in 2019, far exceeding the target of 937, showing the urgent and widespread need for services.

40% of the target households that we reached have already demonstrated their preparedness to withstand natural disasters and household shocks.



Thanks to HI's support, Anju is able to contribute more to her household.

Anju's story

We first met Anju in 2018. Anju has a physical impairment which causes her to experience pain in her legs. She has also been affected by domestic abuse in the past.

We provided Anju with a walking frame and various in-home adaptations to increase her physical independence. Our rehabilitation team also worked with Anju to strengthen her legs and reduce the pain she was in.

Anju, her family and neighbours were all living in extreme poverty. By providing them with psychosocial support we increases their self-esteem.

In addition, HI supported Anju with training on how to set up a business and manage budgets. She bought a bull which she and her family sold to buy a cow and a sheep and repair her mother's tea stall. The cow later had a calf and the family are now getting two and a half litres of milk a day, which supplies the family's tea stall and brings in a regular income.

As a result of Anju's determination, and thanks to support from HI and our donors, Anju and her family are living with more financial security and independence.

United Kingdom

UK projects

UK Emergency Medical Team

In 2020, the **United Kingdom Emergency Medical Team** (UKEMT) was deployed to 9 locations around the word including Bangladesh, Lebanon and Armenia. With each request HI advocated for rehabilitation inclusion at all points - either through direct rehabilitation support or by awareness-raising of the need for rehabilitation as part of the case management pathway for Covid-19.

In particular, HI provided remote Covid-19 rehabilitation support to Bangladesh and Armenia, training local staff in patient care and recovery, both in healthcare facilities and community settings. In August, an HI rehabilitation specialist also deployed as part of the UKEMT in an initial assessment role to Beirut, Lebanon, following the blast in the city. She was subsequently seconded to support the World Health Organisation (WHO) EMT Coordination Cell for 7 weeks.

In early 2020 we secured funding for a new 'Rehabilitation in Outbreaks Specialist'. This enables the UKEMT to better support deployments and also develops the rehabilitation element of the UKEMT Outbreak Response Specialist Team (ORST), which is currently on its way to WHO EMT verification. In addition, two respiratory rehabilitation specialists provided the WHO with technical support to ensure rehabilitation was included in a range of Covid-19 guidance documents, courses and presentations.

In addition, our Spinal Cord Injury (SCI) Cell is helping transform our training for specialist teams. As face-to-face training was not possible in 2020, we worked with UK-Med to digitalise training programmes and intend to return to elements of face-to-face training when possible.



UKEMT members Susie Wolstenholme and Maeve Tohill in Samoa, December 2019.

Inclusive Futures

Part of the Inclusive Futures programme, Source is an international online resource centre on Disability and Inclusion. It features resources that reflect the experiences and priorities of people in developing countries.

Source gives access to a multitude of resources that can be filtered by different thematic areas (e.g. education, livelihoods and health), allowing practitoners and researchers to find and share resources to match the situation and their needs.

In the past year Source has added a 'Disability and Covid-19' section and a disability peer reviews section.

From 2019-22, as a partner in the UK aid-funded Inclusive Futures programme led by Sightsavers, HI is using Source to disseminate innovative approaches that have been developed to improve the long-term economic empowerment and inclusion of people with disabilities in Bangladesh, Kenya, Nigeria and Uganda.

Visit asksource.info

Stop Bombing Civilians

In 2020, the global process to develop a political declaration to protect civilians from explosive weapons was postponed due to Covid-19. Despite this, we kept up the momentum of the Stop Bombing Civilians campaign.

We hosted Parliamentary meetings with dozens of MPs and interested individuals. Virtual meetings allowed us to bring together input from experts with survivors of explosive weapons from around the world. We also held one-on-one meetings with key decisions makers in the UK, to ensure the continued involvement of civil society organisations, like charities, as the diplomatic process continues.

We gained 36,686 new signatures to the Stop Bombing petition through the connected fundraising campaign, and about 50 emails were sent to MPs from HI UK supporters. We also launched a report on the impact of explosive weapons in Yemen which is available on our website.

Thanks to players of People's Postcode Lottery, we have been able to connect with more people to fight for the protection of civilians in conflict.

How supporters can get involved

- You can support HI's life-changing work by making a one-off donation or a setting up a regular gift.
- You can organise a fundraising event or personal challenge - you could run, ride, bake or sing to raise funds! Our team are happy to provide free resources and advice.
- You can sign the Stop Bombing Civilians petition and email your MP via our website.
- Schools, clubs and community groups can fundraise and support our campaigns.
- If you are a philanthropist or represent a company or trust, you can call us to explore how you can make the biggest difference through a bespoke partnership.
- Anyone can leave a legacy and help change lives. Please consider remembering HI UK in your will, so you can continue to make a difference for generations to come. Even the smallest gift can help!

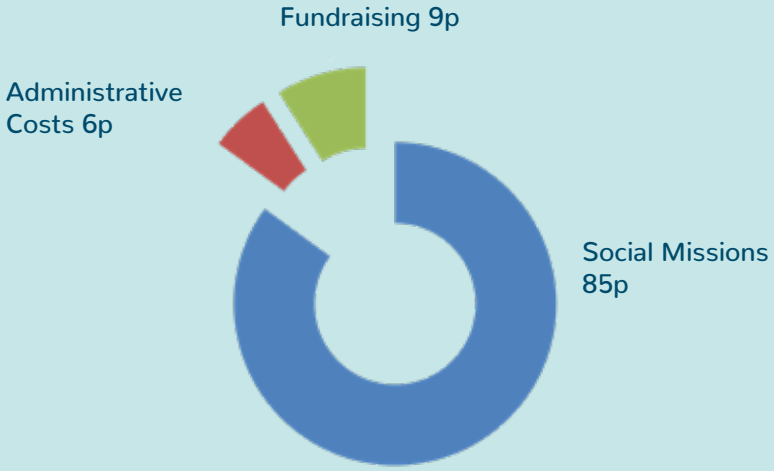
Please visit humanity-inclusion.org.uk
email **supportercare.uk@hi.org**
or call us on **0870 774 3737** to find out more.



How we spend your money

For every pound spent by the HI Organisation (including HI UK) in 2019[6]:

85p was spent on our social missions
9p was spent on fundraising costs
6p was spent on administrative costs.



6. The HI Organisation includes the HI Federation and the eight National Associations (Belgium, Canada, France, Germany, Luxembourg, Switzerland, the United Kingdom and the United States of America). The 2020 Federal accounts will only be available in July 2021 and therefore these figures relate to the 2019 financial year.

Future Prospects

We continue to work towards our strategic framework, across these three pillars:

1. Bring tangible improvement to the living conditions of people with disabilities and vulnerable populations through key opportunities linked to our organisational mission.
2. Be an innovative fundraising organisation, responding to the funding opportunities available to meet the needs of our programmes.
3. Have a diverse, happy and connected workforce, in an innovative, compliant and tech-savvy environment, which results in the effective delivery of our UK plans and HI's 10-year strategy.

Here are some highlights from our focus areas for 2021:

- Strengthen training and awareness-raising of humanitarian emergency early rehabilitation via online platforms and environments.
- Adapt our project delivery for the UK Emergency Medical Team during the Covid-19 pandemic, following lessons learned in 2020.
- Maintain momentum gained in 2020 with key decision makers, civil society organisations and the general public on our Stop Bombing Civilians campaign. We will focus on encouraging the UK government to positively engage with the diplomatic process and sign the forthcoming declaration to avoid the use of explosive weapons in populated areas.
- Continue to work on our ongoing projects across Africa, Asia and the Middle East working with and supporting people with disabilities and other vulnerable populations.
- It is exciting to have the support of players of People's Postcode Lottery to help Syrian refugees across the region and protect civilians worldwide. We look forward to strengthening this into the future.
- Maintain our focus on digital campaigns and fundraising, building new networks of supporters across the UK.
- Strengthen our focus on diversity in the workplace by scaling up our new BeHinclusive programme.

Principal Risks and Uncertainties

The risk management process has identified the following risks to HI UK that, if they occurred, could have a major impact on the organisation:

- **Safeguarding**: that a staff member, volunteer or beneficiary of HI UK is the victim of some form of harm, including, but not limited to, abuse. We continue to take a number of mitigation measures both at HI UK and across the network in order to reduce all forms of safeguarding risks to staff, volunteers and beneficiaries, including requiring compliance with our Code of Conduct and training on safeguarding for staff and Trustees. In 2020, HI UK satisfactorily passed a safeguarding audit undertaken by the FCDO and continues to implement further safeguarding standards in accordance with FCDO recommendations. HI UK has recently appointed both a safeguarding lead and a lead safeguarding Trustee.
- **Institutional funding**: that as a result of changing government priorities and mechanisms for accessing funding, as well as increasing competition, HI UK may be unable to secure the right level of funding to maintain delivery of all of the programmes it currently funds at existing levels. The Chancellor's announcement in the last quarter of 2020 that the UK international aid budget would be cut for 2021/2022 from 0.7% to 0.5% of Gross National Income (GNI) comes on top of the £2.9 billion cuts already made to the 2020/2021 aid budget as a result of the impact of Covid-19 on the UK economy. Whilst, at the time of writing, the full impact of the cuts on HI's programmes are not yet known, there are worrying signs, for example in the Middle East, where long-standing programmes supporting people with disabilities and refugees are having to stop abruptly amid uncertainty on future funding. We are advocating that people with disabilities should not be disproportionately affected by the expected cuts and trying to protect the huge progress made on disability inclusion in recent years. We are continuing to monitor the situation closely.
- **Covid-19**: Whilst HI UK coped well with the financial challenges posed by Covid-19 in 2020 and was able to pivot existing projects to include responding to Covid-19, the long-term impacts of the pandemic are still uncertain. In the short term, the mental health and wellbeing of staff has been an important concern. We mitigated this risk in a number of ways including establishing staff groups and employing new mental health centred management techniques which is yielding positive results. We will continue to take all appropriate measures to support the health and wellbeing of our staff in 2021 and thereafter.
- **Leadership transition**: In 2020, Aleema Shivji, the CEO of HI UK, resigned from the organisation to move on to a new role. In order to ensure continued effective leadership of HI UK pending recruitment of a new CEO, a highly successful recruitment process has led to the appointment of our new CEO, George Graham, who began the role in March 2021. Our new CEO comes with a wealth of experience having spent 13 years at Save the Children and five years at the International Rescue Committee working on humanitarian response, programme quality, policy, advocacy and campaigns. For many years he led Save the Children's humanitarian influencing work including its global Stop the War on Children campaign.



© Patrick Meinhardt/AFP

Raising voluntary income

HI UK is a member of both the Chartered Institute of Fundraising and the Fundraising Regulator, as we believe in maintaining the highest standards in our fundraising. We also comply with best practice in fundraising through the Code of Fundraising Practice. In addition, HI UK is adhering to a plan for General Data Protection Regulation (GDPR) compliance. Our donor promise can be found on the website at: humanity-inclusion.org.uk/en/our-promise-to-you.

We have a vulnerable persons policy in line with GDPR requirements. We ensure that any third party organisations we work with adhere to all of the above.

To enable HI UK to continue to work towards delivering the HI 2016-25 Strategy to meet the growing and evolving needs of our beneficiaries, we are continually reviewing and honing our plans for raising voluntary income from individual donors and major donors, trusts and foundations and corporate partners. As in 2019, our priority continues to be in securing long-term sources of income in an ethical and sustainable way, and endeavouring to be open and transparent with our supporters at all times. This approach has continued to deliver some exciting results and outcomes for the organisation.

We have had another successful year for fundraising and achieved some excellent mainstream media coverage for our work around the world. In 2020, we continued to invest in digital fundraising and infrastructure. This is a planned investment and results are being monitored in real-time to maximise both short and long-term returns.

We are also continuing to develop our Major Giving programme. In 2020 we grew our Trusts & Foundations and Corporate Partnerships income to £615,000, an increase of nearly 20% in one year. We are particularly grateful for and proud of the continuing support of players of People's Postcode Lottery, our partnerships with Fondation Ipsen, Euromonitor International and the Philip King Charitable Trust, and with our new supporters, Jefferies Group LLC and AG-Grid. We would like to say goodbye and thank you to the Ajahma Charitable Trust, who are closing, after five whole years of support. Thank you to all of you for the invaluable impact you are making. We are also indebted to our Development Board who are giving their time as senior volunteers to build support from Major Donors.

In 2020 HI UK received 4 complaints (related to a supporter communication). All complaints were responded to and resolved.

Financial review

HI UK income in 2020 was £17.13m, which represents a 24% increase from 2019 where we had an income of £13.79m. This significant growth has enabled us to respond positively to the needs of our programmes worldwide. The majority of this growth was from Institutional Funding which grew by 30% from 2019 to £15.09m in 2020. We were able to benefit from our growing reputation as a reliable partner and grow our reach around the globe.

Donations from individuals, groups, trusts and corporates decreased by 12% from 2019 to £1.08m. This is the second year HI UK's voluntary income has exceeded the £1m milestone. We have received growing support from major donors. Income raised allowed us to support 24 countries and 9 global programmes. Charitable activities represented 94% of the expenditure incurred from total income. For further information on the programmes HI UK supported this year, please see pages 11 to 22.

HI Federation continued its strategy to maintain investment in HI UK, providing in total £968.9k (2019: £884.8k) to support HI UK's strategy to grow, invest in UK projects, diversify our income sources and support our running costs. For further details, please see the accounts on pages 35 to 49.

We are proud to be part of the global HI Network which takes value for money seriously. In 2019, 85p from every pound raised across the network was spent on HI's programmes.

Reserves policy

HI UK has a reserves policy which states that HI UK retains the equivalent of three months of UK activity, based on budget projections. The amount is reviewed as budget projections are revised. HI UK's reserves are intended to act as a sensible contingency against unexpected expenditures or shortfalls in fundraising, and to facilitate cash flow.

At the end of the year, HI UK's total reserves stood at £281,540. Based on budget projections for 2020, the minimum reserve levels should equal £120k. This minimum reserve level is a guide, and taking into consideration the size of our organisation, and the investments we are making in new activities, the Trustees feel these higher reserves are appropriate at this time. These reserves have been established at HI UK by the HI Federation and are held with Unity Trust Bank Plc.

Going concern

HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants and major gifts already having been secured for 2021 and beyond. In addition, HI Federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the company. Having considered the above as well as our fixed costs in light of the Covid-19 crisis, the Trustees believe that it is appropriate to continue to adopt the going concern basis in preparing the annual Trustees report and financial statements.

TRUSTEES' REPORT



© ISNA Agency/HI

The Trustees present our report and accounts for the year ended 31st December 2020.

The accounts have been prepared in accordance with the accounting policies set out in note 1 of the accounts and comply with the charity's Articles of Association. The accounts follow accounting standards issued or adopted by the Accounting Standards Board or its successors and adhere to the recommendations of applicable Statement of Recommended Practices for Charities.

Constitution of the Charity

Handicap International UK (HI UK) was founded in 1999, registered as a company limited by guarantee on 8th June 2000 and as a charity on 22nd September 2000. In 2018, the charity adopted a new operating name, Humanity & Inclusion UK, which is the name referred to throughout this document, alongside HI UK.

The organisation is governed by its Articles of Association, a copy of which is available at the registered office. HI UK is part of the global Humanity & Inclusion Network (HI), composed of a Federation, an Institute and eight national associations including HI UK.

Charitable objects and Public Benefit

Co-winner of the Nobel Peace Prize, HI is an international aid organisation working in situations of poverty, exclusion, conflict and disaster. Outraged by the injustice faced by people with disabilities and vulnerable populations, we aspire to a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity.

The charitable objects of HI UK are to relieve and assist people in charitable need, particularly (but not exclusively) in situations of deprivation or disability, and to improve the living conditions of those in need irrespective of the nature or cause and irrespective of the religious, ethnic or political origin of beneficiaries, both nationally and globally. We also work to preserve life and promote the health and wellbeing of those in need, in particular of those who are victims of conflict, natural or other disaster.

We carry out those charitable objects for the public benefit by working alongside people with disabilities and other vulnerable populations, by taking action and raising awareness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

HI UK has taken into consideration the Charity Commission's guidance on public benefit when outlining the objectives and activities for the year being reported on, as well as for subsequent years within our strategy.

How we manage our affairs

Governance and internal control

HI UK is governed by its Board of Trustees which is responsible for ensuring a strong strategic focus in line with the charitable aims of the organisation and with the Humanity & Inclusion global strategy. In line with governance best practice, the Board aspires to follow the principles of the voluntary Charity Governance Code as proportionate to the charity's circumstances, with an in-depth review of the Code launched in the year.

Board meetings are held a minimum of four times per year and additionally if required. The Finance and Audit sub-committee and the Human Resources sub-committee of the Board meet as necessary between board meetings, at least four times a year, and make recommendations to the full Board. The Risk sub-committee meets as necessary between board meetings, at least four times a year, to review and monitor key risks faced by HI UK, and to provide oversight to the Executive Director and senior management who implement prevention and mitigation measures, as well as monitor risks on a regular basis. Recommendations made and actions agreed by all Board subcommittees are ratified at Board meetings.

Day-to-day management of the organisation is devolved to the Chief Executive, who reports to the Board and has frequent contact with the Chair and Trustees. None of the Board members have any beneficial interest in the charity. There is a delegated authority which formalises the delegation of powers to the Chief Executive and senior staff and sets out the matters that are expressly reserved for determination by the Board and cannot be delegated. The Chief Executive remains responsible for the matters delegated and is required to report to the Board as the Board deems appropriate.

All of the Trustees are members of the charity and guarantee to contribute £1 in the event of a winding up of HI UK.


© Stephen Rae/HI

Appointment of Trustees

HI UK aims to select Trustees in a manner consistent with its equal opportunities policy. Trustee vacancies are advertised where relevant, all applicants are interviewed by a panel of the Board, and appointments are made on merit against objective criteria and considering the benefit of diversity. Trustees are appointed for a three-year term and are subject to a re-election procedure.

On formal acceptance of the invitation to join the Board, new Trustees are given an induction which includes information about HI and HI UK's work policies and procedures, governance (including Trustees' roles and responsibilities) and an explanation of the relationships with the Federation and other national association members, as well as the Federal and national strategic plans. Trustees also have induction training in our global HQ in Lyon, France.

The current Trustees are shown on page 3.

Organisational structure

During 2020, HI UK employed a team of 20 full-time and part-time staff to achieve its charitable objectives. HI UK was also supported by volunteers and secondments from the civil service with varied roles across the organisation.

HI UK strives to be a median employer against a comparable market. Salary increases are based on a combination of cost of living and performance-related measures, and are reviewed annually. A review was carried out in early 2018 , overseen by the HR committee of the Board. Working with an external agency, the salary scale and benefits were benchmarked against a comparable market. A revised salary scale was agreed by the Trustees, and the Trustees also approved the introduction of childcare vouchers and a policy offering two paid days per year to undertake volunteering.

During 2020 we continued to qualify as a Disability Confident Employer.

HI Network

As a member of the HI Network, HI UK supports and contributes to the work of the wider network. An international governance structure and operational framework has been agreed within the network in order to rationalise and share resources and the Federation has agreed to meet any

shortfall of funds as agreed in our joint strategy. In 2020, the HI UK Board was represented on the Federal General Assembly with two seats. This General Assembly has ultimate governance oversight of the HI Organisation.

Since 2010, the Federation has been allocating reserves to each national association, and in the case of HI UK, has been contributing to private fundraising investment, UK charitable activities and support costs.

For the amounts outstanding between HI UK and the other national associations at year end, see note 18.

Trustee's responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 and the provisions of the charity's constitution.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

Insofar as each of the Trustees of the charity at the date of approval of this report is aware there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charity's auditor is unaware. Each Trustee has taken all of the steps that he/she should have taken as a Trustee in order to make himself/herself aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Registered office:
9 Rushworth Street
London, UK
SE1 0RB

Signed on behalf of Trustees

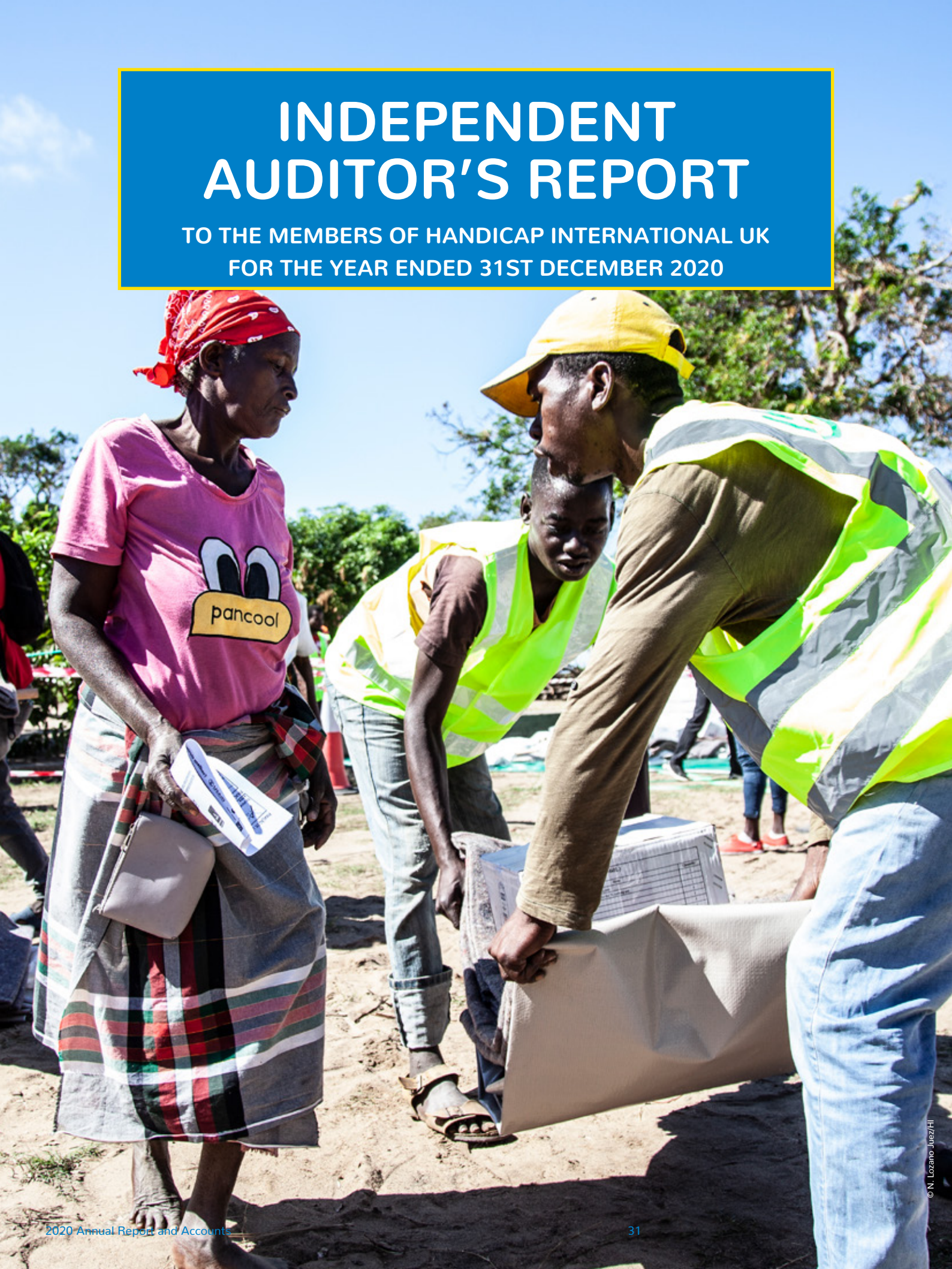


Acting Treasurer: Tom Morrow

Date: 25th May 2021

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF HANDICAP INTERNATIONAL UK FOR THE YEAR ENDED 31ST DECEMBER 2020



© N. Lozano Juez/HI

Opinion

We have audited the financial statements of Humanity & Inclusion UK ('the charitable company') for the year ended 31 December 2020 which comprise Statement of Financial Activities, Balance sheet, Cashflow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.
Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 30, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial

statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were:

- General Data Protection Regulation (GDPR)
- Anti-fraud, bribery and corruption legislation
- Taxation legislation
- Employment legislation

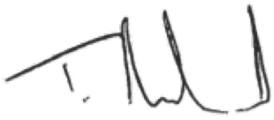
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income, charitable expenditure through other HI entities and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance and Audit Sub-Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Redwood
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

Date: 9 June 2021

FINANCIAL STATEMENTS



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Handicap International UK (operating as Humanity & Inclusion UK)

Company limited by guarantee, UK Registered Charity no. 1082565

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure account)

For the year ended 31st December 2020

	Note	Unrestricted Funds £	Restricted Funds £	2020 Total Funds £	2019 Total Funds £
INCOME FROM:					
Donations & Legacies (including Contribution from HI Federation)	2	1,292,041	592,479	1,884,520	2,044,045
Charitable activities	3	2,763,891	12,484,258	15,248,149	11,742,516
TOTAL INCOME		4,055,932	13,076,737	17,132,669	13,786,561
EXPENDITURE ON:					
Raising funds	4	872,691	-	872,691	822,284
Charitable activities					
Overseas Programmes					
Humanitarian emergencies		25,264	5,407,179	5,432,443	2,892,780
Long-term development		2,735,786	6,579,156	9,314,942	8,323,145
Multi-sector programmes		341,618	592,479	934,097	969,466
UK Projects		80,573	497,923	578,496	778,886
Total Charitable activities	5	3,183,241	13,076,737	16,259,978	12,964,277
TOTAL EXPENDITURE		4,055,932	13,076,737	17,132,669	13,786,561
NET INCOME / (EXPENDITURE)	8	-	-	-	-
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		-	-	-	-
RECONCILIATION OF FUNDS:					
Total funds at 1st January 2020		281,540	-	281,540	281,540
TOTAL FUNDS at 31st December 2020		281,540	-	281,540	281,540

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

Handicap International UK (operating as Humanity & Inclusion UK)

Company limited by guarantee, UK Registered Charity no. 1082565

BALANCE SHEET

At 31st December 2020

	Note	TOTAL 2020 £	TOTAL 2019 £
Fixed Assets			
Tangible assets	**12**	61,205	77,445
Total Fixed Assets		61,205	77,445
Current Assets			
Debtors	**13**	5,013,344	5,688,842
Cash at bank and in hand		2,748,767	1,074,737
Creditors: Amounts falling due within one year	**14**	(7,541,775)	(6,559,484)
Net Current Assets		220,336	204,095
TOTAL NET ASSETS		**281,540**	**281,540**
THE FUNDS OF THE CHARITY:			
Unrestricted funds: General fund		281,540	281,540
TOTAL FUNDS 16		**281,540**	**281,540**

These financial statements are prepared in accordance with part 15 of the Companies Acts 2006.

These financial statements were approved and authorised for issue by the Board of Trustees on 25th May 2021 and signed on its behalf by :



.....

Trustee: Tom Morrow

Date: 25th May 2021

The notes on pages **39** to **49** form part of these financial statements.

STATEMENT OF CASH FLOWS
At 31st December 2020

	Note	TOTAL 2020 £	TOTAL 2019 £
NET INCOME / (EXPENDITURE) FOR REPORTING PERIOD			
(as per the STATEMENT OF FINANCIAL ACTIVITIES)		-	-
Adjustments for:			
Depreciation charges	**12**	19,607	17,321
(Gain)/loss on disposal		-	442
Net unrealised exchange (gain)/loss		25,119	(1,043)
(Increase)/decrease in debtors		675,498	(3,249,901)
Increase/(decrease) in creditors		982,291	3,621,279
NET CASH (USED IN) / PROVIDED BY OPERATING ACTIVITIES		**1,702,514**	**388,098**
NET CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of fixed assets		(3,366)	(74,408)
NET CASH PROVIDED BY / (USED IN) INVESTING ACTIVITIES		**(3,366)**	**(74,408)**
CHANGE IN CASH AND CASH EQUIVALENTS IN REPORTING PERIOD		1,699,148	313,690
Cash and cash equivalents at the beginning of the reporting period		1,074,738	760,005
Change in cash and cash equivalents due to exchange rate movements		(25,119)	**1,043**
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		**2,748,767**	**1,074,738**

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31st December 2020

1. ACCOUNTING POLICIES

Handicap International UK (HI UK) was founded in 1999, incorporated in England and Wales as a company limited by guarantee on 8th June 2000, and as a charity on 22nd September 2000. As of the 24th of January 2018, the organisation has adopted a new operating name, Humanity & Inclusion UK. HI UK is a public benefit entity. The Registered Office is 9 Rushworth Street, London SE1 0RB.

a) Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice for charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (Charities SORP (FRS 102), which is applicable from 1 January 2015, and the Companies Act 2006. All figures are rounded to the nearest whole pound and presented in the charities functional currency which is (GBP).

The Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue. HI UK has reviewed its strategy to ensure that all necessary steps are taken to minimise the negative impact of the Covid-19 pandemic. HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants having been secured for 2021 and beyond. In addition, HI Federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the company. The Trustees believe that it is, therefore, appropriate to continue to adopt the going concern basis in preparing the annual Trustees report and financial statements.

b) Fund accounting

The charity maintains various types of funds as follows:

Restricted funds: Restricted funds represent

- Grants and donations received which are allocated by the donor for specific purposes as defined by the donor; and
- Some contributions from HI Federation, which are allocated by HI Federation for use for specific purposes.

Expenditure that meets these criteria is charged to the fund, together with a fair allocation of support costs.

Unrestricted funds: Unrestricted funds represent income which is expendable at the discretion of the Trustees in the furtherance of the objects of the charity.

c) Income

Donations and similar income are included in the year in which they are receivable, which is when the charity becomes entitled to the resource.

Grants receivable are credited to the Statement of Financial Activities (SOFA) in the year for which they are entitled to be receivable.

Income from commercial contracts is recognised in line with the performance of the contractual obligations.

Deferred income represents amounts received but which the charity is not yet entitled to in line with the above recognition policies.

Investment income is included in the SOFA in the year in which it is receivable.

Voluntary income, including donation, grants, legacies and volunteer contributions is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. The following specific policies apply to categories of income:

- Performance based contacts: where HI UK provides goods and/or services in return for a fee as part of its charitable activities such contracted income is recognised as incoming resources in the SOFA to the extent that HI UK has provided the goods and/or services thereby earning the right to consideration by its performance.
- Grants from governments, institutional donors and trusts & foundations: where related to specific conditions; are recognised as income in the SOFA when the conditions have been substantially met and the associated expenditure is incurred.
- Grants that are not subject to specific performance deliverables or conditions are recognised in full in the SOFA when they become receivable. Where income is received in advance of its recognition in the SOFA it is deferred as a liability until certainty exists that the conditions imposed can be met. Where entitlement occurs before incoming resources are received the income is accrued.
- Donated services and facilities are included as 'Voluntary income' at their estimated value to the charity when received, and under the appropriate expenditure heading depending on the nature of service or facility provided, at the same value and time.

d) Expenditure and basis of allocation of costs

Expenditure is recognised on an accrual basis when the charity has a legal or constructive obligation.

Resources expended are allocated direct to the particular activity where the cost relates to that activity.

Support costs have been allocated between charitable activities and raising funds. Costs that are not wholly attributable to an expenditure category have been apportioned to each activity on an estimate of staff time.

Governance costs include those costs associating with meeting the constitutional and statutory requirements of the charity such as the cost of board meetings, statutory compliance and costs linked to the strategic management of the charity.

Governance costs have been allocated on basis of relative income (excluding Contribution from HI Federation) between Donations and legacies and Charitable activities.

e) Expenditure on raising funds

Expenditure on raising funds include the cost of recruiting and retaining new donors, costs relating to private and/or institutional grant applications, and associated communication and PR costs. These include an apportionment of support costs and governance costs, as shown in Note 4.

f) Accounting estimates and judgments

In preparing financial statements, management may have to make judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. It is the opinion of the Trustees that the estimates and assumptions that have the most significant risk of causing a material adjustment to the carrying amounts of assets and liabilities in the next financial year relate to the recognition of performance related grants and contracts. Contracts may include performance related elements which require an estimate of the cost to completion, where the outcome of a contract cannot be estimated reliably, the trustees recognise income under the contract only to the extent of the expenses recognised that are recoverable.

g) Expenditure on charitable activities

Expenditure on charitable activities comprise all costs incurred in the pursuit of the charitable objects of the charity. These costs, where not wholly attributable, are apportioned between the categories of charitable expenditure in addition to the direct costs. Expenditure on charitable activities includes an apportionment of support costs and governance costs, as shown in Note 5.

h) Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation, which is provided in annual instalments over the estimated useful lives of the assets. The rates of depreciation applied to the assets are:

Leasehold improvements	5 years or less over period of lease
Computer equipment	3 to 5 years on straight line basis
Office equipment	4 years on straight line basis
Fixtures & fittings	3 years on straight line basis

i) Pension costs

The charity contributes on behalf of employees to their stakeholder defined contribution pension scheme. The cost of the contribution is charged to the Statement of Financial Activities (SOFA) when the cost is incurred.

j) Donated services and gifts in kind

Donated services and gifts in kind include secondments of personnel, pro bono services and other services. These have been valued at the cost the charity would have otherwise have paid for these services; or where a specific price is not available, this is at market rate.
Items gifted to the charity are included either as income in the SOFA or as an asset in the Balance Sheet. The valuation of such items is as deemed reasonable by the Trustees.

j) Foreign currencies

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

k) Liability of the guarantors

The charity does not have a share capital and is limited by guarantee. In the event of the charity being wound up the maximum amount which each member is liable to contribute is one pound. There were 9 (2019: 8) such members at 31st December 2020.

l) Operating lease

Total operating lease rentals are charged as an expense in the Statement of Financial Activities over the lease term.

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31st December 2020

2. DONATIONS AND LEGACIES (including CONTRIBUTION from HI FEDERATION)

	2020 Total £	2019 Total £
Contribution from HI Federation	808,693	829,227
Donations	918,305	1,044,470
Donated services and gifts in kind	147,193	165,648
Other income	10,329	4,700
	1,884,520	**2,044,045**

3. INCOME FROM CHARITABLE ACTIVITIES

	2020 Total £	2019 Total £
Support for overseas programmes		
Institutional funding: Public bodies	11,537,569	8,305,433
Institutional funding: Private organisations	3,141,230	2,834,514
Support for UK projects		
Institutional funding: Public bodies	173,764	387,771
Institutional funding: Private organisations	235,315	58,194
Support from HI Federation for UK projects	160,271	104,318
Other Income	-	52,286
UK & overseas programmes **Note 9**	**15,248,149**	**11,742,516**

4. EXPENDITURE ON RAISING FUNDS

2020	Direct Costs £	Staff Costs £	Support Costs £	2020 Total £
Private fundraising investment	189,096	105,941	29,176	324,213
Institutional fundraising activities	24,584	73,708	24,949	123,241
Other fundraising activities	150,282	81,273	38,430	269,985
Communication & PR	20,229	98,056	36,967	155,252
Total expenditure on raising funds	**384,191**	**358,978**	**129,522**	**872,691**

2019	Direct Costs £	Staff Costs £	Support Costs £	2019 Total £
Private fundraising investment	180,366	104,202	30,985	315,553
Institutional fundraising activities	19,427	69,961	26,946	116,334
Other fundraising activities	144,294	83,362	46,881	274,537
Communication & PR	24,646	67,438	23,776	115,860
Total expenditure on raising funds	**368,733**	**324,963**	**128,588**	**822,284**

5. TOTAL EXPENDITURE ON CHARITABLE ACTIVITIES

COSTS OF CHARITABLE ACTIVITIES	2020 Total £	2019 Total £
Overseas programmes		
Emergencies	5,432,443	2,892,780
Long-term development	9,314,942	8,323,145
Multi-sector overseas programmes funded by voluntary donations		
Bangladesh	132,241	111,979
Burkina Faso	54,310	50,000
Colombia	-	13,333
Democratic Republic of Congo	-	21,666
Haiti	4,310	13,333
Iraq	-	66,667
Kenya/Uganda	12,931	
Lebanon	126,690	
Laos	20,493	98,470
Mali	-	30,000
Middle East	-	166,335
Mozambique	-	70,538
Nepal	4,310	
Palestine	14,933	11,183
Philippines (Covid emergency)	62,040	13,333
Sierra Leone, Liberia	-	29,087
Syrian crisis	340,632	250,146
Syrian crisis (Covid emergency)	75,000	
Yemen	86,207	23,396
Total multi-sector programmes	**934,097**	**969,466**

UK projects	2020 Total £	2019 Total £
UK Emergency Medical Team	332,807	279,814
Inclusive Education and Armed Violence Reduction	120,575	72,652
Research, Policy and Awareness Raising	125,114	426,420
Total UK project costs	**578,496**	**778,886**

2020	Direct Costs £	Staff Costs £	Support Costs £	2020 Total £
Overseas programmes	14,678,801	51,287	17,297	14,747,385
Multi-sector overseas programmes funded by voluntary donations	605,492	-	328,605	934,097
UK projects	243,342	263,206	71,948	578,496

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31st December 2020

2019	Direct Costs £	Staff Costs £	Support Costs £	2019 Total £
Overseas programmes	11,133,107	74,830	7,988	11,215,925
Multi-sector overseas programmes funded by voluntary donations	622,793	-	346,673	969,466
UK projects	439,118	281,518	58,250	778,886

6 GOVERNANCE COSTS

	2020 £	2019 £
Meeting costs & others	4,198	16,792
Professional fees	24,000	21,000
Staff costs	44,643	27,302
	72,841	**65,094**

7 SUPPORT COSTS

2020	Charitable Activities £	Generating Funds £	2020 Total £
Staff costs	39,991	101,274	141,265
General costs	291,706	21,956	313,662
Depreciation	18,235	1,372	19,607
Governance costs	67,921	4,920	72,841
	417,853	**129,522**	**547,375**

2019	Charitable Activities £	Generating Funds £	2019 Total £
Staff costs	60,706	101,335	162,041
General costs	263,529	19,835	283,364
Depreciation	16,109	1,212	17,321
Governance costs	58,888	6,206	65,094
	399,232	**128,588**	**527,820**

8 NET INCOME FOR THE YEAR

This is stated after charging / (crediting):	2020 £	2019 £
Depreciation	19,607	17,321
Auditor's remuneration - statutory audit	24,000	21,000
Auditor's remuneration - tax services	-	1,950
Operating lease payments	140,833	157,390
	184,440	**197,661**

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31st December 2020

9. MOVEMENT IN RESTRICTED FUNDS	Income 2020 £	Expenditure 2020 £
HUMANITARIAN		
Foreign, Commonwealth and Development Office (FCDO)		
Myanmar: Improving living conditions of people with disabilities affected by conflicts	191,653	191,653
Myanmar: Towards a more Inclusive Humanitarian action	406,806	406,806
Bangladesh: Covid-19 rapid response top-up to Disability Inclusive Graduation project	116,701	116,701
Central African Republic: Supporting Preparedness, Mitigation and Response to the Covid-19 pandemic (Rapid Response Facility grant)	1,401,236	1,401,236
Middle East: Covid-19 emergency mitigation & response intervention for a safer environment (Rapid Response Facility grant)	1,795,189	1,795,189
Uganda: AT2030: Life Changing orthopedic devices -3D Printing through Emergency Tele Rehab Access	33,106	33,106
Action Against Hunger UK		
Myanmar: Aid the relief of malnutrition	279,499	279,499
ACTED		
Yemen: Inclusive Humanitarian response	25,065	25,065
The International Organisation for Migration		
Yemen: Integrated Protection for vulnerable migrants and people affected by conflict	242,119	242,119
Save the Children International		
Nepal: Responding to Covid-19 Impacts and maintaining resilience of the most vulnerable populations	34,342	34,342
H2H Network		
DRC: Analysis of logistics environment in COVID context	90,303	90,303
International Rescue Committee (IRC)		
Lebanon: Emergency response Beirut Blast	69,781	69,781
Humanitarian Protection Programme	541,830	541,830
Jersey Overseas Aid		
Nepal: Covid-19 Emergency Response to address the immediate needs of Nepal's most vulnerable people	2,356	2,356
Start Network		
Thailand: Preventing the arrival of Covid-19 in refugee camps via ACTED	10,000	10,000
Morocco: MERF Morocco Accessing Services via Oxfam Intermon	13,274	13,274
Philippines: Inclusive response to typhoon emergency	38,910	38,910
Haiti: LAVE Program via Mercy Corps Europe - Leveraging communication to reduce the spread of Covid-19	27,273	27,273
Togo: Mitigating the impact of Covid-19 on street involved populations	54,915	54,915
Colombia: Start Fund Covid-19 via HelpAge International	32,822	32,822
Total Humanitarian	**5,407,180**	**5,407,180**

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31st December 2020

	Income 2020 £	Expenditure 2020 £
LONG-TERM DEVELOPMENT		
Foreign, Commonwealth and Development Office (FCDO):		
Bangladesh: Disability Inclusive graduation out of poverty	610,720	610,720
Jordan: Towards sustainable rehabilitation services	1,686,320	1,686,320
Jordan: Improving the national early detection & early intervention	1,924,282	1,924,282
South Sudan: Inclusive mental health and humanitarian response	178,778	178,778
BRAC UK		
Uganda: Disability-Inclusive Ultra-Poor Graduation Initiative	146,527	146,527
Elrha		
Evidence for impact of rehab in humanitarian settings	37,230	37,230
Options Consultancy Services		
Nepal: Developing physiotherapy skills to integrate into the Ministry of Health's training for paramedics	24,372	24,372
Plan International UK		
Sierra Leone: Inclusive Girls Education	1,164,568	1,164,568
VSO		
Nepal: Empower Adolescent Girls with Education	198,205	198,205
Mott MacDonald Limited		
Sierra Leone Secondary Education Improvement Programme	199,440	199,440
Save the Children International		
Mozambique: STARG - Successful Transition and Advancement of Rights for Girls	113,233	113,233
Population Council		
Ethiopia: No girl left behind	295,483	295,483
Total Long-Term Development	**6,579,158**	**6,579,158**
TOTAL	**11,986,338**	**11,986,338**
International Organisations (support for UK projects)		
Foreign, Commonwealth and Development Office (FCDO):		
UK Emergency Medical Team	177,043	177,043
AO Foundation		
Early rehabilitation during disasters and conflicts	155,763	155,763
Sightsavers		
Development of website to disseminate information on Inclusion & Disability	67,606	67,606
HI FEDERATION		
Inclusive Education and Armed Violence Reduction	97,510	97,510
	497,922	**497,922**
TOTAL	**12,484,260**	**12,484,260**

10. TRUSTEES AND STAFF INFORMATION

a) Trustees

No Trustee received emoluments in the year (2019: nil)
Due to Covid-19 all meetings were held "virtually" and so there were no reimbursed expenses during 2020.
(In 2019 three Trustees were reimbursed for travel a total of £328.30).
There were no costs paid directly to third parties (2019: £140.74)
Trustees voluntarily donated a total amount of £211.25 (2019: £545)

b) Staff

Staff costs were as follows:	2020 £	2019 £
Salaries and wages	731,433	764,425
Social security costs	68,353	67,224
Pension costs	35,822	39,004
Agency and seconded staff	23,772	-
	859,380	**870,653**

1 employee received emoluments in range of £60,000 to £70,000 on an annualised basis during the year (2019: 1)
The total compensation for key management personnel (CEO, including Employer social security costs) is £72,154 (2019: £75,741).

The average headcount of staff employed by the charity during the period, including seconded staff, was as follows:

	2020	2019
Generating funds	11	11
Charitable activities	9	12
Governance	1	1
	21	**24**

11. TAXATION

The charitable company is exempt from corporation tax on its charitable activities and trading activities carried out in the year.

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31st December 2020

12. TANGIBLE FIXED ASSETS

	Leasehold Improvements	Fixtures, Fittings, Equipment	Total Fixed Assets
Cost	**£**	**£**	**£**
At 1 January 2020	42,459	122,540	164,999
Additions	-	3,366	3,366
Disposals	-	(759)	(759)
at 31 December 2020	**42,459**	**125,147**	**167,606**
Depreciation			
At 1 January 2020	14,751	72,803	87,554
Charge for period	3,050	16,557	19,607
Depreciation on disposal	-	(759)	(759)
at 31 December 2020	**17,801**	**88,601**	**106,402**
Net book value			
At 31 December 2020	**24,658**	**36,547**	**61,205**
At 31 December 2019	**27,708**	**49,737**	**77,445**

13. DEBTORS

	2020	2019
	£	**£**
Trade Debtors	139,365	105,262
Receivable from other HI Federation	40,957	45,230
Accrued income	4,255,205	5,136,435
Prepayments	575,409	397,527
Other receivables	2,408	4,388
	5,013,344	**5,688,842**

Accrued income and amounts due to the Federation at 31 December 2019 have been restated to reflect additional amounts identified owed to HI UK and due to the Federation as at that date. There is no impact on reserves, income or expenditure.

14. CREDITORS: Amounts falling due within one year

	2020	2019
	£	**£**
Money due to HI Federation for programs	5,921,680	5,405,780
Money due to Donors	24,082	-
Trade payables	58,264	31,556
Deferred income	1,440,184	1,026,680
Accruals & other creditors	35,846	59,087
Social security costs and other taxation	61,719	36,381
	7,541,775	**6,559,484**

Deferred income comprises the aggregate of amounts received in advance for future periods for specific grant agreements.
All of the income deferred in 2019 has been recognised as income in 2020.
Accrued income and amounts due to the Federation at 31 December 2019 have been restated to reflect additional amounts identified owed to HI UK and due to the Federation as at that date. There is no impact on reserves, income or expenditure.

15. COMMITMENTS UNDER OPERATING LEASE

At 31 December 2020, the charity had annual commitments under operating leases as set out below:

	2020	2019
	£	£
Not later than one year	130,800	130,800
Later than one year and not later than five years	403,300	523,200
Later than five years		10,900
	534,100	**664,900**

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2020	Unrestricted Funds £	Restricted Funds £	Total Funds £
Total fixed assets	61,205	-	61,205
Current assets	1,914,532	5,847,578	7,762,110
Creditors: amount falling due within 1 year	(1,694,197)	(5,847,578)	(7,541,775)
Net assets at 31 December 2020	**281,540**	**-**	**281,540**

2019	Unrestricted Funds £	Restricted Funds £	Total Funds £
Total fixed assets	77,445	-	77,445
Current assets	1,267,093	5,496,486	6,763,579
Creditors: amount falling due within 1 year	(1,062,998)	(5,496,486)	(6,559,484)
Net assets at 31 December 2019	**281,540**	**-**	**281,540**

17. MOVEMENT IN FUNDS

2020	Brought forward £	Incoming resources £	Outgoing resources £	Carried forward £
Restricted funds	-	13,076,737	(13,076,737)	-
Unrestricted funds				
General fund	281,540	4,055,933	(4,055,933)	281,540
TOTAL FUNDS	**281,540**	**17,132,670**	**(17,132,670)**	**281,540**

2019	Brought forward £	Incoming resources £	Outgoing resources £	Carried forward £
Restricted funds	-	10,334,437	(10,334,437)	-
Unrestricted funds				
General fund	281,540	3,452,124	(3,452,124)	281,540
TOTAL FUNDS	**281,540**	**13,786,561**	**(13,786,561)**	**281,540**

18. RELATED PARTY TRANSACTIONS

Handicap International UK is an independent National Association of the international charity Handicap International Federation (HI). A "Federal Handbook" manual has been agreed within the Federal network in order to rationalise and share resources, and formalise working arrangements. The Federation has identified the UK as a source of significant future growth in Private Fundraising and so has invested funds in Handicap International UK in order to achieve this. It has also agreed to meet any shortfall of funds whilst the charity becomes established in the UK.

Overseas programme expenditure is undertaken by HI Federation on behalf of HI UK. HI Federation is registered in France (Registration number 51965599700038) formally known as 'Association Federation Handicap International'

	Overseas programme expenditure	Invoiced to HI UK	Invoiced by HI UK	Owed to HI UK	Owed by HI UK
2020	**£**	**£**	**£**	**£**	**£**
HI Federation	14,678,800	15,329	6,423	40,957	(5,921,680)
HI United States	-	1,696	-	-	-
2019					
HI Federation	11,672,451	9,894	18,287	45,230	(5,405,780)
HI United States	-	1,557	-	-	-

19. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31st December 2019	Unrestricted Funds £	Restricted Funds £	TOTAL 2019 £
INCOME AND ENDOWMENTS FROM:			
Donations & Legacies (including Contribution from HI Federation)	1,475,351	568,694	2,044,045
Charitable activities	1,976,773	9,765,743	11,742,516
TOTAL INCOME AND ENDOWMENTS	3,452,124	10,334,437	13,786,561
EXPENDITURE ON:			
Raising funds	822,284	-	822,284
Charitable activities			
Overseas Programmes			
Grant funding: Humanitarian emergencies	21,915	2,870,865	2,892,780
Grant funding: Long-term development	1,909,074	6,414,071	8,323,145
Funded by voluntary donations	475,772	493,694	969,466
UK Projects	223,079	555,807	778,886
Total Charitable activities	2,629,840	10,334,437	12,964,277
TOTAL EXPENDITURE	3,452,124	10,334,437	13,786,561
NET INCOME / (EXPENDITURE)	-	-	-
Transfers between funds	-	-	-
NET MOVEMENT IN FUNDS	-	-	-
RECONCILIATION OF FUNDS:			
Total funds at 1st January 2019	281,540	-	281,540
TOTAL FUNDS at 31st December 2019	**281,540**	**-**	**281,540**



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Acknowledgements

Humanity & Inclusion UK's donors, partners and memberships for 2020

Ambassadors

- Jack Hunter-Spivey
- Ross Wilson

Donors and Partners

- ACTED
- Action Against Hunger UK
- AG Grid
- Ajahma Charitable Trust
- Amanda Davie
- AO Foundation
- Association of Physiotherapists in International Health and Development (ADAPT)
- Association of Chartered Physiotherapists in Neurology (ACPIN)
- BRAC UK
- British Association of Chartered Physiotherapists in Amputee Rehabilitation (BACPAR)
- British Association of Hand Therapists (BAHT)
- The Broyst Foundation
- Care UK
- C.B & H.H Taylor 1984 Trust
- CBM
- Christian Aid
- Clarasys
- Danish Refugee Council / H2H Fund
- Dorfred Charitable Trust
- Elrha
- Euromonitor International
- Fondation Ipsen
- Foreign, Commonwealth and Development Office (FCDO)
- Giles Duley
- Global Disability Innovation Hub
- Google AdWords
- The Grace Trust
- HelpAge International
- International Committee of the Red Cross (ICRC)
- International Disability Alliance
- International Organisation for Migration (IOM)
- International Planned Parenthood Federation (IPPF)
- International Society of Physical and Rehabilitation Medicine (ISPRM)
- International Society for Prosthetics and Orthotics (ISPO)
- Interactifs UK
- Interburns
- International Rescue Committee (IRC)
- International Spinal Cord Injury Society (ISCoS)
- Jefferies Group LLC
- Jersey Overseas Aid
- Kyral Charitable Trust
- The Leaver Family Charitable Trust
- Legacy of War Foundation
- Livability
- Mercy Corps Europe
- Morgan, Lewis and Bockius LLP
- Mott MacDonald
- MSF-France
- NGA HR/ Alight Solutions
- N. Smith Charitable Trust
- Options Consultancy Services
- Oxfam Intermón
- Palladium
- Players of People's Postcode Lottery
- Peter & Teresa Harris Charitable Trust
- Philip King Charitable Trust
- Physionet
- Plan International UK
- Population Council
- Relief International
- Save the Children International
- Sightsavers
- St Georges University of London
- Start Network
- Stephen Coldrick
- Third Bridge
- Tolkien Trust
- The Tula Trust
- UK Fire and Rescue Service
- UK-Med
- Victoria Health
- Voluntary Service Overseas (VSO)
- The Washington Group on Disability Statistics
- The Whitehall and Industry Group (Civil Service Fast Stream Programme)
- World Confederation for Physical Therapy
- World Federation of Occupational Therapists (WFOT)
- World Health Organisation

Organisational Memberships and Networks in the UK

- Association of Chief Executives of Voluntary Organisations (ACEVO)
- Bond
- Cluster Munition Coalition
- Enabling Education Network (EENET)
- French Chamber of Great Britain
- Fundraising Regulator
- Global Campaign for Education UK (Send my Friend to School)
- Global Partnership for Education (GPE) Civil Society Platform
- Institute of Fundraising
- International Broadcasting Trust
- International Campaign to Ban Landmines
- International Network on Explosive Weapons
- National Council for Voluntary Organisations (NCVO)
- Start Network

Humanity & Inclusion UK is positive about employing disabled people and is proud to be accredited as a Disability Confident Employer.

Report and Financial Statements
Year ended 31st December 2020

Handicap International UK operating as
Humanity & Inclusion UK
(a charitable company limited by guarantee)

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Company number: 4010383
UK Registered Charity number: 1082565

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