

CHRISTIAN AID

England & Wales - Charity number 1105851

Details

Other names	CHRISTIAN AID LIMITED
Status	Registered
Legal form	Charitable company
Company number	05171525
Registered	2004-09-13
Register	View on the Charity Commission register

Contact

Address	Christian Aid 35-41 Lower Marsh London SE1 7RL
Phone	02076204444
Email	info@christian-aid.org
Website	www.christianaid.org.uk

Activities

Objects: The Charity's objects are: The furtherance of charitable purposes which relieve and combat poverty, malnutrition, hunger, disease, sickness or distress throughout the world. The furtherance of charitable purposes which advance or assist such other charitable work as may be carried on by or with the support of the Sponsoring Churches and in this clause and throughout the Articles, "charitable" means charitable in accordance with the law of England and Wales provided that it will not include any purpose which is not charitable in accordance with section 7 of the Charities and Trustee Investment (Scotland) Act 2005.

Activities: We work with the worlds poorest people to tackle the causes and consequences of poverty. Our work is centred around our strategic change objectives: Power to change institutions; The right to essential services; Fair shares in a constrained world; Equality for all; Tackling violence, building peace. We work with others as part of a global movement committed to ending poverty and social injustice.

Classification

- **How:** Makes Grants To Organisations, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** THROUGHOUT THE WORLD.
- Afghanistan
- Angola
- Bangladesh
- Bolivia
- Brazil
- Burkina Faso
- Burma
- Burundi
- Cambodia
- Colombia
- Congo (Democratic Republic)
- Dominican Republic
- Egypt
- El Salvador
- Ethiopia
- Ghana
- Guatemala
- Haiti
- Honduras
- India
- Iraq
- Ireland
- Israel
- Kenya
- Lebanon
- Libya
- Malawi
- Mali
- Nepal
- Nicaragua
- Nigeria
- Northern Ireland
- Occupied Palestinian Territories

- Pakistan
- Peru
- Philippines
- Scotland
- Serbia
- Sierra Leone
- South Africa
- Sri Lanka
- Sudan
- Uganda
- Zambia
- Zimbabwe

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£71,400,000	£77,000,000	£26,800,000	666
2024-03-31	£83,300,000	£82,400,000	£32,700,000	757
2023-03-31	£90,600,000	£93,400,000	£31,900,000	762
2022-03-31	£78,400,000	£75,600,000	£35,100,000	753
2021-03-31	£86,400,000	£89,300,000	£32,300,000	866

Trustees

Name	Role	Appointed
Andrew James Clifford		2024-11-26
Archbishop Dr Thabo Cecil Makgoba		2026-03-17
Carol Wai Wing HUI		2021-11-23
Chinemerem Sharon Onyinyechi McDonald		2022-11-29
Dr Nontando Margaret HADEBE		2021-11-23
Hok Yau Tang		2024-11-26
James Poulter		2024-11-26
Johannes Etten		2022-07-19
John Samuel Bickersteth		2022-11-29
Marina Kobzeva		2024-11-26
Mark Andrew Currie F.C.A. LLB		2018-10-30
Pauline Edel Conway		2024-11-26
Rev Andrew Sully		2024-04-19
Rev Martin JOHNSTONE		2019-10-29
Rev Sarah Elizabeth HUGHES		2018-10-30
Richard Stuart Reddie		2025-12-02

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Accounts

Christian Aid
Annual report and
accounts 2024/25



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Letter from the Chair

In the immediate aftermath of the Second World War – with lives upended and countries laid to waste – the churches of Britain and Ireland united to support refugees in Europe. On the Sunday after Victory in Europe Day, communities who were themselves scarred by war gave generously to an appeal launched in church services across our islands.

In time that ad hoc appeal gained momentum, becoming the foundation of Christian Aid, whose work spread around the world. Over the subsequent decades, a network of supporters, partners, and churches has harnessed the power of hope in a more just world, in which people have life before death.

Christians understand hope as a virtue that must be practised. In the case of Christian Aid's work, it should spur us to ask difficult questions about the causes of poverty as well as its symptoms. This may be the climate crisis, conflict, gender inequality, or an unjust economic order – our role is to act.

Much has changed in both the world and Christian Aid over the last eighty years. But as we mark our 80th anniversary, three things have been constant: Christian Aid has worked for a world in which every person is able to live life in all its fullness, recognising that we can only do this in relationship with each other. Secondly, we have worked in partnership with others, forging movements on issues that are too big and urgent to belong to one organisation. Finally, we have continued to be an outworking of the compassion and solidarity of the churches, without whom none of our work would be possible.

In August 2024, I had the opportunity to see some of this work at first hand, during a visit to Colombia. Meeting with partners in Bogota and rural Santander, it was clear how conflict, climate change, inequality, and governance are intertwined. I was given hope by human rights defenders telling stories of helping indigenous people protect their land, and by the practical



difference made by our partner Corambiente. It supports local women farmers to make a profit from their food surplus, strengthening their voice within their communities.

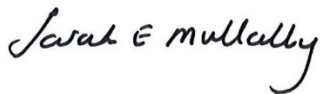
Our approach to partnership has underpinned Christian Aid since our initial collaboration with churches in Europe in 1945. We want to further strengthen our ability to convene, build networks, mobilise people, catalyse innovation, and unlock wider impact in a world that is changing rapidly, and badly needs our work. For this reason, Christian Aid is undergoing a significant organisational change in 2025 to deepen our partnerships and focus our efforts. When working with others, we are asking ourselves: "Why us? Why not local partners?" Change is often difficult, but I am also excited by the opportunity it creates for us to do more of the work for which Christian Aid is rightly known.

That approach to local partnership is mirrored by the local support we receive across Britain from churches and their congregations. I've seen this from North Yorkshire to Edinburgh this last year, and during various events in London. Christian Aid represents 41 churches of different denominations, including the Church of England. As Chair of the Board of Trustees, it is my duty to ensure that partnership and diversity are reflected in our governance and membership. We celebrate the remarkable diversity of different Christian traditions, which are brought together by the mission and vision of Christian Aid. During the year, we said farewell to four trustees, Hazel Baird,

Richard Calvert, Giles Fraser and Nick Moberly, who I would like to thank for their service. We also welcomed Jim Clifford, Pauline Conway, Marina Kobzeva, James Poulter, and Dorothy Tang. I look forward to working alongside them in ensuring that Christian Aid consistently and faithfully works towards its vision and delivers on its mission.

Thank you as ever to my fellow trustees and volunteers for your continued time and commitment.

I am delighted to introduce the Annual Report as Christian Aid Chair on behalf of the Board of Trustees.



The Rt Revd and Rt Hon Dame Sarah Mullally DBE

Chair of the Board of Trustees

Cover photo: Chess player Mona, 14, outside the community chess centre in Shatila refugee camp, Beirut. Mona and her family are Palestinian refugees. Despite the recent war in October 2024, Muna decided to stay in the camp with her father, volunteering to support those most affected and distributing food to 900 families.

Photo credit: Christian Aid/Amy Sheppey

Letter from the Chief Executive

The last year has arguably been one of the most turbulent and consequential on record for the international development and humanitarian sector. The scale and intensity of emergencies – including in the Middle East, Sudan, Ukraine, the Sahel, and Myanmar – and the ways in which hard-won norms around the treatment of civilians have been routinely violated has made our humanitarian response profoundly challenging. Sudden and swingeing aid cuts by the US, UK and other donor governments are having a real world impact for millions of the world’s poorest people. They also raise searching questions about the future role of International NGOs. The state of global cooperation, reflected in a worsening debt crisis and backsliding on climate commitments, reflects a beggar-thy-neighbour politics in which many governments around the world are building walls, rather than bridges.

In this context, Christian Aid’s mission feels as urgent as at any point in our eighty years of working for a just world, free of poverty. During the year in review, I was able to visit programmes in the Middle East, Latin America, and Kenya and was again struck by the creativity and reach of our partners, and the depth of our collaboration with them.

The strength of those partnerships has shaped a fundamental rethink of our own model. We have now embarked on significant changes which we believe will make us better stewards of the resources entrusted to us, and more responsive and accountable to communities living in poverty.

By adopting a leaner programme structure that no longer relies on a bricks-and-mortar presence in a given country, we will free up space and funding for more equitable partnerships with national and regional civil society organisations. A simpler organisation will also allow us to focus on where we add most value, understanding our place in the wider civil society ecosystem.

Christian Aid has worked hard in the last year to put our commitment to partnership and locally-led



programmes into practice, something we set out in our report, *Shifting Power in Aid*. While there remain areas for improvement, it has been encouraging to receive positive feedback from partners through the *Pledge for Change* Peer Accountability and Learning Mechanism.

Strong partnership often reflects programme collaborations built over many decades. I saw this bear fruit in Lebanon, where following successful DEC and Christian Aid appeals, we were able to scale our work with long-standing partners Najdeh, working among Palestinian refugees in the south of the country, and Mouvement Sociale, through which we’re supporting Syrian refugees in Beirut.

In many contexts, our Christian identity and faith partnerships give us unique reach in some of the poorest and most marginalised communities. Some of these opportunities and the attendant challenges were explored in a joint conference in London in May 2024 with Islamic Relief on faith and development. In the last year, we’ve also been able to deepen our collaboration with the Anglican Alliance and YWCA as part of an effort to strengthen our faith partnerships.

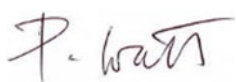
The ACT Alliance, the global family of over 150 Christian development and humanitarian agencies of which we’re a part, has played a growing role in our work, including on locally-led humanitarian response, and advocacy on climate and gender. The ACT Alliance Assembly, which happens face-to-face every six years and took place in November 2024 in Yogyakarta, was an important opportunity

to strengthen the membership model and align behind the strategy.

Our ability to take disciplined risks and innovate relies on a strong foundation of voluntary funding, which last year accounted for approximately two-thirds of our total income. This has enabled us to weather an increasingly volatile donor landscape, and continue to invest in partnerships. Meeting with churches and supporters over the year, including in Canterbury, Chichester, York, London, Edinburgh, Cardiff, and Oxford has attested to their continued commitment to Christian Aid: a commitment reflected in another year in which, thanks to the extraordinary generosity of our supporters, we met our voluntary fundraising targets, despite a very challenging economic and political context. We cannot take this commitment for granted and continue to invest in our relationship with our sponsoring churches, and explore new ways in which to encourage people across Britain to give, act, and pray in support of our work.

Christian Aid is an expression of faith, hope, and love, and it is vitally important that we consistently model our values internally. It was encouraging to see the growing diversity of our leadership recognised in our rising once again in the ranking of international social impact organisations, to 5th out of 91 signatories to the Fair Share initiative. We are continuing to invest in our people and track our environmental impacts as we go through major organisational change this year.

I would like to thank those trustees, supporters, staff and volunteers who made our work possible, enabling us to contribute to lasting change in the lives of millions of the world's poorest and most vulnerable people.



Patrick Watt

Chief Executive Officer

Strategic objectives

For over 80 years, we have provided long-term development support and humanitarian relief worldwide, highlighting suffering, tackling injustice and championing people's rights.

Our vision

Our vision is a world where everyone has fullness of life; a life lived with dignity, free from poverty and need; where global resources are equitably shared and sustainably used; and where the voice and agency of the poor and marginalised are fully realised.

Our mission

We live in a world where the injustice of poverty persists. We act as part of a global movement of people responding in practical ways to alleviate suffering; to expose and eradicate misuses of power; to provide humanitarian support in crises and emergencies; and to work for sustainable and long-lasting change.

Our strategic framework that has guided us since 2019

Our global strategy, Standing Together, lays out an analytical framework for our approach to tackle extreme poverty:

Poverty: Reach people living in extreme poverty, challenge structural poverty, and respond to need.

Power: Understand, challenge, shift and build new forms of power across all connected levels.

Prophetic voice: Enact, together with people living in poverty, a shared vision of a just and healed world.

Standing Together is from 2019 –2026 and we will enter a new strategy period from May 2026.

Delivering hope, building a movement

We have an incredible network of supporters, partners, and allies across the world, and the total of all our actions is greater than the sum of our parts. To achieve our goals, we need to collaborate with people and organisations of all faiths and beliefs, who share our values and a desire to act with the same hope and conviction.

To achieve our vision and mission we need to:

- connect the thousands of churches and supporters who give, act and pray in Britain and Ireland
- connect the hundreds of organisations who partner with us to deliver innovative and effective solutions to eradicate poverty
- connect the voices from every country where we are present to address the systemic causes of poverty and build on the work of affected communities for a just world.

Our Values

Dignity

Our belief that every human being is of equal worth and should be given the opportunity to realise their potential.

Equality

Our conviction that all individuals and groups have the right to equality of voice, opportunity, and outcomes.

Justice

Our determination to empower communities and to challenge the structures and systems that create poverty and prevent people from rising out of it.

Love

Our cornerstone! Our motivation to love and care for others and Creation by standing alongside those who struggle against poverty, powerlessness and injustice.

Strategic report

Poverty is the result of underlying inequalities and political choices. We believe that a sustainable end to poverty happens when the people experiencing it day to day lead the way; whether influencing power holders, designing programmes, being part of coalitions or leading on implementation. We have worked hard over the last year to embed that approach in Christian Aid, working with affected communities and partners close to them, to tackle both the symptoms and causes of poverty.

Our year in numbers



Where we work

This year we supported partners and delivered impact in the following countries:

Country Programmes

Asia

Afghanistan
Bangladesh
India
Myanmar

East and Southern Africa

Ethiopia
Kenya
Malawi
South Sudan
Zimbabwe
South Africa

West and Central Africa

Burkina Faso (incl. watching brief Mali)
Burundi
Democratic Republic of Congo
Nigeria
Sierra Leone

Middle East Region

Syria
Türkiye
Lebanon
Israel and occupied Palestinian territory

Latin America and

Caribbean Region

Haiti/Dominican Republic
El Salvador
Colombia
Guatemala
Honduras

Ukraine Region

Ukraine
Romania

Snapshot of our programmatic contribution and impact in 2024-25

Christian Aid's work in 2024–25 was guided by our strategic framework Standing Together 2019–2026 and the Global Results Framework (GRF), which articulate the change we seek across three pillars: **Poverty, Power,** and **Prophetic Voice**. These pillars reflect a holistic vision of justice—meeting essential needs, challenging unjust power structures, and mobilising people and faith communities to confront inequality.

This year, Christian Aid reached over 4.1 million people directly and 12.4 million through humanitarian, development, and advocacy programmes. Our influence extended to more than 130 million individuals globally via policy engagement and mass media, across our priority programme countries and regional programmes. Here is a snapshot of our impact.

Inclusive Programming and Reach

Christian Aid's programmes reached 57% women and girls and 3% people with disabilities. We strengthened data disaggregation and inclusion practices, aligning with global charters on disability and gender-based violence. In Bangladesh and Ukraine, we specifically targeted efforts that led to increased inclusion of marginalised groups, reflecting our commitment to equity and representation.

Poverty Reduction and Resilience

Over 820,000 people were reached directly through poverty reduction and resilience-building initiatives. Flagship programmes such as the Climate Change Adaptation and Sustainable Energy (CCASE) and the ACRE Triple Nexus programmes improved food security, income, and climate resilience across 15 countries. In fragile contexts like Burundi and Sierra Leone, peacebuilding efforts increased political participation for women and youth, while economic empowerment projects in Afghanistan and Bangladesh enhanced peoples' livelihoods and gender equity.

Shifting Power and Promoting Rights

More than 1.2 million people were supported to claim their rights and participate in governance. Women and marginalised groups assumed leadership roles in Sierra Leone, Guatemala, and South Sudan.

Our advocacy work influenced policy at national and global levels, particularly within our focus of climate and economic justice. Key wins included IMF commitments to civic space, land rights for indigenous communities in Honduras, and UK parliamentary support for debt justice legislation. At COP29, Christian Aid amplified calls for equitable climate finance and debt cancellation, while advocacy in Africa led to gender-responsive budgeting and inclusive economic policies in Sierra Leone, Burkina Faso, and Zimbabwe.

Humanitarian Response and Localisation

Meeting urgent needs in crisis contexts, Christian Aid and partners responded rapidly to humanitarian emergencies, reaching a total of 8 million people directly and indirectly. 2 million people received emergency support, including cash assistance, water rehabilitation, and education for displaced children in crisis zones such as Gaza, Sudan, and Syria. Following the devastating Türkiye–Syria earthquake, local partners White Helmets and Violet led infrastructure rehabilitation efforts in northwest Syria. In Burkina Faso and Mali, where conflict has displaced thousands along the border, Christian Aid's Triple Nexus project addressed urgent food and livelihood needs. Working with partners ADAC and SOSSIBF, the project ensured regular food distribution for 710 vulnerable individuals across two communes.

In Gaza, flexible funding enabled community kitchens to serve 4,000 people and the provision of safe water access for 2,000 women and girls—demonstrating adaptive, locally driven humanitarian assistance.

Christian Aid deepened its commitment to localisation and decolonisation, with 99.5% of humanitarian projects implemented by local partners. Initiatives in 16 countries supported direct funding to local groups, capacity strengthening, and sharing knowledge between local groups. The publication of *Shifting Power in Aid* sparked sector-wide dialogue and practical reforms.

Faith and Movement Building

In 2024–25, Christian Aid witnessed powerful expressions of faith-driven activism, as church leaders, supporters, and communities living in poverty took bold steps to challenge injustice and advocate for change. Across Latin America, Myanmar, the UK, and beyond, faith actors spoke out on Christian Aid's core issues, supporters gave, acted, and prayed with renewed energy, and marginalised communities led campaigns for justice and equality. Campaigns like *Restore* engaged supporters in political advocacy, building momentum for debt justice and climate finance by showing the links between debt repayments, poverty and the climate crisis.

Unrestricted Funding Impact

Unrestricted donations enabled strategic innovation and flexibility, funding 156 projects that accounted for 23% of direct reach and 41% of reported outcomes. These contributions were critical to achieving Christian Aid's mission.

Christian Aid's approach combining development, humanitarian and advocacy has delivered tangible progress toward its vision of a world free from poverty and injustice. With a growing emphasis on locally led, inclusive, and evidence-based programming, we remain committed to building a just and sustainable future, united by faith, equity, and collective action.

To explore more of our impact, read the full Global Results Report.

Progress made on our priorities

Below is a brief overview of the progress we have made during the financial year 2024/25, set against our corporate objectives. These objectives were set in line with our three-year plan and our 2019-2026 global strategy.

1. Sharpening the niche and coherence of our development, humanitarian and advocacy work

In 2024/25, we took steps to align our programme portfolio with our locally-led humanitarian approach and four core themes: **climate adaptation and resilience, gender justice, governance and rights, and peacebuilding and conflict prevention**. This sharper programmatic direction allows us to focus on where we can add the most value and deliver greatest impact.

Across the countries in which we operate, we delivered programmes to reflect these thematic priorities and strengthened our humanitarian approach to promote context-specific, locally led responses. Through our development and humanitarian programme, we directly reached a total of 4,153,852 people, of whom 57% were women and girls. In total, Christian Aid delivered programming through 463 projects. Given the impact of climate on our world, it is telling that 34% of our work was on climate adaptation and resilience.

Our humanitarian interventions brought immediate relief to people in crisis across our footprint, including the West Bank and Gaza, and Sudan, and via our survivor and community-led response (sclr) approach. This continues to be recognised as a model for people-centred humanitarian programming. We know that crisis-torn communities understand their own needs better than external agencies, so sclr empowers small community groups to design and implement their own humanitarian response programmes. For example, in Latin America and the Caribbean, we used this approach and worked in partnership with four local organisations to support 15 community groups across Haiti. These groups implemented micro-projects— each backed by a micro-grant of USD 2,500 to 3,000 – enhancing resilience in the face of food insecurity, natural disasters, and conflict-related shocks. In total, 4,423 individuals in Haiti directly benefited from improved services and small-scale infrastructure.

Complementing our programmatic and advocacy work, we are also working towards strengthening external communications and reporting impact. This includes this Annual Report, which we have shortened to focus on governance issues, a Global Results report describing the contribution of programmes to our vision, and a supporter-facing Year in Review which shows how the money we raise is spent.

During the second half of 2025 and into 2026, Christian Aid is moving to a new, simpler and leaner operating model. As we transition, we will develop a portfolio of signature programmes under each of the four themes, with the aim of deepening impact, enhancing coherence, and strengthening our overall offer.

You can read more about Christian Aid's programmatic work in our latest Global Results Report, which captures the breadth and impact of work across themes, geographies, and partnerships.

2. Mobilise and enhance our work through an intentional focus on partnerships and faith actors nationally and globally

Over the past year, the share of our faith-based partnerships grew from 25% to 30%, aligning with our three-year plan and opening new opportunities to collaborate with organisations that are well positioned to sustain lasting change. We formalised collaboration with the Anglican Alliance through a Memorandum of Understanding and co-hosted the Faith and Development Conference with Islamic Relief Worldwide, the Joint Learning Initiative, and Leeds University, reviving interfaith dialogue and faith-based cooperation in tackling global challenges.

In Kenya, we launched the SALT Business Network, connecting faith- and values-based business leaders with a shared vision for ethical economies. This grew out of a Conference we hosted in partnership with Strathmore University — the Faithful Stewards Conference — which connected faith values to Environmental, Social and

Governance principles. Our advocacy this year continued to focus on Climate Justice and Economic Justice, as major drivers of poverty. Our global advocacy brought together partners from Africa, Asia, and Latin America to push for climate action and greater accountability in global forums. Around the Conference of the Parties (COP), we supported partners in Latin America to set up a regional climate observatory to press their governments for more ambitious national climate plans and hold them to account for their implementation. We played a role in building broad-based civil society advocacy positions and plans through the ACT Alliance and the Climate Action Network (CAN) and supported expanded engagement by faith actors ahead of COP30 and COP31.

During Christian Aid Week 2024, we launched the *Between Life and Debt* report at the UK Parliament and engaged over 50 Members of Parliament, building momentum for UK government action on the debt crisis affecting the poorest countries. Our policy and advocacy efforts helped shift the debate on debt justice both in the UK and globally.

3. Commitment to locally-led programmes and sector leadership

This year we disbursed £7.6m in flexible partner grants using our unrestricted income. These grants allow us and our partners to make strategic choices and take calculated risks in pursuit of greater impact, especially in areas that institutional funders are unwilling or unable to support. We have committed to significantly increase our investment in flexible partner grants from the financial year 2026-27, while also refreshing our partnership portfolio so that we've an appropriate mix of partners in terms of size, capacity, geography, and thematic focus.

We continue to strengthen locally led programming, by modelling effective practices across our country programmes while helping influence sector-wide shifts. We no longer deliver any programmes directly (i.e. food distributions, or managing refugee camps), believing that this can be done effectively by national actors.

Our best role is as enablers and catalysts of work done by partners, with Christian Aid adding value by connecting work done across different countries, and from the local to the global level, and by convening like-minded organisations to pursue shared goals.

In October 2024, we published our first of what will be an annual report tracking progress in delivering on our commitments to locally-led programmes, *Shifting Power in Aid*. We also began tracking and publishing our performance against the Charter for Change quality funding metrics. Through strategic advocacy and sector-wide engagement, we influenced several key stakeholders—including the Disasters Emergency Committee (DEC), Start Network, and the UK Foreign, Commonwealth and Development Office (FCDO) — to adopt more locally led approaches. We also successfully advocated for the World Food Programme (WFP) to transition from direct implementation to partnership models in Nigeria, Bangladesh, and the Democratic Republic of Congo (DRC), and actively contributed to the development of WFP's new localisation policy. Our lobbying helped launch the Gaza DEC Appeal and contributed to securing £3m in Start Fund awards for locally driven initiatives.

Across the countries where we work, we have focused on creating space for local voices on global platforms, sought to strengthen collaboration between local organisations at the national level and build the capacity of partners to access donor funding directly, and worked to place affected communities at the centre of how we generate knowledge and tell our stories. For example, in the DRC we supported partners to overcome barriers to accessing funding directly, which included limited technical capacity, weak organisational governance, inadequate financial systems and tools, and the absence or poor quality of key policies and procedures. We also helped them integrate into existing humanitarian coordination forums — enhancing their visibility and influence.

To reduce the compliance burden on our partners, we have been working to establish a common due diligence initiative with other organisations. As co-leads of Charter for Change and ACT Alliance initiatives on due diligence harmonisation, passporting, and standardisation, we piloted a new passporting tool across nine countries, engaging INGOs and local partners. These tools, developed with partners like Diakonie

Katastrophenhilfe and Trocaire, allowed mutual recognition of assessments across organisations to promote efficiency and reduce duplication for local actors.

4. Realise our ambition in fundraising, moving to a balanced and strategically aligned funding base ratio of at least 60% voluntary and 40% institutional income

Thanks to the generous support of our donors, we have met our income targets with strong performance across almost every revenue stream raising £52.2m in donations from the public (further details in note 2). This year, we have welcomed new supporters, resulting in a significant increase in new regular giving compared to previous years. We are encouraged by this and continue to work to recruit new supporters, as overall regular giving and numbers of supporters have not yet recovered to 2019 levels.

Deepening our relationships with sponsoring churches has been a key focus. This year, we have strengthened our engagement with the Church of England and built connections with both black majority and Pentecostal churches. This included producing Watchnight resources to support Black Pentecostal and Charismatic churches at a key moment in the church year; having a presence at key events such as NTCG convention, Emmanuel Smith's Skylight event, and the Intercultural Church & City Transformation Gathering: enabling the presence of Black Pentecostal and Charismatic church leaders at events such as Greenbelt; and continuing to engage church leaders through advocacy work on climate justice, reparations and Israel and the occupied Palestinian territory. Last year, we launched the Faith Will legacy campaign with the Church of Scotland, Church of England, and the Quakers, alongside church leaders. This year, we have expanded this award-winning campaign with 150 additional churches participating, bringing the total to over 370 Faith Will churches.

Our two largest fundraising campaigns — Christian Aid Week and Christmas — performed well, raising £5.2m and £1.4m respectively. Our Middle East Appeal raised over £4.5m for those affected by conflicts in the region.

While we have met our income targets and made significant progress in voluntary income and private sector engagement, institutional income fell below budget. This is partly the result of aid cuts, including the termination of USAID funding and unexpected contract losses, although Christian Aid Ireland funding – which does not show up in Christian Aid's income but is channelled to our programmes – bucks this trend and continues to raise strategic multi-annual funding from the Irish government, the UN and the EU. This year, Christian Aid raised a total institutional income of £18 million, securing new donor partnerships with the Belgian government and the Hewlett Foundation. To adapt to evolving funding dynamics, we are repositioning our efforts for the coming years. Our expected ratio of 60% voluntary income was originally a strategic decision around the shape and type of organisation we wanted to become; it has set us up well to withstand the shocks of the recent downturn in institutional income, confirming our decision for the funding distribution in the new model to remain at least 60% voluntary.

Our work is made possible by the people who support us through donations, actions, and prayers, believing in our mission. Given the external fundraising environment, our income performance has been resilient across most revenue streams.

6. Embed a healthy culture and practice of anti-racist and decolonised principles and apply our values consistently

In 2020, Christian Aid embarked on a transformative journey to become a truly anti-racist organisation. Our ambition was not to deliver quick wins, but to pursue deep, lasting change—grounded in the lived experiences of colleagues.

Since then, this has become a core organisational objective. Over the past year, we have taken further steps to integrate decolonisation and anti-racism principles into our policies and practices. These include increasing diversity in leadership, aligning our work more closely with our core values, and integrating Value-Based Behaviours into recruitment and performance management. To address inequalities in contracting

arrangements, we implemented a consolidated global approach to long-term fixed-term contracts and refreshed our global rewards framework.

In creating a more inclusive workplace, we developed and rolled out Power, Privilege, and Anti-Bias training, designed to enable us to live our values and foster deeper connections among colleagues. Last year, our research on Poverty and Coloniality in the Dominican Republic offered valuable insights into the contextual nuances of poverty. This research, alongside complementary studies in Nigeria, contributed to the development of a new training module for staff, exploring the relationship between poverty, racism, and colonisation. Developed in collaboration with the African Centre for Leadership, Strategy, and Development, this curriculum is part of our efforts to ground our understanding in programmatic learning.

There are still challenges. Progress on Diversity Equity, Inclusion and Belonging (DEIB) initiatives has been slower than anticipated, as we delayed recruiting to the critical role of a DEIB lead to ensure that recruitment coincides with our transformation agenda. More work is needed to embed our values consistently. Through our new organisational model, we will intentionally shift more power and resources to partners with the goal of being more responsive and accountable to people living in poverty. We are also taking steps to strengthen programme perspectives in our leadership team.

7. Refine our organisational model and presence to maximise impact for people living in poverty

In 2022, we undertook a mid-term review of our strategy, *Standing Together*, which reaffirmed our overarching vision while challenging us to be deliberate and disciplined in our delivery to maximise impact for people living in poverty. It highlighted the need to clarify our core offer, reduce complexity, streamline ways of working, and collaborate more effectively toward shared outcomes. The review also underscored the importance of consistently applying our partnership principles. —

Over the past year, reflecting on Christian Aid's role in an ever-changing global context, we examined where we add the most value, what we are uniquely positioned to deliver, and how best to evolve our presence and approach. We recognised the need for a fit-for-purpose operating model and organisational structure that channels more resources into partnerships, reduces fixed costs and enables greater responsiveness and accountability.

These insights informed the development of a new target operating model— one that aims to shift power closer to the communities we serve, while continuing to be faithful stewards of the trust and resources invested in us by our supporters and donors. This transformation will enable us to be more agile, more sustainable, and more accountable to people living in poverty.

We also redefined our organisational shape and global footprint, ensuring our structure supports our vision of the model. We will transition from a country-based model to a multi-country approach, allowing us to work more easily across geographical boundaries on complex, cross-border challenges like climate and conflict, while also continuing to support country-specific programmes, and work as part of wider global coalitions.

Five new hubs – in Bogota, Abuja, Nairobi, Amman and Dhaka – will coordinate programming and partner support. A growing number of global roles will also be based in the hubs. We will complement the work of our partners by campaigning for change in Britain and Ireland. And as a member of the ACT alliance, we will align more closely with other members to drive collaboration.

The new model and organisation design was approved by the Board in March 2025, and we expect it to be fully in place by the end of April 2026. A dedicated transformation team has been established to support the transition to the new model and to guide us through this period of change in the most effective and supportive way possible, as we undertake a careful transition to a smaller staff.

Plans for the future

Our unique role in alleviating poverty changes with time, and as we conclude Standing Together and look towards the new model described above, we're excited about the tangible shift in power to those living in extreme poverty.

While this transformation takes shape, we remain committed to delivering high-quality programmes, aligning our funding, and prioritising staff wellbeing.

Our corporate objectives for 2025/26 are:

1. **Impact:** Deliver impact through mobilising partners, communities, and supporters.
2. **Income:** Achieve balanced income targets aligned with our three-year plan, with growth across channels and an institutional pipeline that reflects our themes and strategy (at least 60% voluntary income).
3. **Transformation:** Transform our organisational model and presence to maximise impact for people living in poverty.

Principal risks and uncertainties

Our work to eradicate poverty is inherently risky, particularly in fragile and conflict-affected countries, or when speaking out on contentious issues. Effective risk management is therefore critical as we deliver our programme objectives.

The trustees are ultimately responsible for risk management and the effectiveness of our internal control systems. The board of trustees has considered and approved our risk management policy, and formally approves the corporate risk register annually, at the same time that it approves the plan and budget. During the year, the board also approved a review and consolidation of our risk appetite statements, aligned with the delivery of our key corporate priorities.

The Board has delegated the regular review of the

risk management process to the Audit and Risk Committee, which oversees the work of the audit, risk and assurance function, including the results from the delivery of the internal audit plan, internal control self-assessment and follow-up actions.

Senior leadership ensures that day-to-day risk management processes are embedded across the organisation, through the effective implementation of policies and procedures and the maintenance of appropriate risk registers. The directors review and update the corporate risk register ahead of each Audit and Risk Committee.

Principal risk	Control and mitigation
<p>External Factors</p> <p>Christian Aid’s work to eradicate poverty involves working in fragile and insecure locations where the need is greatest. We must therefore ensure that we anticipate and respond to global shifts (political, economic and social), or natural disasters and conflicts, and mobilise civil society actors to hold power holders to account. If not, we risk our ability to deliver our strategic objectives effectively or efficiently.</p>	<ul style="list-style-type: none"> ▪ Horizon scanning and crisis planning ▪ Sector engagement ▪ Policy and advocacy with power holders on priority areas ▪ Active engagement with the UK government ▪ Active engagement with NGO networks ▪ Campaigning with supporters
<p>Delivering and Articulating Impact for People in Poverty</p> <p>We must mobilise our resources to deliver high-quality programmes and articulate the impact we have made in a way that engages our stakeholders, or we risk eroding trust with the communities we serve and the people and organisations that support us. This will ensure we retain our credibility and relevance as a leading international NGO and, in turn, our ability to address the systemic issues that keep people in poverty.</p>	<ul style="list-style-type: none"> ▪ Programme quality standards aligned to the Core Humanitarian Standard to ensure we design, implement, monitor and evaluate high-quality programmes ▪ Feedback and complaints mechanisms ▪ Leadership role on localisation and a strategic commitment to working effectively with and amplifying the voice and agency of local partners and civil society ▪ Engagement with global forums on key initiatives to strengthen civil society ▪ Thematic alignment to ensure our work is focused on where we have expertise and can add the most value ▪ Planning, budgeting and performance monitoring process ▪ Impact measurement and external reporting

Principal risk	Control and mitigation
<p>Fundraising and Communications</p> <p>In a difficult economic environment including reductions in global funding, we must continue to attract and retain supporters and encourage them to give, act and pray in solidarity with people in poverty, and attract and effectively mobilise institutional funding that is aligned to our strategic goals and thematic areas, or we risk our ability to deliver impactful programme interventions and policy changes.</p> <p>We must communicate in a way that appropriately represents and amplifies the voice and agency of people in poverty, or we risk loss of trust and reputational damage.</p> <p>All our published statements must be well researched and not erroneous, or we risk litigation and reputational damage.</p>	<ul style="list-style-type: none"> ▪ Fundraising strategy ▪ Communication strategy ▪ Public policy and media sign-off protocol and fact-checking of external publications ▪ Donor engagement strategy ▪ Performance monitoring and management accounts ▪ Planning and budgeting process and reserves policy. ▪ Cash flow is monitored regularly. ▪ The board monitors financial and fundraising performance with the support of the Finance, Fundraising and Investment Committee.
<p>People</p> <p>We must embed a highly performing, adaptable and inclusive working culture that promotes the wellbeing and engagement of all staff, or we risk reputational damage, poor performance of strategic objectives, unplanned staff turnover and employment claims.</p> <p>Transformation – in changing our target operating model, we must ensure that our people remain engaged and that we continue to focus on eradicating poverty.</p>	<ul style="list-style-type: none"> ▪ HR policies and procedures ▪ Performance management process aligned to corporate priorities, values-based behaviours and learning and development ▪ Regular internal communications ▪ All-staff survey ▪ Wellbeing resources ▪ Dedicated transformation team ▪ Implementation plan ▪ Governance oversight ▪ Communication plan
<p>Legal and Regulatory</p> <p>We must ensure legal and regulatory compliance, or we risk reputational damage and legal or criminal sanction, tying up time and resource.</p> <p>This could also lead to us being prevented from working in some locations.</p> <p>Regulatory pressure could restrict our ability to respond quickly, especially in conflict situations or in locations subject to sanctions or where terrorist groups are known to operate.</p>	<ul style="list-style-type: none"> ▪ Corporate policies and procedures and mandatory training ▪ Working groups managing risks related to safeguarding, financial crime, data protection and health, safety and security ▪ Cyber security risk management is considered by the Data and Technology Steering Group. Christian Aid also has Cyber Essentials Plus certification ▪ Incident management and lessons learned ▪ Compliance with national and local requirements, including registration, tax compliance and statutory reporting ▪ Active engagement with the UK government and the financial sector to ensure that the regulatory environment relating to financial crime does not preclude legitimate humanitarian action

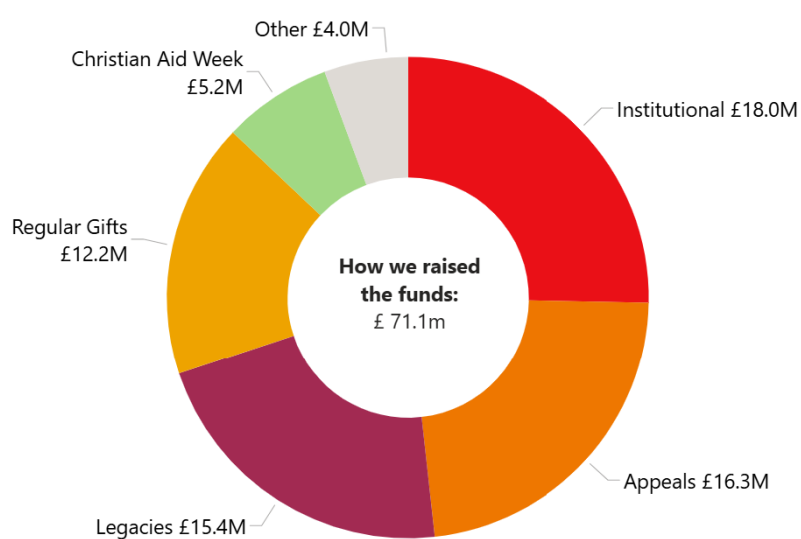
Financial review

Income and expenditure overview

In the year to 31 March 2025, Christian Aid faced a challenging funding landscape, reflecting a combination of continuing economic pressures, shifts in institutional funding, and the aftermath of the global cost-of-living crisis. Total income reduced to £71.1m (2024: £83.3m), while total expenditure fell to £77.0m (2024: £82.4m), reflecting lower levels of restricted programme funding. The resulting net deficit of £6.1m including unrealised loss on investments (2024: surplus of £0.8m) was in line with the board approved plan and reflects the deliberate use of both designated and restricted reserves to sustain programmes and strategic priorities.

Despite these headwinds, the charity maintained a strong commitment to supporting partners and communities around the world and continued to invest in activities aligned with our strategic objectives.

How we raised funds



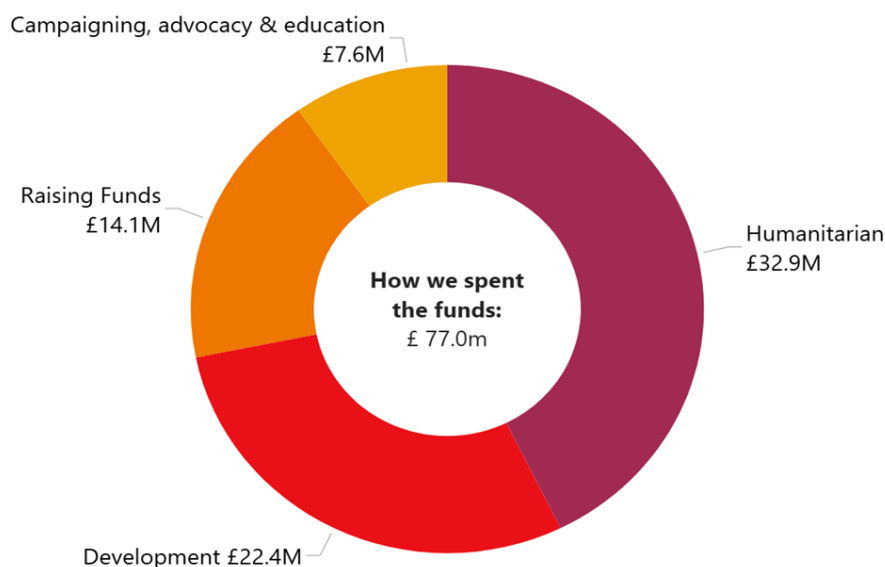
	2024/25	2023/24	Variance
Income	£'m	£'m	%
Donations from individuals	52.2	52.6	(1%)
Institutional grants	18.0	29.5	(39%)
Other	0.9	1.2	(21%)
Total income	71.1	83.3	(15%)

Income from individual supporters remained resilient despite the challenging economic climate. Regular giving and legacies together contributed £27.6m, providing a stable foundation that accounted for almost 40% of total income. Appeals also performed strongly, generating £16.3m.

In contrast, institutional funding decreased by 39% to £18.0m, reflecting the shifts in the external funding environment.

Overall, total income fell by 15% compared to the prior year, driven primarily by the reduction in institutional income. The organisation remains focused on diversifying funding sources and investing in supporter engagement to strengthen financial sustainability in the years ahead.

How we spent funds



	2024/25	2023/24	Variance
Expenditure	£'m	£'m	%
Raising funds	14.1	12.8	10%
Charitable activities			
Development	22.4	33.0	(32%)
Humanitarian	32.9	29.4	12%
Campaigning, advocacy and education	7.6	7.2	6%
Total operational expenditure	77.0	82.4	(7%)

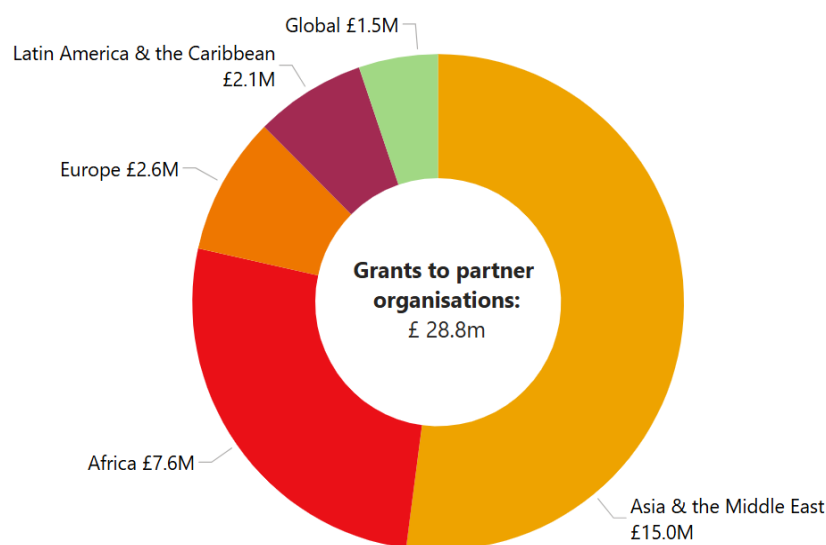
Total operational expenditure decreased by 7% to £77.0m (2023/24: £82.4m), reflecting adjustments to programme delivery in line with available funding.

Humanitarian expenditure increased by 12% to £32.9m as Christian Aid responded to growing needs in crisis-affected regions. In contrast, development spending reduced by 32% to £22.4m reflecting reduced institutional programme funding.

Campaigning, advocacy, and education expenditure remained broadly stable, increasing modestly by 6% to £7.6m. Investment in raising funds grew by 10% to £14.1m, reflecting ongoing efforts to diversify income and engage supporters for the long term and includes funds designated for this purpose.

Overall, the allocation of resources demonstrates Christian Aid’s commitment to balancing immediate humanitarian response with longer-term development, advocacy, and income generation to sustain impact.

Grants to partner organisations



Grant expenditure by Region	2024/25 £'m	2023/24 £'m	Variance %
Africa	7.6	12.0	(37%)
Asia and the Middle East	15.0	9.9	52%
Latin America and the Caribbean	2.1	1.3	62%
Europe	2.6	3.3	(21%)
Global	1.5	1.5	0%
Total grants to partner organisations	28.8	28.0	3%

In 2024/25, total grant expenditure to partner organisations increased slightly to £28.8m (2023/24: £28.0m), reflecting continued commitment to our partners globally despite the overall reduction in income.

The largest proportion of grants (£15.0m) supported work in Asia and the Middle East, a 52% increase on the prior year. This growth was driven primarily by expanded humanitarian and resilience programming in response to regional crises in Turkiye and Syria largely funded through DEC funding.

Conversely, grants to Africa reduced by 37% to £7.6m (2023/24: £12.0m), reflecting the reduction in institutional funding.

Grant expenditure in Latin America and the Caribbean increased by 62% (£0.8m) reflecting increased institutional funding mainly through USAID, while funding to Europe decreased by 21% due to the reduced funding for the Ukraine crisis.

Funding to global programmes remained steady year on year.

Balance sheet, pension, cash and reserves

Reserves and Financial Position

At 31 March 2025, total funds were £26.8m (2024: £32.7m):

- **Unrestricted funds** declined to £15.9m (2024: £19.4m), of which £0.4 million were designated for specific purposes.
- **Restricted funds** reduced to £10.9m (2024: £13.3m).
- Cash balances and deposits decreased to £7.1m (2024: £12.8 million), driven by the deficit and planned use of reserves. The trustees consider the cash position, the healthy reserves and the projections for future income as sufficient to support the

operational requirements of Christian Aid for the next 12 months and beyond.

- Christian Aid continues to hold reserves in line with our policy to ensure the organisation can respond to funding volatility, meet obligations, and invest strategically.
- The charity's investments generated income of £0.3m, while experiencing an unrealised loss of £0.3m during the year, reflecting a shift in the value of investment property. The investment portfolio remains diversified and aligned to the charity's ethical investment policy.

reserves, at £14.8m as per note 14 are close to and above this level.

Pensions

The defined benefit pension scheme remains closed to new members and future accrual. The final salary pension scheme has a surplus of £0.6 (2023/24: £1.7m surplus) under FRS102. The surplus in the scheme cannot be recognised in the balance sheet under FRS102 because it is not recoverable. The triennial review as at 30 September 2023, which is calculated on a different basis to FRS102, showed a deficit of £1.1m. A deficit payment plan has been agreed.

Reserves

On an annual basis the trustees assess the level of reserves which are required to provide resilience for the organisation in the face of a changing global context. They stress test the reserves by considering scenarios around the following risks:

- Closure costs and an orderly wind down
- Loss of income due to a significant economic shock
- Loss of capital value due to the volatility in asset prices
- Financial in-year variations from budget
- Other financial risks

A scaling factor is applied to each element when considering an appropriate level. In the current year, the stress tests confirm that an appropriate level of unrestricted reserve would be £14m. Operational

Structure, governance and management

Legal and governance overview

Legal structure

Christian Aid is a registered charity in England and Scotland and is a company limited by guarantee registered in England and Wales. The trustees of Christian Aid are its directors for the purposes of company law. The trustees are responsible for overseeing the management of Christian Aid and delegate the day-to-day management of the charity to the Chief Executive. There are 41 members of Christian Aid, which are referred to as our sponsoring churches (as listed in the Acknowledgements on p58). The sponsoring churches represent a wide range of denominations and traditions from the Christian faith in Britain and Ireland.

There are various subsidiary and connected charities which support Christian Aid, as described below:

- Change Alliance is a for-profit, wholly owned subsidiary of Christian Aid, established in India. Change Alliance provides consultancy, business development and fundraising support to a range of Indian private-sector and non-governmental partners.
- Christian Aid Trading Limited is a wholly owned for-profit subsidiary of Christian Aid that pursues commercial fundraising opportunities in Britain and Ireland and donates its profits to the charity.
- The British and Irish Churches Trust Limited acts as a custodian trustee to Christian Aid and Churches Together in Britain and Ireland (an independent charity). The trust has legal title to Christian Aid's London office – Inter Church House – on behalf of the two charities, who jointly own the property.
- Christian Aid Kenya is a separately registered legal entity in Kenya established to facilitate Christian Aid's country programme there. This subsidiary is consolidated as a branch of Christian Aid in the same way as other country offices, since programme management continues to operate

within the delegated authority framework of Christian Aid. Nyuki Hubs is a for-profit subsidiary of Christian Aid Kenya working to support farmers with the production and distribution of high-quality honey in Kenya. Its accounts have not been consolidated into the group results of Christian Aid as they continue to remain de minimis.

- Christian Aid Nigeria has been created recently as a separate legal entity to support Christian Aid's country programme in Nigeria.
- Christian Aid Zimbabwe is a separately registered legal entity established to facilitate Christian Aid's country programme in Zimbabwe.

The results of each subsidiary (except as noted above) are consolidated into the group accounts of Christian Aid.

Christian Aid Ireland is an independent organisation and includes charitable companies in the Republic of Ireland and Northern Ireland, which together operate as a single pan-Ireland charity. The Irish sponsoring churches, Irish Council of Churches and Christian Aid are members of Christian Aid Ireland. Although Christian Aid Ireland operates as an independent entity, it remains aligned with Christian Aid in terms of its brand, vision, mission and values.

Board of Trustees

The principal responsibilities of the board include determining the overall strategy, policies, direction, and goals of the organisation. The board is also responsible for protecting and promoting our identity and values and fulfilling our statutory responsibilities. The board consists of a Chair and Vice Chair, a nominee from each of the national advisory committees for Wales and Scotland, a nominee from Churches Together in Britain and Ireland (CTBI), the Chair of Christian Aid Ireland, and up to 14 other trustees appointed by the members (the sponsoring churches in Britain and Ireland). This mix ensures an appropriate balance of lay and ordained people, diversity, geographical representation, and knowledge and skills relevant to our work. In keeping with good governance practice, trustees serve an initial term of four years which can be extended for a second term up to a maximum term of eight years in total. The board meets four times a year, which includes two one-day meetings plus two two-day residential meetings.

New trustees undertake a comprehensive induction programme, which covers the formal governance arrangements and includes our legal structures and obligations, charitable priorities and work. Trustees receive a monthly e-briefing to highlight relevant updates including changes in regulation and best practice. Trustees are also invited to attend some internal meetings which may be of interest, as well as external conferences and seminars on governance matters to deepen their understanding of their roles and responsibilities.

During 2024/25, a new Chair and a further six new trustees were appointed. Four trustees retired from the board in the year.

The board plays a lead role in Christian Aid's work on race and diversity and there is a designated trustee to oversee the board and committees' work in this area. As part of the recruitment of new trustees, diversity and representation from outside the UK remain key considerations.

Board committees

The board delegates certain functions to specialist committees, as listed below. Each committee is chaired by a trustee, and most include at least one independent adviser on a non-remunerated basis who is appointed for their specialist knowledge. The Chair of each committee provides a summary of its activities to the Board at its next formal meeting.

- The Board Governance and Nominations Committee is separately constituted under Christian Aid's Articles of Association. The Committee is responsible for nominating new trustees for election by members (the sponsoring churches) at the annual general meeting and for reviewing the board's performance. It monitors compliance against the Charity Governance Code and ensures that the board has effective work processes.
- The Audit and Risk Committee reviews reports from our external and internal auditors. It has oversight of, and reviews policies, in key risk areas including data protection, safeguarding, financial crime and health, safety and security. It also commissions special investigations and advises the board on risk management.
- The Finance, Fundraising and Investment Committee reviews the annual plans and budget, investment in and performance of fundraising, key financial policies, pension funding and the performance of Christian Aid's investment managers as well as monitoring in year performance.
- The People Committee advises on the principles, processes and policies concerning the effective development and deployment of people that enable Christian Aid to implement its corporate strategy successfully, including pay and benefits at Christian Aid. It also makes recommendations to the board on the remuneration of the Chief Executive.
- The National Advisory Committees for Wales and Scotland support the board in articulating our work and engaging with churches and other stakeholders in these nations.

Governance matters

Charity Governance Code

The board monitors its compliance with the Charity Governance Code via the Board Nominations and Governance Committee. In accordance with recommended practice, board reviews are arranged on a regular basis and an externally led review has been commissioned to take place in 2025. Although the board is compliant with nearly all of the recommended practices contained in the Charity Governance Code, it has decided to explain why it does not apply one of the recommended practices following the 'apply or explain' approach encouraged by the Code.

The size of the board exceeds the maximum of 12 recommended by the Code. Christian Aid's Articles of Association provide for up to 20 trustees and there were 17 as of March 2025. The reason for having a larger board is to include representation from our sponsoring churches across four nations, as well as a balance of knowledge and skills, diversity and geographical spread (both UK and international). Having reviewed the recommendation, we consider that the size of the board is currently appropriate for the complexity and size of the organisation.

Public benefit

The trustees confirm that they have had regard to the Charity Commission's general guidance on public benefit when reviewing Christian Aid's aims and objectives, and in planning activities and setting policies and priorities for the year ahead. Our objectives are the furtherance of charitable purposes that:

- relieve and combat poverty, malnutrition, hunger, disease, sickness or distress throughout the world
- advance or assist such other charitable work as may be carried out by or with the support of the sponsoring churches.

We carry out these objectives through working towards our essential purpose: to expose the scandal of poverty, to help root it out from the world in practical ways, and to challenge and change the systems that favour the rich and powerful over the poor and marginalised.

The activities that we carry out to further our charitable purposes for the public benefit are concentrated on providing grants to, and otherwise supporting, partner organisations in countries where we work. This is for

both long-term development and emergency response as well as vital campaigning, advocacy and education on the causes of poverty.

Throughout this report, we have illustrated how our work furthers our charitable purposes and the significant benefits it brings to communities and individuals in developing countries in urgent need of support, regardless of characteristics such as gender, religious belief, race, ethnic origin, nationality, sexual orientation, physical or mental disability, or age.

The trustees confirm they have considered section 172(1) of the Companies Act 2006, which details the trustees' duties to promote the charity's success in achieving its charitable purposes. This trustees' report details the activities, policies and governance arrangements in place at the charity to achieve this aim.

Disclosure of trustees' interests

Two trustees are connected with other entities with which Christian Aid has entered into minor arm's length transactions during the year. These trustees were not involved in the decisions to use the services of the suppliers to which they are connected. Nor has there been any board-level discussion of these suppliers or the partner that might constitute a conflict. Two additional trustees are also trustees of Christian Aid Ireland. Trustees are not involved at the operational level in proposing projects, selecting suppliers or approving payments.

	Board		Committees	
	Total	Attended	Total	Attended
Hazel Baird ^{1, 2} (until November 2024)	4	4	6	5
Sam Bickersteth	7	6	0	0
Richard Calvert ^{2,3} (until November 2024)	4	2	6	1
Jim Clifford ² (from November 2024)	3	3	2	2
Pauline Conway ² (from November 2024)	3	3	2	2
Mark Currie ²	7	7	6	6
Johannes Etten ³	7	7	5	4
Giles Fraser ⁴ (until April 2024)	0	0	0	0
Nontando Hadebe ³	7	4	5	1
Liz Hughes	7	7	0	0
Carol Hui ¹	7	6	5	4
Martin Johnstone ⁴	7	7	4	3
Marina Kobzeva (from November 2024)	3	3	0	0
Mukami McCrum ³	7	2	5	4
Chine McDonald	7	7	0	0
Sarah Mullally (from June 2024)	7	7	0	0
Nick Moberly ¹ (until September 2024)	3	2	2	2
James Poulter ¹ (from November 2024)	3	3	1	1
Andrew Sully ¹ (from April 2024)	7	6	1	0
Margaret Swinson ^{1,4}	7	7	9	9
Dorothy Tang (from November 2024)	3	3	0	0

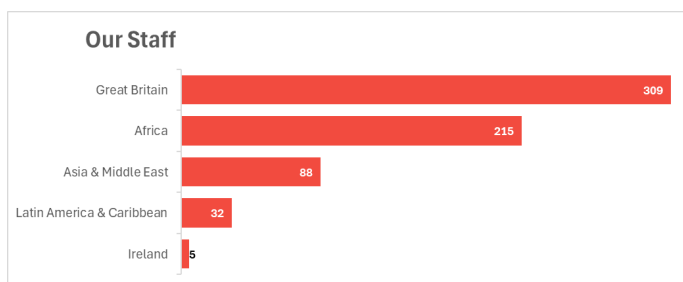
Our people

Our staff

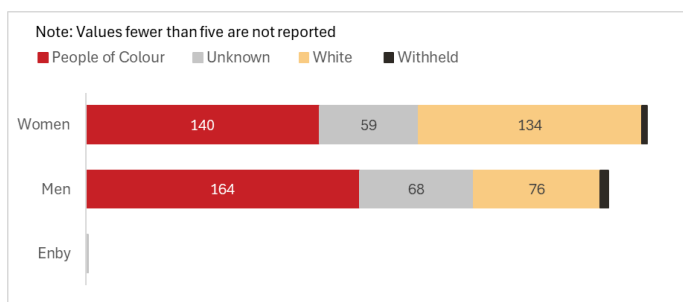
Christian Aid at the end of March 2025 employed over 600 staff worldwide — 309 based in Great Britain, 215 in Africa, 88 in Asia and the Middle East, 32 in Latin America and the Caribbean and 5 in Ireland.

We employ around 10% more women than men, and more people of colour than white people.

March 2025



March 2025



Our future operating model

This year we have seen the development of a new target operating model for Christian Aid which will have a significant impact on staff over the coming twelve months.

The global people and learning team have spent substantial time supporting managers to be able to lead this change. This included the rollout of a Mastering Management programme, which over 120 managers attended. We have also had wellbeing sessions and HR drop-in sessions to support colleagues with the transition.

Gender pay gap

In line with UK government requirements, we monitor and report on our UK gender pay gap annually. As an international charity, this is therefore necessarily only a partial snapshot of our gender balance.

For 2024's calculations, we had access to Gapsquare's analysis of the Government's Gender Pay Gap database for all organisations who had met the 5 April 2024 reporting deadline. We used a different data set (the Annual Survey of Hours and Earnings). Analysis showed a median gender pay gap of 9.1% across all industries and a 2.7% median pay gap in the Not-for-Profit sector.

At the start of the financial year in April 2024 Christian Aid employed 348 people within the UK (65.8% women and 34.2% men). Christian Aid's median gender pay gap for 2024 was 8.1% in favour of male staff which is lower than 2023 (11.3%). The reduction in the gap over the past year is due to better representation for women at senior levels.

Our analysis indicates that our UK gender pay gap is also primarily driven by having substantially more female staff in lower pay quartiles. The data does not consider our recruitment at a global level to senior positions outside of the UK. There is no pay difference between male and female staff who carry out the same job, similar jobs, or work of equal value. Whilst we continue to see a reduction in the gap, we are committed to further reducing our gender pay gap by improving pay transparency, promoting flexible working, career development and inclusive recruitment. Christian Aid shares its data through the FAIR SHARE Monitor to contribute to transparency on gender equity in our sector. Together with over 90 international organisations we have signed the FAIR SHARE Commitment to achieve gender equity in our own leadership by 2030. In the 2025 FAIR SHARE Monitor results, Christian Aid ranked fifth overall and first among medium-sized organisations.

Volunteers

Our volunteers are essential to our work. Christian Aid has a committed community of individuals who generously give their time and skills.

Over 2024/25 we saw significant growth in our volunteer speaker network up to 125 volunteers, Christian Aid Week continued to be the largest volunteer activation of the year, with over 10,000 volunteers and churches organising community fundraising activities and church collections.

Accountability and reporting

External commitments

Christian Aid voluntarily signs up to several global standards and charters that drive us to improve our organisational effectiveness and impact.

One of our key commitments is to the **Core Humanitarian Standard**, which sets out to ensure that organisations support people and communities affected by crisis and vulnerability in ways that respect their rights and dignity, and against which we are independently audited each year. This applies to both our humanitarian and development programming. CHS refreshed their framework of nine commitments in 2024.

Christian Aid has also signed up to a set of charters and agreements focused on locally led programmes. This includes the **Grand Bargain**, a joint commitment between some of the largest donors and humanitarian organisations to increase the effectiveness and efficiency of humanitarian action by channelling more resources through local and national actors.

Christian Aid is also a founder signatory of the **Charter for Change**, which sets out eight commitments to address imbalances and inequality in the global humanitarian system between international and local/national actors, in areas such as partnership and local decision-making, and is a signatory of **Pledge for Change** which commits Christian Aid to more equitable partnerships, authentic storytelling, and influencing wider change in the aid system in favour of local actors. In 2024/25, we took part in a Pledge partner survey to ensure that partners can hold us accountable, and we heard from them how far we advance towards these commitments.

We also report to the **Inclusive Data Charter** on our progress on gathering and using inclusive and disaggregated data to ensure aid reaches all people fairly and in line with their individual needs.

Finally, by publishing our data to the International Aid Transparency Initiative portal, we make data on the projects that we fund freely and publicly accessible.

Partnership approach

We are committed to working in partnership with local and national organisations through a grant-making approach, and to ensuring decisions are made by those closest to affected communities. We see partnership as a tool for transformational change and seek to work with a diverse range of faith-based and non-faith partners with whom we align on areas of common concern.

Grants to partner organisations are made within our agreed strategies. From time to time, we may act as a contractor for donors disbursing grants to a range of donor-approved grantees. The selection, monitoring and evaluation of the performance of these grantees are subject to contract-specific performance measures.

Details of the amount given in grants to partner organisations during 2024/25 can be found in Table 5.1 of the Financial Statements on page 42.

Fundraising

Our fundraising

Our fundraising is driven by a powerful movement of individuals, communities of supporters, and partners, joined together by our shared values. By mobilising and inspiring congregations, schools, leaders and individuals to give, act and pray, we seek transformation for people experiencing poverty and injustice.

Christian Aid is registered with the Fundraising Regulator and is committed to legal, open, honest and respectful fundraising. Our range of fundraising policies covers the standards and principles that underpin our approach to fundraising for voluntary income from individuals, churches, and communities. Major gifts and funds from institutions are also covered by our policies, and our private sector and institutional fundraising follow our due diligence processes. We monitor regulatory developments, review policies and update training for staff and volunteers to ensure we maintain standards.

We take protecting supporter data very seriously. Our data protection policy complies with the UK General Data Protection Regulation (UK GDPR) requirements, and our Privacy Policy is always

accessible on our website. We never swap or sell supporter data, and supporters can change their communication preferences at any time. During 2024/25, we did not experience any data breaches which we were required to notify the Information Commissioner's Office (ICO).

Christian Aid works with several third-party agencies for fundraising. For legacy and individual giving, we use a third-party agency to support us in telephone fundraising. We have our own telephone fundraising charter to direct the conduct of our people and third parties. In addition to training call handlers, we have regular update sessions, monitor calls for quality each week, and investigate fully in the rare event of a complaint.

Complaints

Strengthening and growing our relationship with our individual supporters and church congregations is key to continuing to deliver our work. We are grateful for the feedback we receive from those who support us. Whether that is positive or negative, it helps to inform and improve our work and services. This year we began working with a third-party Face to Face fundraising agency, Gather. This has been an overall success but has resulted in an increase in complaints as more of the public have had conversations about our work, and the opportunity to sign up to give regularly.

From 1 April 2024 to 31 March 2025, we received 116 complaints [2023/24: 82 complaints]. The largest single reason for complaints was face-to-face fundraising, with 30 complaints. That was closely followed by 25 people complaining about our work in the Middle East over the past year. We have sent out 1,630,000 fundraising emails and 1,734,668 pieces of fundraising addressed mail.

Protection of people in vulnerable circumstances

We want engaging with Christian Aid to be a positive experience whether through volunteering, fundraising, giving, acting or praying. In line with our values of treating all people with dignity and respect, we recognise that many of us at some point in our lives may find ourselves in circumstances where we may not be able to make an informed and sound judgement, this may be

temporary or permanent. To protect those who are vulnerable in such circumstances we have policies to guide staff who engage existing or potential supporters. This helps us ensure we maintain the dignity of all those we are in contact with, and our supporters continue to feel valued no matter their circumstances.

All our staff undertake regular safeguarding training, and we ensure any third-party agencies in contact with our supporters adhere to our policies. We have clear guidance for Christian Aid Week house to house collections, that no one under 16 (18 in Greater London) can be responsible for collecting money and we do not take regular donations from anyone under 18. Our volunteers are supported by our staff for the activities they undertake in aid of our work.

Safeguarding

Christian Aid continues to prioritise a safe environment for all those who work with, or meet, our organisation. We remain steadfast in our commitment to zero tolerance of inaction in response to breaches of our safeguarding policy. Our approach places survivors at the heart of every decision we make, ensuring they are listened to, supported, and empowered throughout any response process.

Over the past year, we have taken steps to strengthen our internal safeguarding governance. This included reviewing the membership and terms of reference of our Safeguarding Governance Group to ensure greater accountability and expertise. We improved our safeguarding risk assessment processes to enhance prevention measures and initiated a review of our investigations policy with the aim to strengthen a survivor-centred, consistent, and coordinated response across multiple functions.

We continue to support our partners in building safe, ethical, and accountable programmes. This has included tailored accompaniment, training, and support to strengthen both prevention and response efforts. We remain committed to working in partnership to uphold the highest safeguarding

standards in all humanitarian and development work.

We encourage all Christian Aid representatives to report any concerns, using a choice of confidential and anonymous — mechanisms.

Between April 2024 and March 2025 Christian Aid received nine safeguarding concerns. Of the nine concerns, eight related to our international operations and one to our UK & Irish operations. Of the nine, four related to partner staff, three related to Christian Aid representatives, one matter had previously been reported and required no further action, and the final matter was determined to not be a breach of our Safeguarding Policy. We supported our partners to respond to incidents involving their staff and in the case of Christian Aid representatives, all matters were investigated in line with our survivor-centred approach and appropriate disciplinary action was taken as necessary.

Modern slavery

We take steps to ensure that no forms of slavery or human trafficking are part of our own supply chains. In 2024/25, we introduced a dedicated Modern Slavery Policy. Supply chain management is covered in our Procurement Policy and Procedure, which promotes ethical and sustainable procurement processes and includes a Code of Conduct for Suppliers. In addition to our own procurement, the Policy applies to any procurement through our implementing partners for donor-funded projects.

We have a mandatory online training module for our staff, with guidance on how to implement our procurement policies and guidelines. We have also promoted the use of complaint mechanisms and reporting tools if anyone identifies a risk of modern slavery in our or our partners' supply chains.

Carbon footprint and Streamlined Energy and Carbon Reporting (SECR) compliance

Under SECR legislation, we are required to report some of our UK-based greenhouse gas emissions as part of our Annual Report. Specifically, we need to report, as a minimum, our emissions from UK energy use and business vehicle travel.

Emissions reporting for SECR (UK office energy and business travel) for 2024/25

Emissions source	Quantity 24/25	Unit	24/25 Carbon footprint (tCO ₂ e)	23/24 Carbon footprint (tCO ₂ e)	Scope
Electricity use, Inter-Church House	192,454	KWh	53.0	52.1	2
Gas use, Inter-Church House	242,038	KWh	51.6	51.5	1
Electricity use, UK regional offices	17,516	KWh	4.8	6.6	2
Gas use, UK regional offices	29,948	KWh	6.4	5.1	1
UK fuel use by Christian Aid vehicles	0	litres	0.00	0.00	1
UK vehicle travel in non-owned vehicles	90,363	vkm	18.5	20.9	3
TOTAL	-	-	134.3	136.1	

These 134 tonnes represent a carbon intensity of 0.46 tCO₂e per full-time UK Christian Aid employee (FTE). In 2023/24, these UK emissions represented around 7% of our global carbon footprint for energy use, travel, paper and printing. We expect a similar ratio for 2024/25 once the global calculations are complete.

How this was calculated

Carbon emissions have been calculated using Defra's 2024 greenhouse gas emissions factors. Travel in non-owned cars has been calculated using the factor for "Average car, unknown fuel", or "Hybrid car, unknown fuel" (for Belfast). Energy data was collected from energy bills for Inter-Church House, with Christian Aid's share estimated based on our occupation of 74% of the space in the building.

The electricity use at Christian Aid's offices in Cardiff and Warrington were based directly on the energy bills. This is an improvement from the previous year, when Cardiff energy use was based largely on estimates; these more reliable figures have revealed a higher level of gas use than previously estimated. Energy bills were not yet available for January – March 2025 in Edinburgh, so bills from December 2023 – December 2024 have been used as a proxy. Energy bills for 24/25 were not yet available for the Belfast offices, so 23/24 energy figures have been used as a proxy.

Actions taken in 2024/25

For more than a decade, we have been at the forefront of international non-governmental organisations in driving down our carbon footprint. Between 2011/12 and 2019/20 we halved our total measured emissions and reduced our CO₂e per £1000 of operational spend by almost two-thirds. In 2020/21, due to the impacts of Covid, our global footprint fell by a further 62% compared with 2019/20, and then gradually built back up to pre-pandemic levels again in 2023/24.

Following an uptick in 2023/24, UK vehicle travel has fallen back down to 2022/23 levels, with emissions now 30% lower than in 2019/20. Electricity and gas use at UK offices has stayed roughly stable, with a reduction in Edinburgh being offset by a rise in Cardiff (partly due to more accurate figures) and a small rise in Inter-Church House (due to a slight increase in Christian Aid's percentage occupation of the building). Overall, our measured UK-based emissions have fallen by 1%. We continue to pursue our ambitious decarbonisation plan to ensure our global emissions are at least 50% below 2019/20 levels by 2030, in line with the need to hold global heating at 1.5 degrees.

Statement of trustees' responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year in accordance with applicable law and FRS 102, the Financial Reporting Standards applicable in the UK and the Republic of Ireland.

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 its net incoming resources for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue to operate.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible

for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Information provided to auditors

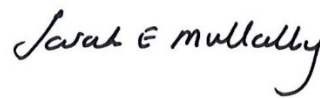
Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as the trustee is aware, there is no relevant audit information of which the company's auditors are unaware; and
- the trustee has taken all the steps that he/she ought to have taken as a trustee to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 418 of the Companies Act 2006.

HaysMac LLP remained Christian Aid's auditors throughout the year.

The annual report and accounts, including the strategic report, is approved by the Board of Trustees on 18 September 2025 and signed on its behalf by the Chair of the Board:



The Rt Revd and Rt Hon Dame Sarah Mullally DBE
Chair of the Board of Trustees

4th November 2025

Auditor's report

Independent auditor's report to the members and trustees of Christian Aid

Opinion

We have audited the financial statements of Christian Aid for the year ended 31 March 2025, which comprise the Consolidated Statement of Financial Activities, the Consolidated and Parent Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of 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 group's and of the parent charitable company's affairs as at 31 March 2025 and of the group's and parent charitable company's net movement in funds, including the 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 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 group 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 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 group'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. The other information comprises the information included in the Trustees' Annual Report and the Letter from the Chair and the Letter from the Chief Executive. 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.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 during the audit:

- the information given in the Trustees' Annual Report (which includes the strategic report and the directors' 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' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained during the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charity Accounts (Scotland) Regulations (as amended) require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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 for the financial statements

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 group's and the parent 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 group or the parent 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to company and charity law in England and Wales, company and charity law in Scotland and compliance with overseas laws and

regulations in the jurisdictions the Group operates in. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, Charity Accounts (Scotland) Regulations (as amended), Charities and Trustee Investment (Scotland) Act 2005 and the impact of payroll taxes and sales taxes.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue, the cut-off of revenue at the year end and management bias in areas of accounting estimate. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Inspecting internal audit reports;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional

concealment, forgery, collusion, omission or misrepresentation.

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.

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, section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charity Accounts (Scotland) Regulations 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.



Adam Halsey

(Senior Statutory Auditor)

For and on behalf of HaysMac LLP, Statutory Auditors
10 Queen Street Place
London
EC4R 1AG

Date: 14 November 2025

Financial statements

Consolidated statement of financial activities

(incorporating an income and expenditure account) for the year ended 31 March 2025

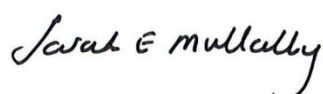
	Notes	2025 Unrestricted funds £'m	2025 Restricted funds £'m	2025 Total funds £'m	2024 Unrestricted funds £'m	2024 Restricted funds £'m	2024 Total funds £'m
Income							
Donations and legacies	2	40.4	11.8	52.2	39.5	13.1	52.6
Institutional grants	3	1.1	16.2	17.3	1.4	27.6	29.0
Charitable activities	4	1.0	-	1.0	0.5	-	0.5
Other trading activities		0.6		0.6	0.2	0.4	0.6
Investments		0.3	-	0.3	0.6	-	0.6
Total income		43.4	288	71.4	42.2	41.1	83.3
Expenditure							
Raising funds	5	14.0	0.1	14.1	12.6	0.2	12.8
Charitable activities							
Development	5	15.9	6.5	22.4	17.3	15.7	33.0
Humanitarian	5	10.2	22.7	32.9	10.6	18.8	29.4
Campaigning, advocacy and education	5	6.5	1.1	7.6	6.1	1.1	7.2
Total operational expenditure		46.6	30.4	77.0	46.6	35.8	82.4
Other expenditure							
Pension adjustment	20	-	-	-	-	-	-
Total expenditure		46.6	30.4	77.0	46.6	35.8	82.4
Net loss on investments	9	(0.3)	-	(0.3)	(0.1)	-	(0.1)
Net (expenditure)/income		(3.5)	(2.6)	(5.9)	(4.5)	5.3	0.8
Other recognised gains/(losses)							
Actuarial gains/(losses) on defined benefit pension scheme	20	-	-	-	-	-	-
Net movement in funds		(3.5)	(2.6)	(5.9)	(4.5)	5.3	0.8
Reconciliation of funds							
Total funds brought forward at 1 April		19.4	13.3	32.7	23.9	8.0	31.9
Total funds carried forward at 31 March	14,15	15.9	10.9	26.8	19.4	13.3	32.7

Balance sheets

as at 31 March 2025

	Notes	Consolidated group		Parent charity	
		2025 £'m	2024 £'m	2025 £'m	2024 £'m
Fixed assets					
Intangible assets	8	0.3	0.7	0.3	0.7
Tangible assets	8	5.3	5.4	5.3	5.4
Investments	9	14.2	14.4	14.5	14.8
		19.8	20.5	20.1	20.9
Current assets					
Stock		0.1	-	0.1	-
Debtors	10	5.8	4.7	5.4	4.6
Short-term cash deposits		0.2	0.3	-	-
Cash at bank and in hand		6.9	12.5	6.7	12.4
		13.0	17.5	12.2	17.0
Liabilities					
Creditors: amounts falling due within one year	11	(6.0)	(5.3)	(5.6)	(5.3)
Net current assets		7.0	12.2	6.6	11.7
Total assets less current liabilities		26.8	32.7	26.7	32.6
Net assets excluding pension liability		26.8	32.7	26.7	32.6
Defined benefit pension scheme liability	20	-	-	-	-
Net assets	16	26.8	32.7	26.7	32.6
Restricted funds					
Appeals and other donations	15	8.3	8.9	8.3	8.9
Institutional grants	15	2.6	4.4	2.6	4.4
		10.9	13.3	10.9	13.3
Unrestricted funds					
Unrestricted funds	14	15.5	15.2	15.4	15.1
Designated funds	14	0.4	4.2	0.4	4.2
		15.9	19.4	15.8	19.3
Total funds		26.8	32.7	26.7	32.6

The notes on p33 to p53 form a full part of these financial statements. The financial statements were approved and authorised for issue on the authority of the board and signed on its behalf by:



Chair of the Christian Aid Board of Trustees

4th November 2025

Consolidated statement of cash flows

for the year ended 31 March 2025

	31-Mar 2025 £'m	31-Mar 2024 £'m
Net (deficit)/surplus for the year before net gains / (losses) on investments	(5.9)	0.9
Depreciation charges and amortisation of intangible fixed assets	0.5	0.9
Net losses on investments	0.3	0.1
(Increase)/Decrease in debtors	(1.1)	3.0
Increase /(Decrease) in creditors	0.7	(3.2)
(Increase)/Decrease in stocks	(0.1)	-
FRS102 defined benefit pension contributions	-	-
Amounts related to the defined benefit pension schemes included within the accounts	-	-
Net cash provided by / (used in) operating activities	(5.6)	1.7
Interest from investments	0.3	0.6
Purchase of fixed assets	-	(0.2)
Proceeds from the sale of investments	-	9.6
Purchase of investments	-	(10.5)
Net cash used in investing activities	0.3	(0.5)
Change in cash and cash equivalents in the year	(5.3)	1.2
Cash and cash equivalents at the beginning of the reporting period	12.8	11.6
Effect of exchange rate movements	(0.3)	-
Cash and cash equivalents at end of the reporting period	7.2	12.8
Analysis of cash and cash equivalents		
Cash at bank and in hand	6.9	12.5
Short-term cash deposits	0.3	0.3
Total cash and cash equivalents	7.2	12.8

Notes to the financial statements

for the year ended 31 March 2025

1. Accounting policies

A description of the nature of the entity's operations and its principal activities is disclosed in the annual report accompanying the financial statements.

a. Basis of preparation

The financial statements have been prepared under the historical cost convention, with the exception of investments, which are included at market valuation. The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2019 Second edition), applicable to charities preparing their accounts in accordance with FRS102, the Financial Reporting Standard applicable in the UK and the Charities Act 2011 and UK Generally Accepted Practice.

In the trustees' report, there is a review of financial performance and of the charity's reserves position. There are adequate financial resources and the charity is well placed to manage business risks. The planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. It is a reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future. There is no material uncertainty to going concern.

The Statement of Financial Activities and balance sheet consolidate the financial statements of the charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line-by-line basis. No separate income and expenditure account of the charity has been presented, as permitted by Section 408 of the Companies Act 2006 and paragraph 15.11 of the SORP. The gross income of the charity for the year was £71.1m (2024: £83.3m) and its gross expenditure was £77m (2024: £82.4m).

The group accounts include a 100 per cent consolidation of Christian Aid Trading Limited and Change Alliance (a company limited by share capital, incorporated in India). The group accounts also include a 71.25 per cent proportional consolidation of The British and Irish Churches Trust Limited, since Christian Aid's interest relates directly to its share of the underlying assets, liabilities and cash flows. The rest of the subsidiaries are treated as branches- further details of the subsidiaries are given in note 17.

b. Fund accounting

Reserves are either unrestricted or restricted funds.

Restricted funds represent income to be used for a specific purpose as requested by the donor. Income and expenditure on these funds are shown separately within the statement of financial activities and analysed into their main components in note 15.

Unrestricted funds are those that have not had a restriction placed on them by the donor and can be used at trustees' discretion in the furtherance of the charity's objectives. Designated unrestricted funds are those where the trustees have set aside monies from unrestricted funding for specific purposes. Details can be found in the trustees' report and in note 14.

c. Income

All income accruing to the charity during the year are recognised in the statement of financial activities when entitled, probable and measurable. Income from charitable activities refers to contract income, which is recognised as unrestricted income in the period in which the income is earned, is probable of receipt and can be measured with reliability.

Gifts in kind for use by the charity are included in the accounts at their approximate market value at the date of receipt. Gifts in kind for distribution are included in the accounts at their approximate fair value at the date of receipt by Christian Aid.

Pecuniary legacies are recognised when there is entitlement, which is deemed to be when Christian Aid has been notified of a legacy from the bequest's executors of the estate, the legacy can be measured reliably, and there is probability of receipt. For residual legacies, entitlement is deemed to be the earlier of approved estate accounts and notification of a pending payment or actual payment being received in the accounting period. No value is included where a legacy is subject to a life interest held by another party.

d. Expenditure

All expenditure is accounted for on an accruals basis and is classified under headings that aggregate all costs related to that category. The costs of each staff team, including a relevant proportion of support costs allocated on a usage basis, are allocated across the headings of fundraising and charitable activities based on the proportion of time spent on each of these areas of work.

Expenditure on raising funds include all expenditure incurred by a charity to raise funds for its charitable purposes. It comprises the costs of advertising, profile-raising, digital fundraising, producing publications and digital materials, printing and mailing fundraising material as well as costs incurred in commercial trading activities and investment management costs, the staff in these areas and an appropriate allocation of support costs.

Costs of charitable activities includes direct expenditure incurred through grants to partners and operational activities and an appropriate allocation of support costs. Grants to partners are recognised as expenditure when there is a legal or constructive obligation to make the grant. This is usually immediately prior to a payment being made. Grant expenditure also includes grants made through sub-contractors.

Support costs include the central or regional office functions such as facilities management, finance, human resources and information systems, as well as governance costs. Governance costs represent the costs associated with the governance arrangements of the charity as opposed to those costs associated with fundraising or charitable activities.

e. Intangible fixed assets

Intangible fixed assets costing over £5,000 are capitalised at cost. Intangible fixed assets include software costs.

They are amortised over 4 years, their estimated useful lives.

f. Tangible fixed assets and depreciation

Tangible fixed assets costing over £5,000 are capitalised at cost. Depreciation is provided in order to write off the cost of tangible fixed assets over their estimated useful economic

lives, on a straight-line basis, as follows:

Freehold land	Nil
Freehold properties	50 years
Leasehold properties	5 years
Leasehold improvements	5 years
Office furniture, fittings and equipment	5 years
Motor vehicles	5 years
Computer equipment	4 years

Assets in the course of construction are not depreciated while in construction. Once the construction is completed the cost is transferred to another fixed asset class and depreciated accordingly.

Impairment of tangible and intangible fixed assets

Assets are reviewed for impairment whenever events or changes in circumstances indicate that their carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount, which is the higher of the asset's fair value less costs to sell and its value in use. Impairment losses are recognised in the Statement of Financial Activities as an expense in the period in which they are identified.

g. Stocks

Gifts in kind for use by the charity are recognised at estimated market value at the date of receipt where the benefit to the charity is reasonably quantifiable and measurable. Where the value cannot be reliably estimated, the gift is not recognised in the financial statements.

h. Pension costs

Past service costs and other finance costs have been recognised immediately in the statement of financial activities. Actuarial gains and losses are also recognised immediately in the statement of financial activities. This is in accordance with FRS102.

On 26 October 2018, a court ruling confirmed that UK pensions with Guaranteed Minimum Pensions (GMPs) accrued from 17 May 1990 must equalise for the different effects of these GMPs between men and women. As last year an allowance of 0.32% is included in the liabilities to allow for the impact of GMP equalisation.

On 30 June 2007 the scheme was closed to new entrants and for future accrual for members.

Defined Contribution Scheme - Christian Aid also operates a defined contribution scheme for employees. The assets of the scheme are held separately from those of the charity. The Charity's contributions to the scheme are charged in the statement of financial activities in the period in which the contributions are payable.

i. Taxation and irrecoverable VAT

Christian Aid is a registered charity and as such is potentially exempt from taxation of its income and gains to the extent that they fall within the charity exemptions in the Corporation Taxes Act 2010 or Section 256 Taxation of Chargeable Gains Act 1992. No tax charge has arisen in the year.

In common with many other charities, Christian Aid is unable to recover the majority of VAT that is incurred on purchases of goods and services in the UK. The amount of VAT that cannot be recovered is included within the appropriate underlying cost and was £1.2m for the year (2024: £1.1m).

j. Foreign currencies

Foreign currency balances have been translated at the exchange rate ruling at the balance sheet date. Income and expenditure transactions have been translated at the prevailing rate at the time of the transaction. Exchange gains and losses arising on translation are recognised in the Statement of Financial Activities.

k. Fixed asset investments

Fixed asset investments are stated at market value at the balance sheet date unless stated otherwise in the notes to the accounts. The statement of financial activities includes the net gains and losses arising from disposals and revaluations throughout the year.

l. Operating leases

Rentals applicable to operating leases are charged to the consolidated statement of financial activities in the period to which the cost relates.

m. Critical accounting judgements and key source of estimation uncertainties

In the application of the Charity's accounting policies, Trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources.

The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The most significant judgements are in relation to provisions for terminal benefits and pensions due to overseas staff. The assumptions applied in these areas are reviewed annually and are disclosed in the relevant notes

n. Financial instruments

Christian Aid has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at the present value of future cash flows (amortised cost). Financial assets held at amortised cost comprise cash at bank and in hand, short term cash deposits and the group's debtors excluding prepayments and accrued income. Financial liabilities held at amortised cost comprise the group's short and long term creditors excluding deferred income and accrued expenditure. No discounting has been applied to these financial instruments on the basis that the periods over which amounts will be settled are such that any discounting would be immaterial. The values of basic financial instruments are given in note 18a.

Cash and cash equivalents

Cash and cash equivalents comprise cash in hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less. Short-term deposits with original maturities of more than three months are separately presented in the Balance Sheet as short-term cash deposits. All cash and deposits are measured at amortised cost.

o. Provisions

Provisions are recognised when Christian Aid has a present legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. Provisions are measured at the present value of the expenditure expected to be required to settle the obligation using a rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as an interest expense. No discounting has been applied on the basis that the amounts involved and the periods over which amounts will be settled are such that any discounting would be immaterial.

2. Donations from individuals

	2025 Unrestricted £'m	2025 Restricted £'m	2025 Total £'m	2024 Unrestricted £'m	2024 Restricted £'m	2024 Total £'m
Christian Aid Week Appeals	5.2	-	5.2	5.0	0.3	5.3
Legacies	15.4	0.0	15.4	15.8	-	15.8
Regular gifts	11.9	0.3	12.2	12.0	0.3	12.3
Other donations	2.6	0.5	3.1	2.5	1.0	3.5
Total donations	40.4	11.8	52.2	39.5	13.1	52.6

Total donations of £52.2m (2024: 52.6m) includes £4.0m of tax recovered through tax efficient giving (2024: £4.0m).

Legacies of which we have been notified in 2024/25 but not recognised as income, are valued at £12.8m (2024: £14.7m). These legacies are expected to be recognised in future periods when the income recognition criteria are met.

Total donations include gifts in kind valued at £36,572 (2024 £241,033).

Donations received from the public and churches in the Isle of Man (excluding government grants) during 2024/25, included above, were £37,339 (2024 £45,936, excluding government grants). Charity No: 1125 Christian Aid Isle of Man AGCH.2659

3. Institutional grants

	Note	2025 Unrestricted £'m	2025 Restricted £'m	2025 Total £'m	2024 Unrestricted £'m	2024 Restricted £'m	2024 Total £'m
ACT Alliance		0.0	0.7	0.7	0.3	5.7	6.0
Foreign, Commonwealth and Development Office (FCDO)		-	-	-	-	-	-
European Commission		0.1	1.7	1.8	0.2	2.7	2.9
Irish Aid		0.0	1.4	1.4	-	1.4	1.4
United States Agency for International Development (USAID)		0.2	0.9	1.1	(0.2)	0.7	0.5
Scottish government		0.0	0.8	0.8	-	0.7	0.7
United Nations		0.2	4.6	4.8	0.3	10.7	11.0
START Network	20	0.3	2.9	3.2	0.1	1.0	1.1
Other governments and public authorities		0.3	3.2	3.5	0.7	4.7	5.4
Total institutional grants		1.1	16.2	17.3	1.4	27.6	29.0

Total Institutional grants from United Nations of £4.8m includes United Nations World Food Programme of £2.3m (2024: £8.2m), including gifts in kind valued at £1.3m (2024: £5.0m).

Included above in Other governments and public authorities, are grants from Hewlett Foundation £0.7m (2024: £0); Cordaid £0.5m (2024: £1.0m); Church of Sweden £0.4m (2024: £1.4m); See Change Trust £0.2m (2024: £0); Global Fund £0.1m (2024: £2.3m); United Church of Canada £0.2m (2024: £0); Oxfam £0.1m (2024: £0); Benefact Trust £0.1m (2024: £0); Volant Trust £0.1m (2024: £0); and IFAD £0.1m (2024: £0).

Key: ACT Alliance – global network of faith-based organisations; START Network – NGO humanitarian network; DEC – UK fundraising consortium; FCDO – UK government aid department; Cordaid – Dutch NGO; IFAD – UN rural development agency.

4. Charitable activities

	2025 Unrestricted £'m	2025 Restricted £'m	2025 Total £'m	2024 Unrestricted £'m	2024 Restricted £'m	2024 Total £'m
World Bank	1.0	-	1.0	0.50	-	0.50
Total donations	1.0	-	1.0	0.50	-	0.50

5. Total operational expenditure

2025	Grants to partner organisations £'m	Other direct costs		Allocation of support costs		2025 Total £'m
		Staff costs £'m	Non staff costs £'m	Staff costs £'m	Non staff costs £'m	
	<i>Notes</i>	<i>5.1</i>			<i>5.2</i>	<i>5.2</i>
Raising funds	-	5.5	6.3	1.1	1.1	14.0
Charitable activities:						
Development	8.6	6.2	4.2	1.7	1.7	22.4
Humanitarian	19.5	6.3	3.7	1.7	1.7	32.9
Campaigning, advocacy and education	0.8	4.0	1.3	0.7	0.8	7.6
Total charitable activities	28.9	16.5	9.2	4.1	4.2	62.9
Total operational expenditure	28.9	22.0	15.5	5.2	5.3	77.0
2024						
	<i>Note</i>					
	<i>s</i>	<i>5.1</i>			<i>5.2</i>	<i>5.2</i>
Raising funds	-	5.2	6.0	0.8	0.8	12.8
Charitable activities:						
Development	12.4	8.2	8.7	2.0	1.7	33.0
Humanitarian	14.7	6.0	5.2	1.9	1.6	29.4
Campaigning, advocacy and education	0.9	3.7	1.9	0.3	0.4	7.2
Total charitable activities	28.0	17.9	15.8	4.2	3.7	69.6
Total operational expenditure	28.0	23.1	21.8	5.0	4.5	82.4

Expenditure on raising funds includes all expenditure incurred by Christian Aid to raise funds for its charitable purposes. It comprises the costs of advertising, profile-raising, digital fundraising, producing publications and printing and mailing fundraising material, costs incurred in commercial trading activities and investment management costs, the staff in these areas and an appropriate allocation of support costs.

Charitable activities includes expenditure incurred through grants to partners, direct programme implementation expenditure and operational activities and an appropriate allocation of support costs.

Funding source: the disclosed expenditure includes costs funded from both unrestricted and restricted income A breakdown of expenditure by funding source is provided in the Statement of Financial Activities. Restricted funding has been applied in accordance with donor requirements, supporting grants to partners and programme delivery costs.

5.1 Grant expenditure analysed by region

	2025 £'m	2024 £'m	2025 %	2024 %
Africa	7.6	12.0	27	43
Asia and the Middle East	15.0	9.9	52	35
Latin America and the Caribbean	2.1	1.3	7	5
Europe	2.6	3.3	9	12
Global	1.5	1.5	5	5
Total grants to partner organisations	28.8	28.0	100	100

5.2 Allocation of support costs

	Basis of allocation	2025 Staff costs £m	2025 Other costs £m	2025 Total £m	2024 Total £m
Management and Facilities	Headcount	2.8	1.0	3.8	3.1
Finance and Compliance	Headcount	0.5	2.0	2.5	2.3
Human Resources	Headcount	0.6	1.4	2.0	1.7
Information and Communication Technology	Headcount	1.3	0.8	2.1	2.4
		5.2	5.2	10.4	9.5

Governance costs: included within £2.5m Finance and Compliance is £0.7m (2024: £0.8m) for governance related costs.

Basis of allocation of support costs: allocated to each activity proportionally based on the average headcount employed in that activity over the financial year.

6. Staff and trustee costs

	2025	2024
	£'m	£'m
Staff costs of Britain and Ireland-based staff		
Salaries	15.2	14.2
Pension contributions	1.0	0.9
National Insurance contributions	1.5	1.5
Benefits in kind	-	-
Total staff costs (Britain and Ireland-based)	17.7	16.6
Staff cost of overseas based staff	9.5	11.5
Total staff costs	27.2	28.1

Overseas staff costs include salaries, social security contributions, and local statutory benefits for staff employed outside the UK.

The key management of the charity comprises the Chief Executive and the six directors of the organisation (Finance and Corporate Governance, Policy and Public Campaigns, Fundraising and Supporter Engagement, Strategy and Global Change, International Programmes and People and Workplace Culture). The total remuneration and benefits, including salary and employer's National Insurance and employer's pension contributions, of the key management personnel of the charity was £825,608 (2024: £909,491).

The Chief Executive was the highest paid employee and the salary was £151,497 (2024: £147,084). The CEO's expenses were £4,165 (2024: £6,548).

Headcount by location	2025	2024
Britain and Ireland based staff	327	331
Overseas-based staff	339	426
Total headcount	666	757

The number of higher-paid staff with emoluments falling in the following ranges were:

	2025	2024
£150,000 to £159,999	1	-
£140,000 to £149,999	-	1
£100,000 to £109,999	3	3
£90,000 to £99,999	2	4
£80,000 to £89,999	4	2
£70,000 to £79,999	13	11
£60,000 to £69,999	15	10

Trustees' expenses and number of trustees who claimed expenses during the year

No emoluments are paid to trustees. Trustees are reimbursed for their incidental expenses in attending board, executive and other meetings. Additionally, trustees may occasionally visit Christian Aid partners and programmes overseas, with costs of such trips being met by the charity. The total expenses paid to trustees was £1,392 (2024: £2,652). The number of trustees that claimed expenses is 6 (2024: 7).

7. Statement of financial activities

Net movement in funds is stated after the following charges:

	Consolidated group		Parent charity	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Auditors' remuneration (exclusive of VAT)				
Fees payable to parent charity's auditors for the audit of the charity's annual accounts	63	59	63	59
Fees payable to parent charity's auditors for the audit of the charity's subsidiaries pursuant to legislation	3	3	3	3
Total audit fees	66	62	66	62
Other services	64	21	64	21
Total fees payable to parent charity's auditors	130	83	130	83
Rental costs in relation to operating leases - land and buildings	-	-	345	345
Depreciation	510	900	510	900
Investment manager's fee	72	87	72	87

Other services provided by the auditors relate to audit of grant programmes and tax compliance support. Investment management fees relate to professional management of the charity's investment portfolio held with Eden Tree.

8. Fixed assets

8a. Intangible fixed assets

2025	Computer software £'m	Total £'m
Cost		
At 1 April 2024	3.1	3.1
Additions	-	-
Impairment	-	-
At 31 March 2025	3.1	3.1
Amortisation and impairment		
At 1 April 2024	2.4	2.4
Charge in year	0.4	0.4
Impairment	-	-
At 31 March 2025	2.8	2.8
Net book value		
At 31 March 2025	0.3	0.3
At 1 April 2024	0.7	0.7
Held by parent charity	0.3	0.3
Held by subsidiaries	-	-

8b. Tangible fixed assets

2025	Central office	Leasehold	Computer	Office furniture,	Motor	Total
	freehold	improvements	equipment	fittings & equipment	vehicles	
	£'m	£'m	£'m	£'m	£'m	£'m
Cost						
At 1 April 2024	5.1	3.3	2.3	0.8	1.2	12.7
Additions	-	-	-	-	-	-
Disposals	(0.2)	-	-	-	-	(0.2)
At 31 March 2025	4.9	3.3	2.3	0.8	1.2	12.5
Depreciation						
At 1 April 2024	0.2	3.3	2.0	0.8	1.0	7.3
Charge in year	-	-	0.1	-	-	0.1
Disposals	(0.2)	-	-	-	-	(0.2)
At 31 March 2025	0.0	3.3	2.1	0.8	1.0	7.2
Net book value						
At 31 March 2025	4.9	-	0.2	-	0.2	5.3
At 1 April 2024	4.9	-	0.3	-	0.2	5.4
Held by parent charity	4.9	-	0.2	-	0.2	5.3

9. Investments

	Consolidated group		Parent charity	
	2025	2024	2025	2024
	£'m	£'m	£'m	£'m
As at 31 March				
Units in Eden Tree pooled investment funds	10.5	10.6	10.5	10.6
Investments in subsidiary undertakings	0.0	-	0.4	0.4
Property-related investments	3.7	3.8	3.6	3.8
Total investments	14.2	14.4	14.5	14.8
Movement during the year				
At the beginning of the year	14.4	14.3	14.8	14.7
Net (losses)/gains on investment	(0.3)	0.1	(0.3)	0.1
	14.2	14.4	14.5	14.8

9a. Portfolio composition – Eden Tree funds

	2025	2024
	£'m	£'m
Eden Tree global equity fund b inc	6.1	6.3
Eden Tree sterling bond fund b inc	1.0	1.0
Eden Tree global impact bond fund b gross inc	2.7	2.6
Eden Tree green infrastructure fund b net inc	0.7	0.7
	10.5	10.6

Christian Aid's holdings in Eden Tree are spread across four ethically managed pooled funds. The portfolio composition remained broadly consistent during the year, with no material reallocations or disposals. No income distributions were received during the year; any distributions arising would be automatically reinvested within the pooled funds. Investments are measured at fair value based on quoted mid-market prices provided by fund managers at the reporting date. Property related investments are based on external professional valuations undertaken by Cluttons as at 1 April 2022. Management has reviewed these valuations as at 31 March 2025. The £0.2m impairment recognised this year relates

entirely to ICH and reflects evidence of market value from an open-market sale process, for which an offer was subsequently accepted; the carrying amount has been reduced to the expected sale proceeds (2024: £0.6m).

10. Debtors

	Consolidated group		Parent charity	
	2025	2024	2025	2024
	£'m	£'m	£'m	£'m
Prepayments	1.0	0.7	1.0	0.6
Accrued income	2.5	2.0	2.5	2.0
Other debtors	2.3	2.0	1.9	2.0
Amounts due from subsidiary undertakings	-	-	-	-
Total debtors	5.8	4.7	5.4	4.6

11. Liabilities

11.1 Creditors: amounts falling due within one year

	Consolidated group		Parent charity	
	2025	2024	2025	2024
	£'m	£'m	£'m	£'m
Interest-free loans from supporters	0.1	0.1	0.1	0.1
Trade and other creditors	1.9	0.8	1.7	0.8
Deferred income	0.1	0.4	-	0.3
Tax and social security	0.4	0.6	0.4	0.6
Accruals	0.9	1.2	0.9	1.3
Pension benefits	0.9	0.9	0.9	0.9
Provisions	1.7	1.3	1.6	1.3
Total creditors	6.0	5.3	5.6	5.3

Movement on deferred income during the year:

	Consolidated group		Parent charity	
	2025	2024	2025	2024
	£'m	£'m	£'m	£'m
Balance brought forward	0.4	0.2	0.3	0.1
Released to income	(0.4)	(0.2)	(0.3)	(0.1)
Received in year	0.1	0.4	-	0.3
Balance carried forward	0.1	0.4	-	0.3

Christian Aid has recognised £0.9m (2024: £0.9m) of creditors falling due after more than one year. This amount relates to pension benefits arising at the end of contract where Christian Aid staff on non UK employment contracts become entitled to a lump sum in lieu of regular contributions to a pension scheme.

Christian Aid has also recognised a liability of £1.7m (2024: £1.3m) for project provisions, paid annual leave, paid sick leave and termination benefits.

12. Future commitments

In addition to the amounts shown as creditors in these accounts, there are also commitments to projects which have been accepted in principle by Christian Aid's board and are expected to be recommended for funding in 2025/26. It is anticipated that all commitments will be contracted within 12 months of the balance sheet date.

	Consolidated group		Parent charity	
	2025	2024	2025	2024
	£'m	£'m	£'m	£'m
Commitments	4.4	4.2	4.4	4.2

13. Operating lease income and commitments

At 31 March 2025 the total of future minimum operating lease income receivable under non-cancellable operating leases amounted to:

	Consolidated group		Parent charity	
	2025	2024	2025	2024
	£'m	£'m	£'m	£'m
Land and buildings - within one year	0.2	0.2	0.2	0.2
Land and buildings - between two and five years	-	0.1	-	0.1
	0.2	0.3	0.2	0.3

At 31 March 2025 the total of future minimum lease commitments payable under non-cancellable operating leases amounted to:

	Consolidated group		Parent charity	
	2025	2024	2025	2024
	£'m	£'m	£'m	£'m
Land and buildings - within one year	-	-	0.3	0.3
Land and buildings - between two and five years	-	-	0.3	0.7
	-	-	0.6	1.0

14. Unrestricted funds

2025	Opening balance £'m	Income £'m	Expenditure £'m	Gains & losses £'m	Transfers £'m	Closing balance £'m
Consolidated group						
General funds	9.1	43.3	(43.4)	(0.3)	1.1	9.8
Land and property	5.0	-	-	-	-	5.0
Operational reserves	14.1	43.3	(43.4)	(0.3)	1.1	14.8
Other fixed assets	1.1	-	(0.5)	-	-	0.6
	15.2	43.3	(43.9)	(0.3)	1.1	15.5
Designated reserves	4.2	-	(2.7)	-	(1.1)	0.4
Consolidated group total unrestricted funds	19.4	43.3	(46.6)	(0.3)	-	15.9
Parent charity						
General funds	15.1	43.1	(43.7)	(0.3)	1.1	15.4
Designated reserves	4.2	-	(2.7)	-	(1.1)	0.4
Total unrestricted funds	19.3	43.1	(46.4)	(0.3)	-	15.8

No new designations were made during the year. Total spend against designated reserves amounted to £2.7m, (2024: £3.5m) comprised of investment in fundraising, core grants and stabilisation cost. Balance carried forward of £0.4m has been designated towards the Climate Adaptation Resilience fund. Transfers of £1.1m reflect the reclassification of designated reserves to general funds noting the amounts are no longer required for the purposes previously designated.

14.1. Prior year unrestricted funds

2024	Opening balance £'m	Income £'m	Expenditure £'m	Gains & losses £'m	Transfers £'m	Closing balance £'m
Consolidated group						
General funds	9.4	42.0	(42.2)	(0.1)	-	9.1
Land and property	5.0	-	-	-	-	5.0
Operational reserves	14.4	42.0	(42.2)	(0.1)	-	14.1
Other fixed assets	1.8	0.2	(0.9)	-	-	1.1
	16.2	42.2	(43.1)	(0.1)	-	15.2
Designated reserves	7.7	-	(3.5)	-	-	4.2
Consolidated group total unrestricted funds	23.9	42.2	(46.6)	(0.1)	-	19.4
Parent charity						
General funds	16.1	42.0	(42.9)	(0.1)	-	15.1
Designated reserves	7.7	-	(3.5)	-	-	4.2
Total unrestricted funds	23.8	42.0	(46.4)	(0.1)	-	19.3

15. Restricted funds

15 Restricted funds

2025	Opening balance	Income	Expenditure	Transfers	Closing balance
	£'m	£'m	£'m	£'m	£'m
Consolidated group					
Turkiye-Syria Earthquake Appeal 2023	2.6	-	(0.3)	-	2.3
Middle East Crisis Appeal 2023	1.6	2.2	(1.6)	-	2.2
Ukraine Crisis Appeal 2022	1.3	0.2	(0.2)	-	1.3
Afghanistan Crisis Appeal 2021	1.0	-	(0.7)	-	0.3
Libya Floods Appeal 2023	0.3	-	(0.3)	-	-
Christian Aid Emergency Fund 2024	-	0.1	(0.1)	-	0.0
East Africa Hunger Crisis Appeal 2022	0.1	-	-	-	0.1
Myanmar Earthquake Appeal 2025	-	0.2	-	-	0.2
Sudan Crisis Appeal 2025	-	0.2	-	-	0.2
Christian Aid humanitarian appeals	6.9	2.9	(3.2)	-	6.6
Turkiye-Syria Earthquake Appeal 2023	0.5	2.7	(3.3)	-	(0.1)
Ukraine Crisis Appeal 2022 & 2023	0.1	2.3	(2.1)	-	0.3
DEC Middle East Appeal	-	0.5	(0.2)	-	0.3
Disasters Emergency Committee (DEC) appeals	0.6	7.6	(7.4)	-	0.8
Charity gifts and other	0.1	0.3	(0.3)	-	0.1
In Their Lifetime	0.9	0.5	(0.6)	-	0.8
Health Legacy	0.2	-	(0.1)	-	0.1
Donations other	0.2	0.6	(0.7)	-	0.1
Other	1.4	1.4	(1.7)	-	1.1
Appeals and other donations	8.9	11.8	(12.4)	-	8.3
Institutional grants	4.4	16.2	(18.0)	-	2.6
Total restricted funds	13.3	28.0	(30.4)	-	10.9
2025	Opening balance	Income	Expenditure	Transfers	Closing balance
	£'m	£'m	£'m	£'m	£'m
Parent charity					
Appeals and other donations	8.9	11.8	(12.4)	-	8.3
Institutional grants	4.4	16.2	(18.0)	-	2.6
Total restricted funds	13.3	28.0	(30.4)	-	10.9

Restricted funds represent income received subject to specific conditions imposed by donors. The majority of funds relate to humanitarian appeals for emergency response and recovery, including the Turkiye-Syria Earthquake Appeal, Ukraine Crisis Appeals, and other country-specific programmes. Institutional grant funding supports development, humanitarian, and advocacy programmes in line with donor agreements.

Negative restricted balances have arisen where expenditure has been incurred in advance of anticipated income and are expected to be cleared through future receipts.

15.1. Prior year restricted funds

2024	Opening balance	Income	Expenditure	Transfers	Closing balance
	£'m	£'m	£'m	£'m	£'m
Consolidated group					
Turkiye-Syria Earthquake Appeal 2023	2.3	0.5	(0.2)	-	2.6
Middle East Crisis Appeal 2023	-	2.0	(0.4)	-	1.6
Ukraine Crisis Appeal 2022	1.7	0.5	(0.9)	-	1.3
Afghanistan Crisis Appeal 2021	1.3	-	(0.3)	-	1.0
Libya Floods Appeal 2023	-	0.7	(0.4)	-	0.3
Christian Aid Emergency Fund 2024	-	0.2	(0.2)	-	-
East Africa Hunger Crisis Appeal 2022	0.3	0.1	(0.3)	-	0.1
Hunger Appeal 2021	0.1	-	(0.1)	-	-
Kerala Floods Crisis 2018	0.1	-	(0.1)	-	-
Christian Aid humanitarian appeals	5.6	4.0	(2.7)	-	6.9
Turkiye-Syria Earthquake Appeal 2023	(0.1)	2.4	(1.8)	-	0.5
Ukraine Crisis Appeal 2022 & 2023	0.4	3.0	(3.3)	-	0.1
Afghanistan Crisis Appeal 2021	(0.3)	1.2	(0.9)	-	-
Disasters Emergency Committee (DEC) appeals	-	6.6	(6.0)	-	0.6
Charity gifts and other	0.2	0.8	(0.9)	-	0.1
In Their Lifetime	0.9	0.5	(0.5)	-	0.9
Health Legacy	0.3	-	(0.1)	-	0.2
Donations other	0.2	1.3	(1.3)	-	0.2
Other	1.3	2.6	(2.7)	-	1.2
Appeals and other donations	7.2	13.2	(11.5)	-	8.9
Institutional grants	0.8	27.9	(24.3)	-	4.4
Total restricted funds	8.0	41.1	(35.8)	-	13.3
2024	Opening balance	Income	Expenditure	Transfers	Closing balance
	£'m	£'m	£'m	£'m	£'m
Parent charity					
Appeals and other donations	7.2	13.2	(11.5)	-	8.9
Institutional grants	0.8	27.9	(24.3)	-	4.4
Total restricted funds	8.0	41.1	(35.8)	-	13.3

16. Analysis of net assets

Fund balances as at 31 March 2025 are represented by:

2025	Unrestricted funds		Restricted funds	Total £'m
	Fixed assets £'m	Other £'m	£'m	
Consolidated group				
Fixed assets	5.6	-	-	5.6
Investments	-	14.2	-	14.2
Current assets	-	2.2	10.8	13.0
Current liabilities	-	(6.0)		(6.0)
Total net assets	5.6	10.4	10.8	26.8
Parent charity				
Fixed assets	5.6	-	-	5.6
Investments	-	14.5	-	14.5
Current assets	-	1.4	10.8	12.2
Current liabilities	-	(5.6)		(5.6)
Total net assets	5.6	10.3	10.8	26.7

Restricted funds are represented by current assets held to meet specific donor-imposed conditions. Unrestricted funds include designated reserves of £0.4m (2024: £4.2m).

16.1 Prior year analysis of net assets

Fund balances as at 31 March 2024 are represented by:

2024	Unrestricted funds		Restricted funds	Total £'m
	Fixed assets £'m	Other £'m	£'m	
Consolidated group				
Fixed assets	6.1	-	-	6.1
Investments	-	14.4	-	14.4
Current assets	-	4.0	13.5	17.5
Current liabilities	-	(5.1)	(0.2)	(5.3)
Total net assets	6.1	13.3	13.3	32.7
Parent charity				
Fixed assets	6.1	-	-	6.1
Investments	-	14.8	-	14.8
Current assets	-	3.5	13.5	17.0
Current liabilities	-	(5.1)	(0.2)	(5.3)
Total net assets	6.1	13.2	13.3	32.6

17. Subsidiary undertakings and related party transactions

a. The Christian Aid group comprises the parent charity (Christian Aid) and four subsidiary undertakings. The results for the year of the subsidiary undertakings are given below.

The British and Irish Churches Trust Ltd (BICT)

A charitable company limited by guarantee, incorporated in England and Wales. It owns the freehold title to Inter-Church House and three residential properties, acting as custodian trustee for Christian Aid and Churches Together in Britain and Ireland (CTBI). The year end of this company was 31 December 2024, the date of CTBI's year end. The figures below represent Christian Aid's 71.25 per cent interest. The reserves retained within BICT are related to the management of Inter-Church House.

Christian Aid Trading Ltd (CAT)

A company limited by share capital, incorporated in England and Wales. Its two shares are held by Christian Aid. Christian Aid Trading Ltd was made dormant in October 2023.

Change Alliance (CH A)

A company limited by share capital, incorporated in India. Its shares are held by employees of Christian Aid as

nominees. Change Alliance India is a for-profit organisation which, with partners, is currently undertaking Christian Aid's activities in India. The Change Alliance year end was 31 March 2024.

Nyuki Hubs Kenya Limited

A company limited by share capital, incorporated in Kenya, wholly owned by Christian Aid UK. Its board is made up of employees of Christian Aid. Nyuki Hubs is a for-profit organisation which, with partners, is currently undertaking Christian Aid's activities in Kenya. The Nyuki Hubs year end was 31 December 2024. This subsidiary has not been consolidated in current or previous financial periods, due to immateriality.

Christian Aid Kenya Christian Aid Zimbabwe Christian Aid Nigeria

Christian Aid Kenya, Christian Aid Zimbabwe and Christian Aid Nigeria, the latter registered in 2023/24, are separately registered legal entities in those countries established to facilitate Christian Aid programmes there. They are consolidated as branches of Christian Aid.

17.1 Subsidiary undertakings

	2025	2025	2025	2025	2024	2024	2024	2024
	CA INT	BICT	CATL	CH A	CA INT	BICT	CATL	CH A
	£'m	£'m	£'m	£'m	£'m	£'m	£'m	£'m
Total incoming resources		0.9		0.2		0.9		0.2
Total resources expended		(0.9)		(0.2)		(0.9)		(0.2)
Net incoming resources	-	-	-	-	-	-	-	-
Gift Aided to Christian Aid								
Retained surplus/(deficit) for the year	-	-	-	-	-	-	-	-
Total assets		0.1		0.5		0.1		0.3
Total liabilities		(0.1)		(0.2)		(0.1)		-
Total funds	-	-	-	0.4	-	-	-	0.3

CA INT = Christian Aid International; BICT = The British and Irish Churches Trust Ltd; CATL = Christian Aid Trading Ltd; CHA = Change Alliance.

17.2 Related party transactions

Related party transactions for the year are as follows:

Christian Aid trustee, Jim (Andrew) Clifford, is also a trustee at Bates Wells Foundation with whom Christian Aid had transactions of £83,604. Christian Aid trustee, Chinemerem McDonald, is a director of Theos Think Tank with whom Christian Aid has had transactions amounting to £14,000 (2024: £13,000). Ms McDonald is also Vice Chair/trustee for Greenbelt Festivals whose transactions with Christian Aid amount to £77,312 (2024: £62,360). Chair of the Board of Trustees, Sarah Mullally, is a trustee of Royal Foundation of St Katharine, with whom Christian Aid had transactions amounting to £18,436.

Related party transactions with subsidiary and associated companies, that require disclosure are as follows:

	2025	2024
	£'m	£'m
1. Donations received under Gift Aid from subsidiary undertakings		
Profit donated by CA Trading Ltd	-	-
2. Payments made to subsidiary undertakings for services rendered in connection with Christian Aid's programme in India		
Christian Aid Consultancy Fees	0.5	0.5
3. Payments made to subsidiary undertakings for rental of Inter Church House		
The British and Irish Churches Trust Ltd		
Total rental paid to BICT:	1.2	1.2
Share of income from BICT to CA	0.9	0.9
4. Transactions with related party, Christian Aid Ireland		
Programme management contribution	2.0	2.3
Grants, Services and other overheads	0.2	0.2

18. Financial instruments

a. Basic financial instruments

At the balance sheet date, the charity held financial assets at amortised cost of £4.2m (2024: £11.2m). These comprise trade receivables, accrued income, and cash held on deposit. The charity holds no other financial liabilities other than trade creditors and accruals measured at amortised cost.

b. Other financial instruments – forward contracts

The charity does not hold any complex financial instruments or derivatives.

19. Pensions

a. Defined benefit (final salary) funded pension scheme

The employer operates a defined benefit scheme in the UK. The scheme is closed to future accrual with effect from 30 June 2007, but has retained the salary link for active members. An actuarial valuation was carried out as at 30 September 2023 and the results of this have been updated to 31 March 2025 by a qualified actuary, independent of the scheme's sponsoring employer.

The actuarial valuation as at 30 September 2023 showed a deficit of £1,059,000. In order to remove the deficit the employer agreed with the Trustee that it will pay deficit contributions of £202,000 per annum from 1 April 2025 to 31 March 2028. In addition the employer will pay contributions of £129,000 per annum in respect of scheme expenses, including the PFF levy. Both payments will increase by 3% per annum from 1 April 2026.

In July 2021, the pension scheme trustee notified Christian Aid that they had undertaken a review of how some historic changes to Scheme benefits were implemented and consequently, would now be seeking court direction on whether they had been applied correctly. The court for direction sat in Spring 2025 to consider the documents submitted and it is expected that initial directions will be given in late 2025. It is not possible to determine with any accuracy what the impact of any direction the court may, or may not give. Many factors will influence the future valuation of the pension scheme, none of which can be accurately predicted at the present time. No adjustment has therefore been made to the amounts included in the financial statements in respect of this potential issue.

(i) Present values of defined benefit obligation, fair value of assets and defined benefit asset/(liability)

	2025	2024
	£'m	£'m
Fair value of plan assets	50.4	56.9
Present value of defined benefit obligation	(49.8)	(55.2)
Surplus	0.6	1.7
Defined benefit asset/(liability) to be recognised	-	-

(ii) Reconciliation of opening and closing balances of the defined benefit obligation

	2025 £'m	2024 £'m
Defined benefit obligation at start of period	55.2	54.6
Expenses	-	-
Interest expense	2.7	2.6
Past service cost/(credit) – plan amendments	-	-
Actuarial losses/(gains)	(5.9)	(0.2)
Benefits paid	(2.2)	(1.8)
Experience (gain)/loss on liabilities	-	-
Defined benefit obligation at end of period	49.8	55.2

(iii) Reconciliation of opening and closing balances of the fair value of plan assets

	2025 £'m	2024 £'m
Fair value of plan assets at start of period	56.9	61.3
Interest income	2.7	2.9
Expenses	(0.2)	(0.1)
Actuarial gain/(loss)	(6.7)	(5.5)
Employer contributions	-	-
Benefits paid and expenses	(2.3)	(1.7)
Fair value of scheme assets at the year end	50.4	56.9

(iv) Defined benefit costs recognised in the Statement of Financial Activities

	2025 £'m	2024 £'m
Expenses	0.2	0.1
Defined benefit costs recognised in statement of financial activities	0.2	0.1
Return on plan assets (excluding amounts included in net interest cost) – gain/(loss)	(6.7)	(5.5)
Experience gains and losses arising on the plan liabilities – gain/(loss)	(0.1)	(1.2)
Effects of changes in the demographic and financial assumptions underlying the present value of the plan liabilities – gain/(loss)	5.9	1.5
Effects of changes in the amount of surplus that is not recoverable (excluding amounts included in net interest cost) – gain/(loss)	1.1	5.4
Total amount recognised in other recognised gains/(losses)	0.2	0.2

(v) Assets

	Value at 31 March 2025 £'m	Proportion %	Value at 31 March 2024 £'m	Proportion %
Equities	-	-	1.0	2%
Bonds	43.8	87%	38.0	67%
Other	6.6	13%	17.9	31%
Total assets	50.4	100%	56.9	100%

None of the fair values of the assets shown above include any direct investments in the employer's own financial instruments or any property occupied by, or other assets used by, the employer.

(vi) Assumptions

	2025	2024
Discount rate	5.83%	4.90%
Inflation assumption – Retail Price Index	3.09%	3.13%
Inflation assumption – Consumer Price Index	2.81%	2.79%
Rate of increase in salaries	3.00%	3.00%
Allowance for revaluation of deferred pensions of RPI or 5% p.a. if less	3.09%	3.13%
Allowance for pension in payment increases of CPI or 5% p.a. if less	2.75%	2.74%
Allowance for pension in payment increases of CPI or 3% p.a. if less	1.97%	1.96%
Allowance for commutation of pension for cash at retirement	75% of maximum	75% of maximum

The mortality assumptions adopted at 31 March 2025 imply the following life expectancies:

	2025 Years	2024 Years
Male pensioner – currently 65	21.6	21.7
Female pensioner – currently 65	24.0	24.0
Male non-pensioner – currently 65	23.3	23.3
Female non-pensioner – currently 65	25.4	25.4

b. Defined contribution pension scheme

The total cost of the defined contribution pension scheme to the charity was £1m (2024: £0.9m). There were no outstanding or prepaid contributions at 31 March 2025.

Reference and administrative details

Board of Trustees

Chair

Sarah Mullally^{1,2,3,4}

Vice Chair

Maggie Swinson^{1,4}

Other trustees

Hazel Baird¹ (until November 2024)

Sam Bickersteth

Richard Calvert^{2,3} (until November 2024)

Jim Clifford² (from November 2024)

Pauline Conway² (from November 2024)

Mark Currie²

Johannes Etten³

Giles Fraser (until April 2024)

Nontando Hadebe³

Liz Hughes

Carol Hui¹

Martin Johnstone⁴

Marina Kobzeva (from November 2024)

Mukami McCrum³

Chine McDonald

Nick Moberly¹ (until September 2024)

James Poulter¹ (from November 2024)

Andrew Sully^{1thin}

Dorothy Tang (from November 2024)

Board advisers

Chris Butler²

Linda Holbeche³

Mick Howard³ (until September 2024)

Helia Mateus¹

Amanda Phillips²

Mike Royal⁴

Executive officers

Chief Executive

Patrick Watt

Other executive officers

Finance and Corporate Governance – Elizabeth Walker

Fundraising and Supporter Engagement – Nick Georgiadis

International – Ray Hasan

People and Workplace Culture –

Claire Vincent and Lisa Davidson (Interim)

Policy and Public Campaigns – Osai Ojigho

Strategy and Global Change – Mervyn McCullagh

Registered office

Inter-Church House

35 Lower Marsh

Waterloo

London SE1 7RL

Email: info@christian-aid.org

Tel: +44 (0)20 7620 4444

National offices

Northern Ireland

Christian Aid Ireland Linden House

Beechill Business Park

96 Beechill Road

Belfast BT8 7QN

Email: belfast@christian-aid.org

Tel: +44 028 9064 8133

Republic of Ireland

Christian Aid Ireland

19-21 Denzille Lane

Dublin

DO2 WT72

Email: dublin@christian-aid.org

Tel: +353 (1) 496 7040

Scotland

Christian Aid Scotland c/o Augustine Church

41 George IV Bridge Edinburgh

EH1 1EL

Email: edinburgh@christian-aid.org

Tel: +44 (0) 131 220 1254

Wales

Christian Aid Wales

Tabernacle Chapel

81 Merthyr Road

Whitchurch

Cardiff CF14 1DD

Email: wales@christian-aid.org

Tel: +44 (0) 29 2084 4646

Professional advisers

Auditors

HaysMac LLP

10 Queen Street Place

London EC4R 1AG

Solicitors

Bates Wells

10 Queen Street Place

London EC4R 1BE

Gregory Rowcliffe Milners

1 Bedford Row

London WC1R 4BZ

Bankers

Lloyds Bank

25 Gresham Street London

EC2V 7HN

Standard Chartered Bank

6th Floor

1 Basinghall Avenue

London EC2V 5DD

Investment managers

Epworth Investment Management Ltd

9 Bonhill Street

London EC2A 4PE

Eden Tree

24 Monument Street

London EC3R 8AQ

Investment and pension advisers

Lane, Clark, Peacock LLP

30 Old Burlington Street

London W1S 3NN

1. Audit and Risk Committee

2. Finance, Fundraising and Investment Committee

3. People Committee

4. Board Governance and Nominations Committee

Acknowledgements

Sponsoring churches

Baptist Union of Great Britain	Methodist Church in Ireland
Baptist Union of Scotland	Moravian Church of Great Britain and Ireland
Baptist Union of Wales	New Assembly of Churches
Cherubim and Seraphim Council of Churches	New Testament Assembly
Church in Wales	New Testament Church of God
Church of England	Non-Subscribing Presbyterian Church of Ireland
Church of God of Prophecy	Old Baptist Union Presbyterian
Church of Ireland	Presbyterian Church in Ireland
Church of Scotland	Presbyterian Church of Wales
Congregational Federation	Religious Society of Friends in Britain
Council of African and Afro-Caribbean Churches	Religious Society of Friends in Ireland
Council of Oriental Orthodox Christian Churches	Russian Orthodox Church
Countess of Huntingdon's Connexion	Salvation Army (UK Territory)
Fellowship of the Churches of Christ	Scottish Episcopal Church
Free Church of England	Seventh Day Adventist Church
Greek Orthodox Church	Union of Welsh Independents
Independent Methodist Churches	Unitarian and Free Christian Churches
International Ministerial Council of Great Britain	United Free Church of Scotland
Joint Council for Anglo-Caribbean Churches	United Reformed Church
Lutheran Council of Great Britain	Wesleyan Holiness Church
Methodist Church	

Special thanks

All Christian Aid's work is based on the spirit of cooperation and partnership. We would like to express our sincere thanks to the many organisations and individuals who make our work possible. Together we strive to be part of a worldwide movement of people committed to eradicating poverty and social injustice. We want to give special thanks to the hundreds of thousands of **supporters** who contribute to our work in a multitude of ways – as individual donors, campaigners, collectors, local and national committee members, or through local churches.

We would like to thank our specialist **volunteers** who have significantly extended the reach of our work by speaking, taking lessons and assemblies, writing media articles, helping in our offices, undertaking research and translation work, organising events and much more.

Institutions, agencies, corporates, Trusts and Foundations we worked with in 2024- 25

Institutions, Multilateral Agencies and other Partners

ACBAR	Save the Children UK
ADRA UK	Scottish Government
British Academy	START Network
BRAC Bangladesh	Trocaire
Church Communities UK	UK Research and Innovation
CAFOD	UN Women
Caritas Austria	UNICEF
Climate Action Network International	United Nations Development Programme (UNDP)
Coopi Italia	United Nations Food and Agriculture Organisation (UNFAO)
Deutsche Gesellschaft fuer Internationale Zusammenarbeit (GIZ)	United Nations High Commissioner for Refugees (UNHCR)
Disasters Emergency Committee (DEC)	United Nations Office for Project Services (UNOPS)
Elrha	United Nations Office for the Coordination of Humanitarian Affairs (UNOCHA)
Enabel (Belgian agency for international cooperation)	United Nations World Food Programme (UN WFP)
European Commission INTPA/EuropeAid	United States Agency for International Development (USAID)
European Commission DG ECHO (European Civil Protection and Humanitarian Aid Operations)	United Nations International Organisation for Migration (IOM)
German Cooperation KFW	United Nations Peacebuilding Fund (UNPBF)
Global Fund to Fight AIDS, Tuberculosis and Malaria	World Bank
Helpage International	
IFAD (International Fund for Agricultural Development)	
Irish Aid	
Islamic Relief Worldwide	
Oxfam Intermon	

Christian Aid and ACT Alliance Partners

ACT Alliance

ACT Church of Sweden

Act for Peace Australia

Australian Overseas Aid (AOA)

Bread for the World Germany

Christian Aid Ireland

Catholic Organization for Relief
and Development Aid (CORDAID)

DanChurchAid

Diakonia Sweden

Evangelical Lutheran Church of America (ELCA)

Icelandic Church Aid

Kerke in Actie Netherlands

Norwegian Church Aid

Primate World Relief and Development Programme

Swiss Church Aid (HEKS)

United Church of Canada

United Methodist Committee on Relief (UMCOR)

Trusts and Foundations

Benefact Trust

Charles Stewart Mott Foundation

Open Society Foundations

Peace Nexus

The Blandford Lake Trust

The William and Flora Hewlett Foundation

The Davy Charitable Foundation Services

Corporates

AquAid/ Africa Trust

Bank of Ireland Staff Fund

Nethope



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CHRISTIAN AID

England & Wales - Charity number 1105851

Accounts

Christian Aid

Annual report and accounts
2023/24



Letter from the Chair

I was honoured to be appointed Christian Aid Chair in June 2024, and it is now my great pleasure to introduce my first Annual Report, on behalf of the Board of Trustees.

Having served as the Bishop of London since 2018, I am repeatedly struck by the tremendous support for Christian Aid's mission across the capital's church communities and with ecumenical partners. The unwavering commitment to ending the injustice of poverty resonates deeply – this work is as vital now as it has ever been.

I believe that we are all called to participate in God's work of bringing healing and hope to the world, especially in those places where people are most vulnerable and marginalised. The climate crisis is asking searching questions about our stewardship of creation and threatens to undo many of the important improvements in people's lives. Widespread conflict destroys lives, and often feeds off deep social and economic inequality. Millions of women and girls continue to face discrimination and violence because of their gender.

Over the past year, Christian Aid has been working to address these drivers of poverty, enabled by our public support. I would especially like to thank our supporters who gave over £2.5 million for people in Gaza, through our Middle East Appeal. The remarkable work done by our long-standing Palestinian and Israeli partners since 7 October 2023 speaks to the power of programming alongside national civil society.

One of Christian Aid's great strengths is our ability to work in areas of the world where we do not have a physical presence. In Ukraine, funding from the Disasters Emergency Committee has supported our programme with local organisations such as Heritage Ukraine, whose work the Archbishop of Canterbury, Justin Welby, saw firsthand in Odesa, last February. In September 2023, we were able to respond swiftly to the devastating floods in Derna,



Libya, via our Danish sister agency, Dan Church Aid, who have been present in the country since 2011.

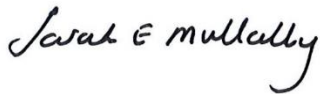
Our approach to partnership is also reflected in our commitment to being a convenor, and catalyst for social movements. In November 2023, 400 people gathered in central London to hear Her Excellency Amina Mohammed, the Deputy Secretary-General of the United Nations, give our Annual Lecture – on women's advancement and role in tackling climate change. This is just one example of the broad networks that Christian Aid is able to bring together in support of positive change. Our campaigning ahead of the COP28 UN climate talks in Dubai helped to secure a positive outcome on funding for loss and damage, while our campaign to cancel the unsustainable debts of the poorest countries has gathered momentum this last year.

Our faith partnerships bring distinctive strengths and opportunities. In February 2024, we launched a new chapter in our collaboration with the Anglican Alliance, harnessing church networks to tackle climate change, conflict, and humanitarian disasters in Bangladesh, DRC, and South Sudan. The three-year agreement recognises the reach the Anglican church has in countries where we work, and its track record as a trusted partner.

In Britain, we are perhaps best known for Christian Aid Week, the annual appeal in May in which churches engage their communities and raise

funds in support of our work. Our *United by Hope* campaign, relaunched in 2023, is designed to show how the small things which people share in common – from dancing to playing football and hanging out the washing – point to a deeper bond between people in Britain and their global neighbours, which is expressed in every gift, campaign action, and prayer for Christian Aid.

Finally, I would like to thank my fellow trustees for their own commitment to Christian Aid's mission and vision, and for the welcome they have shown me. In particular, I am grateful to Maggie Swinson, our vice-chair, for so ably acting up during the period before my appointment.



The Rt Revd and Rt Hon Dame Sarah Mullally DBE

Chair of the Board of Trustees

Cover photo: Jennifer Ordonez uses a newly installed hand washing station at the Chalmeca Official School in Copan, Honduras, in May 2023. Jennifer has access to safe water thanks to a water project funded by Christian Aid and a local partner, OCDIH.

Photo credit: Christian Aid/Elias Assaf, OCDIH.

Letter from the Chief Executive

In the past year, Christian Aid staff and partners have shown great creativity and flexibility in responding to a fast-changing external context, shaped by conflict, climate-related disasters, and political change. Yet again, we demonstrated how our approach to tackling poverty, rooted in the voice and agency of affected communities, can make a real difference for those who need it most.

In May 2023, I spent time in Israel and the occupied Palestinian territory, visiting Jerusalem, the West Bank, Gaza, and the Negev. Christian Aid has worked in the region since 1952 and built strong networks with civil society organisations working on community resilience and human rights. These relationships have proven invaluable as we've stepped up our programme since 7 October 2023, supporting food and cash distribution, first aid, and – both in Gaza and Israel – psycho-social support to people affected by the conflict. We have advocated consistently for a ceasefire, unfettered humanitarian access, and adherence by all parties to international law, in close collaboration with our sponsoring churches and with peer agencies. It was a privilege to be able to discuss our work in Gaza at a meeting with HM The King at Buckingham Palace last November, as part of a small group of humanitarian leaders.

Our membership of the ACT Alliance, a global family of church-based development and humanitarian organisations working in 120 countries, helped us to increase our impact over the past year. Significant humanitarian funds from ACT sister agencies in Europe have enabled us to grow our work on survivor and community led response in Syria and Ukraine. We are evidencing this work and increasingly advocating with donors and other NGOs in a bid to make humanitarian aid more locally led and accountable.

I was able to share some of this work with USAID during a visit to New York and Washington, DC in November 2023, where alongside meetings with the Under-Secretary General for Humanitarian Affairs and other diplomats, Christian Aid was able to strengthen our engagement with trusts and



foundations. It has been encouraging to see a growing portfolio of work funded by Open Society Foundation, Hewlett and other foundations over the last year. This reflects in part an increasing interest in the distinctive role that we can play, as a faith-based organisation, in challenging and changing the norms, attitudes, and political and economic choices that underpin extreme poverty.

Our new three-year plan, which we launched in Ethiopia in April 2023, commits us to continue our work on both the causes and symptoms of poverty, as one part of a broader movement of justice-based organisations.

We have sharpened our focus on four thematic areas: peacebuilding, governance and rights, gender justice, and climate adaptation and resilience. We are strengthening our partnerships approach, including through initiatives such as the Charter for Change, where we are piloting due diligence passporting – a simple way of sharing information across peers - with a group of European NGOs, and through our own pledge to increase our grants to partners.

Our partnership approach is reflected in how we work in Britain, as well as internationally. Our Lenten vigil for climate justice outside Parliament in Westminster in February, with other Christian organisations; our collaboration with Islamic Relief on a major conference on faith and development; and our partnership with the Greenbelt festival – now in its fourth decade – are just some of the ways in which we are combining forces to mobilise

supporters, and engage with decision-makers and the wider sector.

Christian Aid Week has recovered much of its energy, after the challenges of Covid, and time spent meeting with supporters and sponsoring churches is always a powerful reminder of Christian Aid's reach into every part of Britain, and the respect in which we are held. Particular highlights over the year included our Christmas service in Llandaff Cathedral, and attendance at the Church of Scotland Assembly. Following an exceptional year for income in 2022/23, in the context of a once-in-a-generation appeal for Ukraine, we saw our income dip last year to £83 million. Despite the economic challenges, our underlying voluntary income – excluding emergency appeals – held steady, and we are investing in a return to growth in regular giving.

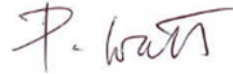
Awareness of Christian Aid's work is a critical enabler of our fundraising, and we are constantly looking to new ways of engaging the public. One example was our successful short video during the 2023 Rugby World Cup, in which players from Fiji, Samoa, and Tonga brought attention to the impact of the climate crisis on small island states.

To be a credible campaigning voice, Christian Aid needs to keep its own house in order. In 2023 we listened to our supporters and moved our main account from Barclays to Lloyds, to align our choice of bank more closely with our own carbon reduction plan, and our public position on fossil fuels. In a similar vein, we have taken active steps to make Christian Aid an excellent place to work, including by creating a new, more senior role of Director of People and Workplace Culture, and by establishing a new Diversity, Equality, and Inclusion Lead.

I am delighted that our sponsoring churches appointed Sarah Mullally, Bishop of London, as Chair of Christian Aid in June 2024. She has served as the 133rd Bishop of London since May 2018 and is the first woman in the role. Both in her distinguished nursing career and in church ministry she has been a strong advocate on issues of poverty and justice. She has a long-standing

commitment to working with other churches, and with people of all faiths and beliefs.

Finally, I am grateful to Maggie Swinson, who as interim chair of Christian Aid gave invaluable support and guidance over the course of the last year.



Patrick Watt

Chief Executive Officer

Strategic objectives

For over 78 years, we have provided long-term development support and humanitarian relief worldwide, highlighting suffering, tackling injustice and championing people's rights.

Our vision

Our vision is a world where everyone has fullness of life; a life lived with dignity, free from poverty and need; where global resources are equitably shared and sustainably used; and where the voice and agency of the poor and marginalised are fully realised.

Our mission

We live in a world where the scandal of poverty, inequality and injustice persists. We act as a global movement of people to respond in practical ways to alleviate suffering; to expose and eradicate misuses of power; to provide humanitarian support in crises and emergencies; and to work for sustainable and long-lasting change.

Our strategic framework

Our global strategy, Standing Together, lays out an analytical framework for our approach to tackle extreme poverty:

Poverty: Reach people living in extreme poverty, challenge structural poverty, and respond to need.

Power: Understand, challenge, shift and build new forms of power across all connected levels.

Prophetic voice: Amplify, together with people living in poverty, a shared vision of a just and healed world.

Delivering hope, building a movement

We have an incredible network of supporters, partners, and allies across the world, and the total of all our actions is greater than the sum of our parts. To achieve our goals, we need to collaborate with people and organisations of all faiths and beliefs, who share our values and a desire to act with the same courageous hope and conviction.

To achieve our vision and mission we need to:

- connect the thousands of churches and supporters who give, act and pray in Britain and Ireland
- connect the hundreds of organisations who partner with us to deliver innovative and effective solutions to eradicate poverty
- connect the voices from every country where we work to dismantle the systemic causes of poverty and amplify their desire for justice.

Our Values

Dignity

Our belief that every human being is of equal worth and should be given the opportunity to realise their potential.

Equality

Our conviction that all individuals and groups have the right to equality of voice, opportunity, and outcomes.

Justice

Our determination to empower communities and to challenge the structures and systems that create poverty and prevent people from rising out of it.

Love

Our cornerstone! Our motivation to love and care for others and Creation by standing alongside those who struggle against poverty, powerlessness and injustice.

Strategic report

Poverty is not a choice; it is a trap that denies you the opportunity to make your life better. It is losing your income, your home, your security, your options.

But we believe there is always hope. And if we act together, our hope can create a just, fairer, more peaceful world.

We work hard to embed our belief that the long-term end to poverty happens when the people experiencing it day to day lead the way; from the advocacy and planning right through to the implementation of programmes.

The year in numbers

- We funded 410 projects across Africa, Asia, Europe, Middle East, Latin America and the Caribbean.
- We worked with 260 implementing partners of which 33% were faith-based partners.
- We reached 4,483,455 people directly – with 52% of these being women and girls -and reached another 19,322,751 people indirectly.
- The immediate humanitarian needs¹ of 3,152,915 people were met directly or indirectly through our interventions.
- We continued to reach new audiences, with 28,682 people giving to Christian Aid for the first time, nearly 2,000 of them regular givers.
- We raised a total of £83.3m in 2023/24, with £52.6m of this coming from supporters in the UK.
- As a part of this, £15.7m from UK supporters went to specific humanitarian emergencies in 10 countries.
- We spent a total of £82.4m, with £29.4m used for humanitarian programming and £33.0m for development programmes.

We are delighted to report that the numbers above represent an increase on the previous year, except for the number of new regular givers, which we have taken steps to address in the expectation of seeing growth.

Where we work

This year we worked in the following countries:

<p>Country Programmes-</p> <p>Afghanistan Bangladesh India Myanmar</p> <p>Burkina Faso (inc. watching brief Mali) Burundi Democratic Republic of Congo Ethiopia</p>	<p>Kenya Malawi Nigeria Sierra Leone South Sudan Zimbabwe Ukraine</p> <p>Middle East Region –</p> <p>Syria Lebanon Israel and occupied Palestinian territory</p>	<p>Latin America and Caribbean Region –</p> <p>Nicaragua Haiti/Dominican Republic El Salvador Colombia Guatemala Honduras</p>
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¹ This refers to a specific indicator within our Global Results Framework of "Immediate needs are met, and lives are saved in emergency situations". It does not cover the full reach of our humanitarian projects.

Progress made on our priorities

In the last year, we worked hard to advance the five corporate priorities outlined in our three-year plan. The plan forms the next phase of delivery of our Global Strategy, *Standing Together*, and identifies the areas where we need to focus to deliver the most impact. A full account of our programmatic results and impact can be found in our Global Results Report 2023/24.

1. Sharpening the niche and coherence of our development humanitarian and advocacy work

Our programme work is rooted in the '3 Ps' of Poverty, Power and Prophetic Voice. In 2023/24, we sharpened the focus of our development programming across four themes: gender justice, peacebuilding, governance and rights, and climate adaptation and resilience. This enables us to demonstrate our specific focus whilst bringing a clear body of evidence of our impact that helps us mobilise new future funding. We implemented a total of 422 projects, reaching **4,483,455 people directly and 19,322,751 people indirectly**, 52% of the people we reached directly were female.

Our humanitarian efforts also remain centred on locally led responses. In 2023/24, Christian Aid responded to humanitarian emergencies in 29 countries through 201 projects reaching just over 4m people. 3,152,915 of these had their immediate needs met either directly or indirectly. We expanded our survivor and community led response model, attracting significant funding from ACT Alliance members and maximising other funding opportunities. In Gaza, we have been working with our partners to provide medical assistance, psycho-social support, setting up food kitchens, and addressing basic needs in a very challenging operating context. At the same time, we continue to call for a permanent ceasefire and respect for international humanitarian law.

Our policy and advocacy work focused on two key areas: **Climate Justice** and **Economic Justice**. Our consistent advocacy on climate financing reached a key milestone at the COP28 climate summit, where the Loss and Damage fund agreed in principle at COP27 was finally established.

During the summit, we collaborated closely with partners to address the key issues for countries affected by climate change. We organised three side events, focusing on loss and damage, climate finance, and reforming global financial architecture.

At national and regional levels, we supported partners in Africa to advocate for renewable energy instead of a heavy reliance on gas. We specifically emphasised investing in distributed energy systems to benefit those who are living in poverty and are geographically isolated.

Our Economic Justice work ensured that funds are available for development as well as future work on an accountable private sector. On debt, we secured commitments from the UK Government to introduce new legislation to prevent private creditors from resisting debt restructuring deals that can provide debt relief for lower-income countries in debt distress.

In November 2023, an historic breakthrough was achieved at the UN in New York to begin negotiations for a new agreement on International Tax Cooperation. This agreement will promote fairer global rules, tackle tax dodging and increase revenues for poorer countries.

2. Mobilise and enhance our work through an intentional focus on partnerships and faith actors nationally and globally

Through strengthened partnerships we are looking to put the voice and agency of people in poverty at the centre of our work. As reflected in last year's annual report, we have now completely phased out all work that is not run locally.

We have reaffirmed partnership as our core approach in all our work. We strengthened our engagement with faith-based partners to reflect and emphasise our Christian roots, increase our reach, and strengthen our ability to affect the behavioural, normative and political change implied in our impact goals.

In influencing the humanitarian sector on localisation, we have continued to engage in sector reform and are active participants in key platforms such as the Active Learning Network for Accountability and

Performance in Humanitarian Action (ALNAP), the Pledge for Change, and the Charter for Change.

Our policy and advocacy work with partner churches focused on climate justice, on Israel and the Occupied Palestinian Territory, and on influencing debates around development policy ahead of the UK General Election in 2024. Christian Aid was critical in establishing the Faith Pavilion during COP28, which gathered individuals and organisations inspired by their faith to act for climate justice.

3. Realise our ambitions in fundraising, moving to 60:40 ratio of voluntary and institutional income that is balanced and strategically aligned

In our three-year plan, we stated our intention to be an organisation that is majority funded by voluntary donations, in order to maintain a stable income base and to maximise our freedom to make strategic choices and take disciplined risks in our programme.

At the close of the year, our total income was £83.3m (compared to £90.6m in 2023), with the income mix broadly aligned with our desired ratio of 60:40 voluntary/institutional funding. Our supporters donated £46m, excluding DEC appeals (compared to £49m in 2023), a figure which means our voluntary income will be 55% of our portfolio.

Our longer-term work to strengthen legacy income has yielded positive results, with a second consecutive year of record income, at £15.8m (compared to £14.7m in 2023).

Income from Christian Aid week is £5.3m, 6% up on the prior year thanks to some generous matched funding. We have taken steps in the last year to recruit more regular donors, with a view to returning to growth in this area, which has been in decline.

Our institutional income ended the year ahead of budget, reflecting our focus on creating a pipeline of investment, and improving our behind-the-scenes processes and relationship management. This was seen in institutional income of approximately £29.5m (2023: £24.7m).

4. Build our people capabilities with a focus on applying our values, managing workloads and working in fragile contexts

In 2023/24, in line with our commitment to becoming a more diverse and inclusive organisation, we established a new role of People and Workplace Culture Director.

Following our annual staff engagement survey, we prioritised three areas for organisational attention - Leadership, Staff Development, and Workload. We recognise the importance of culture and ways of working in both creating a positive employee experience and helping us to be a more impactful organisation. In 2023/24, we introduced values-based behaviours designed to further embed dignity, equality, justice and love in all our ways of working. They are embedded in performance reviews, and we have piloted them in recruitment. We believe that this will help us to be more intentional and effective in the delivery of our strategy. This framework will be fully integrated across key people processes by the end of F25.

5. Embed our decolonisation and anti-racism principles in everyday practice

Two years after we published the first annual race and diversity report, we have now successfully delivered most of its recommendations. Work in this area has been a corporate priority since 2021. Our work this year focused on support to senior staff about how to have sensitive workplace conversations, and foster workplace equality; a review of fixed-term contracts and a revised contracting approach; and the decision to establish a Diversity, Equity, Inclusion and Belonging (DEIB) strategy.

The People and Workplace Culture department now leads our anti-racism work, with the overall direction guided by the Decolonisation and Anti-Racism Governance Group, which ensures a coherent approach across programmes, partnerships, fundraising and communications, as well as our people policy and practice. The Group is supported by our board of trustees, including a lead Christian Aid trustee, and the People Committee of the Christian Aid Board. This will remain a critical corporate objective over the next year.

Plans for the future

In 2024-25 we will remain focused on delivering impact for people living in poverty and seek to place them at the centre of everything we do.

The majority of our activity in 2024-25 will be on the following corporate priorities:

1. Clarity and simplicity in our programming, communications, marketing, and reporting
2. Strengthened engagement with civil society, especially faith actors and social movements
3. Maintain a 60:40 balance of voluntary and institutional income, in the context of meeting our targets, and allocate resources accordingly
4. Refine our organisational model and presence to maximise impact for people living in poverty
5. Embed a healthy culture and practice of anti-racist and decolonised principles and apply our values consistently

Looking further ahead, we are thinking hard about our role in an evolving development and humanitarian sector. The traditional role of INGOs is coming under increasing challenge, both on the grounds of legitimacy and cost, and despite having made commitments to do so, the sector has struggled to shift power and resources to local civil society

We are committed to focusing our efforts on where we add value, and wherever possible want to step back from work that can be done more effectively and sustainably by civil society partners. By refining our organisational model and presence, we aim to create new opportunities for funding and impact. We will continue to add value by co-creating with partners and strengthening wider movements for change.

Principal risks and uncertainties

Our work to eradicate poverty is inherently risky, particularly in fragile and conflict-affected countries, or when speaking out on contentious issues. Effective risk management is therefore critical as we deliver our programme objectives.

The trustees are ultimately responsible for risk management and the effectiveness of our internal control systems. The board of trustees has considered and approved our risk management policy, and formally approves the corporate risk register annually, at the same that it approves the plan and budget. During the year, the board also approved a review and consolidation of our risk appetite statements, aligned with the delivery of our key corporate priorities.

The Board has delegated the regular review of the risk management process to the Audit and Risk Committee, which also oversees the work of the audit, risk and assurance function, including the results from the delivery of the internal audit plan, internal control self-assessment and follow-up actions.

Senior management ensures that day-to-day risk management processes are embedded across the organisation, through the effective implementation of policies and procedures and the maintenance of appropriate risk registers. The directors review and update the corporate risk register ahead of each Audit and Risk Committee.

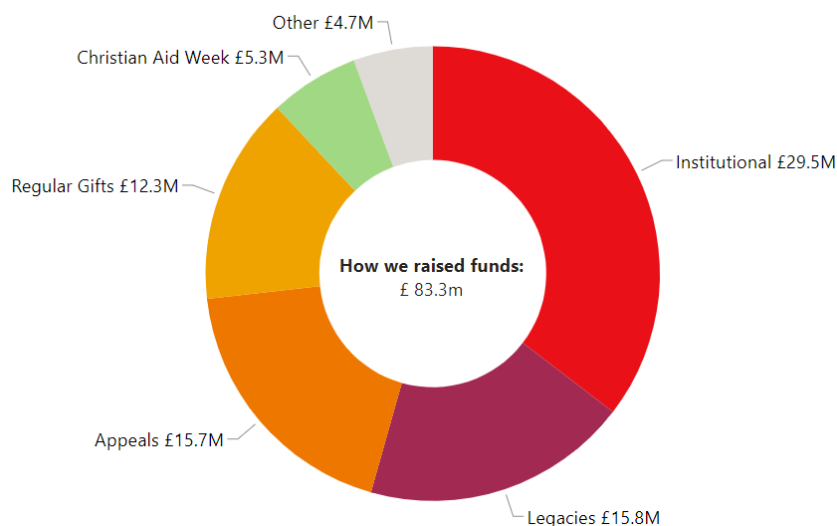
Principal risk	Control and mitigation
<p>External Factors</p> <p>Christian Aid's work to eradicate poverty involves working in fragile and insecure locations where the need is greatest. We must therefore ensure that we anticipate and respond to global shifts (political, economic and social), or natural disasters and conflicts, and mobilise civil society actors to hold power holders to account. If not, we risk our ability to deliver our strategic objectives effectively or efficiently.</p>	<ul style="list-style-type: none"> ▪ Horizon scanning and crisis planning ▪ Sector engagement ▪ Policy and advocacy with power holders on priority areas ▪ Active engagement with UK government ▪ Campaigning with supporters
<p>Delivering and Articulating Impact for People in Poverty</p> <p>We must mobilise our resources to deliver high quality programmes and articulate the impact we have made in a way that engages our stakeholders, or we risk eroding trust with the communities we serve and the people and organisations that support us. This will ensure we retain our credibility and relevance as a leading international NGO and in turn our ability to address the systemic issues that keep people in poverty.</p>	<ul style="list-style-type: none"> ▪ Programme quality standards aligned to the Core Humanitarian Standard to ensure we design, implement, monitor and evaluate high quality programmes ▪ Feedback and complaints mechanisms ▪ Leadership role on localisation and a strategic commitment to working effectively with and amplifying the voice and agency of local partners and civil society ▪ Engagement with global forums on key initiatives to strengthen civil society ▪ Thematic alignment to ensure our work is focused on where we have expertise and can add the most value ▪ Corporate planning, budgeting and performance monitoring process ▪ Impact measurement and external reporting

Principal risk	Control and mitigation
<p>Fundraising and Communications</p> <p>In a difficult economic environment, we must continue to attract and retain supporters and encourage them to give, act and pray in solidarity with people in poverty, and attract and effectively mobilise institutional funding that is aligned to our strategic goals and thematic areas, or we risk our ability to deliver impactful programme interventions and policy changes.</p> <p>We must communicate in a way that appropriately represents and amplifies the voice and agency of people in poverty, or we risk loss of trust and reputational damage.</p> <p>All our published statements must be well researched and not erroneous, or we risk litigation and reputational damage.</p>	<ul style="list-style-type: none"> ▪ Fundraising strategy ▪ Communication strategy ▪ Public policy and media sign-off protocol and fact checking of external publications ▪ Donor engagement strategy ▪ Performance monitoring and management accounts ▪ We have a corporate planning and budgeting process and a reserves policy. ▪ The board monitors financial and fundraising performance with the support of the Finance, Fundraising and Investment Committee.
<p>People</p> <p>We must embed a highly performing, adaptable and inclusive working culture that promotes the wellbeing and engagement of all staff, or we risk reputational damage, poor performance of strategic objectives, unplanned staff turnover and employment claims.</p>	<ul style="list-style-type: none"> ▪ HR policies and procedures ▪ Performance management process aligned to corporate priorities, values-based behaviours and learning and development ▪ Regular internal communications ▪ All-staff survey ▪ Well-being resources
<p>Legal and Regulatory</p> <p>We must ensure legal and regulatory compliance, or we risk reputational damage and legal or criminal sanction, tying up time and resource.</p> <p>This could also lead to us being prevented from working in some locations.</p> <p>Regulatory pressure could restrict our ability to respond quickly, especially in conflict situations or in locations subject to sanctions or where terrorist groups are known to operate.</p>	<ul style="list-style-type: none"> ▪ Corporate policies and procedures and mandatory training ▪ Working groups managing risks related to safeguarding, financial crime, data protection and health, safety and security ▪ Cyber security risk management is considered by the Data and Technology Steering Group. Christian Aid also has Cyber Essentials Plus certification ▪ Incident management and lessons learned ▪ Compliance with national and local requirements, including registration, tax compliance and statutory reporting ▪ Active engagement with the UK government and the financial sector to ensure that the regulatory environment relating to financial crime does not preclude legitimate humanitarian action

Financial review

Income and expenditure overview

How we raised funds



Christian Aid’s income decreased by 8% to £83.3m in 2023/24, due to the ending of the substantial Ukraine emergency appeal, which saw higher activity in the prior year.

	2023/24	2022/23	Variance
Income	£'m	£'m	%
Donations from individuals	52.6	65.0	(19%)
Institutional grants	29.5	24.7	19%
Other	1.2	0.9	33%
Total income	83.3	90.6	(8%)

Christian Aid’s total institutional grant funding rose by 19% to £29.5m, across government, multi-lateral and trust and foundation grants. This was achieved by significantly higher humanitarian awards in the DRC (final year of direct implementation) and Syria (ACT Alliance agency grants via national partners).

Contract approvals and cost extensions in 2023/24 have a lifetime value of £25m (£38.0m, 2022/23). This includes £8m of multi-annual development awards (£17.5m, 2022/23) and £16.6m of humanitarian awards (£20m, 2022/23).

In addition to direct grant funding, Christian Aid facilitated the distribution of cash transfers estimated at £8m to displaced people in the DRC and Nigeria, via our partnerships with the UN World Food Programme. However, these sums are recorded in the UN’s Financial Tracking System (FTS) and thus are not recorded in Christian Aid’s accounts. It is a long-term sector-wide humanitarian strategy to shift towards cash transfers as they allow communities in crisis to prioritise their immediate needs in a more dignified way and support local economies.

	2023/24	2022/23	Variance
Total donations by type	£'m	£'m	%
Christian Aid Week	5.3	5.0	6%
Appeals	15.7	29.6	(47%)
Legacies	15.8	14.7	7%
Regular gifts	12.3	12.5	(2%)
Other donations	3.5	3.2	9%
Total donations	52.6	65.0	(19%)

Donations from supporters decreased 19% over the previous year driven by the winding down of the significant Ukraine emergency appeals which saw higher activity in 2022/23. This was partly offset by improved performance in Christian Aid Week, legacies and other donations. Christian Aid Week is showing signs of recovery with the challenge remaining of replacing traditional fundraising like house-to-house collection, although both website and offline community fundraising events grew by more than 30%.

Emergency appeals in the year included the Turkey-Syria Earthquake, Afghanistan, East Africa Hunger,

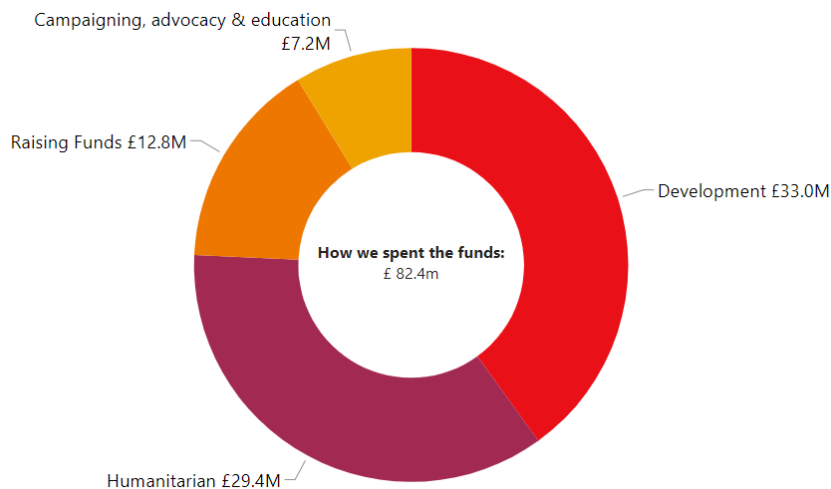
Libya Floods and the Middle East Crisis, with no significant emergency on the scale of the previous two years. Legacy income rose 7% above the previous year, with the legacies pipeline at year end decreasing slightly to £14.7m (2022/23: £15.8m). Regular giving decreased by 2%, with continued efforts on recruitment of new supporters despite the higher cost of living and tough economic environment.

Other donations recorded a 9% increase on prior year and represent an eclectic mix of other income streams, mainly cash appeals and community fundraising.

	2023/24	2023/24	2023/24	2022/23	2022/23	2022/23
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
Income	funds	funds	funds	funds	funds	funds
	£'m	£'m	£'m	£'m	£'m	£'m
Donations and legacies	39.5	13.1	52.6	40.6	24.4	65.0
Institutional grants	1.4	27.6	29.0	1.3	23.4	24.7
Contract income	0.5	-	0.5	-	-	-
Other trading activities	0.2	0.4	0.6	0.6	0.1	0.7
Investments	0.6	-	0.6	0.2	-	0.2
Total income	42.2	41.1	83.3	42.7	47.9	90.6

Unrestricted income at £42.2m is marginally below that of the previous year.

How we spent funds



Expenditure	2023/24 £'m	2022/23 £'m	Variance %
Raising funds	12.8	12.5	2%
Charitable activities			
Development	33.0	28.2	17%
Humanitarian	29.4	45.7	(36%)
Campaigning, advocacy and education	7.2	7.0	3%
Total operational expenditure	82.4	93.4	(12%)

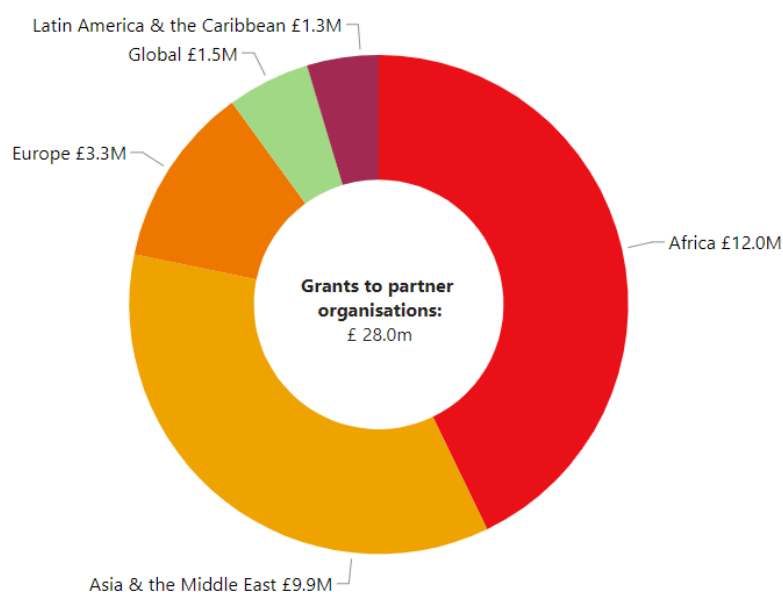
Expenditure has decreased by 12% to £82.4m in line with the decrease in income mainly because of the reduction of activity in Ukraine.

As a result, humanitarian expenditure has decreased to £29.4m (2022/23: £45.7m) with crises in Turkey-Syria, Middle East Crisis and East Africa Hunger Appeal forming the focus of our work in 2023/24.

Expenditure on development programmes increased by 17% to £33.0m (2022/23: £28.2m) as the institutional sector continues to show recovery after the downturn over 2019-2021.

Spend on charitable activities, at £69.6m, is 84% of total costs (2022/23: 87%), a three per cent decrease on the previous year.

Grants to partner organisations



	2023/24	2022/23	Variance
Grant expenditure analysed by Region	£'m	£'m	%
Africa	12.0	13.2	(9%)
Asia and the Middle East	9.9	8.3	19%
Latin America and the Caribbean	1.3	2.0	(35%)
Europe	3.3	14.4	(77%)
Global	1.5	1.7	(12%)
Total grants to partner organisations	28.0	39.6	(29%)

Total grants to partner organisations from restricted and unrestricted sources decreased by 29% mainly because of reduced spending under the Ukraine Emergency Appeal, captured under Europe. Grants to partners in Africa fell by 9%, Asia and the Middle East grew by 19% whilst Latin America and the Caribbean regions saw a decrease. Core grants (unrestricted) also benefited from designated reserves. In 2021/22 the Board confirmed investment in core grant-making with a designated reserve set aside at the end of 2022. Each year since then, Christian Aid has been able to increase its grant allocations from core funds with the next allocation to occur in 2024-25.

Balance sheet, pension, cash and reserves

Our net asset position has remained stable at £32.7m, reflecting the surplus position for the year.

Operational reserves (unrestricted reserves less depreciating tangible and intangible fixed assets) have decreased to £14.1m due to investment losses compounding a marginally below break-even result

for the year. Legacies performed well but were offset by weaker performance on other voluntary fundraising streams and boosted by a capital gain on our investment portfolio. The designation of £8.4m set aside in 2021/22 year by the board of trustees to support fundraising investment and additional grant making is now in its third year, with £3.5m spent this year. No further designations were made during the year. Net of designations, operational reserves are slightly above the mid-point of the target range.

Restricted fund balances at £13.3m have increased predominantly due to funds received in advance on several institutional grants (+£4.3m), and to a lesser extent, on humanitarian appeals. However, expenditure is expected on these in 2024/25. Where fund balances are in deficit the trustees remain content that future donor commitments are sufficient not to provide for these deficits from our unrestricted funds.

Cash and cash equivalents are £1.2m increased on prior year, reflecting unspent restricted income

inflows. The trustees consider the cash position, the healthy reserves and the projections for future income as sufficient to support the operational requirements of Christian Aid for the next 12 months and beyond.

The final salary pension scheme has a surplus of £1.7m (2022/23: £6.8m) under FRS102 and hence Christian Aid does not anticipate the need to make further contributions to the pension scheme for the foreseeable future. The surplus in the scheme cannot be recognised in the balance sheet under FRS102 because it is not recoverable.

On an annual basis the trustees assess the level of reserves which are required to provide resilience for the organisation in the face of a changing global context. They stress test the reserves by considering scenarios around the following risks:

- Closure costs and an orderly wind down
- Loss of income due to a significant economic shock
- Loss of capital value due to the volatility in asset prices
- Financial in year variations from budget
- Other financial risks

A scaling factor is applied to each element when considering an appropriate level. In the current year, the stress tests confirm that an appropriate level of unrestricted reserve would be £14m. Operational reserves, at £14.1m are close to this level.

Structure, governance and management

Legal and governance overview

Legal structure

Christian Aid is a registered charity in England and Wales and in Scotland and is a company limited by guarantee registered in England and Wales. The trustees of Christian Aid are its directors for the purposes of company law. The trustees are responsible for overseeing the management of Christian Aid and delegate the day-to-day management of the charity to the Chief Executive. There are 41 members of Christian Aid, which are referred to as our sponsoring churches (as listed in the Acknowledgements on p56). The sponsoring churches represent a wide range of denominations and traditions from the Christian faith in Britain and Ireland.

There are various subsidiary and connected charities which support Christian Aid, as described below:

- Change Alliance is a for-profit, wholly owned subsidiary of Christian Aid, established in India. Change Alliance provides consultancy, business development and fundraising support to a range of Indian private-sector and non-governmental partners.
- Christian Aid Trading Limited is a wholly owned for-profit subsidiary of Christian Aid that pursues commercial fundraising opportunities in Britain and Ireland and donates its profits to the charity. During the year, this subsidiary became dormant.
- The British and Irish Churches Trust Limited acts as a custodian trustee to Christian Aid and Churches Together in Britain and Ireland (an independent charity). The trust has legal title to Christian Aid's London office – Inter Church House – on behalf of the two charities, who jointly own the property.
- Christian Aid Kenya is a separately registered legal entity in Kenya established to facilitate Christian Aid's country programme there. This subsidiary is consolidated as a branch of Christian Aid in the same way as other country offices, since programme management continues to operate within the delegated authority framework of Christian Aid. Nyuki Hubs is a for-profit subsidiary of Christian Aid Kenya working to improve honey supply chains. Its accounts have not been

consolidated into the group results of Christian Aid as they continue to remain de minimis.

- Christian Aid Zimbabwe is a separately registered legal entity established to facilitate Christian Aid's country programme in Zimbabwe. It is also consolidated as a branch of Christian Aid.

The results of each subsidiary (except as noted above) are consolidated into the group accounts of Christian Aid.

During 2023/24, the Board of Trustees also approved the creation of a subsidiary entity in Nigeria, to be known as Christian Aid Nigeria.

Christian Aid Ireland is an independent organisation and includes charitable companies in the Republic of Ireland and Northern Ireland, which together operate as a single pan-Ireland charity. The Irish sponsoring churches, Irish Council of Churches and Christian Aid are members of Christian Aid Ireland. Although Christian Aid Ireland operates as an independent entity, it remains aligned with Christian Aid in terms of its brand, vision, mission and values.

Board of Trustees

The principal responsibilities of the board include determining the overall strategy, policies, direction and goals of the organisation. The board is also responsible for protecting and promoting our identity and values and fulfilling our statutory responsibilities. The board consists of a Chair and Vice Chair, a nominee from each of the national advisory committees for Wales and Scotland, a nominee from Churches Together in Britain and Ireland (CTBI), the Chair of Christian Aid Ireland, and up to 14 other trustees appointed by the members (the sponsoring churches in Britain and Ireland). This mix ensures an appropriate balance of lay and ordained people, diversity, geographical representation, and knowledge and skills relevant to our work. In keeping with good governance practice, trustees serve an initial term of four years which can be extended for a second term up to a maximum term of eight years in total. The board meets four times a year, which includes two one-day meetings plus two two-day residential meetings.

New trustees undertake a comprehensive induction programme, which covers the formal governance

arrangements and includes our legal structures and obligations, charitable priorities and work. Trustees receive a monthly e-briefing to highlight relevant updates including changes in regulation and best practice. Trustees are also invited to attend some internal meetings which may be of interest, as well as external conferences and seminars on governance matters to deepen their understanding of their roles and responsibilities.

During 2023/24, a new Chair was recruited who formally commenced the role in June 2024. Two trustees retired from the board in the year. A recruitment programme is planned.

The board plays a lead role in Christian Aid's work on race and diversity and there is a designated trustee to oversee the board's and committees' work in this area. As part of the recruitment of new trustees, diversity and representation from the global South remain key considerations.

Board committees

The board delegates certain functions to specialist committees, as listed below. Each committee is chaired by a trustee and most include at least one independent adviser on a non-remunerated basis who is appointed for their specialist knowledge. The Chair of each committee provides a summary to the Board at its next formal meeting.

- The Board Governance and Nominations Committee is separately constituted under Christian Aid's Articles of Association. The Committee is responsible for nominating new trustees for election by members (the sponsoring churches) at the annual general meeting and for reviewing the board's performance. It also ensures that the board has effective work processes.
- The Audit and Risk Committee reviews reports from our external and internal auditors. It has oversight of, and reviews policies, in key risk areas including data protection, safeguarding, financial crime and health, safety and security. It also commissions special investigations and advises the board on risk management.
- The Finance, Fundraising and Investment Committee reviews the annual plans and budget, investment in and performance of fundraising, key financial policies, pension funding and the performance of

Christian Aid's investment managers as well as monitoring in year performance.

- The People Committee advises on the principles, processes and policies concerning the effective development and deployment of people that enable Christian Aid to implement its corporate strategy successfully, including pay and benefits at Christian Aid. It also makes recommendations to the board on the remuneration of the Chief Executive.
- The National Advisory Committees for Wales and Scotland support the board in articulating our work and engaging with churches and other stakeholders in these nations.

Governance matters

Charity Governance Code

The board monitors its compliance with the Charity Governance Code via the Board Nominations and Governance Committee. An internal board review was carried out in 2023/24. This showed that trustees were generally positive about how the board operates although some areas were identified for improvement, and these are being addressed. The next board review will be led externally, in accordance with recommended practice, and is due to take place in 2025. Although the board is compliant with nearly all of the recommended practices contained in the Charity Governance Code, it has decided to explain why it does not apply two of the recommended practices following the 'apply or explain' approach encouraged by the Code.

Firstly, the size of the board exceeds the maximum of 12 recommended by the Code. Christian Aid's Articles of Association provide for up to 20 trustees and there were 14 as of March 2024. The reason for having a larger board is to include representation from our sponsoring churches across four nations, as well as a balance of knowledge and skills, diversity and geographical spread (both UK and international). Having reviewed the recommendation, we consider that the size of the board is appropriate for the complexity and size of the organisation.

Secondly, the Code recommends that the chair of an audit committee should have recent financial

experience. In 2023/24, our Audit and Risk Committee had this experience within its membership, although not directly with the chair. We have a separate Finance, Fundraising and Investment Committee chaired by a finance professional. The responsibilities of our Audit and Risk Committee extend more widely than audit and include responsibility for advising the board on risk management and control issues. Risk management is integral to how the trustees govern Christian Aid and our approach to managing risk is explained in detail on p11. The board is satisfied that the chairs and members of each committee have the competencies to ensure that the committees can discharge their responsibilities effectively.

Public benefit

The trustees confirm that they have had regard to the Charity Commission's general guidance on public benefit when reviewing Christian Aid's aims and objectives, and in planning activities and setting policies and priorities for the year ahead. Our objectives are the furtherance of charitable purposes that:

- relieve and combat poverty, malnutrition, hunger, disease, sickness or distress throughout the world
- advance or assist such other charitable work as may be carried out by or with the support of the sponsoring churches.

We carry out these objectives through working towards our essential purpose: to expose the scandal of poverty, to help root it out from the world in practical ways, and to challenge and change the systems that favour the rich and powerful over the poor and marginalised.

The activities that we carry out to further our charitable purposes for the public benefit are concentrated on providing grants to, and otherwise supporting, partner organisations in countries where we work. This is for both long-term development and emergency response as well as vital campaigning, advocacy and education work on the causes of poverty.

Throughout this report, we have illustrated how our work furthers our charitable purposes and the significant benefits it brings to communities and individuals in developing countries in urgent need of support,

regardless of characteristics such as gender, religious belief, race, ethnic origin, nationality, sexual orientation, physical or mental disability, or age.

The trustees confirm they have considered section 172(1) of the Companies Act 2006, which details the trustees' duties to promote the charity's success to achieve its charitable purposes. This trustees' report details the activities, policies and governance arrangements in place at the charity to achieve this aim.

Disclosure of trustees' interests

Three trustees are connected with other entities with which Christian Aid has entered into minor arm's

length transactions during the year. These trustees were not involved in the decisions to use the services of the suppliers to which they are connected. Nor has there been any board-level discussion of these suppliers or the partner that might construe a conflict. Trustees are not involved at the operational level of proposing projects, selecting suppliers or approving payments.

Our people

Our staff

This year saw the creation of a new Department of People and Workplace Culture headed up by a newly appointed Director. Previously the People team had been part of our Corporate Services Department.

Christian Aid employs over 700 staff worldwide - 307 based in Great Britain, 250 in Africa, 103 in Asia and the Middle East, 33 in Latin America and the Caribbean and 5 in Ireland.

We employ a broadly equal number of men and women, and three of the six directors reporting to the CEO are women. We are working to improve the data we hold on gender and ethnicity - below are snapshots of our headcount by region, gender and ethnicity.

Remuneration policy

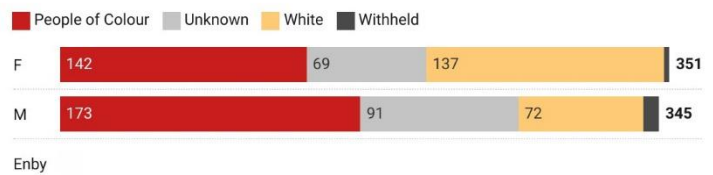
Our Pay Protocol Policy and Procedure sets out how we remunerate our staff, and it is overseen by the People Committee of the board. The committee has delegated authority to provide governance oversight and input into principles and policies governing the pay and benefits of Christian Aid staff. The remuneration for the Chief Executive and the senior executive personnel is reviewed and decided by the People Committee and, ultimately, the full board in line with our Remuneration Policy.

In the UK Christian Aid is an accredited Living Wage employer, and we launched a Global Reward Project to review if our roles globally are rewarded equitably based on role complexity and local market contexts. In 2023/24 we benchmarked our pay and benefits across our global footprint. During 2024/25, we will complete the next phase of the project by finalising pay models based on the benchmarking data, holding the existing principle of positioning the organisation at the median point in the market.

Our Staff



Note: Values fewer than five are not reported.



Gender pay gap

In line with UK government requirements, we monitor and report on our UK gender pay gap annually. As an international charity, this is therefore necessarily only a partial snapshot of our gender balance. In April 2024 when the UK gender pay gap was calculated, 66% of UK staff were women and 34% were men. Christian Aid's median gender pay gap for the UK was 11.3% in favour of male staff which is slightly lower than last year's (11.5%).

For this year's calculations, we had access to Gapsquare's analysis of the Government's Gender Pay Gap database for all organisations who had met the 5th April 2024 reporting deadline. We used this instead of the National Median as a comparator which is based on a different data set (the Annual Survey of Hours and Earnings). Analysis showed a median gender pay gap of 9.1% across all industries and a 2.7% median pay gap in the Not-for-Profit sector.

Our data can be influenced by just a few senior management roles, and it does not take into account our recruitment at a global level to senior positions

outside of the UK, included two female directors. Our analysis indicates that our UK gender pay gap is also primarily driven by having substantially more female staff in lower pay quartiles. There is no pay difference between male and female staff who carry out the same job, similar jobs, or work of equal value. We do, however, continue to examine how we can further reduce our gender pay gap and have committed to improving pay transparency and building on our flexible working. Christian Aid shares its data through the Fair Share Monitor to contribute to transparency on gender equity in our sector. Together with 36 international organisations we have signed the FAIR SHARE Commitment to achieve gender equity in our own leadership by 2030.

Volunteers

Without our volunteers, we would not be able to have the impact we do. We are blessed to have a dedicated community of people, actively giving their time and energy to support our work.

Over 2023-24 we saw an increase in volunteer engagement. Data showed that our annual Christian Aid Week was our largest in-aid-of acquisition moment last year. Face-to-face community activity continued to grow, enabling our church representatives and group organisers to engage in more creative fundraising. Community engagement grew through our active speakers and teachers, our constituency campaigners and prophetic activists raised the volume of our campaigns, and the 'Act on Poverty' course attracted new supporters to put their faith into action. This year, we celebrated the 30th anniversary of our partnership with Greenbelt Festival, an event only made possible by the support of many volunteers.

Over the year, we have worked on refining volunteer journeys and processes to make it easier for staff and volunteers to work together. In 2023/24, we had our highest number of unique volunteering opportunities, including activities like research and philanthropy events. This enabled Christian Aid to provide deeper engagement with volunteers and for volunteers to support our work in more diverse ways. We also launched a new learning platform to equip, inspire and enable volunteers in their journey with us.

Our next steps will be to grow the lifetime impact of our existing volunteers by encouraging second actions and increased participation outside of Christian Aid Week. We thank all our volunteers for sharing their experience and passion with Christian Aid.

Accountability and reporting

Accountability standards

Christian Aid voluntarily signs up to several global standards that drive us to improve our organisational effectiveness and impact.

One of our key commitments is to the **Core Humanitarian Standard**, which sets out the basic principles of accountable and high-quality support and assistance, and against which we are independently audited each year. This applies to both our humanitarian and development programming.

We were also an early signatory to the **Grand Bargain**, a special agreement between some of the largest donors and humanitarian organisations, where we have committed to improve the effectiveness and efficiency of humanitarian action, to get more resources into the hands of people in need.

In the **Charter for Change**, Christian Aid is implementing eight commitments to address imbalances and inequality in the global humanitarian system, for example on partnership and transparency.

Christian Aid is also a signatory of **Pledge for Change**, committed to the three pledges of equitable partnerships, authentic storytelling and influencing wider change. In 2023/24, we seconded a Monitoring, Evaluation, Accountability and Learning Specialist to the Pledge for Change secretariat for six months, to strengthen the initiatives on transparency and accountability processes.

By publishing our data in line with the **International Aid Transparency Initiative**, we make data on our development and humanitarian spending and projects easier to access, use and understand, and this data is freely available and open to anyone in the world.

Partnership approach

We are committed to working in partnership with local and national organisations through a grant-making approach, and to ensuring decisions are made by those closest to the need. We see partnership as more than a technical relationship for “implementing” and strive towards transformational change through working closely with different partners. Grants to partner

organisations are made within our agreed strategies and are usually awarded on a three-year basis.

From time to time, we may act as a contractor for several governments, including the UK Government. Under these contracts, we disburse grants to a range of donor-approved grantees. The selection, monitoring and evaluation of the performance of these grantees are subject to contract-specific performance measures.

Details of the amount given in grants to partner organisations during 2023-24 can be found in Table 5.1 of the Financial Statements on page 40.

Fundraising

Our fundraising

Our fundraising is driven by a powerful movement of individuals, communities of supporters, and partners, joined together by our shared values. By mobilising and inspiring congregations, schools, leaders and individuals to give, act and pray, we seek transformation for communities and people living at the sharp end of poverty and injustice.

Christian Aid is registered with the Fundraising Regulator and is committed to legal, open, honest and respectful fundraising. Our range of fundraising policies covers the standards and principles that underpin our approach to fundraising for voluntary income from individuals, churches and communities. Major gifts and funds from institutions are also covered by our policies, and our private sector and institutional fundraising follow our due diligence processes. We monitor regulatory developments, review policies and update training for staff and volunteers to ensure we maintain standards.

We take protecting supporter data very seriously. Our data protection policy complies with the UK General Data Protection Regulation (UK GDPR) requirements and our Privacy Policy is always accessible on our website. We never swap or sell supporter data and supporters can change their communication preferences at any time. During 2023/24, we did not experience any data breaches which we were required to notify to the Information Commissioner’s Office (ICO).

Christian Aid works with several third-party agencies for fundraising. For legacy and individual giving, we use a

third-party agency to support us in telephone fundraising. We have our own telephone fundraising charter to direct the conduct of our people and third parties. In addition to training call handlers, we have regular update sessions, monitor calls for quality each week and investigate fully in the rare event of a complaint.

Complaints

Building strong relationships with our supporters is important to us. We are grateful to receive feedback from our supporters, whether it is to help us improve or encourage our existing work. We are reviewing the complaint and feedback mechanisms to ensure they meet our organisational and supporter needs. We report annually to the Fundraising Regulator the number of complaints we have received. From 1 April 2023 to 31 March 2024, we sent 1,688,861 fundraising emails and 1,216,649 addressed direct mail pieces. We received 82 complaints in total, which is below last year, and they have all been addressed.

Protection of people in vulnerable circumstances

We want engaging with Christian Aid to be a positive experience for all. We recognise that, among the many people with whom we communicate through our fundraising activity, there may be a small number who do not have the capacity to make an informed decision or fully understand the consequences of planning to donate, volunteer or fundraise for us.

We have a Fundraising Policy to enable all staff to follow best practice guidelines for working with adults at risk or in vulnerable circumstances, and with children and young people. We have specific guidance regarding house-to-house collections and receiving donations from people in vulnerable circumstances. Many of our supporters and collectors are themselves increasingly elderly, and therefore our group organisers, church representatives and volunteers are supported by staff, who receive regular safeguarding training.

Safeguarding

We are committed to providing a safe and trusted environment for all those who meet Christian Aid. We put the wellbeing of people and communities at the heart of our work, and we take a zero-tolerance approach to safeguarding breaches.

Our safeguarding approach is set out in our Safeguarding Policy and Code of Conduct, which is signed by all members of staff, trustees, volunteers and consultants with programme-facing roles. Additionally, staff, trustees and volunteers must complete dedicated interactive safeguarding training every year. The board has oversight of safeguarding and approves the Safeguarding Policy annually; three trustees are designated for safeguarding.

All of the partners we work with are required to have safeguarding policies and procedures. In the event that partners do not have their own policies, we require them to sign our Interim Commitments on Safeguarding and agree to a timeframe for developing their own policies, with support from Christian Aid if required.

We employ several staff globally responsible for implementing our safeguarding work, and safeguarding requirements are embedded in our partnership and funding agreements.

At community level, awareness raising is now routinely conducted in new projects, and we have mapped local support networks in every country.

We encourage all Christian Aid representatives to report any concerns, using a choice of confidential - and anonymous - mechanisms.

Between April 2023 and March 2024 Christian Aid received a safeguarding concern regarding our international operations. The reported concern was related to Christian Aid staff and led to a formal investigation. We sought to respond to the complaint appropriately and in line with our survivor-centred approach.

Modern slavery

Modern slavery is a complex issue and tackling it necessarily involves addressing its root causes. This

makes it inextricably linked to our long-term development work. We work with local partners and communities to fight injustice and campaign to change the economic systems and structures that allow modern slavery and human trafficking to take place. We also tackle modern slavery as part of our work on business and human rights. In the UK, Christian Aid is a founding member of both the Ethical Trading Initiative (ETI) and the Corporate Justice Coalition (CJC).

We take steps to ensure that our supply chains do not include any form of modern slavery or human trafficking. Supply chain management is covered in our

Procurement Policy and Procedure. The Policy promotes ethical and sustainable procurement processes and includes a Code of Conduct for suppliers. It also applies to any procurement through our implementing partners for donor funded projects. We have a mandatory online training module for our staff, with guidance on how to implement our procurement policies and guidelines. We have also promoted the use of complaint mechanisms and reporting tools if anyone identifies a risk of modern slavery in our or our partners' supply chains. We did not receive any reported cases of modern slavery during 2023/24.

Carbon footprint

Carbon footprint update and Streamlined Energy and Carbon Reporting (SECR) compliance

Christian Aid has an Environmental Policy which covers our global carbon footprint of our flights, vehicle use, office energy and paper/printing as an international organisation. By 2030, we plan to reduce these globally -measured emissions to at least 50% of the levels they were in 2018/19, in line with the need to hold global heating at 1.5 degrees. In order to ensure that we are on track with this target, we collect and monitor data on our carbon emissions across our global footprint.

In the UK, we are required under SECR legislation to report our UK-based greenhouse gas emissions in our Annual Report. At minimum, this includes our emissions from UK energy use and business vehicle travel. This reporting requirement does not include emissions outside of the UK, but we monitor these as part of our environmental commitments as explained above.

Emissions reporting for SECR (UK office energy and business travel) for 2023/24

Emissions source	Quantity 23/24	Unit	23/24 Carbon footprint (tCO ₂ e)	22/23 Carbon footprint (tCO ₂ e)	Scope
Electricity use, Interchurch House	190,770	KWh	52.4	53.0	2
Gas use, Interchurch House	243,105	KWh	51.8	39.8	1
Electricity use, UK regional offices	24,086	KWh	6.6	7.9	2
Gas use, UK regional offices	23,860	KWh	5.1	7.1	1
UK fuel use by Christian Aid vehicles	0	litres	0.00	0.00	1
UK vehicle travel in non-owned vehicles	102,293	vkm	20.9	19.2	3
TOTAL	-	-	136.8	127.0	

These 137 143 tonnes represent a carbon intensity of 0.379 tCO₂e per full time UK Christian Aid employee (FTE). In 2022/23, these UK emissions made up 10% of our global carbon footprint for energy use, travel, paper and printing. We expect a similar ratio for 2023/24 once the global calculations are complete.

How we have calculated our emissions

Carbon emissions have been calculated using Defra's 2023 greenhouse gas emissions factors. Travel in non-owned cars has been calculated using the factor for "Average car, unknown fuel", or "Hybrid car, unknown fuel" (for Belfast). Energy data was collected from energy bills for Interchurch House, with Christian Aid's share estimated based on our occupation of 72% of the space in the building.

The electricity use at Christian Aid's offices in Warrington was based directly on the energy bills. In Belfast, the units of energy used were not yet available, so the amounts used have instead been estimated based on the amount of money spent. Energy bills were not yet available from January to March 2024 in Edinburgh, so bills from December 2022 to December 2023 have been used as a proxy for now. No energy bills were yet available for Cardiff so energy use there has been estimated based on the previous year.

Actions taken in 2023/24

For more than a decade, we have been at the forefront of international non-governmental organisations in driving down our carbon footprint. Between 2011/12 and 2019/20 we halved our total measured emissions and reduced our CO₂e per £1000 of operational spend by almost two-thirds. In 2020/21, due to the impacts of

Covid, our global footprint fell by a further 62% compared with 2019/20, and then only partly bounced back in 2021/22 and 2022/23, remaining 25% below pre-pandemic levels.

Following a sharp post-Covid bounce back in 2022/23, UK vehicle travel has only risen slightly in 2023/24, with emissions still 33% lower than in 18/19. Electricity use at UK offices has remained largely unchanged, but gas use has increased sharply. This almost entirely accounts for the increase in carbon footprint between 22/23 and 23/24 and is something we will investigate further and seek to reduce in the coming years.

Energy at Interchurch House was purchased from a certified renewable supplier in 2023/24. While this does not directly affect our own carbon footprint (as all electricity comes via the shared national grid), it means that our energy bills are helping to support the building of new renewable generation capacity.

Statement of trustees' responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year in accordance with applicable law and FRS 102, the Financial Reporting Standards applicable in the UK and the Republic of Ireland.

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 its net incoming resources for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue to operate.

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

Information provided to auditors

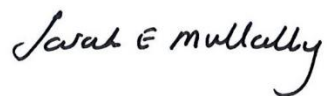
Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as the trustee is aware, there is no relevant audit information of which the company's auditors are unaware; and
- the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 418 of the Companies Act 2006.

Haysmacintyre LLP remained Christian Aid's auditors throughout the year.

The annual report and accounts, including the strategic report, is approved by the Board of Trustees on 25 September 2024 and signed on its behalf by the Chair of the Board:

A handwritten signature in black ink that reads "Sarah E. Mullally". The signature is written in a cursive, flowing style.

The Rt Revd and Rt Hon Dame Sarah Mullally DBE
Chair of the Christian Aid Board of Trustees

25 September 2024

Auditor's report

Independent auditor's report to the members and trustees of Christian Aid

Opinion

We have audited the financial statements of Christian Aid for the year ended 31 March 2024, which comprise the Consolidated Statement of Financial Activities, the Consolidated and Parent Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of 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 group's and of the parent charitable company's affairs as at 31 March 2024 and of the group's and parent charitable company's net movement in funds, including the 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 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 group 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 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 group'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. The other information comprises the information included in the Trustees' Annual Report and the Letter from the Chair and Letter from the Chief Executive. 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.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 during the audit:

- the information given in the Trustees' Annual Report (which includes the strategic report and the directors' 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' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained during the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charity Accounts (Scotland) Regulations (as amended) require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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 for the financial statements

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 group's and the parent 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 group or the parent 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Based on our understanding of the group and the environment in which it operates, we identified that

the principal risks of non-compliance with laws and regulations related to company and charity law in England and Wales, company and charity law in Scotland and compliance with overseas laws and regulations in the jurisdictions the Group operates in. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, Charity Accounts (Scotland) Regulations (as amended), Charities and Trustee Investment (Scotland) Act 2005 and the impact of payroll taxes and sales taxes.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue, the cut-off of revenue at the year end and management bias in areas of accounting estimate. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Inspecting internal audit reports;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware

of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. 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.

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, section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charity Accounts (Scotland) Regulations 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.



Adam Halsey

(Senior Statutory Auditor)

For and on behalf of Haysmacintyre LLP, Statutory Auditors
10 Queen Street Place
London
EC4R 1AG

24/10/2024

Financial Statements

Consolidated statement of financial activities

(incorporating an income and expenditure account) for the year ended 31 March 2024

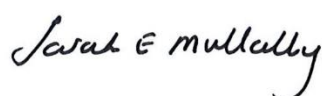
		2024	2024	2024	2023	2023	2023
	Notes	Unrestricted funds £'m	Restricted funds £'m	Total funds £'m	Unrestricted funds £'m	Restricted funds £'m	Total funds £'m
Income							
Donations and legacies	2	39.5	13.1	52.6	40.6	24.4	65.0
Institutional grants	3,19-20	1.4	27.6	29.0	1.3	23.4	24.7
Charitable activities	4	0.5	-	0.5	-	-	-
Other trading activities		0.2	0.4	0.6	0.6	0.1	0.7
Investments		0.6	-	0.6	0.2	-	0.2
Total income		42.2	41.1	83.3	42.7	47.9	90.6
Expenditure							
Raising funds	5	12.6	0.2	12.8	12.0	0.5	12.5
Charitable activities							
Development	5	17.3	15.7	33.0	15.7	12.5	28.2
Humanitarian	5	10.6	18.8	29.4	12.3	33.4	45.7
Campaigning, advocacy and education	5	6.1	1.1	7.2	5.3	1.7	7.0
Total operational expenditure		46.6	35.8	82.4	45.3	48.1	93.4
Other expenditure							
Pension adjustment	21	-	-	-	-	-	-
Total expenditure		46.6	35.8	82.4	45.3	48.1	93.4
Net loss on investments		(0.1)	-	(0.1)	(0.4)	-	(0.4)
Net (expenditure)/income		(4.5)	5.3	0.8	(3.0)	(0.2)	(3.2)
Other recognised gains/(losses)							
Actuarial gains/(losses) on defined benefit pension scheme	21	-	-	-	-	-	-
Fund transfers	14	-	-	-	(0.5)	0.5	-
Net movement in funds		(4.5)	5.3	0.8	(3.5)	0.3	(3.2)
Reconciliation of funds							
Total funds brought forward at 1 April		23.9	8.0	31.9	27.4	7.7	35.1
Total funds carried forward at 31 March	14,15	19.4	13.3	32.7	23.9	8.0	31.9

Balance sheets

as at 31 March 2024

	Notes	Consolidated group		Parent charity	
		2024 £'m	2023 £'m	2024 £'m	2023 £'m
Fixed assets					
Intangible assets	8	0.7	1.4	0.7	1.4
Tangible assets	8	5.4	5.4	5.4	5.4
Investments	9	14.4	14.3	14.8	14.7
		20.5	21.1	20.9	21.5
Current assets					
Debtors	10	4.7	7.7	4.6	7.6
Short-term cash deposits		0.3	0.3	-	-
Cash at bank and in hand		12.5	11.3	12.4	11.0
		17.5	19.3	17.0	18.6
Liabilities					
Creditors: amounts falling due within one year	11	(3.6)	(5.9)	(3.6)	(5.7)
Net current assets		13.9	13.4	13.4	12.9
Total assets less current liabilities					
Creditors: amounts falling due after more than one year		(0.9)	(0.9)	(0.9)	(0.9)
Provision for liabilities		(0.8)	(1.7)	(0.8)	(1.7)
Net assets excluding pension liability		32.7	31.9	32.6	31.8
Defined benefit pension scheme liability	21	-	-	-	-
Net assets	16	32.7	31.9	32.6	31.8
Restricted funds					
Appeals and other donations	15	8.9	7.2	8.9	7.2
Institutional grants	15	4.4	0.8	4.4	0.8
Total restricted funds		13.3	8.0	13.3	8.0
Unrestricted funds					
Unrestricted funds	14	19.4	23.9	19.3	23.8
Total unrestricted funds	14	19.4	23.9	19.3	23.8
Total funds		32.7	31.9	32.6	31.8

The notes on p33 to p53 form a full part of these financial statements. The financial statements were approved and authorised for issue on the authority of the board and signed on its behalf by:



Chair of the Christian Aid Board of Trustees

25 September 2024

Consolidated statement of cash flows

for the year ended 31 March 2024

	31-Mar 2024 £m	31-Mar 2023 £m
Net surplus/(deficit) for the year before net gains / (losses) on investments	0.9	(2.8)
Depreciation charges and amortisation of intangible fixed assets	0.9	0.9
Net losses on investments	0.1	0.4
Decrease/(Increase) in debtors	3.0	(1.3)
Decrease in creditors	(3.2)	(1.9)
Decrease/(Increase) in stocks	-	0.3
FRS102 defined benefit pension contributions	-	(0.0)
Amounts related to the defined benefit pension schemes included within the accounts	-	-
Net cash provided by / (used in) operating activities	1.7	(4.4)
Interest from investments	0.6	0.2
Purchase of fixed assets	(0.2)	(0.6)
Proceeds from the sale of investments	9.6	3.1
Purchase of investments	(10.5)	(3.7)
Net cash used in investing activities	(0.5)	(1.0)
Change in cash and cash equivalents in the year	1.2	(5.4)
Cash and cash equivalents at the beginning of the reporting period	11.6	17.0
Change in cash and cash equivalents due to exchange rate movements	-	-
Cash and cash equivalents at the end of the reporting period	12.8	11.6
Analysis of cash and cash equivalents		
Cash at bank and in hand	12.5	11.3
Short-term cash deposits	0.3	0.3
Total cash and cash equivalents	12.8	11.6
Cash and cash equivalents at the start of the year	11.6	17.0
Cash flows	1.2	(5.4)
Cash and cash equivalents at the end of the year	12.8	11.6

Notes to the financial statements

for the year ended 31 March 2024

1. Accounting policies

A description of the nature of the entity's operations and its principal activities is disclosed in the annual report accompanying the financial statements.

a. Basis of preparation

The financial statements have been prepared under the historical cost convention, with the exception of investments, which are included at market valuation. The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2019), applicable to charities preparing their accounts in accordance with FRS102, the Financial Reporting Standard applicable in the UK and the Charities Act 2011 and UK Generally Accepted Practice.

In the trustees' report, there is a review of financial performance and of the charity's reserves position. There are adequate financial resources, and the charity is well placed to manage business risks. The planning process, including financial projections, has taken into consideration the current economic climate, and its potential impact on the various sources of income and planned expenditure. It is a reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future. There is no material uncertainty to going concern.

The statement of financial activities and balance sheet consolidate the financial statements of the charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line-by-line basis. No separate income and expenditure account of the charity has been presented, as permitted by Section 408 of the Companies Act 2006 and paragraph 15.11 of the SORP. The gross income of the charity for the year was £83.3m (2023: £90.6m) and its gross expenditure was £82.4m (2023: £93.4m).

The group accounts include a 100 per cent consolidation of Christian Aid Trading Limited and Change Alliance (a company limited by share capital, incorporated in India). The group accounts also include a 71.25 per cent proportional consolidation of The British and Irish Churches Trust Limited, since Christian Aid's interest relates directly to its share of the underlying assets, liabilities and cash flows. Further details of the subsidiaries are given in note 17.

b. Fund accounting

Reserves are either unrestricted or restricted funds.

Restricted funds represent income to be used for a specific purpose as requested by the donor. Income and expenditure on these funds are shown separately within the statement of financial activities and analysed into their main components in note 15.

Unrestricted funds are those that have not had a restriction placed on them by the donor. Designated unrestricted funds are those where the trustees have set aside monies from unrestricted funding for specific purposes. Details can be found in the trustees' report and in note 14.

c. Income

All income accruing to the charity during the year is recognised in the statement of financial activities when entitled, probable and measurable. Income from charitable activities refers to contract income, which is recognised as unrestricted income in the period in which the income is earned, is probable of receipt and can be measured with reliability.

Gifts in kind for use by the charity are included in the accounts at their approximate market value at the date of receipt. Gifts in kind for distribution are included in the accounts at their approximate fair value at the date of receipt by Christian Aid.

Pecuniary legacies are recognised when there is entitlement, which is deemed to be when Christian Aid has been notified of a legacy from the bequest's executors of the estate, the legacy can be measured reliably, and there is probability of receipt. For residual legacies, entitlement is deemed to be the earlier of approved estate accounts and notification of a pending payment or actual payment being received in the accounting period. No value is included where a legacy is subject to a life interest held by another party.

d. Expenditure

All expenditure is accounted for on an accruals basis and is classified under headings that aggregate all costs related to that category. The costs of each staff team, including a relevant proportion of support costs allocated on a usage basis, are allocated across the headings of fundraising and charitable activities based on the proportion of time spent on each of these areas of work.

Expenditure on raising funds include all expenditure incurred by a charity to raise funds for its charitable purposes. It comprises the costs of advertising, profile-raising, digital fundraising, producing publications and digital materials, printing and mailing fundraising material as well as costs incurred in commercial trading activities and investment management costs, the staff in these areas and an appropriate allocation of support costs.

Costs of charitable activities includes direct expenditure incurred through grants to partners and operational activities and an appropriate allocation of support costs. Grants to partners are recognised as expenditure when there is a legal or constructive obligation to make the grant. This is usually immediately prior to a payment being made. Grant expenditure also includes grants made through sub-contractors.

Support costs include the central or regional office functions, such as facilities management, finance, human resources and information systems, as well as governance costs. Governance costs represent the costs associated with the governance arrangements of the charity as opposed to those costs associated with fundraising or charitable activities.

e. Intangible fixed assets

Intangible fixed assets costing over £5,000 are capitalised at cost. Intangible fixed assets include software costs.

They are amortised over four years, their estimated useful lives.

f. Tangible fixed assets and depreciation

Tangible fixed assets costing over £5,000 are capitalised at cost. Depreciation is provided in order to write off the cost

of tangible fixed assets over their estimated useful economic lives, on a straight-line basis, as follows:

Freehold land	Nil
Freehold properties	50 years
Leasehold properties	5 years
Leasehold improvements	5 years
Office furniture, fittings and equipment	5 years
Motor vehicles	5 years
Computer equipment	4 years

Assets in the course of construction are not depreciated while in construction. Once the construction is completed, the cost is transferred to another fixed asset class and depreciated accordingly.

h. Pension costs

Past service costs and other finance costs have been recognised immediately in the statement of financial activities. Actuarial gains and losses are also recognised immediately in the statement of financial activities. This is in accordance with FRS102.

On 26 October 2018, a court ruling confirmed that UK pensions with Guaranteed Minimum Pensions (GMPs) accrued from 17 May 1990 must equalise for the different effects of these GMPs between men and women. As last year, an allowance of 0.32% is included in the liabilities to allow for the impact of GMP equalisation.

On 30 June 2007, the defined benefit pension scheme was closed to new entrants and for future accrual for members.

Christian Aid also operates a defined contribution scheme for employees. The charity's contributions to the scheme are charged in the statement of financial activities in the period in which the contributions are payable.

i. Taxation and irrecoverable VAT

Christian Aid is a registered charity and as such is potentially exempt from taxation on its income and gains to the extent that they fall within the charity exemptions in the Corporation Taxes Act 2010 or Section 256 Taxation of Chargeable Gains Act 1992. No tax charge has arisen in the year.

In common with many other comparable charities, Christian Aid is unable to recover the majority of VAT that is incurred on purchases of goods and services in the UK. The amount of VAT that cannot be recovered is included within the appropriate underlying cost and was £1.1m for the year 2023: £0.9m).

j. Foreign currencies

Foreign currency balances have been translated at the exchange rate ruling at the balance sheet date. Income and expenditure transactions have been translated at the prevailing rate at the time of the transaction.

k. Fixed asset investments

Fixed asset investments are stated at market value at the balance sheet date unless stated otherwise in the notes to the accounts. The statement of financial activities includes the net gains and losses arising from disposals and revaluations throughout the year.

l. Operating leases

Rentals applicable to operating leases are charged to the consolidated statement of financial activities in the period to which the cost relates.

m. Critical accounting judgements and key source of estimation uncertainties

In the application of the charity's accounting policies, trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

The most significant judgements are in relation to provisions for termination benefits, pensions due to overseas staff and impairment of the CRM system and its useful life.

n. Financial instruments

Christian Aid has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at the present value of future cash flows (amortised cost). Financial assets held at amortised cost comprise cash at bank and in hand, short term cash deposits and the group's debtors excluding prepayments and accrued income. Financial liabilities held at amortised cost comprise the group's short and long term creditors excluding deferred income and accrued expenditure. No discounting has been applied to these financial instruments on the basis that the periods over which amounts will be settled are such that any discounting would be immaterial. The values of basic financial instruments are given in note 18a.

Christian Aid uses derivative financial instruments to manage its exposure to foreign currency exchange risks, including foreign exchange forward contracts. The fair value of these instruments is calculated at the balance sheet date by comparison between the rate implicit in the contract and the exchange rate at that date.

Details of derivative financial instruments are given in note 18b.

o. Provisions

Provisions are recognised when Christian Aid has a present legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. Provisions are measured at the present value of the expenditure expected to be required to settle the obligation using a rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as an interest expense. No discounting has been applied on the basis that the amounts involved and the periods over which amounts will be settled are such that any discounting would be immaterial.

2. Donations from individuals

	2024	2024	2024	2023	2023	2023
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£'m	£'m	£'m	£'m	£'m	£'m
Christian Aid Week	5.0	0.3	5.3	5.0	-	5.0
Appeals	4.2	11.5	15.7	6.3	23.3	29.6
Legacies	15.8	-	15.8	14.7	-	14.7
Regular gifts	12.0	0.3	12.3	12.2	0.3	12.5
Other donations	2.5	1.0	3.5	2.4	0.8	3.2
Total donations	39.5	13.1	52.6	40.6	24.4	65.0

Total donations of £52.6m (2023: £65.0m) includes £4.0m of tax recovered through tax efficient giving (2023: £4.2m).

Legacies of which we have been notified, but not recognised as income, are valued at £14.7m (2023: £15.8m).

Total donations include gifts in kind valued at £241,033 (2023: £20,207).

Donations received from the public and churches in the Isle of Man (excluding Government grants) during 2023/24, included above, were £45,936 (2023: £50,996).

Donations received into Isle of Man are reported under Christian Aid Isle of Man AGCH.2659 Charity No: 1125

3. Institutional grants

	Note	2024 Unrestricted £'m	2024 Restricted £'m	2024 Total £'m	2023 Unrestricted £'m	2023 Restricted £'m	2023 Total £'m
ACT Alliance		0.3	5.7	6.0	0.1	1.2	1.3
Foreign, Commonwealth and Development Office (FCDO)		-	-	-	0.1	-	0.1
European Commission		0.2	2.7	2.9	(0.1)	3.9	3.8
Irish Aid		-	1.4	1.4	-	1.8	1.8
United States Agency for International Development (USAID)		(0.2)	0.7	0.5	0.2	-	0.2
Scottish government		-	0.7	0.7	-	0.4	0.4
United Nations		0.3	10.7	11.0	0.3	8.7	9.0
START Network	20	0.1	1.0	1.1	0.2	2.4	2.6
Other governments and public authorities		0.7	4.7	5.4	0.5	5.0	5.5
Total institutional grants		1.4	27.6	29.0	1.3	23.4	24.7

Total Institutional grants from United Nations World Food Program of £8.2m (2023: £9.0m) includes gifts in kind valued at £5.0m (2023: £2.4m)

Grants received from The Global Fund during 2023/24, included above in Other governments and public authorities, totalled £2.3m (2023: £1.5m)

Grants received from the Isle of Man government during 2023/24, included above in Other governments and public authorities, totalled £nil (2023: £40,000)

In the year ended 31 March 2024, grants totalling £0.01m (2023: £0.134m) were received by Christian Aid from Foreign, Commonwealth and Development Office (FCDO)

4. Charitable activities

	Note	2024 Unrestricted £'m	2024 Restricted £'m	2024 Total £'m	2023 Unrestricted £'m	2023 Restricted £'m	2023 Total £'m
World Bank		0.5	-	0.5	-	-	-
Total Charitable activities		0.5	-	0.5	-	-	-

5. Total operational expenditure

2024	Notes	Grants to partner organisations	Other direct costs		Allocation of support costs		2024 Total £'m
		£'m	Staff costs £'m	Non staff costs £'m	Staff costs £'m	Non staff costs £'m	
	Notes	5.1			5.2	5.2	
Raising funds		-	5.2	6.0	0.8	0.8	12.8
Charitable activities							
Development		12.4	8.2	8.7	2.0	1.7	33.0
Humanitarian		14.7	6.0	5.2	1.9	1.6	29.4
Campaigning, advocacy and education		0.9	3.7	1.9	0.3	0.4	7.2
Total charitable activities		28.0	17.9	15.8	4.2	3.7	69.6
Total operational expenditure		28.0	23.1	21.8	5.0	4.5	82.4
2023							
2023	Notes	Grants to partner organisations	Other direct costs		Allocation of support costs		2023 Total £'m
		£'m	Staff costs £'m	Non staff costs £'m	Staff costs £'m	Non staff costs £'m	
	Notes	5.1			5.2	5.2	
Raising funds		-	4.8	6.2	0.9	0.6	12.5
Charitable activities							
Development		10.4	6.9	7.4	2.0	1.5	28.2
Humanitarian		28.4	7.0	6.8	2.0	1.5	45.7
Campaigning, advocacy and education		0.8	3.9	1.8	0.3	0.2	7.0
Total charitable activities		39.6	17.8	16.0	4.3	3.2	80.9
Total operational expenditure		39.6	22.6	22.2	5.2	3.8	93.4

Expenditure on raising funds includes all expenditure incurred by Christian Aid to raise funds for its charitable purposes. It comprises the costs of advertising, profile-raising, digital fundraising, producing publications and printing and mailing fundraising material, costs incurred in commercial trading activities and investment management costs, the staff in these areas and an appropriate allocation of support costs.

Charitable activities includes expenditure incurred through grants to partners, direct programme implementation expenditure and operational activities and an appropriate allocation of support costs.

5.1 Grant expenditure analysed by region

	2024 £'m	2023 £'m	2024 %	2023 %
Africa	12.0	13.2	43%	33%
Asia and the Middle East	9.9	8.3	35%	21%
Latin America and the Caribbean	1.3	2.0	5%	5%
Europe	3.3	14.4	12%	36%
Global	1.5	1.7	5%	4%
Total grants to partner organisations	28.0	39.6	100%	100%

5.2 Allocation of support costs

	Basis of allocation	2024 Staff costs £m	2024 Other costs £m	2024 Total £m	2023 Total £m
Management and Facilities	Headcount	0.9	2.2	3.1	2.6
Finance and Compliance	Headcount	2.0	0.3	2.3	2.3
Human Resources	Headcount	1.1	0.6	1.7	1.6
Information and Communication Technology	Headcount	1.0	1.4	2.4	2.5
		5.0	4.5	9.5	9.0

Governance costs

Included within £2.3m Finance and Compliance is £0.8m (2023: £0.9m) for governance related costs.

6. Staff and trustee costs

	2024	2023
Staff costs of Britain-, Ireland- and Spain-based staff	£'m	£'m
Salaries	14.2	13.1
Pension contributions	0.9	0.9
National Insurance contributions	1.5	1.4
Benefits in kind	-	-
Total staff costs (Britain and Ireland)	16.6	15.4
Staff cost of overseas-based staff	11.5	11.5
Total staff costs	28.1	26.9

The key management of the charity comprises the Chief Executive and the five directors of the organisation (Corporate Services, Policy, Public Affairs and Campaigns, Fundraising and Supporter Engagement, Strategy and Change, and International). The total remuneration and benefits, including salary and employer's National Insurance and employer's pension contributions, of the key management personnel of the charity was £909,491 (2023: £740,247).

The salary of the Chief Executive, the highest paid employee, was £147,084 (2023: £139,175). The CEO's expenses were £6,548 (2023: £4,856).

Headcount by location	2024	2023
Britain and Ireland based staff	331	322
Overseas-based staff	426	440
Total headcount	757	762

The number of higher-paid staff with emoluments falling in the following ranges were:

	2024	2023
£140,000 to £149,999	1	1
£120,000 to £139,999	-	-
£110,000 to £119,999	-	-
£100,000 to £109,999	3	3
£90,000 to £99,999	4	3
£80,000 to £89,999	2	1
£70,000 to £79,999	11	9
£60,000 to £69,999	10	15

Trustees' expenses and number of trustees who claimed expenses during the year

No emoluments are paid to trustees. Trustees are reimbursed for their incidental expenses in attending board, executive and other meetings. Additionally, trustees may occasionally visit Christian Aid partners and programmes overseas, with costs of such trips being met by the charity. The total expenses paid to trustees was £2,652 (2023: £3,262). The number of trustees who claimed expenses is 7 (2023: 11).

7. Statement of financial activities

Net movement in funds is stated after the following charges:

	Consolidated group		Parent charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Auditors' remuneration (exclusive of VAT)				
Fees payable to parent charity's auditors for the audit of the charity's annual accounts	59	54	59	54
Fees payable to parent charity's auditors for the audit of the charity's subsidiaries pursuant to legislation	3	4	3	4
Total audit fees	62	58	62	58
Other services	21	14	21	14
Total fees payable to parent charity's auditors	83	72	83	72
Rental costs in relation to operating leases – land and buildings	-	-	345	350
Investment manager's fee	87	59	87	59

8. Fixed assets

8a. Intangible fixed assets

	Computer software £'m	Total £'m
Cost		
At 1 April 2023	5.7	5.7
Additions	-	-
Impairment	(2.6)	(2.6)
At 31 March 2024	3.1	3.1
Amortisation and impairment		
At 1 April 2023	4.3	4.3
Charge in year	0.7	0.7
Impairment	(2.6)	(2.6)
At 31 March 2024	2.4	2.4
Net book value		
At 31 March 2024	0.7	0.7
At 1 April 2023	1.4	1.4
Held by parent charity	0.7	0.7
Held by subsidiaries	-	-

8b. Tangible fixed assets

	Central office freehold £'m	Leasehold improvements £'m	Computer equipment £'m	Office furniture, fittings & equipment £'m	Motor vehicles £'m	Total £'m
Cost						
At 1 April 2023	5.1	3.4	2.8	0.9	1.2	13.4
Revaluation						
Additions	-	(0.1)	0.2	-	0.1	0.2
Disposals	-	-	(0.7)	(0.1)	(0.1)	(0.9)
At 31 March 2024	5.1	3.3	2.3	0.8	1.2	12.7
Depreciation						
At 1 April 2023	0.1	3.3	2.6	0.9	1.1	8.0
Charge in year	0.1	-	0.1	-	-	0.2
Disposals	-	-	(0.7)	(0.1)	(0.1)	(0.9)
At 31 March 2024	0.2	3.3	2.0	0.8	1.0	7.3
Net book value						
At 31 March 2024	4.9	-	0.3	-	0.2	5.4
At 1 April 2023	5.0	0.1	0.2	-	0.1	5.4
Held by parent charity	5.0	0.1	0.2	-	0.1	5.4

9. Investments

	Consolidated group		Parent charity	
	2024 £'m	2023 £'m	2024 £'m	2023 £'m
As at 31 March				
Fixed interest securities	3.6	4.9	3.6	4.9
Overseas equities	5.4	2.1	5.4	2.1
UK equities	1.2	0.3	1.2	0.3
Sterling deposits	0.4	2.6	0.4	2.6
Investments in subsidiary undertakings	-	-	0.4	0.4
Property-related investments	3.8	4.4	3.8	4.4
Total investments	14.4	14.3	14.8	14.7
Movement during the year				
At the beginning of the year	14.3	14.6	14.7	15.0
Cost of acquisitions	10.5	3.6	10.5	3.6
Disposals	(10.3)	(3.5)	(10.3)	(3.5)
Net gains/(losses) on investment	(0.1)	(0.4)	(0.1)	(0.4)
	14.4	14.3	14.8	14.7

Christian Aid investments (cash, bonds and equities) are managed by Eden Tree, within a Board-approved ESG mandate. On 31 December 2023, the portfolio was transferred into pooled fund investments which have been disclosed at 31 March 2024 on the underlying exposures.

Property-related investments were valued by Cluttons at 1 April 2022 but were written down by £0.6m during the year to account for impairment on market value.

10. Debtors

	Consolidated group		Parent charity	
	2024 £'m	2023 £'m	2024 £'m	2023 £'m
Prepayments	0.7	1.0	0.6	1.0
Accrued income	2.0	3.0	2.0	3.0
Other debtors	2.0	3.7	2.0	3.6
Amounts due from subsidiary undertakings	-	-	-	-
Total debtors	4.7	7.7	4.6	7.6

11. Liabilities

11.1 Creditors: amounts falling due within one year

	Consolidated group		Parent charity	
	2024 £'m	2023 £'m	2024 £'m	2023 £'m
Interest-free loans from supporters	0.1	0.1	0.1	0.1
Trade and other creditors	0.8	2.6	0.8	2.4
Deferred income	0.4	0.2	0.3	0.1
Tax and social security	1.1	0.5	1.1	0.5
Accruals	1.2	2.5	1.3	2.6
Total creditors	3.6	5.9	3.6	5.7

Movement on deferred income during the year:

	Consolidated group		Parent charity	
	2024 £'m	2023 £'m	2024 £'m	2023 £'m
Balance brought forward	0.2	0.1	0.1	-
Released to income	(0.2)	(0.1)	(0.1)	-
Received in year	0.4	0.2	0.3	0.1
Balance carried forward	0.4	0.2	0.3	0.1

11.2. Creditors: amounts falling due after more than one year

	Consolidated group		Parent charity	
	2024 £'m	2023 £'m	2024 £'m	2023 £'m
Long-term creditors	0.9	0.9	0.9	0.9

Christian Aid has recognised £0.9m (2023: £0.9m) of creditors falling due after more than one year. This amount relates to pension benefits due to overseas staff.

11.3. Provisions

	Consolidated group		Parent charity	
	2024 £'m	2023 £'m	2024 £'m	2023 £'m
Provisions	0.8	1.7	0.8	1.7

Christian Aid has recognised a liability of £0.8m (2023: £1.7m) for project provisions, paid annual leave, paid sick leave and termination benefits.

12. Future commitments

In addition to the amounts shown as creditors in these accounts, there are also commitments to projects which have been accepted in principle by Christian Aid's board and are expected to be recommended for funding in 2024/25. In 2022/23 commitments disclosed as £6.9m included £0.6m for Christian Aid Ireland.

	Consolidated group		Parent charity	
	2024 £'m	2023 £'m	2024 £'m	2023 £'m
Commitments	4.2	6.9	4.2	6.9

13. Operating lease income and commitments

At 31 March 2024, the total of future minimum operating lease income receivable under non-cancellable operating leases amounted to:

	Consolidated group		Parent charity	
	2024 £'m	2023 £'m	2024 £'m	2023 £'m
Land and buildings – within one year	0.2	0.3	0.2	0.3
Land and buildings – between two and five years	0.1	0.2	0.1	0.2
	0.3	0.5	0.3	0.5

At 31 March 2024, the total of future minimum lease commitments payable under non-cancellable operating leases amounted to:

	Consolidated group		Parent charity	
	2024 £'m	2023 £'m	2024 £'m	2023 £'m
Building leases – within one year	-	-	0.3	0.3
Building leases – between two and five years	-	-	0.7	0.3
	-	-	1.0	0.6

14. Unrestricted funds

	Opening balance £'m	Income £'m	Expenditure £'m	Gains and losses £'m	Transfers £'m	Closing balance £'m
Consolidated group						
General funds	9.4	42.0	(42.2)	(0.1)	-	9.1
Land and property	5.0	-	-	-	-	5.0
Operational reserves	14.4	42.0	(42.2)	(0.1)	-	14.1
Other fixed assets	1.8	0.2	(0.9)	-	-	1.1
	16.2	42.2	(43.1)	(0.1)	-	15.2
Designated reserves	7.7	-	(3.5)	-	-	4.2
Consolidated group total unrestricted funds	23.9	42.2	(46.6)	(0.1)	-	19.4
Parent charity						
General funds	16.1	42.0	(42.9)	(0.1)	-	15.1
Designated reserves	7.7	-	(3.5)	-	-	4.2
Total unrestricted funds	23.8	42.0	(46.4)	(0.1)	-	19.3

No designations were made during the year. Total spend against designated reserves amounted to £3.5m, comprised of investment in fundraising, core grants and stabilisation cost. Balance carried forward of £4.2m is expected to be applied for the same purposes as before.

14.1. Prior year unrestricted funds

	Opening balance £'m	Income £'m	Expenditure £'m	Gains and losses £'m	Transfers £'m	Closing balance £'m
Consolidated group						
General funds	11.9	42.1	(41.9)	(0.4)	(2.3)	9.4
Land and property	5.0	-	-	-	-	5.0
Operational reserves	16.9	42.1	(41.9)	(0.4)	(2.3)	14.4
Other fixed assets	2.1	0.6	(0.9)	-	-	1.8
	19.0	42.7	(42.8)	(0.4)	(2.3)	16.2
Designated reserves	8.4	-	(2.5)	-	1.8	7.7
Consolidated group total unrestricted funds	27.4	42.7	(45.3)	(0.4)	(0.5)	23.9
Parent charity						
General Funds	18.9	42.7	(42.8)	(0.4)	(2.3)	16.1
Designated reserves	8.4	-	(2.5)	-	1.8	7.7
Total unrestricted funds	27.3	42.7	(45.3)	(0.4)	(0.5)	23.8

15. Restricted funds

Consolidated group	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Christian Aid humanitarian appeals:					
Turkey-Syria Earthquake Appeal 2023	2.3	0.5	(0.2)	-	2.6
Middle East Crisis Appeal 2023	-	2.0	(0.4)	-	1.6
Ukraine Crisis Appeal 2022	1.7	0.5	(0.9)	-	1.3
Afghanistan Crisis Appeal 2021	1.3	-	(0.3)	-	1.0
Libya Floods Appeal 2023	-	0.7	(0.4)	-	0.3
Christian Aid Emergency Fund 2024	-	0.2	(0.2)	-	-
East Africa Hunger Appeal 2022	0.3	0.1	(0.3)	-	0.1
Hunger Appeal 2021	0.1	-	(0.1)	-	-
Kerala Floods Crisis 2018	0.1	-	(0.1)	-	-
Nepal Earthquake 2015	(0.1)	-	0.1	-	-
Malawi-Zimbabwe Cyclone Idai 2019	(0.1)	-	0.1	-	-
	5.6	4.0	(2.7)	-	6.9
Disasters Emergency Committee appeals:					
Turkey-Syria Earthquake Appeal 2023	(0.1)	2.4	(1.8)	-	0.5
Ukraine Crisis Appeal 2022 & 2023	0.4	3.0	(3.3)	-	0.1
Afghanistan Crisis Appeal 2021	(0.3)	1.2	(0.9)	-	-
	-	6.6	(6.0)	-	0.6
Christian Aid and DEC appeals	5.6	10.6	(8.7)		7.5
Charity gifts, In Their Lifetime and other:					
Charity gifts and other	0.2	0.8	(0.9)	-	0.1
In Their Lifetime	0.9	0.5	(0.5)	-	0.9
Donations other	0.2	1.3	(1.3)	-	0.2
	1.3	2.6	(2.7)	-	1.2
Health Legacy	0.3	-	(0.1)	-	0.2
Appeals and other donations	7.2	13.2	(11.5)	-	8.9
Institutional grants	0.8	27.9	(24.3)	-	4.4
Total restricted funds	8.0	41.1	(35.8)	-	13.3

Parent charity	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Appeals and other donations	7.2	13.2	(11.5)	-	8.9
Institutional grants	0.8	27.9	(24.3)	-	4.4
Total restricted funds	8.0	41.1	(35.8)	-	13.3

Negative restricted funds have arisen where expenditure is made in advance of anticipated income, and it is expected that the negative balances will be cleared in future accounting periods.

15.1. Prior year restricted funds

Consolidated group, 2022/23	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Christian Aid humanitarian appeals:					
East Africa Crisis Appeal 2017	0.1	-	(0.1)	-	-
Nepal Earthquake 2015	0.2	-	(0.3)	-	(0.1)
Rohingya Crisis Appeal 2017	0.1	-	(0.1)	-	-
Kerala Floods Crisis 2018	0.1	-	-	-	0.1
Malawi/Zimbabwe Cyclone Idai 2019	0.5	-	(0.6)	-	(0.1)
Coronavirus Emergency Appeal 2020	0.4	-	(0.4)	-	-
Hunger Appeal 2021	0.7	0.1	(0.7)	-	0.1
Haiti Earthquake Emergency Appeal 2021	0.4	-	(0.4)	-	-
Afghanistan Crisis Appeal 2021	1.5	0.2	(0.4)	-	1.3
Ukraine Crisis Appeal 2022	1.2	1.6	(1.1)	-	1.7
East Africa Hunger Crisis Appeal 2022	-	1.4	(1.1)	-	0.3
Turkey-Syria Earthquake Appeal 2023	-	2.7	(0.4)	-	2.3
	5.2	6.0	(5.6)	-	5.6
Disasters Emergency Committee appeals:					
Malawi - Zimbabwe Cyclone Idai 2019	0.1	-	(0.1)	-	-
Coronavirus Emergency Appeal 2020	(0.1)	0.2	(0.1)	-	-
Afghanistan Crisis Appeal Dec 21	-	0.8	(1.0)	-	(0.2)
Ukraine Crisis Appeal	-	13.7	(13.3)	-	0.4
Turkey-Syria Earthquake Appeal 2023	-	1.3	(1.5)	-	(0.2)
	-	16.0	(16.0)	-	-
Christian Aid and DEC appeals	5.2	22.0	(21.6)	-	5.6
Denominational appeals, charity gifts & other:					
Charity gifts and other	0.2	0.4	(0.4)	-	0.2
Denominational appeals	-	0.2	(0.2)	-	-
In Their Lifetime	0.9	0.5	(0.4)	-	1.0
Donations other	0.1	1.0	(1.0)	-	0.1
	1.2	2.1	(2.0)	-	1.3
Health Legacy	0.3	-	-	-	0.3
Appeals and other donations	6.7	24.1	(23.6)	-	7.2
Institutional grants	1.0	23.8	(24.5)	0.5	0.8
Total restricted funds	7.7	47.9	(48.1)	0.5	8.0

Parent charity	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Appeals and other donations	6.7	24.1	(23.6)	-	7.2
Institutional grants	1.0	23.8	(24.5)	0.5	0.8
Total restricted funds	7.7	47.9	(48.1)	0.5	8.0

16. Analysis of net assets

Fund balances as at 31 March 2024 are represented by:

	Unrestricted funds		Restricted funds	Total £'m
	Fixed assets £'m	Other £'m	£'m	
Consolidated group				
Fixed assets	6.1	-	-	6.1
Investments	-	14.4	-	14.4
Current assets	-	4.0	13.5	17.5
Current liabilities	-	(3.4)	(0.2)	(3.6)
Long-term liabilities	-	(0.9)	-	(0.9)
Provision for liabilities	-	(0.8)	-	(0.8)
Total net assets	6.1	13.3	13.3	32.7
Parent charity				
Fixed assets	6.1	-	-	6.1
Investments	-	14.8	-	14.8
Current assets	-	3.5	13.5	17.0
Current liabilities	-	(3.4)	(0.2)	(3.6)
Long-term liabilities	-	(0.9)	-	(0.9)
Provision for liabilities	-	(0.8)	-	(0.8)
Total net assets	6.1	13.2	13.3	32.6

16.1 Prior year analysis of net assets

Fund balances as at 31 March 2023 are represented by:

	Unrestricted funds		Restricted funds	Total £'m
	Fixed assets £'m	Other £'m	£'m	
Consolidated group				
Fixed assets	6.8	-	-	6.8
Investments	-	14.3	-	14.3
Current assets	-	10.8	8.5	19.3
Current liabilities	-	(5.4)	(0.5)	(5.9)
Long-term liabilities	-	(0.9)	-	(0.9)
Provision for liabilities	-	(1.7)	-	(1.7)
Total net assets	6.8	17.1	8.0	31.9
Parent charity				
Fixed assets	6.8	-	-	6.8
Investments	-	14.7	-	14.7
Current assets	-	10.1	8.5	18.6
Current liabilities	-	(5.2)	(0.5)	(5.7)
Long-term liabilities	-	(0.9)	-	(0.9)
Provision for liabilities	-	(1.7)	-	(1.7)
Total net assets	6.8	17.0	8.0	31.8

17. Subsidiary undertakings and related party transactions

a. The Christian Aid group comprises the parent charity (Christian Aid) and four subsidiary undertakings. The results for the year of the subsidiary undertakings are given below.

The British and Irish Churches Trust Ltd (BICT)

A charitable company limited by guarantee, incorporated in England and Wales. It owns the freehold title to Interchurch House and two residential properties, acting as custodian trustee for Christian Aid and Churches Together in Britain and Ireland (CTBI). The year end of this company was 31 December 2023, the date of CTBI's year end. The figures below represent Christian Aid's 71.25 per cent interest. The reserves retained within BICT are related to the management of Interchurch House.

Christian Aid Trading Ltd (CAT)

A company limited by share capital, incorporated in England and Wales. Its two shares are held by Christian Aid. Christian Aid Trading Ltd carries out the trading and commercial promotional activities of Christian Aid, the incorporated charity. The net taxable profit is transferred by Gift Aid to Christian Aid. The Christian Aid Trading Ltd year end was 31 March 2024. This company became dormant during the financial year.

Change Alliance (CH A)

A company limited by share capital, incorporated in India. Its shares are held by employees of Christian Aid as nominees. Change Alliance India is a for-profit organisation which, with partners, is currently undertaking Christian Aid's activities in India. The Change Alliance year end was 31 March 2024.

Nyuki Hubs Kenya Limited

A company limited by share capital, incorporated in Kenya, wholly owned by Christian Aid UK. Its board is made up of employees of Christian Aid. Nyuki Hubs is a for-profit organisation which, with partners, is currently undertaking Christian Aid's activities in Kenya. The Nyuki Hubs year end was 31 December 2023. This subsidiary has not been consolidated in current or previous financial periods, due to immateriality.

Christian Aid Kenya

Christian Aid Zimbabwe

Christian Aid Nigeria

Christian Aid Kenya, Christian Aid Zimbabwe and Christian Aid Nigeria, the latter registered in 2023/24, are separately registered legal entities in those countries established to facilitate Christian Aid programmes there. They are consolidated as branches of Christian Aid.

17.1 Subsidiary undertakings

	2024 CA INT £'m	2024 BICT £'m	2024 CAT £'m	2024 CH A £'m	2023 CA INT £'m	2023 BICT £'m	2023 CAT £'m	2023 CH A £'m
Total income	-	0.9	-	0.2	-	0.9	0.0	0.3
Total resources expended	-	(0.9)	-	(0.2)	(0.2)	(0.9)	-	(0.2)
Net incoming resources	-	-	-	-	(0.2)	-	-	0.1
Gift Aided to Christian Aid	-	-	-	-	-	-	(0.0)	-
Retained surplus/(deficit) for the year	-	-	-	-	(0.2)	-	-	0.1
Total assets	-	0.1	-	0.3	-	0.1	0.1	0.5
Total liabilities	-	(0.1)	-	-	-	(0.1)	(0.1)	(0.2)
Total funds	-	-	-	0.3	-	-	-	0.3

CA INT = Christian Aid International; BICT = The British and Irish Churches Trust Ltd; CAT = Christian Aid Trading Ltd; CH A = Change Alliance.

17.2 Related party transactions

Related party transactions for the year are as follows:

Christian Aid trustee, Chinemerem McDonald, is a director of Theos Think Tank with whom Christian Aid has had transactions amounting to £13,000 (2023: £13,000). Ms McDonald is also Vice Chair/trustee for Greenbelt Festivals whose transactions with Christian Aid amount to £62,360 (2023: £142,598). Christian Aid trustee Sam Bickersteth is Chair of Windle Trust International with whom Christian Aid had transactions of £1,028.

Related party transactions with subsidiary and associated companies, that require disclosure are as follows:

	2024 £'m	2023 £'m
1. Donations received under Gift Aid from subsidiary undertakings		
Profit donated by CA Trading Ltd	-	0.1
2. Payments made to subsidiary undertakings for services rendered in connection with Christian Aid's programme in India		
Christian Aid consultancy fees	0.5	0.5
3. Payments made to subsidiary undertakings for rental of Inter Church House		
The British and Irish Churches Trust Ltd		
Total rental paid to BICT:	1.2	1.2
Share of income from BICT to CA	0.9	0.9
4. Transactions with related party, Christian Aid Ireland		
Programme management contribution	2.3	2.0*
Grants, Services and other overheads	0.2	0.2
*In 2023, the published figure of £7.7m included grants paid directly by Christian Aid Ireland to international partners		

18. Financial instruments

a. Basic financial instruments

At the balance sheet date, the charity held financial assets at amortised cost of £11.2m (2023: £14.7m).

b. Other financial instruments – forward contracts

At 31 March 2024, Christian Aid had no commitments to buy foreign currency in foreign exchange forward contracts (2023: no commitments).

19. Cordaid funding

Consolidated group	Opening balance £'000	Income £'000	Expenditure		Grants to partners £'000	Closing balance £'000
			Salaries £'000	Transfer £'000		
EU Volunteers – Capacity Building	(19)	-	-	19	-	-
Total ICCO funding	(19)	-	-	19	-	-

20. START Network* funding

In the year ended 31 March 2023 grants totalling £1.0m (2023: £2.6m) were received by Christian Aid from START Network,* as follows:

	2024 Unrestricted £'000	2024 Restricted £'000	2024 Total £'000	2023 Total £'000
START Grant:				
- Asia, Middle East and Latin America	(7)	34	27	264
- Africa	71	921	992	2,313
Total START Network funding	64	955	1,019	2,577

*The START network is a network of 42 aid agencies supporting humanitarian work around the world.

21. Pensions

a. Defined benefit (final salary) funded pension scheme

The employer operates a defined benefit scheme in the UK. The scheme is closed to future accrual with effect from 30 June 2007, but has retained the salary link for active members. An actuarial valuation was carried out as at 30 September 2020 and the results of this have been updated to 31 March 2023 by a qualified actuary, independent of the scheme's sponsoring employer.

The actuarial valuation as at 30 September 2020 showed a surplus of £1,555,000. Due to the Scheme's funding position, the employer agreed with the Trustees that no employer contributions are due from 1 April 2022 until 31 March 2025 and during that period all the expenses of running the Scheme will be paid from the Scheme assets.

In July 2021, the pension scheme trustee notified Christian Aid that they had undertaken a review of how some historic changes to Scheme benefits were implemented and consequently, would now be seeking court direction on whether they had been applied correctly. Court for direction is being sought with the expectation that it will sit in by Spring 2025 to consider the documents submitted and it is expected that initial directions will be given in the Summer of 2025. It is not possible to determine with any accuracy what the impact of any direction the court may, or may not give. Many factors will influence the future valuation of the pension scheme, none of which can be accurately predicted at the present time. No adjustment has therefore been made to the amounts included in the financial statements in respect of this potential issue.

(i) Present values of defined benefit obligation, fair value of assets and defined benefit asset/(liability)

	2024	2023
	£'m	£'m
Fair value of plan assets	56.9	61.3
Present value of defined benefit obligation	(55.2)	(54.5)
Surplus	1.7	6.8
Defined benefit asset/(liability) to be recognised	-	-

(ii) Reconciliation of opening and closing balances of the defined benefit obligation

	2024	2023
	£'m	£'m
Defined benefit obligation at start of period	54.6	74.5
Expenses	-	-
Interest expense	2.6	2.0
Past service cost/(credit) – plan amendments	-	-
Actuarial losses/(gains)	(0.2)	(20.2)
Benefits paid	(1.8)	(1.8)
Experience (gain)/loss on liabilities	-	-
Defined benefit obligation at end of period	55.2	54.5

(iii) Reconciliation of opening and closing balances of the fair value of plan assets

	2024	2023
	£'m	£'m
Fair value of plan assets at start of period	61.3	96.8
Interest income	2.9	2.7
Expenses	(0.1)	(0.2)
Actuarial gain/(loss)	(5.5)	(36.2)
Employer contributions	-	-
Benefits paid and expenses	(1.7)	(1.8)
Fair value of scheme assets at the year end	56.9	61.3

In both years there was a loss on the scheme assets over the period ended 31 March 2024 of £2.6m and in 2023 £33.5m. The best estimate of contributions to be paid by the employer for the period commencing 1 April 2025 is £0.1m. This includes an allowance for expenses. The PPF levy is payable in addition by the employer.

(iv) Defined benefit costs recognised in the Statement of Financial Activities

	2024	2023
	£'m	£'m
Expenses	0.1	0.2
Defined benefit costs recognised in statement of financial activities	0.1	0.2
Return on plan assets (excluding amounts included in net interest cost) – gain/(loss)	(5.5)	(36.2)
Experience gains and losses arising on the plan liabilities – gain/(loss)	(1.2)	(5.6)
Effects of changes in the demographic and financial assumptions underlying the present value of the plan liabilities – gain/(loss)	1.5	25.7
Effects of changes in the amount of surplus that is not recoverable (excluding amounts included in net interest cost) – gain/(loss)	5.4	16.2
Total amount recognised in other recognised gains/(losses)	0.2	0.2

(v) Assets

	Value at 31 March 2024	Proportion	Value at 31 March 2023	Proportion
	£'m	%	£'m	%
Equities	1.0	2%	-	0%
Bonds	38.0	67%	52.2	85%
Other	17.9	31%	9.1	15%
Total assets	56.9	100%	61.3	100%

None of the fair values of the assets shown above include any direct investments in the employer's own financial instruments or any property occupied by, or other assets used by, the employer.

(vi) Assumptions

	2024	2023
Discount rate	4.90%	4.85%
Inflation assumption – Retail Price Index	3.13%	3.18%
Inflation assumption – Consumer Price Index	2.79%	2.94%
Rate of increase in salaries	3.00%	3.00%
Allowance for revaluation of deferred pensions of RPI or 5% p.a. if less	3.13%	3.18%
Allowance for pension in payment increases of CPI or 5% p.a. if less	2.74%	2.86%
Allowance for pension in payment increases of CPI or 3% p.a. if less	1.96%	2.02%
Allowance for commutation of pension for cash at retirement	75% of maximum	75% of maximum

The mortality assumptions adopted at 31 March 2023 imply the following life expectancies:

	2024	2023
	Years	Years
Male pensioner – currently 65	21.7	21.7
Female pensioner – currently 65	24.0	24.2
Male non-pensioner – currently 65	23.3	23.4
Female non-pensioner – currently 65	25.4	25.6

b. Defined contribution pension scheme

The total cost of the defined contribution pension scheme to the charity was £0.9m (2023: £0.9m). There were no outstanding or prepaid contributions at 31 March 2024.

Reference and administrative details

Board of Trustees

Chair

Sarah Mullally^{1,2,3,4} (from June 2024)
Maggie Swinson^{1,4} (Interim Chair from June 2023 to June 2024)
John Sentamu^{1,2,3,4} (until June 2023)

Vice Chair

Maggie Swinson^{1,4}

Other trustees

Hazel Baird^{1,2}
Sam Bickersteth
Richard Calvert^{2,3}
Mark Currie²
Johannes Etten³
Giles Fraser⁴ (until April 2024)
Nontando Hadebe³
Liz Hughes
Carol Hui¹
Martin Johnstone⁴
Mukami McCrum³
Chine McDonald
Nick Moberly¹
Nan Powell-Davies (until November 2023)
Gemma Spence (until March 2024)
Andrew Sully (from April 2024)

Board advisers

Chris Butler²
Steve Harper¹
Linda Holbeche³
Mick Howard³
Helia Mateus¹
Amanda Phillips²
Mike Royal⁴

Executive officers

Chief Executive

Patrick Watt

Company Secretary

Elizabeth Walker

Other executive officers

Finance and Corporate Governance – Martin Birch/Elizabeth Walker
Fundraising and Supporter Engagement – Nick Georgiadis
International – Ojobo Ode Atuluku/Ray Hasan
People and Workplace Culture – Claire Vincent
Policy and Public Campaigns – Osai Ojigbo
Strategy and Global Change – Mervyn McCullagh

1. Audit and Risk Committee
2. Finance, Fundraising and Investment Committee
3. People Committee
4. Board Governance and Nominations Committee

Registered office

Interchurch House
35 Lower Marsh Waterloo
London SE1 7RL
Email: info@christian-aid.org
Tel: +44 (0)20 7620 444

National offices

Northern Ireland

Christian Aid Ireland Linden House
Beechill Business Park
96 Beechill Road
Belfast BT8 7QN
Email: belfast@christian-aid.org
Tel: +44 028 9064 8133

Republic of Ireland

Christian Aid Ireland
19-21 Denzille Lane
Dublin
DO2 WT72
Email: dublin@christian-aid.org
Tel: +353 (1) 496 7040

Scotland

Christian Aid Scotland c/o Augustine Church
41 George IV Bridge Edinburgh
EH1 1EL
Email: edinburgh@christian-aid.org
Tel: +44 (0) 131 220 1254

Wales

Christian Aid Wales
Churchgate Court
3 Church Road Whitechurch
Cardiff CF14 2DX
Email: wales@christian-aid.org
Tel: +44 (0) 29 2084 4646

Professional advisers

Auditors

Haysmacintyre LLP
10 Queen Street Place
London EC4R 1AG

Solicitors

Bates Wells
10 Queen Street Place
London EC4R 1BE
Gregory Rowcliffe Milners
1 Bedford Row
London WC1R 4BZ

Bankers

Standard Chartered Bank
6th Floor
1 Basinghall Avenue
London EC2V 5DD

Lloyds Bank

25 Gresham Street London
EC2V 7HN

Investment managers

Epworth Investment Management Ltd
9 Bonhill Street
London EC2A 4PE

Eden Tree

24 Monument Street
London EC3R 8AQ

Investment and pension advisers

Lane, Clark, Peacock LLP
95 Wigmore Street
London
W1U 1DQ

Acknowledgements

Sponsoring churches

Baptist Union of Great Britain	Methodist Church
Baptist Union of Scotland	Methodist Church in Ireland
Baptist Union of Wales	Moravian Church of Great Britain and Ireland
Cherubim and Seraphim Council of Churches	New Assembly of Churches
Church in Wales	New Testament Assembly
Church of England	New Testament Church of God
Church of God of Prophecy	Non-Subscribing Presbyterian Church of Ireland
Church of Ireland	Old Baptist Union Presbyterian
Church of Scotland	Presbyterian Church in Ireland
Congregational Federation	Presbyterian Church of Wales
Council of African and Afro-Caribbean Churches	Religious Society of Friends in Britain
Council of Oriental Orthodox Christian Churches	Religious Society of Friends in Ireland
Countess of Huntingdon's Connexion	Russian Orthodox Church
Fellowship of the Churches of Christ	Salvation Army (UK Territory)
Free Church of England	Scottish Episcopal Church
Greek Orthodox Church	Seventh Day Adventist Church
Independent Methodist Churches	Union of Welsh Independents
International Ministerial Council of Great Britain	Unitarian and Free Christian Churches
Joint Council for Anglo-Caribbean Churches	United Free Church of Scotland
Lutheran Council of Great Britain	United Reformed Church
	Wesleyan Holiness Church

Special thanks

All Christian Aid's work is based on the spirit of cooperation and partnership. We would like to express our sincere thanks to the many organisations and individuals who make our work possible. Together we strive to be part of a worldwide movement of people committed to eradicating poverty and social injustice. We want to give special thanks to the hundreds of thousands of **supporters** who contribute to our work in a multitude of ways – as individual donors, campaigners, collectors, local and national committee members, or through local churches.

We would like to thank our specialist **volunteers** who have significantly extended the reach of our work by speaking, taking lessons and assemblies, writing media articles, helping in our offices, undertaking research and translation work, organising events and much more.

Institutions, agencies, corporates and trusts

ACBAR	German Red Cross
ACT Alliance	Global Fund to Fight AIDS, Tuberculosis and Malaria
ACT Church of Sweden	Guernsey Overseas Aid and Development Commission
Act for Peace Australia	Helpage International
Action Aid Italy	Kerk in Aktie
AquAid	Icelandic Church Aid
Africa Trust	International Fund for Agricultural Development
Bank of Ireland Staff Fund	Irish Aid
Bread for the World Germany	Internet Society Foundation - SCILLS Program
British Academy	Islamic Relief Worldwide
Bond	Isle of Man Government
CAFOD	Latham & Watkins
Caritas Austria	Kerke in Actie Netherlands
Charles Stewart Mott Foundation	Mercy Corps UK
Church Communities UK	Nethope
Climate Action Network International	Nexus Response Mechanism (NRM) via UNOPS
Climate Action Network (CAN) UK	Norwegian Church Aid
Coopi Italia	Open Society Foundations
Cordaid	Oxfam Intermon
DanChurchAid	Patterson Belknap Webb & Tyler
Diakonia Sweden	Primate World Relief and Development Programme
Disasters Emergency Committee (DEC)	Peace Nexus
elrha	Save the Children UK
European Commission INTPA/EuropeAid	Scottish Government
European Commission DG ECHO (European Civil Protection and Humanitarian Aid Operations)	Simmons & Simmons
Evangelical Lutheran Church of America (ELCA)	SOAS University of London
Electric Aid	START Network
Faith Invest	Swiss Agency for Development Cooperation (SDC)
Gaia Energy Brokers Ltd	

UK Foreign and Commonwealth Office (FCDO)

The Blandford Lake Trust

The William and Flora Hewlett Foundation

The Zochonis Charitable Trust

Trocaire

The Davy Charitable Foundation Services

UK Research and Innovation

UN Women

UNICEF

United Methodist Committee on Relief (UMCOR)

United Nations Development Programme (UNDP)

United Nations Food and Agriculture Organisation (UNFAC)

United Nations High Commissioner for Refugees (UNHCR)

United Nations International Organisation for Migration (IOM)

United Nations Office for Project Services (UNOPS)

United Nations Office for the Coordination of Humanitarian Affairs (OCHA)

United Nations World Food Programme (UN WFP)

United States Agency for International Development (USAID)

United Nations Peacebuilding Fund (UNPBF)

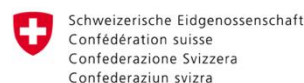
Livelihood and Food Security Fund (LIFT) via UNOPS

World Bank

World Vision Malawi

Welsh Government Llywodraeth Cymru

Women Peace and Humanitarian Fund (WPHF)



Christian Aid is a member of



CHRISTIAN AID

England & Wales - Charity number 1105851

Accounts

Christian Aid

Annual report and accounts
2022/23



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Letter from the Chair

On behalf of the Board of Trustees, I am delighted to introduce our Annual Report on what has been yet another remarkable year for Christian Aid.

The scale of the humanitarian crisis in Ukraine challenged us to act swiftly, three quarters of a century after Christian Aid was founded in response to the refugee crisis in Europe that followed the end of the Second World War. The British public's response was extraordinary. We were able to spend nearly £10 million in funds raised through the DEC and Christian Aid's own appeal, delivering emergency assistance to over 770,000 people in Ukraine and neighbouring countries. The invasion of Ukraine sent energy and food prices spiralling and worsened the situation for people in the poorest countries who were already struggling to recover from the economic effects of Covid. The impact was felt most acutely in East Africa, where one of the worst droughts on record – caused by a combination of five failed rainy seasons and conflict – put millions of people on the brink of famine.



Working through local partners, Christian Aid responded to the hunger crisis in the worst-affected areas in Ethiopia, Kenya and South Sudan and provided life-saving support to over 300,000 people in urgent need.

Christian Aid continued its work on the underlying causes of poverty, through our development programmes in peacebuilding, equality for women and girls, governance and rights, and climate adaptation and resilience. Our campaigning for climate and economic justice is a key strategy for bringing about lasting change for people in poverty. The agreement of a new loss and damage fund at the UN climate conference in Egypt, for which Christian Aid supporters had campaigned, was one notable success.

During the year we convened important conversations about poverty and injustice, including our Annual Lecture at St Martin-in-the-Fields church in London, given by Rt Hon David Lammy MP and hosted by our previous chair, Lord Sentamu, which argued that the UK has a moral duty to engage multilaterally to tackle the world's greatest challenges: climate, conflict and hunger.

Last year saw a notable milestone for our wonderful supporters. We opened the 50th Edinburgh Book Sale during Christian Aid Week, an event that has cumulatively raised over £5 million, as it has grown from a single book stall in 1973 to one of the most significant charity events in the country.

Christian Aid is a people-powered organisation, sustained by the creativity and hard work of local communities, civil society partners, sponsoring churches, volunteers, and staff. It's only by working together that we can achieve our strategic goals and achieve real impact.

Thank you as ever to my fellow trustees for their continued efforts to ensure that Christian Aid consistently and faithfully works towards its vision and delivers on its mission.

We especially thank John Sentamu, who stepped down on 1 June 2023. Sentamu gave 18 months of faithful, supportive, and dynamic leadership as Board Chair of Christian Aid. A permanent Chair of the Board of Trustees will be recruited in the coming year.

A handwritten signature in black ink, which appears to read 'M Swinson'. The signature is written in a cursive, flowing style.

Maggie Swinson, Interim Chair of the Board of Trustees.

Letter from the Chief Executive

From our humanitarian response in Syria and Turkey following February's devastating earthquake, to our successful campaigning on loss and damage in the run up to COP27 in Egypt, Christian Aid can be justly proud of its work over the last year.

The demands placed on us by humanitarian emergencies have continued unabated. Supported by the biggest DEC appeal since the Asian Tsunami in 2004, our response in Ukraine has increasingly focused on conflict-affected areas of the east of the country. Our civil society partners have done exceptionally courageous work in communities close to the line of conflict, providing emergency healthcare and winterisation kits.

The enormous response to the Turkey/Syria earthquake, less than a year after the Ukraine appeal, shows that the public's generosity in the face of human need in Ukraine was not a one-off. Thanks to their support, Christian Aid and our partners were able to provide vital supplies and train new staff to respond to local needs.

Last October I visited Afghanistan, where I saw programmes in Jalalabad, and met in Kabul with the UN, international NGOs, and Afghan civil society partners. The restrictions announced by the Taliban in December put further pressure on women working in partner organisations and were also deeply concerning in terms of their impact for the Afghan people. We paused our work in January and February while we redesigned our programme, and we continue to adapt how we provide effective humanitarian support, in line with our principles.

Across our humanitarian and development programmes, we are seeking to put affected communities in the driving seat and invest in locally led response. We recently decided to phase out all direct implementation programming by March 2024, with 100% of programming delivered by local and national partners after that date. We also agreed to share overheads equally with partners, quintupling since 2021 the value of the overhead support that they receive. Our decision last year to join the Pledge for Change as a founding signatory reflects our commitment to continue to shift power and resources, actively learn from people living in poverty, and reimagine the role of INGOs.

As we redouble our commitment to partnership it has been encouraging to see so many positive examples in the past year of faith-based collaboration, which plays to our strengths as a Christian organisation working with people of all faiths and none. This includes our partnership with the South Sudan Council of Churches on the joint peace pilgrimage involving Pope Francis, the Archbishop of Canterbury, and the Moderator of the Church of Scotland; our joint response with Islamic Relief to the hunger crisis in northern Kenya; and our work alongside World Jewish Relief in Ukraine.

Our collaboration with our sponsoring churches in Britain is central to Christian Aid's work, and highlights included ecumenical prayers for peace in London and Edinburgh on the first anniversary of the invasion of Ukraine; campaigning with international church leaders and Ugandan activist Vanessa Nakate on climate justice; and our annual churches consultation at Methodist Central Hall. We continue to invest in new ways to engage church audiences on our issues, with our 'talking climate justice tour', which I joined in Leeds, generating a large amount of interest, and our Letters for Creation – produced by school children and young people to raise awareness of the climate crisis – appearing in cathedrals and churches around Britain.



All our work is possible through the funding we receive, most of it from the British public. Despite the economic headwinds last year, we saw our total income exceed £90 million, due in part to an exceptional year in appeal income for Ukraine and Turkey-Syria, and better-than-expected institutional income, as we work to rebuild our funding base following UK aid cuts and the loss of EU funding opportunities. Looking ahead, we want to maintain a healthy balance between voluntary and institutional income: being an organisation that is principally funded by our supporters, while also pursuing strategically aligned funding that gives shape to our programmes in our focal areas of peacebuilding, climate adaptation and resilience, gender justice, and governance and rights. Our close collaboration with our sister agency, Christian Aid Ireland, continues to yield great benefits, not least in our peacebuilding work, where they hold particular expertise.

Internally, we have continued our efforts to make Christian Aid an excellent place to work, recognising the challenges many colleagues face, especially those based in conflict-affected and fragile contexts. As part of this push, we are working to make the organisation more diverse and reflective of the world in which we operate. Appointments in the last year to the directorate team, and to country manager positions, have further increased our ethnic and gender diversity at a senior level, and we have joined the Fair Share initiative as part of our commitment to gender equity, and parity in senior roles. Last year, we adopted Equality Impact Assessments to ensure that our policies actively promote an equitable working environment for all staff, irrespective of background or location, and we continue to regularly review progress at director and trustee level towards becoming a truly anti-racist organisation.

In order both to tackle workload and enhance our programme quality, we have invested in digital systems that streamline our work and improve insights and innovation. For example, our new programme management system, iPIMS, has made it much easier for us to follow our work globally and capture and disseminate our impact.

This annual report covers my first full year as CEO of Christian Aid. I would like in particular to thank our previous Chair, John Sentamu, for steering the organisation through a leadership transition and strategic review, and for the wise and supportive guidance he gave to me. Lord Sentamu was especially effective in connecting Christian Aid with new audiences – something I saw when we travelled together to Sierra Leone in early 2023 to visit our programme and meet political and religious leaders – and was a powerful ambassador for Christian Aid’s campaigning. I am similarly grateful to our interim chair, Maggie Swinson, who has stepped up into the role during the period while a permanent chair is recruited.



Patrick Watt

Chief Executive Officer

Strategic Objectives

For 77 years, we have provided long-term development support and humanitarian relief worldwide, highlighting suffering, tackling injustice and championing people's rights.

Our vision

Our vision is a world where everyone has fullness of life; a life lived with dignity, free from poverty and need; where global resources are equitably shared and sustainably used; and where the voice and agency of the poor and marginalised are fully realised.

Our mission

We live in a world where the scandal of poverty, inequality and injustice persists. We act as a global movement of people to respond in practical ways to alleviate suffering; to expose and eradicate misuses of power; to provide humanitarian support in crises and emergencies; and to work for sustainable and long-lasting change.

Our strategic framework

Our global strategy, Standing Together, lays out an analytical framework for our approach to tackle extreme poverty:

Poverty: Reach people living in extreme poverty, challenge structural poverty, and respond to need.

Power: Understand, challenge, shift and build new forms of power across all connected levels.

Prophetic voice: Enact, together with people living in poverty, a shared vision of a just and healed world.

Delivering hope, building a movement

We have an incredible network of supporters, partners, and allies across the world, and the total of all our actions is greater than the sum of our parts. To achieve our goals, we need to collaborate with people and organisations of all faiths and none, who share our values and a desire to act with the same courageous hope and conviction.

To achieve our vision and mission we need to:

- connect the thousands of churches and supporters who give, act and pray in Britain and Ireland
- connect the hundreds of organisations who partner with us to deliver innovative and effective solutions to eradicate poverty
- connect the voices from every country where we are present to dismantle the systemic causes of poverty and amplify their desire for justice.

Our values

Dignity

Our belief that every human being is of equal worth and should be given the opportunity to realise their potential.

Love

Our cornerstone! Our motivation to love and care for others and Creation by standing alongside those who struggle against poverty, powerlessness and injustice.

Justice

Our determination to empower communities and to challenge the structures and systems that create poverty and prevent people from rising out of it.

Equality

Our conviction that all individuals and groups have the right to equality of voice, opportunity, and outcomes.

Strategic report

Poverty isn't a choice, it's a trap that denies you the opportunity to make your life better. It's losing your income, your home, your security, your options.

But we believe there is always hope. And if we act together, our hope can create a just, fairer, more peaceful world.

Throughout the past year, we have worked hard to embed our belief that the long-term end to poverty happens when the people experiencing it day to day lead the way; from the advocacy and planning right through to the implementation of programmes.

Where we work

This year we worked in the following countries:

Country	Kenya	Latin America and
Programmes -	Malawi	Caribbean Region -
Afghanistan	Nigeria	Nicaragua
Bangladesh	Sierra Leone	Haiti/Dominican Republic
India	South Sudan	El Salvador
Myanmar	Zimbabwe	Colombia
Burkina Faso		Guatemala
(inc. watching brief	Middle East Region -	Honduras
Mali)	Syria	
Burundi	Lebanon	Ukraine Region -
Democratic Republic	Israel and occupied	Ukraine
of Congo	Palestinian territory	Hungary
Ethiopia		Romania

The year in numbers

- We funded 275 projects across Africa, Asia, Europe, Middle East, Latin America and the Caribbean.
- We worked with 245 implementing partners of which 25% were faith-based partners.
- We reached 2,960,055 people directly – with 55% of these being women and girls, and reached another 17,787,532 people indirectly.
- The humanitarian needs of 3,319,803 people were met directly or indirectly through our interventions.
- We continued to reach new audiences, with 42,787 people giving to Christian Aid for the first time, nearly 4,000 of them regular givers.
- Additionally, 33,627 people took 49,410 campaign actions, including petition signing, individual actions and movement building.
- We raised a total of £90.6m in 2022/23, with £47.5m of this coming from supporters in the UK.
- As a part of this, £13,730,3081 from UK supporters went to specific humanitarian emergencies in 10 countries.
- We spent a total of £93.4m, with £45.7m used for humanitarian programming and £28.2m for development programmes.

Programme Achievements

Our programme work advanced our '3 Ps' (Poverty, Power and Prophetic Voice) approach to transformative change by reaching people in poverty and need; understanding, challenging, shifting and building new forms of power; and building a movement for action facilitating agency and voice in our constituencies. In 2022/23 our work was delivered through five broad themes of Climate Justice, Economic Justice; From Violence to Peace; Social & Political Justice and Gender Justice.

Our humanitarian work focused on slow onset crisis such as East Africa and on prevention and resilience, mitigating the effects of conflict and disaster. We also ran new programmes from the 2022 DEC appeals for Afghanistan, the Turkey/Syria earthquake, and Ukraine.

Our Climate Advocacy saw success at COP27, in November 2022, with the introduction of a loss and damage fund. This ensures that the responsibility for loss and damage incurred by vulnerable communities for climate change caused by industrialised countries is recognised, and that industrialised countries pay for it. Our Economic Justice advocacy focused on the need to reverse net global resource flows currently going from the global South to the North and ensure states in the global South have financial flexibility to provide critical public services and take climate action.

A full account of our programmatic results can be found in our [Global Results Report 2022/23](#).

Progress made on our priorities

Here we show what progress we have made during the financial year 2022/23, against our agreed corporate priorities in three areas – Programme, Income, and People. Key highlights are drawn out under each heading.

Shift power to people living in poverty to deliver wider impact

Christian Aid has led the way globally in ensuring communities in crisis are right at the heart of decision making to support their own recovery. This locally led approach is now at the top of the global humanitarian sector policy agenda via the Grand Bargain reform process, an agreement between donors and aid agencies.

Our innovative **survivor and community led response (SCLR)** approach – which puts power into the hands of communities in crisis by enabling them to design and deliver interventions themselves – has become recognised within the sector as a valuable innovation. It has received funding from the Start Fund – that focuses on smaller crises – Irish Aid, the DEC, and several ACT Alliance sister agencies. Christian Aid brought Southern partners to the negotiating table including at the Grand Bargain annual meeting, the African Union Humanitarian meeting and COP27. Two of the world's largest humanitarian donors, ECHO and USAID have launched progressive new policies, partly due to our influencing.

We signed the Pledge for Change 2030 – that reimagines the role of International NGOS (INGOS) - to deepen our commitment and reinforce our position as a leading-edge activist for locally led, people-centred aid. These are concrete commitments that extend into all our areas of work.

We pushed our partnership approach further by stopping implementing projects directly with our own staff (as we currently do in DRC, Nigeria, Ethiopia and Bangladesh), in favour of channelling our resources via local civil society partners. As a result, all our programmes will be implemented by national and local partners from April 2024.

Christian Aid has also led the way in sharing operating costs with our local partners and has made substantial progress, with like-minded allies, in persuading other international organisations to follow suit. In 2022/23

£1.3 million was shared as indirect costs to partners, as a contribution to their running costs, and 45% of all 2022/23 projects have shared at least half of indirect costs they received from donors with partners.

We supported our partners to access funds directly from the EU and USAID in Burundi, Irish Aid in Sierra Leone, and UN OCHA in Afghanistan. We work with faith-based agencies -including the ACT Alliance - to develop a simplified approach to due diligence of our local partners, to mitigate the challenge of burdensome vetting and compliance checks to access international funding.

Christian Aid also supports locally led advocacy action, including community support organisations leading climate change resilience in Sierra Leone, local advocacy on climate change in Kenya, championing the role of women in Nigeria, and seeing local partners lead a community of practice on survivor and community led response in Ukraine.

Deliver impact in fragile contexts by adapting and enhancing our work

Our commitment to deliver greater impact to the poorest people has seen Christian Aid deliver a growing proportion of our programmes in conflict affected and fragile contexts. We do this through approaches including 'survivor and community-led response' (sclr) and delivering cash directly to those in need, so that they can decide how to spend it, and support local infrastructure.

In collaboration with Christian Aid Ireland, several country and regional programmes have brought development, peacebuilding and humanitarian thinking together, enabling us to build a reputation with key donors for working creatively on what we call the 'triple nexus' approach.

In Afghanistan, since the takeover by Taliban forces, we have adapted our programme to recognise the changing context, which requires constant monitoring and adjustments. Our support helped local people to engage with the de facto authorities and influence them to respond to local need and seek protection for people in poverty.

In Ukraine, we have worked to ensure that people and communities have access to safe, dignified, inclusive and adapted meaningful support to meet their own needs.

With the support of our partners (Hungarian Interchurch Aid, HEKS, Alliance for Public Health and Blythswood) and DEC funding, we provided mini grants to empower communities to take the lead in identifying and implementing solutions to problems created by the conflict and displacement. To date, over 243 groups received SCLR micro-grants reaching more than 80,000 people with various initiatives. Our mobile clinics in Kharkiv have bridged the gap in insecure areas where the health system has been severely damaged, providing vital medical support for people.

Ensure we are clear about our commitment to decolonisation in our work

Christian Aid's approach to partnership has been part of our DNA since our foundation. But we are acutely aware that unequal power relations keep disproportionate power and resources in the hands of donors and international organisations in the global North. This often leaves local organisations and communities undervalued and disrespected despite their understanding of the dynamics of poverty in their own societies.

With our peers, Christian Aid is working to recognise how these inequalities shape our own practice, and seeking to properly value local actors, and learn from locally generated knowledge. We have put in place governance mechanisms to have oversight of the changes we can make to improve all aspects of how we deliver our work. We also continue to reflect on the impact of our work internally.

Accelerate our voluntary income growth

Despite the headwinds caused by the cost-of-living crisis, we raised a total of £47.5m (2022: £46.7m) of voluntary income in the year including £5.0m (2022: £5.8m) from our annual public fundraising mobilisation, Christian Aid Week. The visibility of the Christian Aid brand continues to grow, thanks to creative initiatives. People continue to remember Christian Aid in their Wills, with £14.7m raised from these life-affirming gifts. That's why we launched the "I Hope It I Will It" legacy campaign. We have also worked with partner churches on a joint Faith Will initiative to promote legacy giving, launching later in 2023. The UK financial climate has made it harder to inspire new supporters, though more than 40,000 people gave to Christian Aid for the first time in 2022/3.

We have seen significant growth in our major and mid value programmes, driven by new acquisition and existing supporters increasing their level of donation.

The past year has seen several large humanitarian emergencies, most recently the Turkey/Syria earthquake. Over 2022/23 we mobilised appeals digitally with supporters in a matter of hours. Innovation and a test-and-learn approach remain at the heart of our plans across all streams of voluntary fundraising.

Stabilise our institutional funding portfolio

Our investments to stabilise institutional funding helped to sustain our institutional income. By the end of 2022/23 we achieved a total institutional income of £24.6m, compared to £25.3m in 2021/22. We continued to invest and develop the pipeline of income for 2023/4 and have continued implementing the institutional stabilisation fund. A sizeable part of the fund was invested in capacity and capability to secure funding from key institutional donors, in Kenya, Malawi, Zimbabwe, DRC, and the LAC and Middle East programmes. We secured our first new USAID awards (in the LAC region) in 5 years and a new World Bank partnership in Burundi.

Create a sustainable working environment where wellbeing is a priority and people are valued

None of the above would be possible without Christian Aid's staff. We work hard to ensure that Christian Aid is a great place to work, in which every individual feels valued. We believe that all people are created equal and work hard to create a workplace where everyone belongs and contributes regardless of their gender identity, age, sexuality, race, background, or location.

We also encourage time in the office to develop a strong culture and working relationships. We have a comprehensive wellbeing approach, including a team of mental health first aiders and continue to support our staff across the world with financial wellbeing and have an emergency loan system.

Embed anti-racist behaviours and intent across the organisation

We understand that many causes and impacts of poverty have been shaped by racism and colonialism. And we recognise that faith, Christianity, and international charities have played a complex and varied role in both challenging and perpetuating systems of racial injustice. We are working to make the organisation more diverse and reflective of the world in which we operate and commit to being to be an anti-racist organisation.

Plans for the future

In 2022/23, we undertook a swift and comprehensive mid-term review of our global strategy “Standing Together” and the progress we have made against this vision. The review reinforced the relevance of our strategy and reaffirmed its overarching vision, direction, and approach. It also highlighted the need for us to be more deliberate and disciplined about its delivery.

The learnings of the review, along with an analysis of the key external drivers, helped us to shape the plans for Christian Aid over the next three years, to fully realise the vision in our inspiring strategy – a world where everyone has fullness of life.

The increase in the number of people living in extreme poverty in the context of the Covid pandemic, widespread fragility and conflict in the countries in which we work - accompanied by a trend of shrinking civic space, the escalating impact of climate change on human life and livelihoods, and deep social and economic inequality - continue to be the key drivers that shape the context for Christian Aid’s work.

We will continue to deliver our work through the lenses of the ‘3 Ps’ of poverty, power, and prophetic voice, while recognising the need for the organisation to be agile and adaptable, and to contextualise the strategy in diverse settings.

Over the next three years, as we continue to address the structural challenges of poverty, we will also focus on building local agency, fostering more equitable and value-driven partnerships, and deepening our engagement with faith actors.

To enable us to achieve our three-year destination, in 2023-24, we will specifically:

- 1 Sharpen the focus, niche and coherence of our development, humanitarian and advocacy work
- 2 Mobilise and enhance our work through an intentional focus on partnerships and faith actors, nationally and globally
- 3 Realise our ambitions in fundraising, moving to a 40:60 ratio of institutional and voluntary income that is balanced and strategically aligned
- 4 Build our people capabilities with a focus on applying our values, managing workloads and working in fragile contexts
- 5 Embed our decolonisation and anti-racism principles in everyday practice

In working to deliver on the above priorities, we will also ensure that we build an enabling work environment and culture where staff can thrive across our footprint supported by a clear organisational direction and effective people management processes.

Principal risks and uncertainties

Our work to eradicate poverty is inherently risky, particularly in fragile or conflict-affected countries, or when speaking out on contentious issues. Effective risk management is therefore critical.

The trustees are ultimately responsible for risk management and the effectiveness of our internal control systems. The major risks to which we are exposed, as identified by the trustees, are regularly reviewed and systems and procedures have been established to manage those risks.

The board of trustees has considered and approved the risk management policy and its appetite for risk. A review and consolidation of our risk appetite statements is currently underway with the board, in alignment with the key corporate priorities identified from the mid-term review. The Board has delegated the regular review of the risk management process to the Audit and Risk Committee, which also oversees the work of the audit, risk and assurance function, including the results from the delivery of the internal audit plan, internal control self-assessment and follow up actions.

Senior management ensures that day-to-day risk management processes are embedded across the organisation, through the effective implementation of policies and procedures and the maintenance of appropriate risk registers. Risks are assessed on the basis of their likelihood and potential impact, along with the mitigation strategies in place to manage them in line with the board’s risk appetite. The directorate reviews and updates the corporate risk register ahead of each Audit and Risk Committee.

Principal risk	Control and mitigation
<p>The countries in which we operate</p> <p>Working in fragile and insecure contexts brings risks to our personal and financial security, our reputation and our accountability to perform impactful work with those most in need of urgent humanitarian and other developmental support. The strategic choice to focus our work on the countries and regions of greatest need and to respond to high profile humanitarian crises such as Ukraine and Syria raises the likelihood that risks will materialise particularly as changes to local contexts, resulting from multiple crises, emerge simultaneously.</p>	<ul style="list-style-type: none"> ▪ We work primarily with and through local partners, faith-based organisations and other actors with deep roots in local communities. We invest in maintaining access to up-to-date information and relevant networks and respond quickly to changes in context. ▪ We have up-to-date security policies and procedures embedded through training and protocols. We participate in sector-wide humanitarian security structures. ▪ We test our crisis management procedure periodically.
<p>Advocacy and campaigning</p> <p>Advocacy and campaigning can put Christian Aid and others connected with our work into conflict with actors who do not agree with us. If we make statements that are not well researched or are erroneous, we risk litigation and reputational damage.</p>	<ul style="list-style-type: none"> ▪ We have an internal public policy and media sign-off protocol for approving and guiding our public policy and media products intended for external audiences. ▪ We ensure all our communications are well researched and compliant with regulations. ▪ We provide clear guidance to country programmes around partner publications.

Principal risk	Control and mitigation
<p>Working through and with partners If partners lack capacity to deliver effectively and accountably, there is an increased risk of poor programme quality, misuse of funds and safeguarding abuses. Failure to invest time and effort in strengthening our key partnerships – including with governments, civil society organisations and the private sector – could reduce our overall impact.</p>	<ul style="list-style-type: none"> ■ We have made a strategic decision to cease directly implementing project activities to focus on strengthening our partnership approach. ■ We have partnership agreements with our partners that define shared values, standards and joint strategies, as well as funding and reporting agreements for each project defining our requirements and including provisions on safeguarding and financial crime. We investigate any related incidents, and we regularly report on these to the Audit and Risk Committee.
<p>Accountability to the people we serve There is a risk that the communities in whose name we act are excluded from influencing or benefiting from our programmes or are harmed or negatively impacted by them.</p>	<ul style="list-style-type: none"> ■ Our commitment and certification to the Core Humanitarian Standard, against which we are externally audited, is underpinned by our quality standards, which promote the rights, dignity and centrality of the vulnerable people and communities that we serve. ■ Communities are orientated on the expected behaviours of Christian Aid representatives, and we have systems to monitor, respond to, and learn from feedback and complaints. ■ We have a responsible data group that supports the application of data protection principles within our programme work.
<p>Programme design, quality and effectiveness If we fail to design and deliver our programmes to the highest standard or fail to understand and comply with specific donor requirements, we will not deliver the greatest impact to communities or donors may lose trust in our work and cease future funding. If we fail to promote diversity and inclusion in our programme design and ways of working, we risk compromising our values, mission and ability to reach those most in need.</p>	<ul style="list-style-type: none"> ■ Our localisation and decolonisation commitments, supported by our active engagement in global policy forums, are focused on empowering and enhancing the agency of local partners and communities. ■ Our programme quality framework, which is embedded in our Integrated Programme Management System, ensures that we carefully design our work and select our partners, taking account of community needs, diversity and inclusion, the local environment, and lessons from earlier work. ■ We have monitoring and evaluation systems and conduct external evaluations. ■ We have processes to ensure that donor requirements are understood and applied by our local teams and implementing partners.
<p>Christian Identity Negative external perceptions of Christianity and differences of opinion with churches on key issues could have a detrimental impact on our work. Tensions between states and churches, should they arise, could adversely impact our own relationship with governments. We could also fail to make the most of our opportunities to engage the churches in the fight against poverty.</p>	<ul style="list-style-type: none"> ■ Christianity underpins our core values, promoting love, inclusion and tolerance of others. Our work targets the world’s most vulnerable and marginalised people, regardless of race, gender or faith. We work with alliances of all faiths and with secular organisations that share our determination to end poverty. We do not proselytise. We recruit people from all faiths and none, although our directors and trustees have an occupational requirement to be practicing Christians.

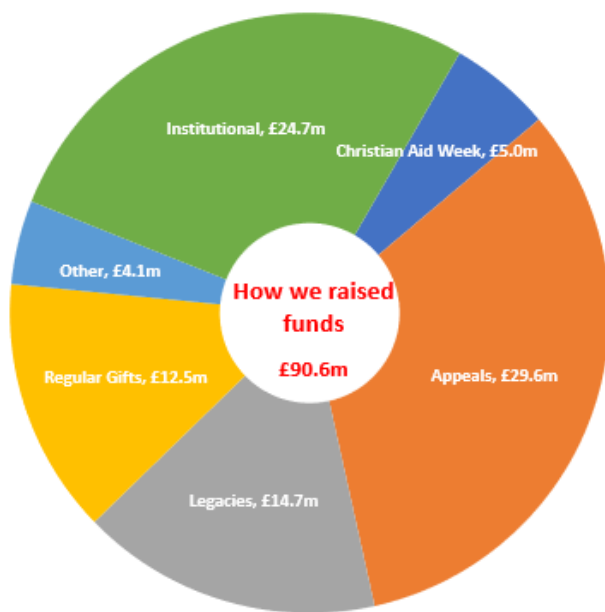
	<ul style="list-style-type: none"> Our strategy aims to engage the churches in the fight against poverty and help supporters put their faith into action. Our policy positioning draws on theological insight and reflection, not only to strengthen our work, but also to provide a deeper understanding for the Christian constituency.
Principal risk	Control and mitigation
<p>Information systems and cybersecurity</p> <p>Failure to keep pace with new technologies and ways of reaching supporters and affected communities in the way they prefer could reduce our impact and effectiveness. Failure to deliver IT projects to time and budget could undermine organisational benefits. Failure to secure our information systems from attack could lead to loss of service, loss of data and even put people at risk, leading to reputational damage, regulatory breaches and fines.</p>	<ul style="list-style-type: none"> The Digital and IT Steering Group oversees digital strategy and investment, including the delivery of key IT projects. It also provides oversight of cybersecurity risk management. We have mandatory IT policies and procedures and there are regular staff updates on cybersecurity risks. Online data protection and cybersecurity training is mandatory for all staff. We undertake regular testing of our IT security through a third-party consultant.
<p>Economy, sector competition and financial strategy</p> <p>The ongoing cost of living crisis, UK aid cuts and the wider narrative in relation to international development in the UK and globally could reduce the income available and wider support for our programmes if we fail to maintain existing, or to attract new, funders.</p>	<ul style="list-style-type: none"> We have a corporate planning and budgeting process and a reserves policy. Financial and fundraising performance is monitored by the board. Our supporter-led fundraising strategy seeks to engage with new audiences and to inspire people to give, even in difficult circumstances. We have an institutional fundraising and partnerships strategy and monitor progress on securing opportunities to diversify funding. We have an established presence outside the UK in our sister agency Christian Aid Ireland and through ACT Alliance EU, enabling Christian Aid to retain its voice in Europe post Brexit. We are engaged in advocacy, working with networks and coalitions, including Bond, to minimise the negative impacts of the UK aid cuts, and shape a positive development vision for the UK.
<p>Regulatory compliance</p> <p>Failure to comply with legal and regulatory frameworks could damage our reputation and result in fines and other penalties. In international contexts this could compromise our ability to continue working in some locations. Regulatory pressure could restrict our ability to respond quickly, especially in conflict situations or in locations subject to sanctions or where terrorist groups are known to operate. If our funds were diverted into terrorist hands, we may face significant reputational, legal and financial risk.</p>	<ul style="list-style-type: none"> We have a range of working groups to oversee regulatory compliance including the Health, Safety and Security Committee, Financial Crime Risk Committee, Data Protection Oversight Committee and Safeguarding Governance Group and we ensure that statutory and regulatory reporting requirements are met. We provide induction and training to new trustees and have processes in place to keep the board apprised of relevant changes in regulation. We ensure compliance with national and local requirements, including registration, tax compliance and statutory reporting. We actively engage with the UK government and the financial sector to ensure that the regulatory environment relating to financial crime does not preclude legitimate humanitarian action.

Principal risk	Control and mitigation
<p>Human resources Failure to provide effective leadership and management, look after the wellbeing of our staff or ensure that we are diverse and truly inclusive could risk the implementation of our strategy, demoralise our staff and damage our reputation.</p>	<ul style="list-style-type: none"> ▪ We have rigorous and inclusive recruitment processes. Staff sign our code of conduct, have a structured induction and individual performance is supported and monitored under a structured approach. ▪ Our Decolonisation and Anti-Racism Governance Group oversees work to strengthen our approach to race and diversity in all our work. ▪ Our human resources policies promote employee wellbeing, and we provide regular and open communication to employees. ▪ We obtain feedback from staff through surveys and respond to issues raised.

Financial review

Income and expenditure overview

How we raised funds...



	2022/23	2021/22	Variance
Income	£'m	£'m	%
Donations from individuals	65.0	52.1	25%
Institutional grants	24.7	25.3	(3%)
Other	0.9	1.0	(5%)
Total income	90.6	78.4	16%

Christian Aid's income has increased by 16% to £90.6m in 2022/23, mainly due to the substantial Ukraine emergency appeal, over £16m of which is recorded under donations from individuals. Donations from individuals have therefore increased by 25% year on year, the substantial growth in donations to emergencies partly offset by a slight decrease in donations through Christian Aid Week and regular gifts.

Unrestricted income at £42.7m is ahead of the previous year. However, the substantial increase in restricted emergency appeal income means unrestricted income has decreased as a proportion of total income to 47% (2022: 54%).

	2022/23	2022/23	2022/23	2021/22	2021/22	2021/22
Income	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£'m	£'m	£'m	£'m	£'m	£'m
Donations from individuals	40.6	24.4	65.0	40.0	12.1	52.1
Institutional grants	1.3	23.4	24.7	1.1	24.2	25.3
Other trading activities	0.6	0.1	0.7	0.9	-	0.9
Investments	0.2	-	0.2	0.1	-	0.1
Total income	42.7	47.9	90.6	42.1	36.3	78.4

Christian Aid's total institutional grant funding fell by 2% to £24.7m. This is in keeping with project closures which began in the previous year. However we are now seeing signs of stabilisation, with income boosted by additional EU, UN, START Fund, and in the fourth quarter ACT Alliance humanitarian grants for Syria/Turkey.

Our in-year contract approvals in 2023 were £37.6m (2022: £31.1m). This includes £17m of new development projects and £18m of humanitarian awards (of which £13m were UN).

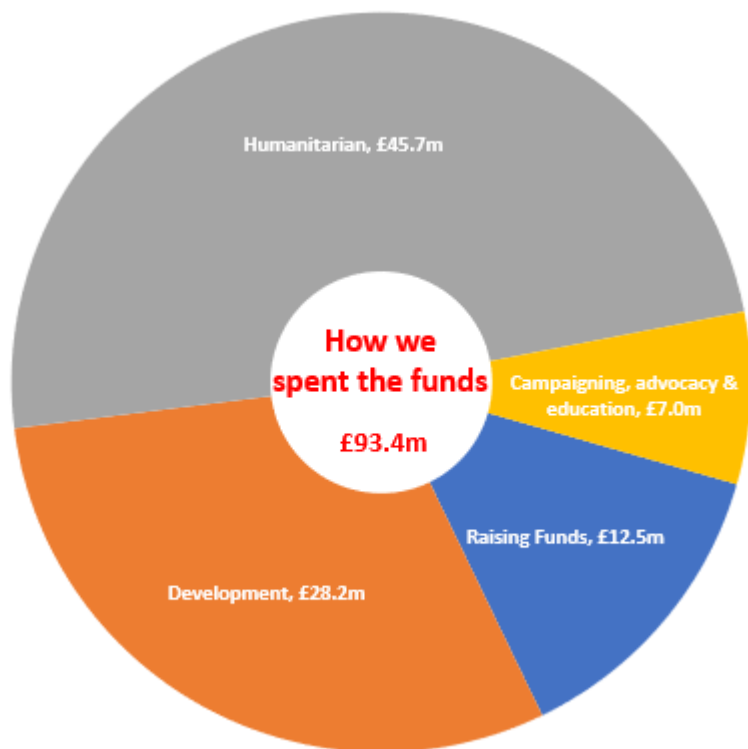
In addition to direct grant funding, Christian Aid facilitated the distribution of cash transfers valued at £5.6m to displaced people in the DRC and Nigeria via our partnerships with the UN World Food Programme. It is a long-term sector-wide humanitarian strategy to shift towards cash transfers as they allow communities in crisis to prioritise their immediate needs in a more dignified way and support local economies. However, these sums are recorded in the UN's Financial Tracking System (FTS) and thus are not recorded in Christian Aid's accounts for technical accounting reasons.

	2022/23	2021/22	Variance
Total donations by type	£'m	£'m	%
Christian Aid Week	5.0	5.8	(14%)
Appeals	29.6	17.5	69%
Legacies	14.7	13.8	7%
Regular gifts	12.5	12.8	(2%)
Other donations	3.2	2.2	45%
Total donations	65.0	52.1	25%

Donations from supporters increased by 25% over the previous year driven by the Ukraine crisis and strong performances in legacies and other donations. Christian Aid Week did not achieve the previous year level partly due to the strong public response to the war in Ukraine and the cost-of-living crisis. Appeals strongly outperformed the other donation lines this year, with a 69% uplift over 2021/22. This was predominantly DEC and humanitarian emergency appeals: Ukraine, Afghanistan, Hunger, and in the last quarter of 2023, the Turkey-Syria Earthquake Appeal. Legacy income rose 7% above the previous year, boosted by initial distributions from a generous legacy noted in the prior year. Our legacies pipeline at the year-end is £15.8m (2022: £16.3m). Regular giving decreased by 2%, reflecting stability despite stalling recruitment of new supporters due largely to the challenging economic environment. We are reassured that the decline is only minor compared to prior year, after many years of more substantial contraction in regular giving.

Other donations recorded a 45% increase on prior year. After Covid restrictions were relaxed in the previous year, community and denominational appeals are reviving, reflecting the never-failing generosity of our church and community supporters.

How we spent the funds....



Expenditure	2022/23 £'m	2021/22 £'m	Variance %
Raising funds	12.5	11.6	8%
Charitable activities			
Development	28.2	24.5	15%
Humanitarian	45.7	34.0	34%
Campaigning, advocacy, and education	7.0	5.9	19%
Total operational expenditure	93.4	76.0	23%

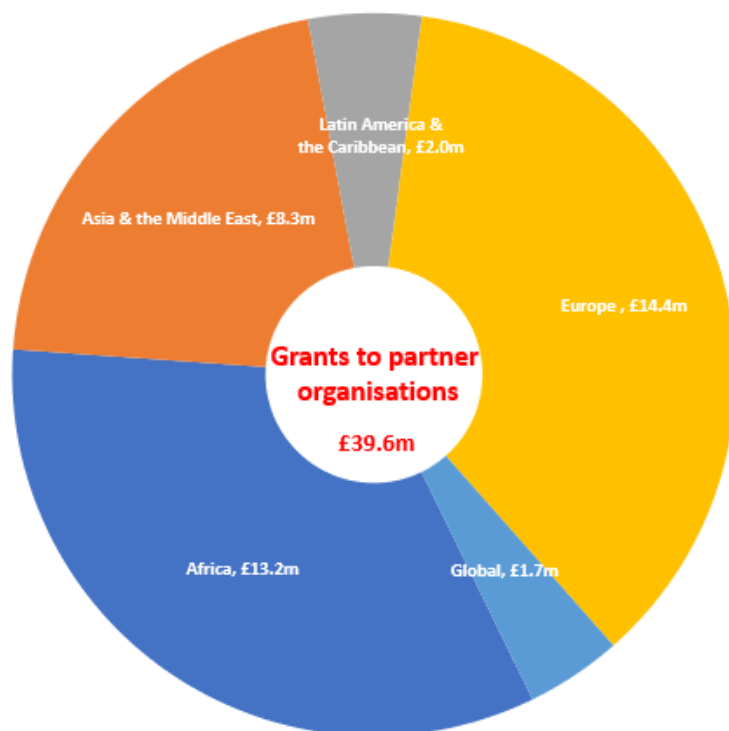
Expenditure has increased by 23% year on year to £93.4m in line with the increase in income.

Humanitarian expenditure has increased to £46m (2022: £34m) with crises in Ukraine, Afghanistan, Turkey-Syria, and East Africa the focus of our work in 2022/23.

Expenditure on development programmes increased by 15% to £28.2m.

Spend on charitable activities, at £80.9m, is 86% of total costs (2022: 85%). Fundraising investment increased by 8% to £12.5m as we increase our investment in supporter and community fundraising and brand post-pandemic.

Grants to partner organisations...



	2022/23	2021/22	Variance
Grant expenditure analysed by Region	£'m	£'m	%
Africa	13.2	10.4	27%
Asia and the Middle East	8.3	8.4	(2%)
Latin America and the Caribbean	2.0	2.0	0%
Europe	14.4	3.1	365%
Global	1.7	1.3	(31%)
Total grants to partner organisations	39.6	25.2	57%

Grants to partner organisations increased by 57% with a substantial increase seen in Europe, a direct result of the Ukraine Emergency Appeal. Grants to partners in Africa rose by 26% in part a consequence of an additional £2m spend from designated reserves set aside at the end of 2022. Christian Aid will continue to increase its grant allocations from core funds with a second allocation from designated reserves in 2023-24 as part of a three-year commitment and longer-term goal to increase grant-making from unrestricted income to 25%.

Balance sheet, pension, cash, and reserves

Our net asset position has decreased by 10% to £31.9m, reflecting the deficit position for the year.

The assets supporting the operating reserves include net assets held by subsidiary and connected entities, along with land and property valued at market value. As at, 31 March 2023, the operating reserves (unrestricted reserves less depreciating tangible and intangible fixed assets) stood at £14.4m. This is above the target of £14m set by the trustees in the reserves policy, which is derived from an assessment of financial and other risks. The trustees are working to a three-year financial framework, which is expected to return these reserves to this target. In addition to the operating reserves, the trustees have designated other unrestricted funds for specific purposes as part of the current three-year financial framework. At the 31

March 2023 these designated funds totalled £7.7m. £4.6m of these designations are for additional grant-making to partners during the period April 2023 – March 2025.

Restricted fund balances at £8.0m are only slightly increased on the previous year with a predominance of humanitarian appeal funds and other voluntary income funded restricted donations. Prior year institutional grant fund balances continue to be spent down. Where fund balances are in deficit the trustees remain content future donor commitments are sufficient not to provide for these deficits from unrestricted funds.

Due to the cyclical nature of programme spend, the previous year's net inflows are now a £5.4m net outflow, driven by increased investments in core grant-making and fundraising. Cash and cash equivalents are £5.4m down on prior year. Nevertheless, the trustees consider the cash position, the healthy reserves, and the projections for future income as sufficient to support the operational requirements of Christian Aid for the next 12 months and beyond.

The final salary pension scheme has a surplus of £6.8m (2021/22: £22.3m) under FRS102 and Christian Aid does not anticipate the need to make further contributions to the pension scheme for the foreseeable future. The surplus in the scheme cannot be recognised in the balance sheet under FRS102 because it is not recoverable.

Structure, governance and management

Legal structure

Christian Aid is a registered charity in England and Wales and in Scotland and is a company limited by guarantee registered in England and Wales. The trustees of Christian Aid are its directors for the purposes of company law. The trustees are responsible for overseeing the management of Christian Aid and delegate the day-to-day management of the charity to the Chief Executive. There are 41 members of Christian Aid, which are referred to as our sponsoring churches (as listed in the Acknowledgements on p64). The sponsoring churches represent a wide range of denominations and traditions from the Christian faith in Britain and Ireland. There are various subsidiary and connected charities which support Christian Aid, as described below:

- **Change Alliance** is a for-profit, wholly owned subsidiary of Christian Aid, established in India. Change Alliance provides consultancy, business development and fundraising support to a range of Indian private-sector and non-governmental partners.
- **Christian Aid Trading Limited** is a for-profit subsidiary of Christian Aid that pursues commercial fundraising opportunities in Britain and Ireland and donates its profits to the charity.
- **The British and Irish Churches Trust Limited** acts as a custodian trustee to Christian Aid and Churches Together in Britain and Ireland (an independent charity). The trust has legal title to Christian Aid's London office – Inter Church House – on behalf of the two charities, who jointly own the property.
- **Christian Aid Kenya** is a separately registered legal entity in Kenya established to facilitate Christian Aid's country programme there. This subsidiary is consolidated as a branch of Christian Aid in the same way as other country offices, since programme management continues to operate within the delegated authority framework of Christian Aid. Nyuki Hubs is a for-profit subsidiary of Christian Aid Kenya working to improve honey supply chains. Its accounts have not been consolidated into the group results of Christian Aid as they continue to remain de minimus.
- **Christian Aid Zimbabwe** is a separately registered legal entity established to facilitate Christian Aid's country programme in Zimbabwe. It is also consolidated as a branch of Christian Aid.

The results of each subsidiary (except as noted above) are consolidated into the group accounts of Christian Aid.

Christian Aid Ireland is an independent organisation and includes charitable companies in the Republic of Ireland and Northern Ireland, which together operate as a single pan-Ireland charity. The Irish sponsoring churches, Irish Council of Churches and Christian Aid are members of Christian Aid Ireland. Although Christian Aid Ireland operates as an independent entity, it remains aligned with Christian Aid in terms of its brand, vision, mission and values.

Board of Trustees

The principal responsibilities of the board include determining the overall strategy, policies, direction and goals of the organisation. The board is also responsible for protecting and promoting our identity and values, as well as fulfilling our statutory responsibilities. The board consists of a Chair and Vice Chair, the Chair from each of the national advisory committees for Wales and Scotland, a nominee from Churches Together in Britain and Ireland (CTBI), the Chair of Christian Aid Ireland, and up to 14 other trustees appointed by the members (the sponsoring churches in Britain and Ireland). This mix ensures an appropriate balance of lay and ordained people, diversity, geographical representation, and knowledge and skills relevant to our work. In keeping with good governance practice, trustees serve an initial term of four years which can be extended for a second term up to a maximum term of eight years in total. The board meets four times a year, which

includes two one-day meetings plus two two-day residential meetings.

New trustees undertake a comprehensive induction programme, which covers the formal governance arrangements and includes our legal structures and obligations, charitable priorities and work. Trustees receive a monthly e-briefing to highlight relevant updates including changes in regulation and best practice. Trustees are also invited to attend some internal meetings which may be of interest, as well as external conferences and seminars on governance matters to deepen their understanding of their roles and responsibilities.

Four new trustees were appointed to the board in 2022/23 and, in June 2023, the Chair retired from the board. Since then, there has been additional recruitment to recruit a new Chair and a trustee with fundraising experience.

The board plays a lead role in Christian Aid's work on race and diversity and there is a designated trustee to oversee the board and committees' work in this area. As part of the recruitment of the new trustees, diversity and representation from the global South were key considerations.

Board committees

The board delegates certain functions to specialist committees, as listed below. Each committee is chaired by a trustee and most include at least one independent adviser on a non-remunerated basis who is appointed for their specialist knowledge. A summary of key messages from each committee meeting is provided to the Board at its next meeting.

- The **Board Governance and Nominations Committee** is separately constituted under Christian Aid's Articles of Association. The Committee is responsible for nominating new trustees for election by members (the sponsoring churches) at the annual general meeting, and for reviewing the performance of the board. It also ensures that the board has effective work processes.
- The **Audit and Risk Committee** reviews reports from our external and internal auditors. It has oversight of, and reviews, policies in key risk areas including data protection, safeguarding, financial crime and health, safety and security. It also commissions special investigations and advises the board on risk management.
- The **Finance, Fundraising and Investment Committee** reviews the annual plans and budget, investment in and performance of fundraising, key financial policies, pension funding and the performance of Christian Aid's investment managers.
- The **People Committee** advises on human resources policies to ensure that they are aligned with our values and objectives and helps inform our global people strategy. It reviews the principles governing pay and benefits at Christian Aid. It also makes recommendations to the board on the remuneration of the Chief Executive.
- The **National Advisory Committees for Wales and Scotland** support the board in articulating our work and engaging with churches and other stakeholders in these nations.

Towards the end of 2022/23 the People Committee was formed from the merger of the previous Human Resources Governance and Strategy Committee and Remuneration Committee. This was to remove the significant overlap in the areas of responsibility and membership of the two previous committees.

Charity Governance Code

In 2018, the board adopted the Charity Governance Code for larger charities. The Code encourages charities to publish a brief narrative in their annual reports explaining how they apply it. During 2020/21, changes were introduced to strengthen the sections of the Code dealing with integrity, equality, diversity and

inclusion. The Board Nominations and Governance Committee continues to work with the board and other committees to fully implement the recommended practices in these sections.

The board monitors its compliance with the Charity Governance Code. The next board review will be led externally, in accordance with recommended practice, and is due to take place in 2023. Although the board is compliant with nearly all of the recommended practices contained in the Charity Governance Code, it has decided to explain why it does not apply three of the recommended practices following the 'apply or explain' approach encouraged by the Code.

Firstly, the size of the board exceeds the maximum of 12 recommended by the Code. Christian Aid's Articles of Association provide for up to 20 trustees and there were 16 as of March 2023. The reason for having a larger board is to include representation from our sponsoring churches across the four nations, as well as a balance of knowledge and skills, diversity and geographical spread (both UK and international). Having reviewed the recommendation, we consider that the size of the board is appropriate for the complexity and size of the organisation.

Secondly, the Code recommends that the chair of an audit committee should have recent financial experience. In 2022/23, our Audit and Risk Committee had this experience within its membership, although not directly with the chair. We have a separate Finance, Fundraising and Investment Committee that is chaired by a finance professional. The responsibilities of our Audit and Risk Committee extend more widely than audit and include responsibility for advising the board on risk management and control issues. Risk management is integral to how the trustees govern Christian Aid and our approach to managing risk is explained in detail on p.14. The board is satisfied that the chairs and members of each committee have the competencies to ensure that the committees can discharge their responsibilities effectively.

Thirdly, the board decided to carry out comprehensive board reviews biennially. This decision was because it took the board some months to implement all the recommendations from the previous review. The board continues to prioritise good governance in carrying out its duties with key input from the Board Governance and Nominations Committee as required.

Public benefit

The trustees confirm that they have had regard to the Charity Commission's general guidance on public benefit when reviewing Christian Aid's aims and objectives, and in planning activities and setting policies and priorities for the year ahead.

Our objectives are the furtherance of charitable purposes that:

- relieve and combat poverty, malnutrition, hunger, disease, sickness, or distress throughout the world
- advance or assist such other charitable work as may be carried out by or with the support of the sponsoring churches.

We carry out these objectives through working towards our essential purpose: to expose the scandal of poverty, to help root it out from the world in practical ways, and to challenge and change the systems that favour the rich and powerful over the poor and marginalised.

The activities that we carry out to further our charitable purposes for the public benefit are concentrated on providing grants to, and otherwise supporting, partner organisations in countries where we work, for long-term development and responding to emergencies, as well as vital campaigning, advocacy, and education work on the causes of poverty.

Throughout this report, we have illustrated how our work furthers our charitable purposes and the significant benefits it brings to communities and individuals in developing countries in urgent need of support,

regardless of characteristics such as gender, religious belief, race, ethnic origin, nationality, sexual orientation, physical or mental disability, or age.

The trustees confirm that they have had regard to section 172(1) of the Companies Act 2006, which details the trustees' duties to promote the success of the charity to achieve its charitable purposes. This trustees' report details the activities, policies, and governance arrangements in place at the charity to achieve this aim.

Disclosure of trustees' interests

Declarations of interest have been received from all trustees who served during the year and all advisers, with no conflicts arising. The declarations have been made available to our external auditor.

Trustees are not involved at the operational level of proposing projects, selecting suppliers or approving payments.

Trustee attendance register

	Board		Committees	
	Total	Attended	Total	Attended
Hazel Baird ^{1,2}	5	5	8	7
Sam Bickersteth (from November 2022)	2	2	0	0
Richard Calvert ^{2,3}	5	5	8	5
Mark Currie ²	5	4	4	4
Johannes Etten ³ (co-opted July 2022)	3	3	4	4
Giles Fraser ⁴	5	5	4	2
Pippa Greenslade ³ (until November 2022)	3	2	5	5
Nontando Hadebe ³	5	5	3	1
Liz Hughes	5	4	0	0
Carol Hui ¹	5	3	7	6
Martin Johnstone	5	5	0	0
Mukami McCrum ³	5	3	3	3
Chine McDonald (from November 2022)	2	2	0	0
Nick Moberly ¹	5	5	4	3
Nan Powell-Davies	5	2	0	0
John Sentamu ^{*1,2,3,4} (Retired June 2023)	5	4	1	1
Gemma Spence (from November 2022)	2	1	0	0
Margaret Swinson ^{1,4}	5	5	8	8

1. Audit and Risk Committee

2. Finance, Fundraising and Investment Committee

3. People Committee

4. Board Governance and Nominations Committee

*Ex-officio

People and Culture

Our people

As outlined above, we believe that all people are created equally and work hard to create a workplace where everyone belongs and contributes regardless of their gender identity, age, sexuality, race, background, or location. We are committed to being an anti-racist organisation and to our workforce reflecting our context.

Here are some highlights from our 2022/23 work on people and culture.

Equality, diversity, and inclusion

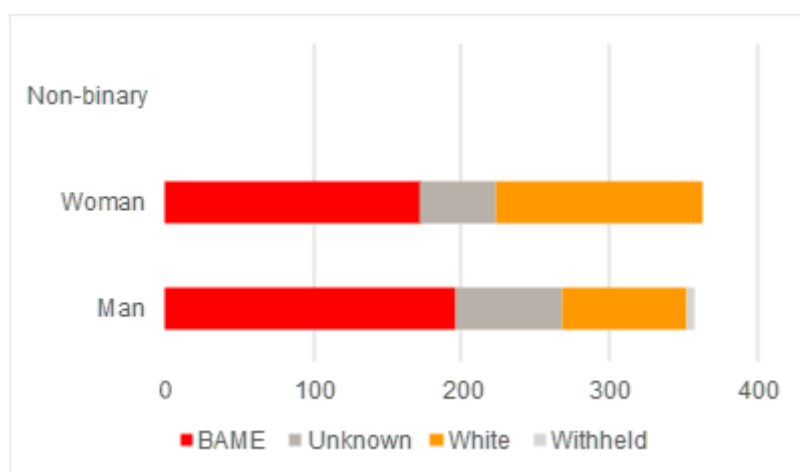
During 2022/23, we reviewed many of our people policies, including the code of conduct and carried out an equality impact assessment to ensure that our policies were reviewed through a race lens.

A Race and Diversity Implementation Project Group is responsible and accountable for the delivery of Christian Aid's commitments to becoming an anti-racist organisation and for implementing, or driving the direct implementation of, the activities as detailed in the programme of work on race and diversity.

During 2021/22, Christian Aid signed up to the Fair Share Commitment, focused on increasing the number of women in leadership positions within the global social impact sector. Christian Aid has committed to achieving gender equality in leadership positions by 2030 and to sharing data annually on the percentages of women in staff and leadership positions.

Christian Aid ranked 27th in the FAIR SHARE Monitor 2023 and our FAIR SHARE Index of 9.91, means that we have what they consider to be an equitable proportion of women on staff and in leadership. We are using gender pay reporting requirements in the UK as a platform to work towards more visible organisation-wide gender pay profiling and reporting. We have started to replicate this for ethnicity.

Employees by ethnicity and gender – global



Note: Values fewer than five are not reported.

Remuneration

We have become acutely aware of the impact the cost-of-living crisis is having in many countries, in some cases exacerbating the already poor living conditions driven by long- running conflicts or political issues in fragile states. A pay increase of 5% for 2023/24 was awarded to staff in two separate payments with 2% being paid in October 2022 and a further 3% in April 2023.

During 2022/23 we commissioned a global reward review to review our job evaluation process and benchmark all our country pay scales. The review looks at total reward across our international and UK teams and examines several issues, including the fairness of pay in global roles, which can be based anywhere and are increasingly recruited into the global South.

Gender and ethnicity pay gap

Gender

Christian Aid increasingly recruits to the global South, so the data that follows must be read in that context. We have, for example, recruited two female directors outside of the UK.

We are now in the sixth year of reporting on our UK Gender Pay Gap, with the regulations coming into force in 2017 for organisations employing over 250 employees. On 5 April 2022 at the time our gender pay gap was calculated, 65% of our UK employees were women and 35% were men.

Data from 2022 shows that we have a mean gender pay gap of 13.7% in favour of male staff and a median gender pay gap of 11.5% also in favour of male staff. This is just below the national average in 2022 of 14.9% which decreased by 0.5% (down from 15.4%) in 2021.

For the first time since we have been publishing our UK Gender Pay Gap, we have seen a slight reduction in the mean gender pay gap (0.2%), with the median remaining the same as last year. While just a few senior management roles can influence our data, further analysis of our starters and leavers indicated that over time our gap increased because men in the UK have secured more of the senior positions. The data does not consider our recruitment at a global level to senior positions outside of the UK. Our analysis indicates that our UK gender pay gap is also primarily driven by having substantially more female staff in lower pay quartiles. There is no pay difference between male and female staff who carry out the same job, similar jobs, or work of equal value.

Gender pay gap data over last three years (percentages in favour of male staff)

Snapshot date	Reporting date	Mean	Median
April 2020	March 2021	12.5%	9.1%
April 2021	March 2022	13.9%	11.5%
April 2022	March 2023	13.7%	11.5%

Over the next three years, we have committed to reducing the gap by ensuring pay transparency, building on our flexible working, and providing opportunity through direct action.

Ethnicity

Ethnicity pay gap analysis on the same data reveals a 2.4% mean and 2.9% median pay gap and continues to highlight a lack of diversity in more senior positions. We are developing more detailed data to support future analysis and improve our systems for reporting on our ethnicity pay gap. While there is no doubt that generations of behaviour and practice are still having an impact, and there is a need for concentrated action at a societal level, Christian Aid should and is playing our part in that change.

Learning from our data

We have taken steps to improve our data, our ability to track trends and our recruitment practices, including

introducing anonymous recruiting and taking direct action on pay, especially at appointment. We have a balance of gender and ethnicity on all our recruitment panels and all panel members have undertaken unconscious bias training.

Volunteers

Our volunteers continue to be central to our work in the UK – amplifying our ability to encourage others to give, act and pray and we are incredibly grateful for them.

During 2022/23, we observed a gradual decline in active volunteer numbers, reflecting UK trends. While this presents a challenge, it highlights the need for us to continually adapt and engage with our volunteer base. Our volunteers have shown remarkable dedication and resilience, returning to in-person activities after Covid pandemic restrictions.

Volunteer teachers resumed their crucial role in raising awareness in schools, while speakers increased their involvement in community activities. Prophetic activists and campaigners added valued momentum behind our key campaigns. This return to in-person engagement signifies a positive step. We have actively recruited individuals into new areas of Christian Aid, including our Student Takeover event, which saw enthusiastic participation from student volunteers eager to contribute to our work. We also recruited behind-the-scenes volunteers who play a vital role in supporting various functions.

Staff communications

The importance of effective internal communications and engagement continues, and we used our intranet hosted in SharePoint as the primary tool used by staff, with Viva Engage the primary tool for announcements and global collaboration. We ran our Global Annual Staff Engagement Survey, and created a new managers' network, I Performance Development Toolkit, and new talent management approach.

Employees were able to raise ideas or concerns through their manager or senior management, including the Chief Executive, or anonymously through the whistleblowing policy and the Ideas Box.

We have excellent working relationships with Unite, the recognised union at Christian Aid. There is also a network of global staff representatives, who volunteer to represent their colleagues outside the UK.

Accountability and Reporting

Accountability standards

Christian Aid voluntarily signs up to several global standards that drive us to improve our organisational effectiveness and impact.

Key amongst these is our commitment to the **Core Humanitarian Standards** which set out the basic tenets of principled, accountable, and high-quality support and assistance, and against which we are independently audited each year. This applies to both our humanitarian and development programming.

We were also an early signatory to the **Grand Bargain**, a special agreement between some of the largest donors and humanitarian organisations, where we have committed to improve the effectiveness and efficiency of humanitarian action, to get more resources into the hands of people in need.

In the **Charter for Change**, Christian Aid is implementing eight commitments to address imbalances and inequality in the global humanitarian system, for example on partnership and transparency.

And by publishing our data in line with the **International Aid Transparency Initiative**, we make data on our development and humanitarian spending and projects easier to access, use and understand, and this data is freely available and open to anyone in the world.

Programmes and partnerships

Partnership approach

We are committed to working in partnership with local and national organisations through a grant-making approach, and to ensuring decisions are made by those closest to the need. We see partnership as more than a technical relationship for “implementing” and strive towards transformational change through complementary interventions with different partners. Grants to partner organisations are made within our agreed strategies and are usually awarded on a three-year basis.

Project proposals are mutually agreed with partners as well as being subject to a formal approval process to mitigate risks before individual grants are approved. All projects are systematically monitored during implementation, and major projects are subject to a final evaluation process. We work with a mix of newer and longer-term partners who share our aims and values and with whom we strive towards mutual partnerships in line with Christian Aid’s partnership principles. We aspire to joint risk mitigation and mutual accountability as well as promoting capacity strengthening and learning activities with our partners.

From time to time, we may act as a contractor for several governments, including the UK Government. Under these contracts, we disburse grants to a range of donor-approved grantees. The selection, monitoring and evaluation of the performance of these grantees are subject to contract-specific performance measures.

Details of the amount given in grants to partner organisations during 2022/23 can be found in Table 5.1 of the Financial Statements on page 49.

New Integrated Programme Management System iPIMS

In October 2022, Christian Aid launched its new Integrated Programme Information Management System (iPIMS), an important milestone in driving operational excellence. The major cross-organisation project delivered an online system for managing our global programmes on time and on budget. It is accessible by our staff and partners and significantly improves our business processes by providing a ‘one stop shop’ for programme, project, and partner management. Through improved data collection, analysis, and reporting functionality, we now have much greater visibility of our global programmes. This enhances transparency, accountability, and risk management in line with our programme quality standards.

Fraud & Financial Crime

Delivering our strategy, which commits us to working in the most vulnerable and complex contexts, requires us to effectively manage a range of key risks in the fraud and financial crime space. This includes general risks related to fraud, theft, other misuse of funds and bribery and money laundering, as well as specific risks of terrorist financing and compliance with financial or trade sanctions which arise in certain countries or territories where we work.

Our approach to this area is governed by three key policies: Fraud and Misuse Policy, Anti-Bribery Policy and Financial Crime and Abuse Policy. We have specialist staff based within our Audit, Risk and Assurance team who provide professional advice and guidance on fraud and financial crime risk management, as well as leading case management of incidents. In recognition of the specific challenges and complexities posed by terrorist financing and sanctions risk, we have also established a Financial Crime Risk Committee of senior staff to further support our risk management in this area.

Christian Aid also advocates for measures to ensure that sanctions frameworks and related measures do not inadvertently hinder timely delivery of humanitarian assistance or other activities which support basic human needs. The past year has seen significant progress, including humanitarian general licences being issued by the UK Government in connection with Ukraine and the Syria earthquake. The EU has acted similarly, and the United States of America has issued humanitarian general licences across the majority of its sanctions regimes. The landmark UN Security Council Resolution 2664 also introduced a cross-cutting humanitarian exception into existing and future UN sanctions regimes.

Fundraising

Our fundraising

Our fundraising is driven by a powerful movement of individuals, communities of supporters, and partners, joined together by our shared values. By mobilising and inspiring congregations, schools, leaders and individuals to give, act and pray, we seek transformation for communities and people living at the sharp end of poverty and injustice.

Through diverse supporter engagement, we aim to provide a sustainable platform for Christian Aid that is not dependent on any single source of income. It also means we can campaign independently on the issues we believe will make the most difference. Fostering genuine supporter relationships is not only the most effective approach for Christian Aid, but also leads to transformation for all involved.

Christian Aid is registered with the Fundraising Regulator and is committed to legal, open, honest and respectful fundraising. We monitor regulatory developments, review policies and update training for staff and volunteers to ensure we maintain standards. Our range of fundraising policies covers the standards and principles that underpin our approach to fundraising for voluntary income from individuals, churches and communities. Major gifts and funds from institutions are also covered by our policies, and our private sector and institutional fundraising follow our due diligence processes.

Christian Aid works with several third-party agencies for fundraising. For legacy and individual giving, we use a third-party agency to support us in telephone fundraising. In 2022 we have changed telephone agencies from Purity Fundraising to Ethicall. We have our own telephone fundraising charter to direct the conduct of our people and third parties. In addition to training call handlers, we have regular update sessions, monitor calls for quality each week and investigate fully in the rare event of a complaint.

Since 2021/22, we have been improving and building our customer relationship management system (Microsoft Dynamics) that provides an effective and efficient platform for managing relationships with our supporters. The project stage was completed in December 2022, and 2023 is a year of transition from project stage to continuous improvement and an enhanced understanding of current business needs.

We take protecting supporter data very seriously. Our data protection policy complies with – and, in some cases, goes beyond – the UK General Data Protection Regulation (UK GDPR) requirements and our Privacy Policy is always accessible on our website. We never swap or sell supporter data and supporters can change their communication preferences at any time. During 2022/23, we did not experience any data breaches which we were required to notify to the Information Commissioner’s Office (ICO).

Complaints

Building strong relationships with our supporters is important to us. We are grateful to receive feedback from our supporters, whether it is to help us improve or encourage our existing work. We are reviewing the complaint and feedback mechanisms to ensure they meet our organisational and supporter needs. We report annually to the Fundraising Regulator the number of complaints we have received. From 1 April 2022 to 31 March 2023, we sent 978,971 fundraising emails and 1,131,504 addressed direct mail pieces. We received 110 complaints in total.

Protection of people in vulnerable circumstances

We want engaging with Christian Aid to be a positive experience for all. We recognise that, among the many people with whom we communicate through our fundraising activity, there may be a small number who do not have the capacity to make an informed decision or fully understand the consequences of planning to donate, volunteer or fundraise for us.

We have a Fundraising Policy to enable all staff to follow best practice guidelines for working with adults at risk or in vulnerable circumstances, and with children and young people. We have specific guidance regarding house-to-house collections and receiving donations from people in vulnerable circumstances. Many of our supporters and collectors are themselves increasingly elderly, and therefore our group organisers, church representatives and volunteers are supported by staff, who receive regular safeguarding training.

Data protection

We have developed a Responsible Data Plan, seeking to ensure compliance with data protection legislation within all Christian Aid’s country programs. A Responsible Data Coordinator was recruited to assist the Data Protection Manager in developing a pilot program within the Nigeria country program. As part of this, a range of new policies, procedures and resources have been developed and have been trialled by staff working in the field. The next stage of the project will be to fully implement these new resources and train staff across all country programs, considering any regional variations and a growing body of developing local legislation in this area. We will also provide training to our local partners to enhance their knowledge and compliance in this critical area.

At an organisational level, there have been two further major developments. Firstly, in coordination with our Fundraising and Supporter Engagement team, an amended approach to telephone fundraising has been implemented to balance allowing the team greater freedom in their fundraising efforts, while ensuring compliance and fairness for our supporters. This may in time be extended to email communications, in line with a potential easing of restrictions on charities in this area set out in the draft Data Protection Bill before parliament.

Secondly, significant progress has been made in implementing the organisational Data Retention Policy, with significant quantities of physical documentation being digitised or removed from archives and clear plans of action in place to ensure compliance within our major data storage systems, including SharePoint, Dynamics, and Outlook. While significant work remains to be done, the progress that has been made is substantial.

Safeguarding

We are committed to providing a safe and trusted environment for all those who encounter Christian Aid. We take a zero-tolerance approach to breaches of our Safeguarding and Code of Conduct Policies and put the wellbeing and rights of people and communities at the heart of our work. The board has oversight of safeguarding, with support from the Audit and Risk and the People Committees. The board approves the Safeguarding Policy annually and three of the trustees are designated as safeguarding trustees.

We employ staff who are responsible for implementing our safeguarding work, including providing support and training to our programme staff. We also have a cross-organisational Safeguarding Governance Group which provides operational oversight of our safeguarding work and ensures that policies and procedures are embedded across Christian Aid.

All our staff, trustees and volunteers must complete dedicated interactive safeguarding training every year, and sign our Code of Conduct, which covers safeguarding issues and how they should be responded to. Consultants with programme-facing roles are also required to sign our Code of Conduct. Our implementing partners must have appropriate safeguarding and code of conduct policies as a condition of funding. Safeguarding requirements are embedded in our partnership and funding agreements together with due diligence processes. All implementing partners receive our safeguarding training. For new partners, we may provide additional support for building safeguarding capacity, including developing relevant policies.

We encourage all Christian Aid representatives, partners and the people and communities with which we work to report safeguarding concerns. We have a range of confidential mechanisms and this year we introduced a new internal electronic reporting form and a digital case management system, further improving our ability to receive and respond to concerns. At the community level, awareness raising activities are now routinely conducted in new projects. We have mapped the relevant legal, social welfare, child protection and survivor/victim assistance arrangements in each country where we operate to help us to respond in an appropriate and survivor centered way.

We continue to work in collaboration with members of Bond (the UK network for organisations working in international development), donors and regulators to improve the quality and consistency of our individual and collective safeguarding practice. We are also a member of the Inter-Agency Misconduct Disclosure Scheme, which aims to stop people who have been found guilty of committing sexual misconduct from moving between aid organisations undetected. We have a zero-tolerance approach in our recruitment which includes rigorous reference checking, Disclosure and Barring Service checks in the UK and police checks internationally where appropriate.

Between April 2022 and March 2023 Christian Aid received 15 safeguarding concerns, 13 related to our international operations and two related to our UK and Ireland operations. Of the 15 concerns, three related to Christian Aid staff, eight related to partner organisations and four did not concern either Christian Aid staff or our partners. Of the three complaints related to Christian Aid staff, one led to a formal investigation which resulted in dismissal and two did not meet the threshold for an investigation. In all instances, Christian Aid sought to respond to every complaint appropriately and in line with our survivor-centered approach.

Modern slavery

Modern slavery is a complex issue and tackling it necessarily involves addressing its root causes. This makes it inextricably linked to our long-term development work. We work with local partners and communities to fight injustice and campaign to change the economic systems and structures that allow modern slavery and human trafficking to take place.

We also tackle modern slavery as part of our work on business and human rights. In the UK, Christian Aid is a founding member of both the Ethical Trading Initiative (ETI) and the Corporate Justice Coalition (CJC). We supported both organisations in the development of modern slavery legislation in the UK and are working with CJC to update that legislation. We also work internationally advocating for a UN Binding Treaty on Business and Human Rights (a legally binding instrument to better regulate the activities of multinational corporations).

We take steps to ensure that no forms of slavery or human trafficking are part of our own supply chains. Supply chain management is covered in our Procurement Policy and Procedure. The Policy promotes ethical and sustainable procurement processes and includes a Code of Conduct for suppliers.

In addition to our own procurement, the Policy applies to any procurement through our implementing partners for donor funded projects. Our Partnership Agreement also covers modern slavery and requires our partners to have procurement policies and procedures in place to minimise the risk of slavery and human trafficking in their supply chains.

As one of our key risks of modern slavery arises in connection with our programmatic work, during 2022/23 we started to carry out assessments to identify the countries we operate in which present a higher risk of modern slavery. This will help us to develop a more detailed risk management approach around modern slavery in delivering programmes and working with partners in these countries.

We have a mandatory online training module for our staff, with guidance on how to implement our procurement policies and guidelines. We have also promoted the use of complaint mechanisms and reporting tools if anyone identifies a risk of modern slavery in our or our partners' supply chains. We did not receive any reported cases of modern slavery during 2022/23.

Carbon footprint

Carbon footprint update and Streamlined Energy and Carbon Reporting (SECR) compliance

Under SECR legislation, we are required to report some of our UK-based greenhouse gas emissions as part of our Annual Report. Specifically, we need to report, as a minimum, our emissions from UK energy use and business vehicle travel.

How we have calculated our emissions

All electricity at Inter Church House was purchased from a certified renewable supplier in 2022/23. However, in compliance with UK government reporting standards, we have used "location-based" reporting of our electricity emissions, which means that the carbon footprint of electricity is calculated based on the average carbon intensity of the electricity grid, not the supplier.

Carbon emissions have been calculated using Defra's 2022 greenhouse gas emissions factors. Travel in non-owned cars has been calculated using the factor for "Average car, unknown fuel". Energy data was collected from energy bills for Inter Church House, with Christian Aid's share estimated based on our occupation of 72% of the space in the building.

The electricity use at Christian Aid's offices in Edinburgh, Warrington and Cardiff (from April – November 2022) was based directly on energy bills. However, differentiated bills were not available for electricity at the Belfast or Glasgow offices, or for gas use at Cardiff, or for electricity use at Cardiff from December 2022 – March 2023. In these cases, electricity and gas use were estimated based on the usage in previous years and/or the floorspace of the offices.

Emissions reporting for SECR (UK office energy and business travel) for 2022/23

Emissions source	Quantity 22/23	Unit	22/23 Carbon footprint (tCO ₂ e)	21/22 Carbon footprint (tCO ₂ e)	Scope
Electricity use, Interchurch House	186,322	KWh	48.7	55.6	2
Gas use, Interchurch House	202,503	KWh	43.3	59.6	1
Electricity use, UK regional offices	30,283	KWh	7.9	5.8	2
Gas use, UK regional offices	33,076	KWh	7.1	6.7	1
Emissions source	Quantity 22/23	Unit	22/23 Carbon footprint (tCO ₂ e)	21/22 Carbon footprint (tCO ₂ e)	Scope
UK fuel use by Christian Aid vehicles	0	litres	0.00	0.00	1
UK vehicle travel in non-owned vehicles	83,080	vkm	17.9	7.2	3
TOTAL	-	-	124.9	134.9	

These 124 tonnes represent a carbon intensity of 0.41 tCO₂e per full time UK Christian Aid employee (FTE). In 2021/22, these UK emissions made up 13% of our global carbon footprint for energy use, travel, paper and printing. We expect a similar ratio for 2022/23 once the global calculations are complete.

Actions taken in 2022/23

For more than a decade, we have been at the forefront of international non-governmental organisations in driving down our carbon footprint. Between 2011/12 and 2019/20 we halved our total measured emissions and reduced our CO₂e per £1000 of operational spend by almost two-thirds. In 2020/21, due to the impacts of Covid, our global footprint fell by a further 62% compared with 2019/20, and then only partly bounced back in 2021/22, remaining 45% below 2019/20 levels.

The rise in UK vehicle travel since the loosening of Covid restrictions has continued in 2022/23, increasing a further 150% compared with 2021/22. However, UK travel emissions remain 45% lower than before the pandemic. Meanwhile, total office energy use has fallen by 14%, with a rise in energy use at regional offices being more than counteracted by a significant drop in energy use by Christian Aid at Interchurch House. During 2022/23 we have pushed ahead with our ambitious decarbonisation plan to ensure our global emissions are at least 50% below 2018/19 levels by 2030, in line with climate science and the need to hold global heating at 1.5 degrees.

In February 2023, we launched an updated Environmental Policy which we published on our website. Over the past decade, we have taken steps to reduce our carbon footprint by more than half. Our new policy builds on this success and sets out our targets for the years ahead. We commit to reducing our Greenhouse Gas emissions by 50% against our 2019/2020 levels by 2030, and as close to zero as possible, and to mitigating our residual emissions to achieve net zero emissions by 2050 at the latest. Some of the measures we are taking include using renewable energy solutions in our offices, reducing national and international travel, and using digital and online solutions in our work. We work to ensure that our programmes and advocacy conform to a 'do no harm' principle. We also promote environmental sustainability in our engagement with communities, partners, contractors and suppliers. Finally, we ensure that our financial investments and service providers meet sector leading Environmental, Social and Governance (ESG) standards.

Statement of trustees' responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year in accordance with applicable law and FRS 102, the Financial Reporting Standards applicable in the UK and the Republic of Ireland.

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 its net incoming resources for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue to operate.

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

Information provided to auditors

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as the trustee is aware, there is no relevant audit information of which the company's auditors are unaware; and
- the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 418 of the Companies Act 2006.

Haysmacintyre LLP remained Christian Aid's auditors throughout the year.

The annual report and accounts, including the strategic report, is approved by the Board of Trustees on 27 September 2023 and signed on its behalf by the Chair of the Board:



Maggie Swinson

Interim Chair of the Christian Aid Board of Trustees

27 September 2023

Auditor's report

Independent auditor's report to the members and trustees of Christian Aid

Opinion

We have audited the financial statements of Christian Aid for the year ended 31 March 2023, which comprise the Consolidated Statement of Financial Activities, the Consolidated and Parent Balance Sheets, the Consolidated Statement of Cash Flows, and notes to the financial statements, including a summary of 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 group's and of the parent charitable company's affairs as at 31 March 2023 and of the group's and parent charitable company's net movement in funds, including the 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 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 group 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 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 group'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. The other information comprises the information included in the Trustees' Annual Report and the Letter from the Chair and Letter from the Chief Executive.

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.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 during the audit:

- the information given in the Trustees' Annual Report (which includes the strategic report and the directors' 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' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained during the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charity Accounts (Scotland) Regulations (as amended) require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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 for the financial statements

As explained more fully in the trustees' responsibilities statement set out on p66, 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 group's and the parent 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 group or the parent 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to company and charity law in England and Wales, company and charity law in Scotland and compliance with overseas laws and regulations in the jurisdictions the Group operates in. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, Charity Accounts (Scotland) Regulations (as amended), Charities and Trustee Investment (Scotland) Act 2005 and the impact of payroll taxes and sales taxes.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue, the cut-off of revenue at the year end and management bias in areas of accounting estimate. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Inspecting internal audit reports;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

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, section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 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.

Adam Halsey

(Senior Statutory Auditor)

For and on behalf of Haysmacintyre LLP, Statutory Auditors
10 Queen Street Place
London
EC4R 1AG

3 October 2023

Financial Statements

Consolidated statement of financial activities

(incorporating an income and expenditure account) for the year ended 31 March 2023

	Notes	2023 Unrestricted funds £'m	2023 Restricted funds £'m	2023 Total funds £'m	Restated 2022 Unrestricted funds £'m	Restated 2022 Restricted funds £'m	Restated 2022 Total funds £'m
Income							
Donations and legacies	2	40.6	24.4	65.0	40.0	12.1	52.1
Institutional grants	3,19-21	1.3	23.4	24.7	1.1	24.2	25.3
Other trading activities		0.6	0.1	0.7	0.9	-	0.9
Investments		0.2	-	0.2	0.1	-	0.1
Total income		42.7	47.9	90.6	42.1	36.3	78.4
Expenditure							
Raising funds	5	12.0	0.5	12.5	11.2	0.4	11.6
Charitable activities							
Development	5	15.7	12.5	28.2	12.9	11.6	24.5
Humanitarian	5	12.3	33.4	45.7	10.9	23.1	34.0
Campaigning, advocacy, and education	5	5.3	1.7	7.0	4.6	1.3	5.9
Total operational expenditure		45.3	48.1	93.4	39.6	36.4	76.0
Other expenditure							
Pension adjustment	22	-	-	-	-	-	-
Total expenditure		45.3	48.1	93.4	39.6	36.4	76.0
Net (loss)/gain on investment		(0.4)	-	(0.4)	0.4	-	0.4
Net (expenditure)/income		(3.0)	(0.2)	(3.2)	2.9	(0.1)	2.8
Other recognised gains/(losses)							
Actuarial gains/(losses) on defined benefit pension scheme	22	-	-	-	-	-	-
Fund transfers	14	(0.5)	0.5	-	-	-	-
Net movement in funds		(3.5)	0.3	(3.2)	2.9	(0.1)	2.8
Reconciliation of funds							
Total funds brought forward at 1 April		27.4	7.7	35.1	24.5	7.8	32.3
Total funds carried forward at 31 March	14,15	23.9	8.0	31.9	27.4	7.7	35.1

Balance sheets

as at 31 March 2023

	Notes	Consolidated group		Parent charity	
		2023 £'m	2022 £'m	2023 £'m	2022 £'m
Fixed assets					
Intangible assets	8	1.4	1.7	1.4	1.7
Tangible assets	8	5.4	5.4	5.4	5.4
Investments	9	14.3	14.6	14.7	15.0
		21.1	21.7	21.5	22.1
Current assets					
Stocks		-	0.3	-	0.3
Debtors	10	7.7	6.4	7.6	6.2
Short-term cash deposits		0.3	0.2	-	-
Cash at bank and in hand		11.3	16.8	11.0	16.5
		19.3	23.7	18.6	23.0
Liabilities					
Creditors: amounts falling due within one year	11	(5.9)	(8.0)	(5.7)	(7.8)
Net current assets		13.4	15.7	12.9	15.2
Total assets less current liabilities		34.6	37.4	34.4	37.3
Creditors: amounts falling due after more than one year		(0.9)	(1.0)	(0.9)	(1.0)
Provision for liabilities		(1.7)	(1.3)	(1.7)	(1.3)
Net assets excluding pension liability		31.9	35.1	31.8	35.0
Defined benefit pension scheme liability	22	-	-	-	-
Net assets	16	31.9	35.1	31.8	35.0
Restricted funds					
Appeals and other donations	15	7.2	6.5	7.2	6.5
Institutional grants	15	0.8	1.2	0.8	1.2
Total restricted funds		8.0	7.7	8.0	7.7
Unrestricted funds					
Unrestricted funds	14	23.9	27.4	23.8	27.3
Total unrestricted funds	14	23.9	27.4	23.8	27.3
Total funds		31.9	35.1	31.8	35.0

The notes on page 41 to page 63 form a full part of these financial statements. The financial statements were approved and authorised for issue on the authority of the board and signed on its behalf by:



Maggie Swinson

Interim Chair of the Christian Aid Board of Trustees

27 September 2023

Consolidated statement of cash flows

for the year ended 31 March 2023

	31-Mar 2023 £m	31-Mar 2022 £m
Net (deficit)/surplus for the year before net gains / (losses) on investments	(2.8)	3.2
Depreciation charges and amortisation of intangible fixed assets	0.9	0.9
Net losses/(gains) on investments	0.4	(0.4)
Decrease/(Increase) in debtors	(1.3)	1.1
(Decrease)/Increase in creditors	(1.9)	3.1
Decrease/(Increase) in stocks	0.3	(0.3)
FRS102 defined benefit pension contributions	-	(0.1)
Net cash provided by /(used in) operating activities	(4.4)	7.5
Interest from investments	0.2	0.1
Purchase of fixed assets	(0.6)	(0.6)
Proceeds from the sale of investments	3.1	1.1
Purchase of investments	(3.7)	(1.3)
Net cash used in investing activities	(1.0)	(0.7)
Change in cash and cash equivalents in the year	(5.4)	6.8
Cash and cash equivalents at the beginning of the reporting period	17.0	10.2
Change in cash and cash equivalents due to exchange rate movements	-	-
Cash and cash equivalents at the end of the reporting period	11.6	17.0
Analysis of cash and cash equivalents		
Cash at bank and in hand	11.3	16.8
Short-term cash deposits	0.3	0.2
Total cash and cash equivalents	11.6	17.0
Cash and cash equivalents at the start of the year	17.0	10.2
Cash flows	(5.4)	6.8
Cash and cash equivalents at the end of the year	11.6	17.0

Notes to the financial statements

for the year ended 31 March 2023

1. Accounting policies

A description of the nature of the entity's operations and its principal activities is disclosed in the annual report accompanying the financial statements.

a. Basis of preparation

The financial statements have been prepared under the historical cost convention, with the exception of investments, which are included at market valuation. The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2019), applicable to charities preparing their accounts in accordance with FRS102, the Financial Reporting Standard applicable in the UK and the Charities Act 2011 and UK Generally Accepted Practice.

In the trustees' report, there is a review of financial performance and of the charity's reserves and liquidity position. There are adequate financial resources and the charity is well placed to manage business risks. The planning process, including financial projections, has taken into consideration the current economic climate, and its potential impact on the various sources of income and planned expenditure. It is a reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future. There is no material uncertainty to going concern.

The statement of financial activities and balance sheet consolidate the financial statements of the charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line-by-line basis. No separate income and expenditure account of the charity has been presented, as permitted by Section 408 of the Companies Act 2006 and paragraph 15.11 of the SORP. The gross income of the charity for the year was £90.6m (2022: £78.4m) and its gross expenditure was £93.4m (2022: £76.0m).

The group accounts include a 100 per cent consolidation of Christian Aid Trading Limited and Change Alliance (a company limited by share capital, incorporated in India). The group accounts also include a 71.25 per cent proportional consolidation of The British and Irish Churches Trust Limited, since Christian Aid's interest relates directly to its share of the underlying assets, liabilities, and cash flows. Further details of the subsidiaries are given in note 17. With effect from April 1st 2020, Christian Aid Ireland Limited in Ireland and in Northern Ireland no longer formed part of the group accounts due to a change in control for those companies.

b. Fund accounting

Reserves are either unrestricted or restricted funds.

Restricted funds represent income to be used for a specific purpose as requested by the donor. Income and expenditure on these funds are shown separately within the statement of financial activities and analysed into their main components in note 15.

Unrestricted funds are those that have not had a restriction placed on them by the donor. Designated unrestricted funds are those where the trustees have set aside monies from unrestricted funding for specific purposes. Details can be found in the trustees' report and in note 14.

c. Income

All income accruing to the charity during the year is recognised in the statement of financial activities when entitled, probable and measurable. Income from charitable activities refers to contract income, which is recognised as unrestricted income in the period in which the income is earned, is probable of receipt and can be measured with reliability.

Gifts in kind for use by the charity are included in the accounts at their approximate market value at the date of receipt. Gifts in kind for distribution are included in the accounts at their approximate fair value at the date of receipt by Christian Aid.

Pecuniary legacies are recognised when there is entitlement, which is deemed to be when Christian Aid has been notified of a legacy from the bequest's executors of the estate, the legacy can be measured reliably, and there is probability of receipt. For residual legacies, entitlement is deemed to be the earlier of approved estate accounts and notification of a pending payment or actual payment being received in the accounting period. No value is included where a legacy is subject to a life interest held by another party.

d. Expenditure

All expenditure is accounted for on an accruals basis and is classified under headings that aggregate all costs related to that category. The costs of each staff team, including a relevant proportion of support costs allocated on a usage basis, are allocated across the headings of fundraising and charitable activities based on the proportion of time spent on each of these areas of work.

Expenditure on raising funds include all expenditure incurred by a charity to raise funds for its charitable purposes. It comprises the costs of advertising, profile- raising, digital fundraising, producing publications and digital materials, printing and mailing fundraising material as well as costs incurred in commercial trading activities and investment management costs, the staff in these areas and an appropriate allocation of support costs.

Costs of charitable activities includes direct expenditure incurred through grants to partners and operational activities and an appropriate allocation of support costs. Grants to partners are recognised as expenditure when there is a legal or constructive obligation to make the grant. This is usually immediately prior to a payment being made. Grant expenditure also includes grants made through sub-contractors.

Support costs include the central or regional office functions, such as facilities management, finance, human resources, and information systems, as well as governance costs. Governance costs represent the costs associated with the governance arrangements of the charity as opposed to those costs associated with fundraising or charitable activities.

e. Intangible fixed assets

Intangible fixed assets costing over £5,000 are capitalised at cost. Intangible fixed assets include software costs.

They are amortised over 4 years, their estimated useful lives.

f. Tangible fixed assets and depreciation

Tangible fixed assets costing over £5,000 are capitalised at cost. Depreciation is provided in order to write off the cost

of tangible fixed assets over their estimated useful economic lives, on a straight-line basis, as follows:

Freehold land	Nil
Freehold properties	50 years
Leasehold properties	5 years
Leasehold improvements	5 years
Office furniture, fittings, and equipment	5 years
Motor vehicles	5 years
Computer equipment	4 years

Assets in the course of construction are not depreciated while in construction. Once the construction is completed, the cost is transferred to another fixed asset class and depreciated accordingly.

g. Stocks

Gifts in kind are valued at the lower of market value and value to the charity.

h. Pension costs

Past service costs and other finance costs have been recognised immediately in the statement of financial activities. Actuarial gains and losses are also recognised immediately in the statement of financial activities. This is in accordance with FRS102.

On 26 October 2018, a court ruling confirmed that UK pensions with Guaranteed Minimum Pensions (GMPs) accrued from 17 May 1990 must equalise for the different effects of these GMPs between men and women. As last year, an allowance of 0.32% is included in the liabilities to allow for the impact of GMP equalisation.

On 30 June 2007, the scheme was closed to new entrants and for future accrual for members.

Defined Contribution Scheme – Christian Aid also operates a defined contribution scheme for employees. The charity's contributions to the scheme are charged in the statement of financial activities in the period in which the contributions are payable.

i. Taxation and irrecoverable VAT

Christian Aid is a registered charity and as such is potentially exempt from taxation on its income and gains to the extent that they fall within the charity exemptions in the Corporation Taxes Act 2010 or Section 256 Taxation of Chargeable Gains Act 1992. No tax charge has arisen in the year.

In common with many other comparable charities, Christian Aid is unable to recover the majority of VAT that is incurred on purchases of goods and services in the UK. The amount of VAT that cannot be recovered is included within the appropriate underlying cost and was £0.9m for the year (2022: £1.1m).

j. Foreign currencies

Foreign currency balances have been translated at the exchange rate ruling at the balance sheet date. Income and expenditure transactions have been translated at the prevailing rate at the time of the transaction.

k. Fixed asset investments

Fixed asset investments are stated at market value at the balance sheet date unless stated otherwise in the notes to the accounts. The statement of financial activities includes the net gains and losses arising from disposals and revaluations throughout the year.

l. Programme-related investments

Programme-related investments consists of social investment loans to co-operatives in Honduras.

The carrying value reflects the cash advances less any repayments or impairments.

m. Operating leases

Rentals applicable to operating leases are charged to the consolidated statement of financial activities in the period to which the cost relates.

n. Critical accounting judgements and key source of estimation uncertainties

In the application of the charity's accounting policies, trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of revision and future periods if the revision affects the current and future periods.

The most significant judgements are in relation to provisions for terminal benefits, pensions due to overseas staff and impairment of the CRM system and its useful life.

o. Financial instruments

Christian Aid has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at the present value of future cash flows (amortised cost). Financial assets held at amortised cost comprise cash at bank and in hand, short term cash deposits and the group's debtors excluding prepayments and accrued income. Financial liabilities held at amortised cost comprise the group's short and long term creditors excluding deferred income and accrued expenditure. No discounting has been applied to these financial instruments on the basis that the periods over which amounts will be settled are such that any discounting would be immaterial. The values of basic financial instruments are given in note 18a.

Christian Aid uses derivative financial instruments to manage its exposure to foreign currency exchange risks, including foreign exchange forward contracts. The fair value of these instruments is calculated at the balance sheet date by comparison between the rate implicit in the contract and the exchange rate at that date.

Details of derivative financial instruments are given in note 18b.

p. Provisions

Provisions are recognised when Christian Aid has a present legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. Provisions are measured at the present value of the expenditure expected to be required to settle the obligation using a rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as an interest expense. No discounting has been applied on the basis that the amounts involved and the periods over which amounts will be settled are such that any discounting would be immaterial.

2. Donations from individuals

	2023	2023	2023	2022	2022	2022
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£'m	£'m	£'m	£'m	£'m	£'m
Christian Aid Week	5.0	-	5.0	5.8	-	5.8
Appeals	6.3	23.3	29.6	5.9	11.6	17.5
Legacies	14.7	-	14.7	13.8	-	13.8
Regular gifts	12.2	0.3	12.5	12.5	0.3	12.8
Other donations	2.4	0.8	3.2	2.0	0.2	2.2
Total donations	40.6	24.4	65.0	40.0	12.1	52.1

Total donations of £65.0m (2022: £52.1m) includes £4.2m of tax recovered through tax efficient giving (2022: £4.4m).

Legacies of which we have been notified, but not recognised as income, are valued at £15.8m (2022: £16.3m) .

Total donations include gifts in kind valued at £20,207 (2022: £22,959).

Donations received from the public and churches in the Isle of Man (excluding Government grants) during 2022/23, included above, were £50,996 (2022: £99,130).

Donations received into Isle of Man are reported under Christian Aid Isle of Man AGCH.2659 Charity No: 1125

3. Institutional grants

	Note	2023 Unrestricted £'m	2023 Restricted £'m	2023 Total £'m	2022 Unrestricted £'m	2022 Restricted £'m	2022 Total £'m
ACT Alliance		0.1	1.2	1.3	-	-	-
Foreign, Commonwealth and Development Office (FCDO)	19	-	-	-	-	2.2	2.2
European Commission		(0.1)	3.9	3.8	0.2	1.5	1.7
Irish Aid		-	1.8	1.8	-	1.4	1.4
United States Agency for International Development (USAID)		0.2	-	0.2	0.1	0.9	1.0
Scottish government		-	0.4	0.4	-	0.6	0.6
United Nations		0.3	8.7	9.0	0.2	10.6	10.8
START Network	21	0.2	2.4	2.6	0.1	2.0	2.1
Other governments and public authorities		0.6	5.0	5.6	0.5	5.0	5.5
Total institutional grants		1.3	23.4	24.7	1.1	24.2	25.3

Total Institutional grants from United Nations World Food Program of £9m (2022: £10.8m) includes gifts in kind valued at £2.4m (2022: £5.3m).

Grants received from the Isle of Man government during 2022/23, included above in Other governments and public authorities, totalled £40,000 (2022: £60,000).

4. Charitable activities

There were no government contracts in the year (2022: £nil).

5. Total operational expenditure

2023	Notes	Grants to partner organisations	Other direct costs		Allocation of support costs		2023 Total £'m
		£'m	Staff costs £'m	Non staff costs £'m	Staff costs £'m	Non staff costs £'m	
	Notes	5.1			5.2	5.2	
Raising funds		-	4.8	6.2	0.9	0.6	12.5
Charitable activities							
Development		10.4	6.9	7.4	2.0	1.5	28.2
Humanitarian		28.4	7.0	6.8	2.0	1.5	45.7
Campaigning, advocacy and education		0.8	3.9	1.8	0.3	0.2	7.0
Total charitable activities		39.6	17.8	16.0	4.3	3.2	80.9
Total operational expenditure		39.6	22.6	22.2	5.2	3.8	93.4
2022							
2022	Notes	Grants to partner organisations	Other direct costs		Allocation of support costs		2022 Total £'m
		£'m	Staff costs £'m	Non staff costs £'m	Staff costs £'m	Non staff costs £'m	
	Notes	5.1			5.2	5.2	
Raising funds		-	4.9	5.1	0.9	0.7	11.6
Charitable activities							
Development		8.2	6.4	6.6	1.8	1.5	24.5
Humanitarian		16.4	7.2	6.7	2.1	1.6	34.0
Campaigning, advocacy and education		0.6	3.6	1.2	0.3	0.2	5.9
Total charitable activities		25.2	17.2	14.5	4.2	3.3	64.4
Total operational expenditure		25.2	22.1	19.6	5.1	4.0	76.0

Expenditure on raising funds includes all expenditure incurred by Christian Aid to raise funds for its charitable purposes. It comprises the costs of advertising, profile- raising, digital fundraising, producing publications and printing and mailing fundraising material, costs incurred in commercial trading activities and investment management costs, the staff in these areas and an appropriate allocation of support costs.

Charitable activities includes expenditure incurred through grants to partners, direct programme implementation expenditure and operational activities and an appropriate allocation of support costs.

5.1 Grant expenditure analysed by region

	2023 £'m	2022 £'m	2023 %	2022 %
Africa	13.2	10.4	33%	41%
Asia and the Middle East	8.3	8.4	21%	33%
Latin America and the Caribbean	2.0	2.0	5%	8%
Europe	14.4	3.1	36%	12%
Global	1.7	1.3	4%	5%
Total grants to partner organisations	39.6	25.2	100%	100%

5.2 Allocation of support costs

	Basis of allocation	2023 Staff costs £m	2023 Other costs £m	2023 Total £m	2022 Total £m
Management and Facilities	Headcount	0.9	1.7	2.6	2.7
Finance and Compliance	Headcount	1.9	0.4	2.3	2.3
Human Resources	Headcount	1.2	0.4	1.6	1.5
Information and Communication Technology	Headcount	1.2	1.3	2.5	2.6
		5.2	3.8	9.0	9.1

Management and facilities includes project costs associated with our CRM and iPIMS systems.

Governance costs

Included within £2.3m Finance and Compliance is £0.9m (2022: £0.7m) for governance related costs.

6. Staff and trustee costs

	2023	2022
Staff costs of Britain-, Ireland- and Spain-based staff	£'m	£'m
Salaries	13.1	14.2
Pension contributions	0.9	0.9
National Insurance contributions	1.4	1.3
Benefits in kind	-	-
Total staff costs (Britain-, Ireland- and Spain-based)	15.4	16.4
Staff cost of overseas-based staff	11.5	10.1
Total staff costs	26.9	26.5

The key management of the charity comprises the Chief Executive and the five directors of the organisation (Corporate Services, Policy, Public Affairs and Campaigns, Fundraising and Supporter Engagement, Strategy and Change, and International). The total remuneration and benefits, including salary and employer's National Insurance and employer's pension contributions, of the key management personnel of the charity was £740,247 (2022: £728,919).

The salary of the Chief Executive, the highest paid employee, was £139,175 (2022: £134,197). The CEO's expenses were £4,586 (2022: £501).

Headcount by location	2023	2022
Britain-, Ireland- and Spain-based staff	322	340
Overseas-based staff	440	413
Total headcount	762	753

The number of higher-paid staff with emoluments falling in the following ranges were:

	2023	2022
£140,000 to £149,999	1	1
£120,000 to £139,999	-	1
£110,000 to £119,999	-	-
£100,000 to £109,999	3	2
£90,000 to £99,999	3	3
£80,000 to £89,999	1	3
£70,000 to £79,999	9	8
£60,000 to £69,999	15	12

Trustees' expenses and number of trustees who claimed expenses during the year

No emoluments are paid to trustees. Trustees are reimbursed for their incidental expenses in attending board, executive and other meetings. Additionally, trustees may occasionally visit Christian Aid partners and programmes overseas, with costs of such trips being met by the charity. The total expenses paid to trustees was £3,262 (2022: £391). The number of trustees who claimed expenses is 11 (2022: 2).

7. Statement of financial activities

Net movement in funds is stated after the following charges:

	Consolidated group		Parent charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Auditors' remuneration (exclusive of VAT)				
Fees payable to parent charity's auditors for the audit of the charity's annual accounts	54	50	54	50
Fees payable to parent charity's auditors for the audit of the charity's subsidiaries pursuant to legislation	4	4	4	4
Total audit fees	58	54	58	54
Other services	179	99	179	99
Total fees payable to parent charity's auditors	237	153	237	153
Rental costs in relation to operating leases – land and buildings	-	-	350	343
Investment manager's fee	59	50	59	50

8. Fixed assets

8a. Intangible fixed assets

	Computer software £'m	In development £'m	Total £'m
Cost			
At 1 April 2022	3.4	2.0	5.4
Additions	-	0.3	0.3
Impairment	-	-	-
At 31 March 2023	3.4	2.3	5.7
Amortisation and impairment			
At 1 April 2022	3.1	0.6	3.7
Charge in year	0.1	0.5	0.6
Impairment	-	-	-
At 31 March 2023	3.3	1.1	4.3
Net book value			
At 31 March 2023	0.1	1.2	1.4
At 1 April 2022	0.3	1.4	1.7
Held by parent charity	0.1	1.2	1.4
Held by subsidiaries	-	-	-

8b. Tangible fixed assets

	Central office freehold £'m	Leasehold improvements £'m	Computer equipment £'m	Office furniture, fittings & equipment £'m	Motor vehicles £'m	Total £'m
Cost						
At 1 April 2022	5.1	3.4	2.5	0.9	1.2	13.1
Additions	-	-	0.3	-	-	0.3
Disposals	-	-	-	-	-	-
At 31 March 2023	5.1	3.4	2.8	0.9	1.2	13.4
Depreciation						
At 1 April 2022	0.1	3.2	2.5	0.9	1.0	7.7
Charge in year	-	0.1	0.1	-	0.1	0.3
Disposals	-	-	-	-	-	-
At 31 March 2023	0.1	3.3	2.6	0.9	1.1	8.0
Net book value						
At 31 March 2023	5.0	0.1	0.2	-	0.1	5.4
At 1 April 2022	5.0	0.2	0.0	0.0	0.2	5.4
Held by parent charity	5.0	0.1	0.2	-	0.1	5.4

9. Investments

	Consolidated group		Parent charity	
	2023 £'m	2022 £'m	2023 £'m	2022 £'m
As at 31 March				
Fixed interest securities	4.9	2.9	4.9	2.9
Overseas equities	2.1	2.6	2.1	2.6
UK equities	0.3	0.4	0.3	0.4
Sterling deposits	2.6	4.2	2.6	4.2
Investments in subsidiary undertakings	-	-	0.4	0.4
Programme-related investments	-	0.1	-	0.1
Property-related investments	4.4	4.4	4.4	4.4
Total investments	14.3	14.6	14.7	15.0
Movement during the year				
At the beginning of the year	14.6	14.4	15.0	14.8
Cost of acquisitions	3.6	0.9	3.6	0.9
Disposals	(3.5)	(1.1)	(3.5)	(1.1)
Net gains/(losses) on investment	(0.4)	0.4	(0.4)	0.4
	14.3	14.6	14.7	15.0

Christian Aid investments (cash, bonds, and equities) are managed by Eden Tree, within a Board-approved ESG mandate.

Programme-related investments consist of social investment loans to co-operatives in Honduras which are almost completely paid up. The trustees are satisfied that making these loans constitute programme investments that furthers the objects of the charity.

Property-related investments were valued by Cluttons at 1 April 2022.

10. Debtors

	Consolidated group		Parent charity	
	2023 £'m	2022 £'m	2023 £'m	2022 £'m
Prepayments	1.0	0.5	1.0	0.5
Accrued income	3.0	4.1	3.0	4.1
Other debtors	3.7	1.8	3.6	1.6
Amounts due from subsidiary undertakings	-	-	-	-
Total debtors	7.7	6.4	7.6	6.2

11. Liabilities

11.1 Creditors: amounts falling due within one year

	Consolidated group		Parent charity	
	2023 £'m	2022 £'m	2023 £'m	2022 £'m
Interest-free loans from supporters	0.1	0.1	0.1	0.1
Trade and other creditors	2.6	3.4	2.4	3.2
Deferred income	0.2	0.1	0.1	-
Tax and social security	0.5	0.5	0.5	0.5
Accruals	2.5	3.9	2.6	4.0
Total creditors	5.9	8.0	5.7	7.8

Movement on deferred income during the year:

	Consolidated group		Parent charity	
	2023 £'m	2022 £'m	2023 £'m	2022 £'m
Balance brought forward	0.1	0.2	-	0.2
Released to income	(0.1)	(0.2)	-	(0.2)
Received in year	0.2	0.1	0.1	-
Balance carried forward	0.2	0.1	0.1	-

11.2. Creditors: amounts falling due after more than one year

	Consolidated group		Parent charity	
	2023 £'m	2022 £'m	2023 £'m	2022 £'m
Long-term creditors	0.9	1.0	0.9	1.0

Christian Aid has recognised £0.9m (2022: £1.0m) of creditors falling due after more than one year. This amount relates to pension benefits due to overseas staff.

11.3. Provisions

	Consolidated group		Parent charity	
	2023 £'m	2022 £'m	2023 £'m	2022 £'m
Provisions	1.7	1.3	1.7	1.3

Christian Aid has recognised a liability of £1.7m (2022: £1.3m) for project provisions, paid annual leave, paid sick leave and termination benefits.

12. Future commitments

In addition to the amounts shown as creditors in these accounts, there are also commitments to projects which have been accepted in principle by Christian Aid's board and are expected to be recommended for funding in 2023/24.

	Consolidated group		Parent charity	
	2023	2022	2023	2022
	£'m	£'m	£'m	£'m
Commitments	6.9	0.3	6.9	0.3

13. Operating lease income and commitments

At 31 March 2023, the total of future minimum operating lease income receivable under non-cancellable operating leases amounted to:

	Consolidated group		Parent charity	
	2023	2022	2023	2022
	£'m	£'m	£'m	£'m
Land and buildings – within one year	0.3	0.3	0.3	0.3
Land and buildings – between two and five years	0.2	0.5	0.2	0.5
	0.5	0.8	0.5	0.8

At 31 March 2023, the total of future minimum lease commitments payable under non-cancellable operating leases amounted to:

	Consolidated group		Parent charity	
	2023	2022	2023	2022
	£'m	£'m	£'m	£'m
Building leases – within one year	-	-	0.3	0.3
Building leases – between two and five years	-	-	0.3	1.4
	-	-	0.6	1.7

14. Unrestricted funds

	Opening balance	Income	Expenditure	Gains and losses	Transfers	Closing balance
	£'m	£'m	£'m	£'m	£'m	£'m
Consolidated group						
General funds	11.9	42.1	(41.9)	(0.4)	(2.3)	9.4
Land and property	5.0	-	-	-	-	5.0
Operational reserves	16.9	42.1	(41.9)	(0.4)	(2.3)	14.4
Other fixed assets	2.1	0.6	(0.9)	-	-	1.8
	19.0	42.7	(42.8)	(0.4)	(2.3)	16.2
Designated reserves	8.4	-	(2.5)	-	1.8	7.7
Consolidated group total unrestricted funds	27.4	42.7	(45.3)	(0.4)	(0.5)	23.9
Parent charity						
General funds	18.9	42.7	(42.8)	(0.4)	(2.3)	16.1
Designated reserves	8.4	-	(2.5)	-	1.8	7.7
Total unrestricted funds	27.3	42.7	(45.3)	(0.4)	(0.5)	23.8

A transfer of £1.8m has been made from General Reserves to a Designated Fund, to be specifically applied to additional grant payments to support communities and for investment in fundraising. A transfer of £0.5m has been made to restricted reserves being allocation of unrestricted funds received through CA Trading Ltd for specific restricted projects.

14.1. Prior year unrestricted funds

	Opening balance £'m	Income £'m	Expenditure £'m	Gains and losses £'m	Transfers £'m	Closing balance £'m
Consolidated group						
General funds	16.1	41.7	(37.9)	0.4	(8.4)	11.9
Land and property	5.0	-	-	-	-	5.0
Operational reserves	21.1	41.7	(37.9)	0.4	(8.4)	16.9
Other fixed assets	2.4	0.4	(0.7)	-	-	2.1
Designated reserves	23.5	42.1	(38.6)	0.4	(8.4)	19.0
	1.0	-	(1.0)	-	8.4	8.4
Consolidated group total unrestricted funds	24.5	42.1	(39.6)	0.4	-	27.4
Parent charity						
General Funds	23.0	41.4	(37.5)	0.4	(8.4)	18.9
Designated reserves	1.0	-	(1.0)	-	8.4	8.4
Total unrestricted funds	24.0	41.4	(38.5)	0.4	-	27.3

15. Restricted funds

	Opening balance £'m	Income £'m	Expenditure £'m	Transfers	Closing balance £'m
Consolidated group					
Christian Aid humanitarian appeals:					
East Africa Crisis Appeal 2017	0.1	-	(0.1)	-	-
Nepal Earthquake 2015	0.2	-	(0.3)	-	(0.1)
Rohingya Crisis Appeal 2017	0.1	-	(0.1)	-	-
Kerala Floods Crisis 2018	0.1	-	-	-	0.1
Malawi/Zimbabwe Cyclone Idai 2019	0.5	-	(0.6)	-	(0.1)
Coronavirus Emergency Appeal 2020	0.4	-	(0.4)	-	-
Hunger Appeal 2021	0.7	0.1	(0.7)	-	0.1
Haiti Earthquake Appeal emergency Appeal 2021	0.4	-	(0.4)	-	-
Afghanistan Crisis Appeal 2021	1.5	0.2	(0.4)	-	1.3
Ukraine Crisis Appeal 2022	1.2	1.6	(1.1)	-	1.7
East Africa Hunger Crisis Appeal 2022	-	1.4	(1.1)	-	0.3
Turkey-Syria Earthquake Appeal 2023	-	2.7	(0.4)	-	2.3
	5.2	6.0	(5.6)	-	5.6
Disasters Emergency Committee appeals:					
Malawi - Zimbabwe Cyclone Idai 2019	0.1	-	(0.1)	-	-
Coronavirus Emergency Appeal 2020	(0.1)	0.2	(0.1)	-	-
Afghanistan Crisis Appeal Dec 21	-	0.8	(1.0)	-	(0.2)
Ukraine Crisis Appeal	-	13.7	(13.3)	-	0.4
Turkey-Syria Earthquake Appeal 2023	-	1.4	(1.5)	-	(0.1)
	0.2	16.0	(15.9)	-	-
Christian Aid and DEC appeals	5.0	21.9	(21.5)	-	5.6
Charity gifts and other	0.2	0.4	(0.4)	-	0.2
Denominational appeals	-	0.2	(0.2)	-	-
In Their Lifetime	0.9	0.5	(0.5)	-	0.9
Donations other	0.2	1.0	(1.0)	-	0.2
Denominational appeals, charity gifts and other	1.3	2.1	(2.1)	-	1.4
Legacies	0.3	-	-	-	0.3
Appeals and other donations	6.7	24.1	(23.6)	-	7.2
Institutional grants	1.0	23.8	(24.5)	0.5	0.8
Total restricted funds	7.7	47.9	(48.1)	0.5	8.0

	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Parent charity					
Appeals and other donations	6.7	24.1	(23.6)	-	7.2
Institutional grants	1.0	23.8	(24.5)	0.5	0.8
Total restricted funds	7.7	47.9	(48.1)	0.5	8.0

Negative restricted funds have arisen where expenditure is made in advance of anticipated income, and it is expected that the negative balances will be cleared in future accounting periods. An amount of £0.5m has been transferred from

unrestricted reserves for allocation to a restricted project. Unrestricted donations earmarked for this purpose were received in CA Trading Ltd.

15.1. Prior year restricted funds

Consolidated group	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Christian Aid humanitarian appeals:					
East Africa Crisis Appeal 2017	0.2	-	(0.1)	-	0.1
Nepal Earthquake 2015	0.6	(0.2)	(0.2)	-	0.2
Syria Crisis 2013	0.2	-	(0.2)	-	-
Rohingya Crisis Appeal 2017	0.4	-	(0.3)	-	0.1
Kerala Floods Crisis 2018	0.1	-	-	-	0.1
Malawi - Zimbabwe Cyclone Idai 2019	1.6	-	(1.1)	-	0.5
Coronavirus Emergency Appeal 2020	0.8	0.4	(0.8)	-	0.4
Lebanon Crisis Appeal 2020	0.2	-	(0.2)	-	-
Hurricane Iota Appeal 2020	0.1	-	(0.1)	-	-
Gaza Middle East Crisis Appeal 2012	-	0.1	(0.1)	-	-
Hunger Appeal 2021	-	1.4	(0.7)	-	0.7
Haiti Earthquake Appeal emergency Appeal 2021	-	0.6	(0.2)	-	0.4
Afghanistan Crisis Appeal 2021	-	1.6	(0.1)	-	1.5
Ukraine Crisis Appeal 2022	-	1.9	(0.7)	-	1.2
	4.2	5.8	(4.8)	-	5.3
Disasters Emergency Committee appeals:					
Malawi - Zimbabwe Cyclone Idai 2019	(0.1)	-	-	-	(0.1)
Coronavirus Emergency Appeal 2020	(0.3)	1.9	(1.8)	-	(0.1)
Afghanistan Crisis Appeal Dec 21	-	0.9	(0.9)	-	-
Ukraine Crisis Appeal	-	1.9	(1.9)	-	-
	(0.4)	4.7	(4.5)	-	(0.2)
Christian Aid and DEC appeals	3.8	10.5	(9.3)	-	5.1
Charity gifts and other	0.1	0.5	(0.4)	-	0.2
Denominational appeals	-	0.2	(0.2)	-	-
In Their Lifetime	0.8	0.4	(0.3)	-	0.9
Denominational appeals, charity gifts and other	0.9	1.1	(0.9)	-	1.1
Legacies	0.4	-	(0.1)	-	0.3
Appeals and other donations	5.2	11.6	(10.3)	-	6.5
Institutional grants	2.6	24.7	(26.1)	-	1.2
Total restricted funds	7.8	36.3	(36.4)	-	7.7

Parent charity	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Appeals and other donations	4.9	11.6	(10.3)	0.3	6.5
Institutional grants	2.9	24.7	(26.1)	(0.3)	1.2
Total restricted funds	7.8	36.3	(36.4)	-	7.7

16. Analysis of net assets

Fund balances as at 31 March 2023 are represented by:

	Unrestricted funds		Restricted funds	Total £'m
	Fixed assets £'m	Other £'m	£'m	
Consolidated group				
Fixed assets	6.8	-	-	6.8
Investments	-	14.3	-	14.3
Current assets	-	10.8	8.5	19.3
Current liabilities	-	(5.4)	(0.5)	(5.9)
Long-term liabilities	-	(0.9)	-	(0.9)
Provision for liabilities	-	(1.7)	-	(1.7)
Total net assets	6.8	17.1	8.0	31.9
Parent charity				
Fixed assets	6.8	-	-	6.8
Investments	-	14.7	-	14.7
Current assets	-	10.1	8.5	18.6
Current liabilities	-	(5.2)	(0.5)	(5.7)
Long-term liabilities	-	(0.9)	-	(0.9)
Provision for liabilities	-	(1.7)	-	(1.7)
Total net assets	6.8	17.0	8.0	31.8

16.1 Prior year analysis of net assets

Fund balances as at 31 March 2022 are represented by:

	Unrestricted funds		Restricted funds	Total £'m
	Fixed assets £'m	Other £'m	£'m	
Consolidated group				
Fixed assets	7.1	-	-	7.1
Investments	-	14.6	-	14.6
Current assets	-	13.7	10.0	23.7
Current liabilities	-	(5.7)	(2.3)	(8.0)
Long-term liabilities	-	(1.0)	-	(1.0)
Provision for liabilities	-	(1.3)	-	(1.3)
Total net assets	7.1	20.3	7.7	35.1
Parent charity				
Fixed assets	7.1	-	-	7.1
Investments	-	15.0	-	15.0
Current assets	-	13.0	10.0	23.0
Current liabilities	-	(5.5)	(2.3)	(7.8)
Long-term liabilities	-	(1.0)	-	(1.0)
Provision for liabilities	-	(1.3)	-	(1.3)
Total net assets	7.1	20.2	7.7	35.0

17. Subsidiary undertakings and related party transactions

a. The Christian Aid group comprises the parent charity (Christian Aid) and four subsidiary undertakings.

The results for the year of the subsidiary undertakings are given below.

The British and Irish Churches Trust Ltd (BICT)

A charitable company limited by guarantee, incorporated in England and Wales. It owns the freehold title to Interchurch House and 3 residential properties, acting as custodian trustee for Christian Aid and Churches Together in Britain and Ireland (CTBI). The year end of this company was 31 December 2022, the date of CTBI's year end. The figures below represent Christian Aid's 71.25 per cent interest. The reserves retained within BICT are related to the management of Interchurch House.

Christian Aid Trading Ltd (CAT)

A company limited by share capital, incorporated in England and Wales. Its two shares are held by Christian Aid. Christian Aid Trading Ltd carries out the trading and commercial promotional activities of Christian Aid, the incorporated charity. The net taxable profit is transferred by Gift Aid to Christian Aid. The Christian Aid Trading Ltd year end was 31 March 2023.

Change Alliance (CH A)

A company limited by share capital, incorporated in India. Its shares are held by employees of Christian Aid as nominees. Change Alliance India is a for-profit organisation which, with partners, is currently undertaking Christian Aid's activities in India. The Change Alliance year end was 31 March 2023.

Nyuki Hubs Kenya Limited

A company limited by share capital, incorporated in Kenya, wholly owned by Christian Aid UK. Its board is made up of employees of Christian Aid. Nyuki Hubs is a for-profit organisation which, with partners, is currently undertaking Christian Aid's activities in Kenya. The Nyuki Hubs year end was 31 December 2022. This subsidiary has not been consolidated in current or previous financial periods, due to immateriality.

Christian Aid International (CA INT)

A charitable foundation registered in Spain, Christian Aid International operated under the brand name InspirAction until 31 December 2020 whereupon operations ceased and the foundation was wound up. All remaining balances have been cleared.

17.1 Subsidiary undertakings

	2023 CA INT £'m	2023 BICT £'m	2023 CAT £'m	2023 CH A £'m	2022 CA INT £'m	2022 BICT £'m	2022 CAT £'m	2022 CH A £'m
Total income	-	0.9	-	0.3	-	0.9	0.1	0.2
Total resources expended	(0.2)	(0.9)	-	(0.2)	-	(0.9)	-	(0.2)
Net incoming resources	(0.2)	-	-	0.1	-	-	0.1	-
Gift Aided to Christian Aid	-	-	-	-	-	-	(0.1)	-
Retained surplus/(deficit) for the year	(0.2)	-	-	0.1	-	-	-	-
Total assets	-	0.1	0.1	0.5	0.2	0.1	0.1	0.5
Total liabilities	-	(0.1)	(0.1)	(0.2)	-	(0.1)	-	(0.2)
Total funds	-	-	-	0.3	0.2	-	0.1	0.3

CA INT = Christian Aid International; BICT = The British and Irish Churches Trust Ltd; CAT = Christian Aid Trading Ltd; CH A = Change Alliance.

17.2 Related party transactions

Related party transactions for the year with trustees are as follows:

A trustee of Christian Aid, Chinemerem McDonald, is a director of Theos Think Tank with whom Christian Aid has had transactions amounting to £13,000. Ms McDonald is also Vice Chair/trustee for Greenbelt Festivals whose transactions with Christian Aid amount to £142,598.

Related party transactions with subsidiary and associated companies that require disclosure are as follows:

	2023 £'m	2022 £'m
1. Donations received under Gift Aid from subsidiary undertakings		
Profit donated by CA Trading Ltd	0.1	0.1
2. Payments made to subsidiary undertakings for services rendered in connection with Christian Aid's programme in India		
Christian Aid consultancy fees	0.5	0.5
3. Payments made to subsidiary undertakings for rental of Inter Church House		
The British and Irish Churches Trust Ltd		
Total rental paid to BICT:	1.2	1.2
Share of income from BICT to CA	0.9	0.9
4. Transactions with related party, Christian Aid Ireland		
Programme management contribution	7.7	8.8
Grants, Services and other overheads	0.2	0.2

18. Financial instruments

a. Basic financial instruments

At the balance sheet date, the charity held financial assets at amortised cost of £14.7m (2022: £15.0m).

b. Other financial instruments – forward contracts

At 31 March 2023, Christian Aid had no commitments to buy foreign currency in foreign exchange forward contracts (2022: no commitments).

19. Foreign, Commonwealth and Development Office (FCDO)

In the year ended 31 March 2023, grants totalling £0.1m (2022: £2.3m) were received by Christian Aid from FCDO, as follows:

	2023 Unrestricted £'000	2023 Restricted £'000	2023 Total £'000	2022 Total £'000
UK Aid Match – South Sudan and Nigeria	-	-	-	870
For specific programmes in:				
Burkina Faso	-	-	-	-
Bangladesh	-	-	-	362
Global – UK Aid Connect (Civil Society Fund)	-	-	-	1,035
Kenya	-	-	-	1
	-	-	-	2,268

20. Cordaid * funding

Consolidated group	Expenditure					Closing balance £'000
	Opening balance	Income	Salaries	Other costs	Grants to partners	
	£'000	£'000	£'000	£'000	£'000	
EU Volunteers – Capacity Building	(19)	-	-	-	-	(19)
Nigeria Joint Response 3 (NJR3)	22	(12)	-	10	-	-
Total ICCO funding	2	(12)	-	10	-	(19)

*ICCO is an interchurch organisation for development cooperation based in the Netherlands.

21. START Network* funding

In the year ended 31 March 2023 grants totalling £2.6m (2022: £2.1m) were received by Christian Aid from START Network,* as follows:

	2023 Unrestricted £'000	2023 Restricted £'000	2023 Total £'000	2022 Total £'000
START Grant:				
- Asia, Middle East and Latin America	8	256	264	403
- Africa	177	2,136	2,313	1,712
Total START Network funding	185	2,392	2,577	2,115

*The START network is a network of 42 aid agencies supporting humanitarian work around the world.

22. Pensions

a. Defined benefit (final salary) funded pension scheme

The employer operates a defined benefit scheme in the UK. The scheme is closed to future accrual with effect from 30 June 2007, but has retained the salary link for active members. An actuarial valuation was carried out as at 30 September 2020 and the results of this have been updated to 31 March 2023 by a qualified actuary, independent of the scheme's sponsoring employer.

The actuarial valuation as at 30 September 2020 showed a surplus of £1,555,000. Due to the Scheme's funding position, the employer agreed with the Trustees that no employer contributions are due from 1 April 2022 until 31 March 2025 and during that period all the expenses of running the Scheme will be paid from the Scheme assets. Prior to 1 April 2022, the employer paid contributions of £98,200 per annum to cover expenses of running the Scheme with levies to the Pension Protection Fund payable in addition.

On 26 October 2018, a court ruling confirmed that UK pensions with Guaranteed Minimum Pensions (GMPs) accrued from 17 May 1990 must equalise for the different effects of these GMPs between men and women. As for the year ending March 2020, an allowance of 0.32% is included in the liabilities to allow for the impact of GMP equalisation.

In July 2021, the Pensions Trust (TPT, on behalf of the trustees for the closed final salary pension scheme) notified Christian Aid that they had undertaken a review of how some historic changes to Scheme benefits were implemented and as a consequence, would now be seeking court direction on whether they had been applied correctly. TPT will ask the court for direction as to when certain changes to Scheme benefits, made under the Scheme's governing documents, took proper legal effect. This type of court application by pension scheme trustees is not uncommon in situations of legal uncertainty.

In May 2022, TPT updated Christian Aid: 'On advice from Counsel to look more widely than the initial review of the Scheme Documents, we started due diligence work to identify any additional items that would be relevant to the issues to be considered by the Court. This stage has included a review of benefit changes that have been made by making amendments to the Rules, as well as your Scheme Document. A potential new item has come out of this stage of the review. It relates to changes in legislation made by the Government to the measure of inflation used for increasing

pensions already in payment and how this interacts with members' pensions provided under the Rules. We anticipate that the documents will be filed with the Court during Q2 of 2023 and that the Court will provide a ruling at the earliest in Q4 2024. Depending on the findings included within the Court ruling we may then need to seek further clarifications from the Court. Once the Court ruling has been made, we will be able to discuss with you any funding and investment implications for the Scheme.

Mercer, the Scheme actuary, has calculated that a decision of the court in favour of the Scheme members (and against the Pension trustee) could lead to an increase in Scheme liabilities of some 6% for the Christian Aid Final Salary Scheme (equivalent to £3.3m, estimated on the assumptions used for the funding of the pension scheme as at 31 March 2023). No provision has been made in these financial statements as TPT will be making the case that they have administered the Scheme correctly (in which case no additional liabilities would emerge) and the Scheme continues to be administered on the basis the current practice is correct. Furthermore, the Scheme continues to carry a surplus under the valuation assumptions used for our financial statements, and the reported surplus, which is limited to nil for the purposes of our financial statements, is in excess of the potential additional liabilities.

(i) Present values of defined benefit obligation, fair value of assets and defined benefit asset/(liability)

	2023 £'m	2022 £'m
Fair value of plan assets	61.3	96.8
Present value of defined benefit obligation	(54.6)	(74.5)
Surplus	6.8	22.3
Defined benefit asset/(liability) to be recognised	-	-

(ii) Reconciliation of opening and closing balances of the defined benefit obligation

	2023 £'m	2022 £'m
Defined benefit obligation at start of period	74.5	76.0
Expenses	-	-
Interest expense	2.0	1.6
Past service cost/(credit) – plan amendments	-	-
Actuarial losses/(gains)	(20.2)	(0.9)
Benefits paid	(1.8)	(2.2)
Experience (gain)/loss on liabilities	-	-
Defined benefit obligation at end of period	54.6	74.5

(iii) Reconciliation of opening and closing balances of the fair value of plan assets

	2023 £'m	2022 £'m
Fair value of plan assets at start of period	96.8	95.1
Interest income	2.7	2.0
Expenses	(0.2)	(0.1)
Actuarial gain/(loss)	(36.2)	2.0
Employer contributions	-	0.1
Benefits paid and expenses	(1.8)	(2.2)
Fair value of scheme assets at the year end	61.3	96.8

The actual return on the scheme assets over the period ended 31 March 2023 was (£33.5)m (2022: £4.0m). The best estimate of contributions to be paid by the employer for the period commencing 1 April 2023 is £0.1m. This includes an allowance for expenses. The PPF levy is payable in addition by the employer.

(iv) Defined benefit costs recognised in the Statement of Financial Activities

	2023	2022
	£'m	£'m
Expenses	0.2	0.1
Defined benefit costs recognised in statement of financial activities	0.2	0.1
Return on plan assets (excluding amounts included in net interest cost) – gain/(loss)	(36.2)	2.0
Experience gains and losses arising on the plan liabilities – gain/(loss)	(5.6)	(1.7)
Effects of changes in the demographic and financial assumptions underlying the present value of the plan liabilities – gain/(loss)	25.7	2.6
Effects of changes in the amount of surplus that is not recoverable (excluding amounts included in net interest cost) – gain/(loss)	16.2	(2.9)
Total amount recognised in other recognised gains/(losses)	0.2	-

(v) Assets

	Value at 31 March 2023	Proportion	Value at 31 March 2022	Proportion
	£'m	%	£'m	%
Equities	-	0%	-	0%
Bonds	52.2	85%	85.4	88%
Other	9.1	15%	11.4	12%
Total assets	61.3	100%	96.8	100%

None of the fair values of the assets shown above include any direct investments in the employer's own financial instruments or any property occupied by, or other assets used by, the employer.

(vi) Assumptions

	2023	2022
Discount rate	4.85%	2.78%
Inflation assumption – Retail Price Index	3.18%	3.54%
Inflation assumption – Consumer Price Index	2.94%	3.27%
Rate of increase in salaries	3.00%	3.00%
Allowance for revaluation of deferred pensions of RPI or 5% p.a. if less	3.18%	3.54%
Allowance for pension in payment increases of CPI or 5% p.a. if less	2.86%	3.13%
Allowance for pension in payment increases of CPI or 3% p.a. if less	2.02%	2.43%
Allowance for commutation of pension for cash at retirement	75% of maximum	75% of maximum

The mortality assumptions adopted at 31 March 2022 imply the following life expectancies:

	2023	2022
	Years	Years
Male pensioner – currently 65	21.7	22.0
Female pensioner – currently 65	24.2	24.4
Male non-pensioner – currently 65	23.4	23.6
Female non-pensioner – currently 65	25.6	25.8

b. Defined contribution pension scheme

The total cost of the defined contribution pension scheme to the charity was £0.9m (2022: £0.9m). There were no outstanding or prepaid contributions at 31 March 2023.

Reference and administrative details

Board of Trustees

Chair

Maggie Swinson^{1,4} (Interim Chair from June 2023)

John Sentamu^{1,2,3,4} (until June 2023)

Vice Chair

TBA

Other trustees:

Hazel Baird^{1,2}

Sam Bickersteth (from November 2022)

Richard Calvert^{2,3}

Mark Currie²

Johannes Etten³

Giles Fraser⁴

Pippa Greenslade³, (until November 2022)

Nontando Hadebe³

Liz Hughes

Carol Hui¹

Martin Johnstone

Mukami McCrum³

Chine McDonald (from November 2022)

Nick Moberly¹

Nan Powell-Davies

Gemma Spence (from November 2022)

Board advisers

Chris Butler²

Mike Royal⁴

Linda Holbeche³

Simon Horner-Long²

Mick Howard³

Helia Mateus¹

Amanda Phillips²

Lyn Weston²

Executive officers

Chief Executive Patrick Watt

Chief Operating Officer Martin Birch

Other executive officers

Fundraising and Supporter Engagement – Nick Georgiadis

International – Ojobo Ode Atuluku

Policy, Public Affairs & Campaigns – Karimi Kinoti/Osai Ojigbo

Strategy and Global Change – Mervyn McCullagh

Registered office

Interchurch House

35 Lower Marsh Waterloo

London SE1 7RL

Email: info@christian-aid.org

Tel: +44 (0)20 7620 4444

National offices

Scotland

Christian Aid Scotland c/o Augustine

Church 41 George IV Bridge

Edinburgh

EH1 1EL

Email: edinburgh@christian-aid.org

Tel: +44 (0) 131 220 1254

Wales

Christian Aid Wales

Tabernacle Chapel

81 Merthyr Road, Whitchurch

Cardiff

CF14 1DD

Email: wales@christian-aid.org

Tel: +44 (0) 29 2084 4646

Professional advisers

Auditors

Haysmacintyre LLP

10 Queen Street Place

London EC4R 1AG

Solicitors

Bates Wells

10 Queen Street Place

London EC4R 1BE

Bankers

Barclays

1 Churchill Place

Canary Wharf

London E14 5HP

Investment managers

Eden Tree

24 Monument Street

London EC3R 8AQ

Investment and pension advisers

Lane, Clark, Peacock LLP

95 Wigmore St, London W1U 1DQ

1. Audit and Risk Committee

2. Finance, Fundraising and Investment Committee

3. People Committee

4. Board Governance and Nominations Committee

Acknowledgements

Sponsoring churches

Baptist Union of Great Britain	Methodist Church
Baptist Union of Scotland	Methodist Church in Ireland
Baptist Union of Wales	Moravian Church of Great Britain and Ireland
Cherubim and Seraphim Council of Churches	New Assembly of Churches
Church in Wales	New Testament Assembly
Church of England	New Testament Church of God
Church of God of Prophecy	Non-Subscribing Presbyterian Church of Ireland
Church of Ireland	Old Baptist Union Presbyterian
Church of Scotland	Presbyterian Church in Ireland
Congregational Federation	Presbyterian Church of Wales
Council of African and Afro-Caribbean Churches	Religious Society of Friends in Britain
Council of Oriental Orthodox Christian Churches	Religious Society of Friends in Ireland
Countess of Huntingdon's Connexion	Russian Orthodox Church
Fellowship of the Churches of Christ	Salvation Army (UK Territory)
Free Church of England	Scottish Episcopal Church
Greek Orthodox Church	Seventh Day Adventist Church
Independent Methodist Churches	Union of Welsh Independents
International Ministerial Council of Great Britain	Unitarian and Free Christian Churches
Joint Council for Anglo-Caribbean Churches	United Free Church of Scotland
Lutheran Council of Great Britain	United Reformed Church
	Wesleyan Holiness Church

Special thanks

All Christian Aid's work is based on the spirit of cooperation and partnership. We would like to express our sincere thanks to the many organisations and individuals who make our work possible. Together we strive to be part of a worldwide movement of people committed to eradicating poverty and social injustice. We want to give special thanks to the hundreds of thousands of **supporters** who contribute to our work in a multitude of ways – as individual donors, campaigners, collectors, local and national committee members, or through local churches.

We would like to thank our specialist **volunteers** who have significantly extended the reach of our work by speaking, taking lessons and assemblies, writing media articles, helping in our offices, undertaking research and translation work, organising events and much more.

Institutions, agencies, corporates and trusts

ACBAR	Guernsey Overseas Aid and Development Commission
ACT Alliance	Health Poverty Action
ACT Church of Sweden	Helpage International
Act for Peace Australia	Kerk in Aktie
Action Aid Italy	Icelandic Church Aid
Action Aid UK	International Fund for Agricultural Development
AquAid	Irish Aid
Africa Trust	Internet Society Foundation - SCILLS Program
Bread for the World Germany	Islamic Relief Worldwide
British Academy	Isle of Man Government
Caritas Austria	Latham & Watkins
Charles Stewart Mott Foundation	Kerke in Actie Netherlands
Church Communities UK	Mercy Corps UK
Coopi Italia	Nethope
Comic Relief	Norwegian Church Aid
Cordaid	Oxfam GB
DanChurchAid	Oxfam Intermon
Deutsche Gesellschaft fuer Internationale Zusammenarbeit (GIZ)	Patterson Belknap Webb & Tyler
Diakonia Sweden	Primate World Relief and Development Programme
Disasters Emergency Committee (DEC)	Save the Children UK
The Entertainer	Scottish Government
elrha	Simmons & Simmons
European Commission INTPA/EuropeAid	SOAS University of London
European Commission DG ECHO (European Civil Protection and Humanitarian Aid Operations)	START Network
Faith Invest	Swiss Agency for Development Cooperation (SDC)
Gaia Energy Brokers Ltd	The Aurora Trust
German Red Cross	The Blandford Lake Trust
Global Fund to Fight AIDS, Tuberculosis and Malaria	The Zochonis Charitable Trust
	Tradecraft

Trocaire

UK Foreign and Commonwealth Office (FCDO)

UK Research and Innovation

UN Women

UNICEF

United Methodist Committee on Relief (UMCOR)

United Nations Development Programme (UNDP)

United Nations Food and Agriculture Organisation (UNFAO)

United Nations High Commissioner for Refugees (UNHCR)

United Nations International Organisation for Migration (IOM)

United Nations Office for Project Services (UNOPS)

United Nations Office for the Coordination of Humanitarian Affairs (UNOCHA)

United Nations World Food Programme (UN WFP)

United States Agency for International Development (USAID)

World Bank

World Vision Malawi

Welsh Government Llywodraeth Cymru

Women Peace and Humanitarian Fund (WPHF)

United Nations Peacebuilding Fund (UNPBF)

Nexus Response Mechanism (NRM) via UNOPS

The William and Flora Hewlett Foundation

Bank of Ireland Staff Fund

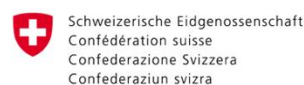
Evangelical Lutheran Church of America (ELCA)

Livelihood and Food Security Fund (LIFT) via UNOPS

Electric Aid

Peace Nexus

The Davy Charitable Foundation Services



Cynllun Grantiau Cymru ac Affrica Llywodraeth Cymru



Welsh Government's Wales and Africa Grant Scheme

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Accounts

Christian Aid

Annual report and accounts

2021/22



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Christian Aid exists to create a world where everyone can live a full life, free from poverty. We are a global movement of people, churches and local organisations who passionately champion dignity, equality and justice worldwide. We are the change makers, the peacemakers, the mighty of heart.

caid.org.uk

Contact us

Christian Aid
35 Lower Marsh
Waterloo
London
SE1 7RL
T: +44 (0) 20 7620 4444
E: info@christian-aid.org
W: caid.org.uk

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Cover: A mother and daughter at Lviv railway station, Ukraine. They fled bombing in Mykolaiv in southern Ukraine and planned to take refuge in Poland. Christian Aid's ACT Alliance partners gave them nappies, food and water and a place to rest.

Photographs: Cover: Antti Yrjönen/FCA; p4: Alex Baker; p5: Jess Hurd; p7: Christian Aid/Mervyn McCullagh; p10: Christian Aid/Fabeha Monir; p13: Christian Aid/Rosamelia Nunez; p15: Christian Aid/Silvano Yokwe; p18, 26: Christian Aid; p21: KORAL/Christian Aid; p24: Hernado Banquez; p27: Amy Menzies; p34: Young Christian Climate Network. p99: Christian Aid/Tom Pilston.

Letter from the Chair

To be invited to be the Chair of Christian Aid in November 2021 was an honour and a great delight. Many years ago, when I had just been appointed Assistant Curate at St Andrew, Ham Common, and Chaplain at Latchmere House Remand Centre, I went and delivered those famous red envelopes for Christian Aid Week. It was a wonderful experience. Today, our message remains the same, and the clue is in our amazing name – Christian Aid. We are here to stand together with people living in poverty, and that is what inspires me.

Christian Aid has a strong vision and track record of building the agency of people in poverty, and helping them to transform their lives. We believe in a world where everyone is able to live with dignity, where all can thrive and flourish, and where the voices of people who are excluded, marginalised and unseen are listened to and acted on. This work is rooted in the Christian conviction that all humans are created in God's image and likeness.

I have long admired Christian Aid's commitment to ending poverty and tackling injustice. When I visited Afghanistan in 2004, people told me that it was the only Christian organisation that had remained in the country. I thought how important this was: an organisation that works with people of all faiths and none because of, not in spite of, its Christian identity. It is an organisation that understands its role as being part of a wider movement for justice.

In taking on the role of Chair, I had to fill the shoes of Dr Rowan Williams, the former Archbishop of Canterbury, who stepped down having served two full terms. I would like to express my immense gratitude to Rowan for his commitment and leadership.

I was brought up in Uganda, and I am proud to be the first person of African descent to take up the position of Chair since Christian Aid was founded in 1945. Our organisation and the wider sector continue to journey towards deeper equality. Whoever we are, and wherever we live, we share in a common humanity. Christian Aid's new brand campaign, United By Hope, powerfully conveys what connects people across boundaries of wealth and geography. Our foundation, in response to the humanitarian crisis created in Europe by the Second World War, speaks to this same vision of life in all its fullness, for every person.

Our rapid response to the war in Ukraine, which has forced 12 million people from their homes, echoes that founding work.





Above: Faith leaders and Christian Aid supporters gather to show solidarity with the people of Ukraine at an Ecumenical Moment and prayer vigil outside the Ukrainian Embassy in London, following the Russian invasion of Ukraine.

The public response has been extraordinary, and we have been able to make a practical difference for thousands of people in Ukraine and neighbouring countries.

The effects of the war are being felt far and wide, most acutely in East Africa where rising food and energy prices have deepened a humanitarian crisis initially triggered by drought and conflict. The United Nations (UN) estimates that 18.4 million people in the Horn of Africa face acute hunger. As countries around the world continue to grapple with the aftermath of the Covid-19 pandemic, our work is more relevant than ever.

In April, we stood in solidarity with church leaders across the UK and Ireland in an act of witness to pray for the people of Ukraine and an end to the conflict.

Over the past year, Covid-19 continued to affect how we delivered our programmes. It has also changed how we fundraise as more of our activity has moved online. I would especially like to thank all our supporters, staff and volunteers who demonstrated remarkable resilience and commitment to Christian Aid through a difficult period of social restrictions. Our supporters' continued generosity has enabled us to sustain our work and adapt and respond to where the need is greatest.

As the climate crisis intensifies, it deepens poverty and vulnerability for millions of people around the world. We continue to develop our programmes on climate adaptation and resilience, and to campaign for courageous action by governments. We helped to raise awareness with our inaugural Annual Lecture in September 2021, where Sir Partha Dasgupta spoke on the threat facing communities from the climate crisis

and ecological loss. On 6 November 2021, Christian Aid supporters were among the many thousands of people who marched in Glasgow demanding climate justice at the Conference of the Parties (COP26).

One of our strengths as a Christian organisation is the ability to bring a distinctive perspective to international development. In our new publication, *The Christian Aid Poverty Report: Reimagining paths to human flourishing*, we set out the state of global poverty and what needs to be done to end it. We have received endorsements from notable figures, including Archbishop Thabo of Cape Town, Gordon Brown, Mary Robinson and Christiana Figueres.

As a Board, we have expressed our personal and collective commitment to ensuring that we address the reality of the human cost of racial inequality. We must do this with urgency, acknowledging our own part in the problem and offering a tangible and meaningful response. As we have done before, we must demonstrate that how we carry out our work fully reflects the values we are committed to upholding.

I want to thank our former Chief Executive, Amanda Khozi Mukwashi, who departed in December to take up a new role with the UN. Since joining Christian Aid in early 2018, Amanda launched a new global strategy, led our work on anti-racism, and weathered the storms of a global pandemic. It was fitting that Amanda's leadership was recognised publicly with the Charity CEO of the Year Award at the 2021 Third Sector Awards.

The process of finding a new Chief Executive was extensive and we had a wide and diverse field of applicants. I was very glad to welcome Patrick Watt as our new CEO in April 2022. Patrick has already proven himself as a leader for both Christian Aid and the international development sector as a whole. He is committed to Christian Aid's strategy of using prophetic voice to confront injustice and working with churches to achieve lasting change.

I look forward to continuing to work with Patrick in our mission to transform situations of injustice into those of hope and to end extreme poverty.



Dr John Sentamu

Chair of the Christian Aid Board of Trustees

Letter from the Chief Executive

I am delighted to be introducing my first Annual Report as CEO of Christian Aid. I already knew something of the great work we do in tackling poverty and its root causes, having worked previously as Christian Aid's Director of Policy and Campaigns. Yet coming into the role of Chief Executive has opened my eyes further to the extraordinary work of our organisation.

I want to thank Amanda Khozi Mukwashi for her leadership and transformational impact on Christian Aid over her four years as CEO. I intend to build on her legacy as I lead us on the next stage of our journey. I also want to thank Dr John Sentamu for his wisdom, support and guidance since I started as CEO.

The issues we work on are enormous and urgent, and the pressures facing development and humanitarian non-governmental organisations are often intense. But I draw confidence from the fact that we are one part of a wider movement, powered by a cause larger than any single organisation, of ending the injustice of extreme poverty. I am privileged to work alongside passionate and dedicated staff, volunteers, supporters, partners and sponsoring churches to realise our vision and mission.

Shortly after my appointment in April, I travelled to Malawi and witnessed first-hand the difference we make in people's lives. I was inspired by smallholder farmers' accounts of how they had become more economically resilient with Christian Aid's support, and by the energy of the women-led cooperatives we helped to establish. Yet it was also sobering to see the scale of the damage caused by Cyclone Ana in January 2022, and to hear from people about how they have been hit by the economic effects of the Covid-19 pandemic and the war in Ukraine. These economic headwinds are being felt most in the poorest countries. In East Africa, rising food and energy costs are adding to drought to create one of the biggest hunger emergencies of recent decades.

Christian Aid was founded in response to the needs of refugees in the aftermath of the Second World War. More than 75 years on, we have again faced a huge forced movement of people in Europe, following Russia's invasion of Ukraine. I have been impressed by how different parts of Christian Aid have worked together rapidly to mobilise a fundraising and programme response, and encouraged by how our membership of ACT Alliance has allowed us to work effectively across Ukraine and neighbouring countries.



In Ukraine, we are building on our track record of localisation, and of putting survivors at the heart of our humanitarian work, by supporting small community-based initiatives. Our experience in Haiti, for example, has generated evidence that where communities shape our response, it is more effective and sustainable. Our work with our Haitian partner KORAL in helping people to construct stable homes following the 2010 earthquake has proven its worth in the face of more recent disasters.

Building on unexpected success in 2020, Christian Aid Week 2021 again surpassed fundraising expectations, despite Covid restrictions. Christian Aid Week income rose by £1.7 million last year and continues to be a key moment when we engage the wider British public in our cause. Due to our supporters' extraordinary generosity over recent years, we are now seeing a steady recovery in our voluntary income. This is allowing us to increase our programme grants to our partners, and deepen our impact for people living in poverty.

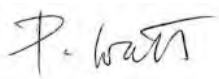
Our supporters and churches act and pray with Christian Aid, as well as giving financially to our work. Last year, we joined with other members of the People's Vaccine Alliance and global faith leaders to call for an end to vaccine apartheid, in the face of hoarding by rich countries and profiteering by pharmaceutical companies. We saw powerful and imaginative campaigning help to influence decisions on debt, and on climate change, including at the UN climate conference in Glasgow in November 2021. We brought together people from faith communities in the UK with activists from the poorest and most climate-vulnerable countries, behind the demand for climate justice. While the final outcome was disappointing, we saw important progress in putting climate loss and damage further up the international political agenda, something on which we will build in the run-up to COP27 in Egypt.

Over the last year, we experienced a substantial fall in our institutional income, and as a result saw an overall drop in our programme expenditure. This decline had no single cause, but the sudden and deep cuts to UK aid that followed the merger of the Department for International Development and the Foreign Office, and the loss of EU funding opportunities following Brexit were important factors. The good news is that our gradual recovery of voluntary income gives us the space to be strategic about how we go about rebuilding our institutional income. Some positive work has already begun in this area, as we sharpen our focus on programme impact and improve our systems.

In January, trustees received Christian Aid's first annual report on race and diversity. It was an important point in our shared journey to becoming an organisation that fully lives up to our values of dignity, equality, justice and love, and actively tackles racism in all its forms. The report showed that we have made many positive steps towards implementing the recommendations in our 2020 external review on race and diversity. Yet there remains much to do, as our organisation works to change our systems, processes and behaviours for the better, and at the same time grapples with the connected challenge of how to redistribute voice and power, and increase accountability within our sector. I am encouraged by the ongoing commitment of staff and trustees to this agenda, and am determined to sustain our efforts.

The last year saw continued challenges as we worked to maintain our programmes, and engage our supporters, in the face of Covid-related restrictions on movement. Towards the end of the year, these restrictions began to be lifted. We adjusted to a new hybrid way of working, aimed at combining the benefits of home working and of being together face-to-face. The fact that many of our colleagues in country offices are working in the context of conflict and political instability, from Afghanistan to Myanmar, and Haiti to South Sudan, adds to the complexity of working life. We continue to look at ways of ensuring that our staff can bring their best work to Christian Aid and are supported and motivated in their roles.

The subtitle of our recently published *Christian Aid Poverty Report* is *Reimagining paths to human flourishing*. We are living in a period when the inequalities of wealth and power are widening, conflict and violence are leading to massive violations of people's rights, and environmental destruction threatens our common home. There is an urgent need to rethink our approaches to poverty, and to restore the relationships broken by it. This demands deep structural change, but also a real change in ourselves. Christian Aid's work is one contribution to that task, of building a world in which every person is able to play their full part in the human family. I look forward to working with people across our networks in the coming year to pursue that vision in practical and effective ways.



Patrick Watt

Chief Executive Officer



Strategic objectives

For 76 years, we have provided long-term development support and humanitarian relief worldwide, highlighting suffering, tackling injustice and championing people's rights.

Our vision

Our vision is a world where everyone has fullness of life; a life lived with dignity, free from poverty and need; where global resources are equitably shared and sustainably used; and where the voice and agency of the poor and marginalised are fully realised.

Our mission

We live in a world where the scandal of poverty, inequality and injustice persists. We act as a global movement of people to respond in practical ways to alleviate suffering; to expose and eradicate misuses of power; to provide humanitarian support in crises and emergencies; and to work for sustainable and long-lasting change.

Our strategic framework

Our global strategy, Standing Together, laid out an analytical framework as our approach to tackle extreme poverty:

Poverty: Reach people living in extreme poverty, challenge structural poverty, and respond to need.

Power: Understand, challenge, shift and build new forms of power across all connected levels.

Prophetic voice: Enact, together with people living in poverty, a shared vision of a just and healed world.

Delivering hope, building a movement

We have an incredible network of supporters, partners and allies across the world, and the total of all our actions is greater than the sum of our parts. To achieve our goals, we need to collaborate with people and organisations of all faiths and none, who share our values and a desire to act with the same courageous hope and conviction. To achieve our vision and mission we need to:

- connect the thousands of churches and supporters who give, act and pray in Britain and Ireland
- connect the hundreds of organisations who partner with us to deliver innovative and effective solutions to eradicate poverty
- connect the voices from every country where we are present to dismantle the systemic causes of poverty and amplify their desire for justice.

Our values

Dignity

Our belief that every human being is of equal worth and should be given the opportunity to realise their potential.

Love

Our cornerstone! Our motivation to love and care for others and Creation by standing alongside those who struggle against poverty, powerlessness and injustice.

Justice

Our determination to empower communities and to challenge the structures and systems that create poverty and prevent people from rising out of it.

Equality

Our conviction that all individuals and groups have the right to equality of voice, opportunity, and outcomes.

Previous page: Fatima lives in a refugee camp in Cox's Bazar, Bangladesh, after she fled Myanmar. She accompanies her mother to regular awareness sessions offered by the Women and Girls Safe Space, which is the only place where she can freely share her dreams and hopes.

Strategic report

The year in numbers

The following stories illustrate the impact of our work and our approach of poverty, power and prophetic voice. They showcase a few examples from the development, advocacy and humanitarian projects across the countries in which Christian Aid works.

Some achievements of our programmes, advocacy and campaigning efforts in 2021/22 were:

- We implemented 257 projects in 14 countries and across two regional programmes.
- This work directly reached 2,676,349 people, of whom 54% were female, and reached another 29,602,785 people indirectly.
- The humanitarian needs of 1,419,947 people were met directly through our interventions.
- We worked with more than 240 implementing partners.
- We welcomed 6,000 new supporters who joined our cause. Additionally, 27,385 people took 33,037 campaign actions, including petition signing, individual actions and movement building.
- We raised a total of £78.4 million in 2021/2.
- We spent £75.6 million, with £34 million used for humanitarian programming and £24.1 million for development programmes.
- We distributed \$5.13 million (£3.9 million) in cash transfers to 172,273 displaced people in the DRC and Nigeria, through our partnership with the World Food Programme.
- Our supporters raised more than £7 million to support humanitarian emergencies in Haiti and Afghanistan, and our Global Hunger Appeal.
- We launched the *Christian Aid Poverty Report: Reimagining paths to human flourishing*, which examines the state of global poverty, its causes and effects, and what needs to be done to end it.
- Our new brand campaign, United By Hope, reached 27 million people in the UK by April 2022. This aimed to create a connection and sense of collective empathy to show that there is more that unites us than divides us.



Breaking the Barriers

Honduras, Malawi, Burkina Faso and Ethiopia

Breaking the Barriers (BTB) was a four-year EU programme that ran from February 2018 to July 2022. It looked to enhance women's economic empowerment by 'increasing rural women's jobs and income in the sustainable energy sector, improving working and living conditions, promoting gender equality, and strengthening women's social status'. BTB supported women in Honduras, Ethiopia, Malawi and Burkina Faso through the use of Women Led Sustainable Energy Enterprises (WLSEEs). The project established 207 WLSEEs working with 2,490 people (81% of them women).

In Malawi, Burkina Faso and Ethiopia, the project provided access to finance and training, so that participants could set up small-scale food processing businesses using sustainable energy technologies. In Honduras, women set up WSLEEs to sell renewable energy products.

When the project started in Honduras in 2018, 39 WLSEEs were established. These businesses sold eco-friendly cooking stoves, solar driers and solar panels, plus additional accessories and services. By February 2020, these women had more than doubled their monthly incomes, and some were earning the minimum wage through their sales. In addition, 197 jobs have been created for rural women in Honduras.

The BTB programme also aimed to increase women's decision-making power. For example, by the end of the project in Honduras, 57% of women felt they had the power to make their own decisions, as opposed to 43% at the start of the project. Women became more confident about organising and making business decisions. By the end of the programme, women managing WLSEEs were signing contracts with suppliers and other institutions with no support from the project, ensuring the sustainability of their enterprises.

Context-specific design was important to understand and navigate the different social norms and cultural restrictions faced by women. Financial structures in some countries are not committed to the development of rural women. For example, in Honduras, women in remote rural areas with less repayment capacity were initially excluded from the project because banks would not approve their loan applications. This meant that Christian Aid and the partner had to find ways to involve rural women. Therefore, the project designed affordable and flexible loan arrangements (low interest rates, no subscription fees, and group lending to ensure collateral) so that the excluded rural women could benefit financially from the project.

'We have always had the dream of starting a business [and] being able to care for our children at home. But we did not have the opportunity to access credit since we did not meet the requirements set by banks and microfinance companies'

Alma, Honduras

Previous page: Marlen Salguero Hernández and Lorena Perdomo install solar-powered lighting. Marlen is the leader of her local women-led energy project in Belen, Honduras. She has become a leader in her community, and is supporting other women to gain financial independence.

Reducing malnutrition and improving diet diversity

South Sudan

South Sudan has some of the highest malnutrition rates in sub-Saharan Africa. Since July 2018, Christian Aid has been tackling malnutrition in Aweil North and Jur River regions, where few other agencies work. The goal of the £2.6 million, three-year UK aid project was to improve the nutritional resilience of 52,911 women and children by supporting them to increase the amount and the diversity of their diet, improving their control over their time and resources, and increasing the capacity of the county nutrition departments.

The project focused on the community working together to find solutions to tackle malnutrition so that the impact would continue after the intervention ends. The project has reached 67,455 women and girls of childbearing age, and 37,265 children under five. The project supported 3,009 families (76% women) through village savings and loan schemes. These helped people to increase their income through establishing small-scale businesses and buying livestock, such as goats, sheep and chickens.

We trained 5,728 farming households (81% women) to improve the quantity and quality of their crops, and ensured access to maize, peanuts, cowpeas, sorghum and sesame, and vegetable seeds (okra, aubergine, melon, kale and tomatoes).

Furthermore, we trained 1,200 fisherfolk (10% women) to catch, preserve and market fish effectively.

These interventions have contributed to an increase in diet diversity (considered to be consumption of 10 food groups) among women of childbearing age from 0.6% to 35%. The percentage of households putting seeds aside for the next planting season rose from 61% to 83% at the end of the project.

Seeing change In Their Lifetime

Nicaragua, Ethiopia and Myanmar

In Their Lifetime (ITL) is a fund that enables Christian Aid to invest in projects that test new approaches to development. Through innovative projects, we collect data and gather knowledge on what works. Learning and evidence from past projects allows us to share our innovations with other organisations, local governments and networks to deliver more impact in vulnerable communities globally.

During 2021, Christian Aid partners were implementing three ITL projects, in Nicaragua, Ethiopia and Myanmar.



'With my farming activities, I am able to pay the school fees for my children, buy clothes for them and also pay for their medical treatment'

Adut Anet Achen, participant

The Climate Monitoring Action (CLIMA) project in Nicaragua started in 2020. Five weather stations were installed and 121 climate observers (42% women) were trained. The observers were connected to a national network to gather and interpret locally sourced climate data. The information was shared with more than 300 farmers through WhatsApp messages, newsletters, forecasts and printed materials. In this way, the project helps equip families to address the increasing degradation of their agricultural livelihoods.

The project in Ethiopia started in August 2021. Local community and healthcare systems were supported in the development of an early warning system to predict health hazards, design preventative interventions, and act as quickly as possible in health emergencies. Early warning systems are more typically used in the climate and agriculture sectors. Communities have learned how to apply these to healthcare to better predict and prepare for future health emergencies, in particular the spread of malaria and cholera.

Staff at 16 healthcare facilities were trained in public health emergency management, which has helped them to monitor and report on the occurrence of communicable diseases. Another 135 health facilities received improved reporting systems, which means they can better survey disease occurrences and prepare for future outbreaks. The project supported four health centres to develop emergency preparedness plans that consider how the climate has affected disease outbreaks. A campaign on measles and Covid-19 outbreak risks and prevention reached around 171,000 community members.

In Myanmar, the ITL project has supported conflict-affected communities to recover from the health, social and economic fallout of Covid-19 alongside the impact of armed groups and conflict. Since it started in August 2021, the project has helped us learn how to better undertake long-term planning in fragile contexts using an approach that combines emergency relief with development actions and peace-building initiatives. It has successfully facilitated 32 participatory vulnerability and capacity assessments (PVCA) with 356 community members (60% women) to identify key existing resources and needs within the communities, develop action plans to build on existing strategies, and address key challenges.

In the PVCA process, malnutrition was identified as a significant problem, so the project distributed nutrition packages to 574 households in Kachin State. Thirty community taskforces have been established and trained to share information on Covid-19 and available health services. A Facebook page 'Happy Baby'

'About climate, I knew nothing, I only saw rain. But now I know how to measure the water that falls from the sky and I can say to my family when is a good time for sowing'

Reina, a Nicaraguan farmer participating in the project

has been established by partner Koe Koe Tech to share information on nutrition and Covid-19 with community members who are particularly hard to reach in person due to ongoing conflict and Covid-19 movement restrictions.

The Global Hunger Appeal: Compassion for people facing famine

Afghanistan, Ethiopia and South Sudan

The Covid-19 pandemic, the climate crisis and continued conflict has exacerbated hunger and food insecurity in many countries, causing more than 30 million people in 20 countries to be at risk of famine and requiring immediate humanitarian assistance. Christian Aid was able to respond in three of these countries through our Global Hunger Appeal.

In South Sudan, the food crisis was caused by severe flooding in 2020 and 2021 that covered large areas of land and destroyed crops. The extreme flooding took more than six months to recede, which impacted farmers' ability to prepare their land and sow seeds for the next harvest. In addition to the impact of the floods, conflict erupted in several places. Large-scale conflict in Jonglei State further exacerbated hunger as people were forced to abandon their land. With stretched coping mechanisms, significant cuts in World Food Programme distributions and with little or no services, communities continue to struggle to access food.

The causes of food insecurity in Ethiopia are complex, but include drought, conflict and high global prices of food and petrol as interrelated driving factors of hunger. The south has had more than four failed rainy seasons. Food production, pasture and livelihoods have been compromised and people are being forced to leave their homes in search of casual labour and better opportunities in urban areas. Nearly 1.5 million people are estimated to be displaced due to drought and more than 8.4 million people need urgent food assistance.

In Afghanistan, as the result of insecurity and armed conflict throughout the country, many people fled their homes and need urgent food and other items. The lack of access to food is acute, with 14.5 million people needing food support.

Christian Aid's Global Hunger Appeal met life-threatening needs for food and non-food items to save lives, uphold dignity and support early recovery and more sustainable solutions. The project has made an impact in the lives of 35,288 people (60% women and 10% people living with disabilities). Of these, 12,605 people (61% women) received cash for food. The programme also supplied 3,775 people (53% women) with standard food



Above: Widowed women in Afghanistan received emergency support from a Christian Aid partner, through our DEC Covid appeal.

packages and 3,634 people (53% women) with nutrition parcels for pregnant and breastfeeding women and malnourished children under five. Hygiene dignity kits (including sanitary pads and soap) were distributed to 1,556 girls and women. Psychosocial support and referral pathways were provided to 27,323 people (62% women). In addition, 3,101 people (58% women) received items such as seeds, tools, fishing gear and jerrycans. These communities were also provided with a sexual and gender-based violence referral pathway guide.

Blessed are the peacemakers

Burundi

For farmers struggling to make ends meet because of poor harvests caused by heavy rains, the slightest shock, such as having crops destroyed by a neighbour's cow, can cause bitter resentment that can spill over into conflict.

Recognising that conflicts at community level were a significant factor in increasing the vulnerability of families in rural Burundi, the Humanitarian Programme Plan, funded by Irish Aid, included a conflict resolution mechanism in its humanitarian response. Christian Aid partner Conseil National des Églises du

Burundi provided dispute management and resolution training to members of disaster management committees. They were then able to use their skills to prevent conflict within communities, such as disputes over land ownership and land rights, debt repayment, political disputes and disputes between farmers and cattle herders.

In total, 105 people (34% women; 9% aged over 60) from disaster committees were trained on conflict analysis. A further 550 people (47% women; 18% youth; 3% people living with disabilities and 18% aged over 60) in 11 communities took part in a conflict analysis and conflict resolution process at community level. This resulted in 79% of conflicts presented to disaster management committees being addressed and resolved through conflict resolution mechanisms

One example of a conflict resolved is the story of Ezekiel and Simon, who live in a village in Makamba Province in southern Burundi. Ezekiel is a farmer who grows cassava, taro and maize. Simon keeps a cow and also grows rice, beans and maize on a rented plot of land near Ezekiel's. Farmers in their area have been struggling in the face of increasingly intense weather, and were already under pressure to provide food for their families.

What made it worse for Ezekiel was that Simon left his cow to graze uncontrolled. As a result, Ezekiel explains: 'I was in constant conflict with Simon. His cow destroyed 40–50 kg of maize and each kilogram sells for 1,000 Burundian francs at the local market. For cassava, I would say that we lost up to 70 kg that can also be sold for the same price.'

Relations between the two men began to deteriorate quickly and spiral out of control. According to Simon, Ezekiel began to confront and threaten him because of the damage his cow caused. 'I was living in fear. In one week, I was threatened four times. I then decided to reach out for support,' Simon says.

Their community leader put them in contact with a local disaster committee who mediated by enabling both sides to put forward their story and inviting proposals for resolution. This led to Simon ensuring that his cow would be secured. 'After we resolved our dispute, I started to keep my cow on my land because I saw the consequences of what happened to Ezekiel,' he says.

Reaching out to a committee for help with resolving a dispute is beneficial in many ways. The court system is expensive and can take a very long time. The outcome usually involves people paying fines, but does not usually resolve the conflict. The services provided by disaster committee members are free, which also allows vulnerable people to access them.

Social shifts in women's participation in disaster risk reduction

Nigeria

'Emerging as the leader of the DMP is not only a big deal for me but for other women in Sokoto State,' said Hajiya Aisha Abdullah in her acceptance speech at her inauguration as the chairperson of the Disaster Management Platform (DMP), in Sokoto State, Nigeria. In Kaduna State, another woman, Jacqueline Adebija, was also elected as chair of the DMP. The DMPs were set up by the Disaster Reduction and Social Safety project to provide coordination and technical support in the implementation of state emergency response plans.

In most parts of northern Nigeria, the voices of women and girls are not heard when issues that affect them are being discussed, and their capacity to provide solutions to problems is not recognised. Women are usually not allowed to sit together with men in gatherings and even when they find themselves in the same space, they usually keep silent.

Having women as leaders of state-level platforms is a huge achievement, in particular because the importance of this was embraced by the individual members of the DMP, after a series of conversations and advocacy for an increase in women's participation in decision making. The social shift has also reached the community level, where the project is working with eight community DMPs with 56 men and 24 women across four regions of Sokoto and Kaduna States working to educate and prepare their communities for emergencies and disasters.

Strategic leadership development training was organised for 60 women. The women who attended the main training agreed it was valuable and shared the knowledge with other women afterwards, using existing platforms, such as community meetings and religious groups, to reach other women. Working together with the community DMPs, the women developed action and advocacy action plans around community sensitisation, waste management and flood preparation. Sixteen women trained in this way have now joined their community DMPs, increasing the number from 80 to 96 people (40 women and 56 men).

Supporting a survivor-led emergency response in a complex disaster

Haiti

On Saturday 14 August 2021, a 7.2 magnitude earthquake struck southwestern Haiti with devastating consequences.

'I will continue to use this DMP position to inspire more women around me to aspire for leadership positions. I did not get to the point overnight, and I am still pushing myself to attain greater position'

Hajiya Aisha Abdullahi, Chairperson of Sokoto state Disaster Management Platform

There was significant loss of life, injuries, infrastructure damage, and impact on food production and availability, resulting in multiple immediate needs for local people.

Christian Aid worked with local partners Konbite pou Ranfose Aksyon Lakay and Service Jésuite aux Migrants to implement the Haiti Earthquake Response, which tested the survivor and community-led response (SCLR) approach at scale for the first time in a complex emergency response in Haiti.

SCLR is an emergency response approach developed to support and resource individuals and communities affected by sudden or protracted crises, and support the self-help actions of crisis-affected people. It does not replace traditional humanitarian response, but provides additional assistance to meet the immediate needs of the affected communities and increase survivors' resilience.

Using the SCLR approach meant that Christian Aid could provide lifesaving assistance and respond to the immediate needs of those most affected by the earthquake, including displaced women, men, boys and girls in remote communes in the Sud and Grand'Anse departments. By distributing micro-grants to community-based organisations, communities were able to meet their basic needs by identifying their own priorities and enacting their own planned solutions.

During the first three months after the earthquake, Christian Aid supported 71 self-help initiatives with grants ranging from \$2,000 to \$3,000. The initiatives included cash for work on road infrastructure, removal of rubble and canal cleaning; unconditional cash transfers to particularly vulnerable families; funding for self-organised distribution of essentials; and psychosocial assistance.

The community-led initiatives had direct and meaningful impacts on the lives of 12,580 individuals (4 % people living with disabilities and 18% older people). The activities were funded by Start Fund, Irish Aid Emergency Response Fund and Christian Aid.

A dignified livelihood

India

Manual scavenging in India is a caste-based practice, rooted historically in the hierarchical system of caste and exclusion. It involves manually cleaning out and disposing of human excreta from dry latrines and sewers, and is usually performed by Dalit women.

'This is the method that is good for the community because the community is involved more. When they impose things on us, it is in a situation of restraint. But when they give us the liberty of choice, we enlarge the situation more'

Community participant



Community distribution of urgent supplies in the aftermath of the earthquake in Haiti.

Our partner ARUN-SKA is leading a long-term campaign to eradicate manual scavenging, which still exists despite being legally prohibited. The movement has grown into a network of 7,000 members in 500 districts, and two nationwide marches were held in 2010 and 2015 to garner support from the public. In 2021/22, more than 1,205 members from the manual scavenging community organised public rallies to raise their voice on key issues, which led to the demolition of eight dry latrines in two states, liberating 12 women from this undignified occupation. To date, the movement has liberated 300,000 scavengers.

ARUN-SKA is advocating with the government, holding it to account on its commitment to support ex-manual scavengers to find dignified livelihoods, and to disburse the allocated budget fairly and efficiently. By 2020/21, there was a budget of 100 million rupees for relief and rehabilitation support for manual scavengers, but so far, only 16 million rupees have been spent.

In 2021/22, ARUN-SKA also focused on the rehabilitation of former manual scavengers, helping to form 30 self-help groups and 35 gender equality clubs. These worked with 513 women and 350 young adults who had been manual scavengers and who were seeking to build dignified livelihoods for themselves. The women also benefited from training so that they have the capacity and resilience to speak up and fight for their rights in the community.

Equality for transgender communities in Bangladesh

Bangladesh

In Bangladesh, there are small, but well-defined, transgender and Hijra communities. Hijras are often born male but look and dress in traditionally feminine ways. These communities face discrimination in every aspect of their lives, including healthcare, education, safe living spaces, public transport and constitutional rights. The main reason is lack of awareness in the wider population, along with no official recognition or formal statistics.

Our partner Bandhu Social Welfare Society has been lobbying on behalf of the transgender and Hijra communities for seven years, alongside UNFPA and UNICEF. This year, they achieved a significant victory when the National Curriculum and Textbook Board of Bangladesh agreed to incorporate comprehensive sexuality education into the national curriculum. This is the first step to sensitising children on gender diversity to ensure that

'I used to work as a manual scavenger. With the help of SKA I got training in manufacturing of cleaning products and stands for clothes and flower pots. Now I am able to earn 20,000 rupees a month. Before, I used to get only 2,500 rupees per month. My family is very happy, and this change in work has also enhanced our status and respect in society'

Babali, Raj Kumar, Mohalla-Jattapura,
Punjab State

diverse communities are accepted and discrimination is reduced.

A second milestone was reached when, after years of lobbying by Bandhu, with assistance from the National Human Rights Commission, the Bureau of Bangladesh Statistics agreed to include a question to identify people as Hijra in the next census. At present, there is no official data on this community, although estimates of their numbers range from 10,000 to 100,000. This is an important step for Hijra people to feel represented and accepted. It is essential for their actual number to be counted so that government programmes can appropriately plan and budget.

The voice of Providencia: 'Enough is enough! No more'

Colombia

To tackle inequality and climate injustice, the world needs voices that cry out about the urgency of addressing the impacts of climate change. Yurshell Rodríguez, from the Colombian island of Providencia, is one of these voices.

Providencia was hit by Hurricane Iota on 13 November 2020. Winds of over 250km/hour left five people dead, 16 missing and almost all of the island's 5,000 inhabitants homeless.

Despite the devastation and horror, Yurshell, a young woman living in the Raizal community of Providencia, decided to collaborate with Climate Action Network International's Impact campaign by collecting graphic material and testimonies of those affected, managing to generate two of the most powerful videos of the global campaign.

The videos show a small, yet hard-hitting, part of the effects of the climate crisis on the most vulnerable. The involvement of Yurshell and Christian Aid's partner Climalab in raising awareness of the effects of this crisis in communities in the Colombian Caribbean also strengthened the campaign in different regional and international events, including at the 2022 LAC Regional Climate Week in the Dominican Republic.

As a representative of her community, Yurshell's participation allowed the Climate Action Network Latin America (CANLA) to push the campaign in seven other countries in the region (Guatemala, Honduras, Nicaragua, Costa Rica, Panama, Colombia, Bolivia, Peru and Chile), leaving us with a clear message: 'Enough is enough! No more!'



Above: Yurshell Rodríguez says: 'What are we going to do to help these places so vulnerable to climate change? We filed a lawsuit against the government of Colombia, to demand that it complies with the Paris Agreement.' She collected testimonies from people affected by Hurricane Iota, and made two of the most powerful videos for Climate Action Network International's global campaign.

Christian Aid has supported CANLA organisations since 2019 and started supporting Climalab this year, with seed funding for the development of its advocacy strategy. This allows it to amplify voices like Yurshell's in national, regional and international decision-making spaces, and provides a platform to Yurshell and her community to denounce inaction and climate injustice.

Faith actors and the response to Covid-19

Bangladesh, Nigeria, South Sudan, Sierra Leone and others

In April 2020, as the coronavirus pandemic swept across the globe, it became increasingly clear to Christian Aid that we would need to respond to the increasing vulnerability affecting many of the communities in which we were already working.

Our Covid response went beyond a humanitarian response. A central pillar in our immediate response was a focus on working with local and national faith actors, including faith-based organisations and faith leaders.

Christian Aid's response based on what we had learnt from our programmes during the Ebola crisis, where the role of faith leaders had been recognised as critical to successful service delivery.

In order to continue learning and improving our programme approach, we commissioned a series of studies to look at how Christian Aid's Covid-19 response worked with faith leaders in Bangladesh, the Democratic Republic of Congo (DRC), Nigeria, Sierra Leone, Myanmar and Afghanistan. Working with faith

actors can be complex, and the learning raised several questions regarding stigma and risk. Overall, Christian Aid had significant positive learning from our Covid-19 engagement with faith actors.

Misinformation and a lack of trust in public health officials were key issues during the pandemic. Christian Aid's engagement with faith actors – who are often more trusted than government representatives – was on delivering hygiene products and also on health messaging.

In Sierra Leone, for example, the high capacity of the Council of Churches in 'risk communication' was identified as an important contribution to the response. In practical terms, Christian Aid and its partners supported faith actors to communicate regulations and protocols in a way that would be meaningful for their specific communities.

In Nigeria, faith actors were able to play key roles, especially via radio messaging, to combat misinformation. Faith actors were also instrumental in Nigeria in reaching the poorest and most vulnerable due to their inbuilt networks within communities. In Bangladesh, public health messaging was linked to the Quran's teaching on cleanliness.

This was effective due to the sustained long-term relationships Christian Aid had with faith actors. For example, in Bangladesh we noted that involving faith actors was not only a matter of harnessing the 'good' that a faith actor can do, but also effectively countering existing beliefs and practices that may weaken public health outcomes. The Bangladesh study also found that some faith actors believed Covid-19 to be a divine curse, and offered prayer as a solution.

It was suggested that it was due to these deep long-term relationships of trust that the more challenging conversations – to challenge certain beliefs and open space for more accurate health messaging – were able to take place. Having existing partnerships in countries and localities enabled a stronger and more impactful localised response.

In an online workshop bringing together faith leaders and civil society activists from five countries in Africa, participants highlighted how trusted faith leaders could reinforce positive messages with practical help, for example by providing their church or mosque as a vaccine centre.

Christian Aid facilitated faith leaders to speak at health conferences, and on local and national radio and TV stations alongside health experts, to dispel myths on coronavirus and the vaccines. On a global level, our former and current Chairs,

'You need the faith actor for access, otherwise you can't change anything'

Staff member, Christian Aid, Nigeria



Above: Christian Aid's mobile vaccination caravan in Kenya delivered vaccinations in hard-to-reach districts.

Rowan Williams and John Sentamu, participated in events to promote Covid vaccine equity, including using Christian Aid's Covid vaccine equity index.

Although faith actors often commanded a high level of public trust, Christian Aid staff also noted the importance of multi-stakeholder responses for effective communication and service delivery. Relevant bodies included faith institutions, government agencies, emergency management bodies and governmental Covid-19 response teams, media and other civil society organisations.

Through our collaborations, Christian Aid was able to run mobile vaccination caravans. In Zimbabwe, 2,316 people vaccinated in hard-to-reach districts, with 1,482 getting their first dose, while 200 were vaccinated in Kenya.

Partners and staff noted the importance of inter-faith coalitions, such as in South Sudan and Kenya, where there is evidence of Christian and Muslim groups working together. This also mitigated any potential conflicts when aid was distributed. This is something to maintain in future public health crises.

**Act now
for
Climate
Justice**

**Act Justly,
Love Mercy,
Walk
Humbly**
Micah 6:8

**Act now
for
Climate
Justice**



Influencing the climate debate at COP26

UK and global

The 26th UN meeting on climate change – the Conference of the Parties (COP) – met in Glasgow in November 2021. This was billed as a totemic COP for climate justice issues central to Christian Aid and our partners' concerns. Foremost amongst these is the issue of loss and damage, which describes the negative impacts of climate change that occur when human attempts to adapt have been surpassed. We are already seeing and living through more frequent and acute climate events and impacts. The devastating injustice is that poorer people in lower income countries are experiencing the worst loss and damage, despite not being responsible for climate change.

Many rich country governments have obstructed negotiations on loss and damage during COP meetings. They are concerned that any formal recognition of their countries' responsibility for the damage done by climate change could lead to open-ended financial compensation claims. Overcoming this resistance to even discuss how to address loss and damage – from floods and cyclones to gradual coastal erosion and increasingly inhospitable soil for many crops – has prevented any formal international support to support those affected by these climate impacts.

Alongside partners across Africa, Asia, Latin America and the Caribbean, Christian Aid has championed the principle that polluters should pay for compensating those experiencing loss and damage. During COP26, Christian Aid published a report, *Lost and Damaged*, estimating the devastating economic impacts which many lower income countries are projected to face even if climate change is limited to the ambitious target of 1.5°C. This report gained widespread media coverage and helped to sharpen minds. Supporter power in the run-up to COP26, public stunts, and Christian Aid colleagues and partners pressing the message of justice all made it clear to government negotiators that they had to confront loss and damage.

Christian Aid raised loss and damage in high-profile meetings, including with the Scottish First Minister Nicola Sturgeon and US House of Representatives Speaker Nancy Pelosi. Our spokespeople gave interviews to global media outlets, including the BBC, Reuters and Time. A delegation of black majority church leaders prioritised the need to tackle loss and damage within their churches and wider advocacy. Christian Aid also supported the Young Christian Climate Network's prayer boat relay, which left the G7 meeting in Cornwall in June and arrived

Previous page: Christian Aid supporters at the COP26 Global Day of Action march in Glasgow on 6 November 2021.

in Glasgow. The campaigners stopped at many churches and community events to highlight loss and damage.

By the end of COP26, a rift had deepened between most poor countries calling for action and new finance now to address loss and damage, and rich countries, such as the UK, wanting to dodge commitments. A messy compromise was finally agreed, opening up a new negotiating space – the ‘Glasgow Dialogue’ – and the continued pressure appears to be finally leading to results. The Scottish Government provided a symbolic, but highly significant, £2 million to support those affected by loss and damage. Following more pressure, Christian Aid and our partners are confident that loss and damage will be part of the formal negotiations for the first time at COP27 in November 2022.

An emerging crisis: responding to the Ukraine conflict

Ukraine

On 24 February 2022, Russia invaded Ukraine, resulting in one of the biggest and swiftest forced population displacements in recent decades. On 3 March 2022, the Disasters Emergency Committee (DEC) launched an appeal. As of July 2022, the appeal had raised more than £370 million – the largest DEC Appeal since the 2004 Indian Ocean tsunami. In parallel, Christian Aid launched its own appeal, which had raised a further £1.86 million by the end of March.

With no previous presence in Ukraine, in the first phase of the response, Christian Aid partnered with ACT Alliance sister organisations Hungarian Inter Church Aid (HIA) and Swiss Church Aid (HEKS) who have long term relationships with local partners in Ukraine, Romania and Hungary. Through these partners, Christian Aid provided medical supplies, food and shelter for refugees. Our partners distributed more than 5,000 SIM cards so that families could keep in touch. We set up safe zones at train stations to ensure women and children were not exploited by predatory gangs of people traffickers. We supported refugees with cash so they could decide for themselves what they most needed, such as buying nappies, paying rent for lodgings in host communities – or even purchasing pet food as many fled with their animals as they couldn’t bear to leave without them. We also provided hot meals, hygiene kits, temporary rest in community centres, and safe spaces for children to receive trauma care.

In addition, we donated £2 million for life-saving medical equipment via Crown Agents for the Ukraine Ministry of Health,

including 10,000 emergency first aid trauma kits for civilian casualties, as well as baby incubators, oxygen concentrators and more than 3,000 thermal blankets. The crisis resulted in a steep rise in premature births, caused by the stress the Russian bombardment caused pregnant women.

Christian Aid is using the opportunity generated by the significant flexible funds available from the DEC Appeal to pioneer, scale up and evolve best practice in our innovative survivor and community-led response, which puts people and communities affected by crisis in the driving seat of their own response and recovery. We are training and supporting ACT Alliance organisations and other partners to implement these approaches.

Christian Aid is spending 75% of the funding available to us in Ukraine, given that people remaining in the country are among those with the most severe needs. As well as Crown Agents, HIA and HEKS, Christian Aid is working with Alliance for Public Health, a local Ukrainian civil society network providing health and social services to people with serious health conditions, and with Blythswood Care, a Scottish charity working with local church groups to meet the basic needs of refugees and displaced persons targeting children, orphans and the elderly.

We will provide a further update on our work in Ukraine in next year's Annual Report.

Anti-racism at Christian Aid and building an agenda to decolonise

UK and across all our programmes

Over the past two years and amid a societal discourse around racism as an unresolved root cause of inequality and injustice, Christian Aid has been acting to address issues of systemic and structural racism within our own organisation, as well as how to address the legacies of European colonialism and meaningfully engage with decolonisation in our work inside and outside the UK and Ireland.

In 2020, we commissioned an internal review carried out by external consultants into the lived experience of our racialised minority staff. We committed to five actions to move us closer to being a truly anti-racist organisation. Here is what we have done since making our original commitment.

Christian Aid recruited a Principal Advisor on Race and Diversity, who works closely with our CEO, directors, department leaders and Board of Trustees, to change the way Christian Aid works internally as well as externally to address

racial injustice. One of our trustees has taken on responsibility for Board oversight on race and diversity (together with the Chair of the HR governance subcommittee). We developed in-house training on 'Building Anti-Racist Behaviours', in which all our Directors and CEO have taken part. We rolled out training for all our hiring managers on bias in recruitment processes and are investing in in-house training modules to advance our knowledge of anti-bias in the workplace.

We introduced an annual reporting cycle on race and diversity and produced our first Annual Race and Diversity Report in December 2021. We also incorporated questions on racial equality into our annual staff survey and report on these in the report. Race equality is a regular item on our directorate agenda, alongside HR and financial reports. From 2022, our annual report will include data on the race and ethnicity of staff as part of routine reporting on our people.

Staff engagement is and continues to be key to helping us become anti-racist. The 'Building Anti-Racist Behaviours' training is open to all staff. This training aims to equip our staff to enter into productive and reflective conversations about race and racism in the workplace.

We have invested in the collection and analysis of staff data and use this data to inform our decision making. For example, we introduced equality impact assessments in early 2022, and draw on our staff data to complete these and to ensure our decisions and major changes to our practices are evaluated for their impact on race and other inequalities. We are continuing to invest in better and more meaningful data, and plan to collect and analyse data to understand how race and racism play out in the countries where Christian Aid works around the world and where many of our staff are based.

We cannot become an anti-racist organisation without recognising the impact of European colonialism on our organisation and our sector. As such, we have drafted a set of decolonial and anti-racist principles for discussion and debate amongst our staff. We are now in the process of internal discussions to refine these and integrate anti-racism in our programming, policy, advocacy and work with supporters.

We recognise the steps that are being taken across our sector to address racism, including the publication of 'Racism and the Aid Sector' by the Parliamentary International Development Committee in July 2022. Through our work, we fully support building an equitable and inclusive aid sector. For us this includes being partnership-led in our approaches to development and humanitarian work, emphasising localisation,

and centring the dignity of the people we work with in our communications. In all these three areas we recognise we still have much more work to do to fully realise their potential for a fairer aid system.

Embedding anti-racist and decolonial ways of working and being is a long-term project. We recognise that these are initial steps and we remain committed to this journey.

Giving, acting and praying in the UK

Christian Aid's supporters are our lifeblood and their commitment to bringing about the change to make our vision a reality continues to fill us with awe. The past year saw Covid-19 continue to impact our supporters on multiple levels, with churches unable to meet, and massive changes to everyday life. However, despite this, the resilience of our partners and supporters has been such that we have continued to receive unbelievable support across all three cornerstones of our supporter engagement – giving, acting and praying.

It is impossible to single out any one initiative as our supporters find so many varied and unique ways through which to support us across all each element of Give, Act and Pray. Therefore, the elements detailed below are but a small selection. We extend our deepest gratitude to all our supporters for their generosity, love, and support over the past year.

Give

Christian Aid Week income in 2021 grew from £4m in the previous year to £6m. In addition to online donations and envelope income, our supporters shaved heads, organised bake sales and hosted garden parties. The Presbyterian Church of Wales launched its Seeds of Hope Appeal which aims to raise £250,000 towards climate resilience work. Meanwhile, 147 Christian Aid supporters put on their best tartan and embraced the virtual Kiltwalk, clocking up the miles and raising more than £160,000. Walkers in Kinross walked with heavy buckets of water in solidarity with vulnerable communities in the countries in which we work, and raised more than £1,600. Climate has been a key pillar of fundraising work this year and has formed part of initiatives at Harvest, Christmas and Easter and has contributed to us welcoming around 6,000 new regular donors to Christian Aid.

An earthquake in Haiti, a political crisis in Afghanistan, the ever-worsening hunger situation in areas such as South Sudan and the outbreak of conflict in Ukraine were four crises that our supporters responded to in their thousands, raising more than £7m to support these humanitarian emergencies.

Act

In 2021, Glasgow hosted COP26 and our supporters in Scotland and across the UK engaged. This saw church leaders, young influencers and interfaith leaders come together for seminars, with the Young Christian Climate Network taking part in a pilgrimage to Glasgow. Our supporters signed petitions in their thousands. More than 70,000 people signed up for public mobilisation work as part of COP26. Christian Aid Scotland staff, supporters and church partners walked shoulder to shoulder through Glasgow as part of the Global Day of Action on the middle Saturday of COP26, carrying placards and raising their voices for climate justice. Beyond COP26, climate remained a key focus for our activities. Supporters in Wales played a lead role in mass mobilisation events for climate in Cardiff, Bangor and Swansea.

Covid-19 lockdowns meant that Christian Aid Week 2020 had changed its focus to a digital activity. However, 2021 saw our supporters begin to resume their normal activities,

with a return to envelope drop-off and collection, and many talks and community events to support Christian Aid Week.

Pray

Prayer and worship forms a valuable part of many Christian Aid initiatives, be it a major emergency humanitarian appeal or a local community group meeting. For COP26, more than 20,000 individuals and churches sent in prayers via our prayer boat initiative. Our COP26 week activities culminated on 8 November 2021 at Glasgow Cathedral, where supporters came together to pray for climate and racial justice. The event featured the Kingdom Choir and our outgoing Chair, Dr Rowan Williams.

The crisis in Ukraine saw many supporters take part in a prayer vigil outside the Ukrainian Embassy, jointly organised by Christian Aid and British churches. However, it has not only been existing supporters who have engaged with us in prayer. To reflect the increasing importance of digital media, Christian Aid launched a Walk Humbly podcast, and this has had more than 6,000 downloads. Many new supporters have signed up for the Christian Aid Children's Prayer Book and Prayer Candle.



Plans for the future

Two years after the start of the pandemic, we are adapting to a changing world. Covid-19 triggered a significant rise in extreme poverty, reversing years of progress and further deepening glaring inequalities. Our decision to focus on countries where poverty is deepest and most widespread have meant that about two-thirds of the countries we operate in are fragile or conflict affected, and many face political instability.

2022/23 is the mid-point of our seven-year global strategy, Standing Together. While Standing Together will continue to be our compass and inform our analysis, positioning and action, we also recognise that there are changes in our global context and we are now navigating a 'new normal' in a post-pandemic world. Therefore, over the coming months, we will take time to review, reflect and ensure that we are set up to respond to future shifts in the external environment, and we have the right capabilities in place to deliver the change we want to see in the world. We will continue to focus on extreme poverty and the hardest to reach, name and tackle oppressive power structures that keep millions of people poor, and we will raise our prophetic voice together with affected people and communities.

Our plans for the future are shaped by five major external drivers: the impact of Covid-19; the role and legitimacy of international non-governmental organisations through a lens of decolonisation and anti-racism; the decline in institutional funding; political instability and the increase of conflict-affected and fragile states; and the impact of the climate crisis on poverty and vulnerability. In the coming year, we will specifically focus on:

- strengthening our ability to work in increasingly fragile contexts
- responding to the ongoing humanitarian crises in Ukraine, Horn of Africa and Afghanistan
- promoting climate justice, particularly in the areas of loss and damage, climate and sustainable energy
- progressing our approach to localisation, decolonisation and anti-racism
- enhancing our work with faith actors
- stabilising our institutional income
- deepening our engagement with supporters.

As we emerge from social restrictions at different paces around the world, we will keep paying continued attention to the wellbeing and workload of our people as we support their transition to hybrid ways of working in all our offices.

Previous page: The Young Christian Climate Network campaigners walked from the G7 in Cornwall to COP26 in Glasgow to advocate for climate justice.

Principal risks and uncertainties

Our work to eradicate poverty is inherently risky, particularly in fragile or conflict-prone countries, or when speaking out on difficult issues. Effective risk management is therefore critical.

Extreme poverty is political and caused by an abuse of power. Tackling the root causes of poverty, resourcing local civil society organisations directly and speaking truth to power opens us up to risks from those who seek to prevent us and our partners from having our desired impact – particularly at a time when populism and polarisation continue to increase across the globe and commitments from governments (including the UK) on international development are reversed.

In the UK, trust in all institutions, including international non-governmental organisations and churches, has fallen in recent years and brings the risk of losing supporter trust or failing to attract new supporters, at a time when communities globally are facing increased challenges caused by a range of factors, including conflict, climate change, famine and disease.

The repercussions from the Covid-19 pandemic, exacerbated by worldwide economic shocks resulting from events such as the conflict in Ukraine leading to a cost of living crisis, pose a risk to our income and programme work if supporters and institutional donors reduce their support for international development and emergencies. The impact of economic, political and environmental shocks is most severe on the poorest people globally, including communities served by Christian Aid.

Our global strategy, Standing Together, directly addresses these issues through its focus on poverty, power and prophetic voice. It articulates Christian Aid's transformative role worldwide, and anchors this in our values. It provides a clear framework through which we make change happen, demonstrate impact, and continue to put the experience of communities and partners at the heart of our work. The framework is underpinned by a corporate plan and financial framework that is approved annually by the board and includes key performance indicators and strategic initiatives to support and demonstrate the delivery of our strategy.

While we face many challenges, we are confident that through the dedication of our staff, partners, and loyal and committed supporter base, we will remain resilient to shocks presented by the external environment and continue to serve those communities that are central to the delivery of our core purpose.

The trustees are ultimately responsible for risk management and the effectiveness of our internal control systems. The major risks to which we are exposed, as identified by the trustees, are regularly reviewed, and systems and procedures have been established to manage those risks.

The board of trustees has considered and approved the risk management policy and its appetite for risk. It has delegated the regular review of the risk management process to the Audit and Risk Committee, which also oversees the work of the audit, risk and assurance function. Senior management ensures that day-to-day risk management processes are embedded across the organisation, through the effective implementation of policies and procedures and the maintenance of appropriate risk registers. Risks are assessed on the

basis of their likelihood and potential impact, along with the mitigation strategies in place to manage them in line with the board's risk appetite. The directorate reviews and updates the corporate risk register three times a year and it is shared with the Audit and Risk Committee at each of its meetings. The board formally reviews the effectiveness of our approach to risk management and approves the corporate risks register annually. The board also considers the risk register as part of its review and approval of the corporate plan.

A number of working groups manage risks in high-risk areas. In 2021/22, these included the Health, Safety and Security Committee, the Large Programmes Oversight Committee, the Safeguarding Governance Group, the Data Protection Oversight Committee, the Financial Crime Risk Committee and the Digital and IT Steering Group.

Following the independent review of our approach to race and diversity in 2020/21 that revealed systemic issues within our organisation, we have established a Decolonisation and Anti-Racism Governance Group and its remit includes responding to the recommendations from the review. We have also appointed a principal advisor on race and diversity.

Serious incidents and near misses are monitored and inform our risk management strategies. There is a crisis management procedure for responding to any major incident. Internal audit is responsible for assessing the effectiveness of internal controls against a schedule of audits approved by the Audit and Risk Committee. Results are reported to management and the directorate and summarised for this committee. Management is responsible for implementing actions arising from the internal audit process. Progress is tracked and reviewed by the directorate and the audit and risk committee. Every year, the Audit and Risk Committee receives an annual assurance statement from the directorate, which details key controls in place during the year and includes an audit opinion from internal audit. This is supported by annual assurance statements from the boards of consolidated entities and by completion of the Charity Commission's internal financial controls for charities checklist.

During the year, the internal control self-assessment process (ICSA) was relaunched to supplement the schedule of internal audits. This requires overseas offices and programmes and national and regional offices to confirm adherence to key controls and, where gaps are noted, to implement corrective actions. The results of the ICSA are available on a corporate dashboard for management review and oversight and are reviewed with the Audit and Risk Committee. The self-assessment responses are tested as part of the internal audit programme where relevant.

This table identifies the principal risks and uncertainties facing Christian Aid in the medium term and the steps we take, given our business model and risk appetite, to manage these.

Principal risk	Control and mitigation
<p>The countries in which we operate</p> <p>Working in fragile and insecure locations and contexts risks our personal and financial security, our reputation and our accountability to perform impactful work with those most in need of humanitarian and other developmental support quickly and effectively. The strategic choice to focus our work on the countries and regions of greatest need raises the likelihood that risks will materialise particularly as changes to local contexts, resulting from multiple crises, emerge simultaneously.</p> <p>In addition, following the huge support from the British public in response to the humanitarian crisis in Ukraine resulting from the Russian invasion, Christian Aid has committed to a significant new programme of work. If we fail to deliver to time and quality and fail to communicate our impact effectively, this could damage our reputation with stakeholders connected with this work, including recipients of assistance and donors. In addition, the focus on Ukraine risks diverting attention from other humanitarian crises.</p>	<ul style="list-style-type: none"> • We work with and through local partners, faith-based organisations and other actors with roots in local communities in the implementation of our work. We invest in maintaining access to up-to-date information and relevant networks. We focus on creating a culture able to respond quickly to changes in contexts. • Where local partners are not present, we implement directly through Christian Aid-managed programmes, as long as this is appropriate to the context or donor requirements and we can build capacity of local partners for the future. • We have dedicated, highly experienced security resources and we ensure that we have up-to-date security policies and procedures embedded through training and protocols. We participate in and lead sector-wide humanitarian security structures. • We test our crisis management procedure periodically. The procedure has been actively used in the past year in response to specific events internationally that have posed direct threats to our staff, partners and work. • Following multiple external events affecting our international programmes, we have identified work on building our resilience to fragile contexts as a strategic initiative in the corporate plan. • We have established an emergency task force supporting the effective coordination of our response in Ukraine, which is being implemented with ACT partners established and experienced in the location. Directorate oversight is provided by the CEO, Director of Fundraising and Supporter Engagement and the International Programmes Director. • In addition, we are working to highlight other crises.
<p>Advocacy and campaigning</p> <p>Advocacy and campaigning can risk putting Christian Aid and others connected with our work into conflict with actors who do not agree with us. If we make statements that are not well researched or are erroneous, we risk litigation and reputational damage.</p>	<ul style="list-style-type: none"> • We have an internal public policy and media sign-off protocol for approving and guiding our public policy and media products intended for external audiences. • We ensure all our communications are well researched and compliant with regulations. • We provide clear guidance to country programmes around partner publications. • We have our own research and learning function, whose role is to deepen the connections between our programme practice and policy development, advocacy and campaigning, to ensure our research and evidencing work is well designed, and to support Christian Aid to better understand the long-term impact of our work.

Principal risk	Control and mitigation
<p>Working through and with partners</p> <p>There is a risk that Christian Aid partners may lack the capacity to deliver effectively the work that we support or to comply with new or more complex donor requirements. This may result in a lack of impact, misuse of funds, accountability or safeguarding risks and could thereby damage our reputation.</p> <p>Failure to invest time and effort in strengthening our key partnerships – including with governments, civil society organisations and the private sector – could reduce our overall impact.</p>	<ul style="list-style-type: none"> • We have partnership agreements between Christian Aid and partners that define shared values, standards and joint strategies. • We have a due diligence process for funded partners, including an organisational capacity and risk assessment framework. • We monitor and evaluate all projects and require external audits for all partners funded with more than £50,000 in any year. • We commission and publish independent external evaluations of our work. • We have a range of anti-fraud and corruption policies on matters including financial crime and abuse, whistleblowing, anti-bribery, safeguarding and fraud and misuse, which are all available to partners. Our requirements in relation to safeguarding, fraud and corruption are included in our funding and reporting agreements with partners. • We have a process for investigating incidents of safeguarding, financial crime and corruption, taking appropriate actions that include reporting to statutory agencies and ensuring that lessons are learned. • We have a Large Programmes Oversight Committee that monitors the performance and risk management of major contracts and grants. • We have our own supplier terms and conditions, which include a code of conduct and other ethical and environmental considerations, taking account of our commitments on modern slavery.
<p>Accountability to the people we serve</p> <p>There is a risk that the communities in whose name we act are excluded from influencing or benefiting from our programmes or are harmed or negatively impacted by them.</p>	<ul style="list-style-type: none"> • Our values and code of conduct are shared with partners and communities so that they are aware of the behaviours that they can expect from anyone representing Christian Aid. • Our commitment and certification to the Core Humanitarian Standard, against which we are externally audited, is underpinned by our quality standards, which promote the rights, dignity and centrality of the vulnerable people and communities that we serve. • We require all partners to have an appropriate code of conduct and safeguarding policy, and to respond to feedback and complaints in communities where we work. A procedure for community-based accountability assessments continues to be rolled out across international programmes. We have complaints and feedback handling systems to ensure timely and effective responses, to promote cross-organisational learning and further embed the effective application of our quality standards. • We have a responsible data group that supports the application of data protection principles within our programme work. A new role of responsible data coordinator has been recruited internationally to further support this work.

Principal risk	Control and mitigation
<p>Programme design, quality and effectiveness</p> <p>There is a risk that, if we fail to design and deliver our programmes to the highest standard or fail to understand and comply with specific donor requirements, we will not deliver the greatest impact to communities or donors may lose trust in our work and cease future funding. If we fail to ensure that issues of diversity and inclusion are central to our programme design and ways of working, we risk compromising our values, mission and ability to reach those most in need.</p>	<ul style="list-style-type: none"> • Our localisation and decolonisation commitments, embedded in our corporate priorities, are focused on empowering and enhancing the agency of local partners and communities. For example, we have developed a survivor-led response programming modality that puts affected communities in the driving seat of their own response, recovery and resilience. We are in the process of scaling this up. As well as seeking to embed best localisation practice within our own programming, we are very active in global policy forums, working with allies to reform the practice of the sector, including via the Charter for Change, the Grand Bargain and the Pledge for Change. • Structures, policies, procedures and systems are embedded within a programme quality framework to ensure that we carefully design our work and select our partners, taking account of community needs, diversity and inclusion, the local environment, and lessons from earlier work. We are currently implementing a new integrated Programme Information Management System (iPIMS) that will help to further enhance our business processes. • We have monitoring and evaluation systems and conduct external evaluations. • We have processes to ensure that donor requirements are understood and applied by our local teams and implementing partners.
<p>Christian identity</p> <p>There is a risk that negative external perceptions of Christianity and differences of opinion with churches on key issues could have a detrimental impact on our work. Tensions between states and churches, should they arise, could adversely impact our own relationship with governments. We could also fail to make the most of our opportunities to engage the churches in the fight against poverty.</p> <p>There is a risk that religious extremism could hamper our ability to work in some locations and the effectiveness of our programmes.</p>	<ul style="list-style-type: none"> • Our work to eradicate poverty targets the world’s most vulnerable and marginalised people, regardless of faith. We work with alliances of all faiths and with secular organisations that share our determination to end poverty. We do not proselytise. We recruit people from all faiths and none. • Our strategy aims to engage the churches in the fight against poverty and help supporters put their faith into action. Our policy positioning draws on theological insight and reflection not only to strengthen our arguments, but also to provide a deeper understanding for the Christian constituency. Our directors and trustees have an occupational requirement to be practising Christians. • Christianity underpins our core values. We have a role to promote understanding, love, inclusion and tolerance of others regardless of race, gender or faith, using our faith as a force for change and contributing to interfaith cooperation for the benefit of those in poverty.

Principal risk**Economy, sector competition and financial strategy**

There are risks stemming from changes in the economy, in particular the current cost of living crisis, and from the wider narrative in relation to international development in the UK and globally. The steep decline in consumer confidence is likely to have a significant impact on people's propensity to give, and on institutional funding priorities and international cooperation more generally. These can reduce the income available and wider support for, and impact of, our programmes.

This risk has been exacerbated by UK aid cuts and access to EU funding, which have contributed to a significant decline in institutional funding for our work.

There are risks arising from increasing competition for the shrinking pool of mostly ageing supporters among our natural constituency of churches, especially as many of these have struggled to revert to their pre-Covid levels of attendance.

Control and mitigation

- We have a corporate planning and budgeting process and a reserves policy. The board monitors financial and fundraising performance with the support of the Finance, Fundraising and Investment Committee.
- Our supporter-led fundraising strategy seeks to engage with new audiences and to inspire people to give, even in such difficult circumstances.
- We are engaged in advocacy, working with networks and coalitions, including Bond, to minimise the negative impacts of the UK aid cuts, and shape a positive development vision for the UK. We actively monitor and respond to UK Government policy on international development and campaign with supporters for action on extreme poverty.
- We have an established presence outside Britain in our sister agency Christian Aid Ireland and through ACT Alliance EU, enabling Christian Aid to retain its voice in Europe.
- We retain a pipeline of institutional funding and monitor progress on securing opportunities to diversify funding with a range of donors through effective programme design and delivery. In view of the ongoing challenges in securing new institutional funding post-Brexit and the impact of this on our overall programme scale and reach, we are investing in a range of activities under the umbrella of a new cross-organisational institutional fundraising and partnerships strategy.
- We have implemented a new supporter management system that will enhance the supporter journey with Christian Aid, the digital interface with our supporters and the ability to match people with opportunities they are most interested in supporting in a timely way.
- We encourage our many loyal supporters to give, act and pray in solidarity with the communities living in poverty we support. We ask for, and respond to, feedback on our marketing, communications and fundraising activities through a variety of channels.
- We keep abreast of changes to fundraising regulation and data protection law, to ensure supporter interaction is compliant.

Information systems and cybersecurity

Failure to keep pace with new technologies and ways of reaching supporters and affected communities in the way they prefer could reduce our impact and effectiveness.

Failure to deliver IT projects to time and budget could undermine organisational benefits.

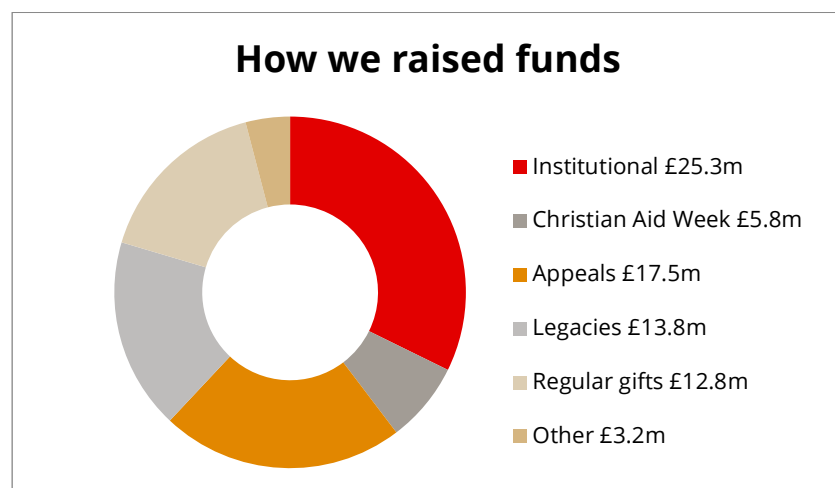
Failure to secure our information systems from attack could lead to loss of service, loss of data and even put people at risk, leading to reputational damage, regulatory breaches and fines.

- The Digital and IT Steering Group oversees digital strategy and investment. It also provides oversight of cybersecurity risk management.
- A digital and ICT portfolio dashboard provides up to date information on the delivery of key IT projects and is regularly reviewed by the Audit and Risk Committee and Finance, Fundraising and Investment Committee.
- All our staff and volunteers are required to follow IT policies and procedures and there are regular updates on cybersecurity risks. Online data protection and cybersecurity training is mandatory for all staff.
- We undertake regular testing of our IT security through a third-party consultant.

Principal risk	Control and mitigation
<p>Regulatory compliance</p> <p>Failure to keep abreast of national and local laws and requirements could compromise our ability to continue working in some locations.</p> <p>Failure to demonstrate compliance with the regulatory framework, as it evolves, could damage our reputation and result in fines and other penalties.</p> <p>Regulatory pressure could restrict our ability to respond quickly to the most vulnerable, especially in conflict situations or in locations subject to sanctions or where terrorist groups are known to operate.</p> <p>If Christian Aid funds were diverted into terrorist hands, it would carry significant reputational, legal and financial risk and undermine the application of our core values.</p>	<ul style="list-style-type: none"> • Our in-country teams are responsible for ensuring compliance with national and local requirements, including registration, tax compliance and statutory reporting. Where required, external audits of our country offices are performed. • We provide induction and training to new trustees and have processes in place to keep the board apprised of relevant changes in regulation. • We have a range of working groups to oversee regulatory compliance including the Health, Safety and Security Committee, Financial Crime Risk Committee, Data Protection Oversight Committee and Safeguarding Governance Group. • We are actively engaged with the government and the financial sector to ensure that the regulatory environment relating to financial crime does not preclude legitimate humanitarian action. • Statements on our compliance with the Modern Slavery Act and gender pay gap reporting are available on our website. • Our policy on reporting serious incidents to the Charity Commission is approved and monitored by the Audit and Risk Committee.
<p>Human resources</p> <p>If we do not provide effective leadership and management, and if we do not look after the wellbeing of our staff or ensure that we are diverse and truly inclusive, the implementation of our strategy could be significantly compromised, our staff demoralised and our reputation damaged.</p> <p>If we do not adopt effective flexible working arrangements that take account of changes to workforce needs and preferences following the Covid-19 pandemic, we risk an inability to attract and retain staff.</p>	<ul style="list-style-type: none"> • We have rigorous recruitment processes designed to help select candidates who can best help us meet our core aims, and to ensure equal opportunities. Our recruitment policies include structured gender sensitive and racially diverse panel interviews and the taking up of references. Staff sign our code of conduct and have a structured induction. • Our Decolonisation and Anti-Racism Governance Group is overseeing work to strengthen our approach to race and diversity and the mechanisms we have to ensure our values are truly reflected in all our systems, processes and ways of working, taking account of the recommendations from the independent review. • We have a structured performance management approach designed to support and monitor individual performance. • We have human resources policies designed to promote employee wellbeing and the provision of regular and open communication to employees. Following the Covid-19 pandemic, we have implemented hybrid working arrangements to provide staff with the flexibility of working a mix of days in the office and from home, to maximise the business and personal benefits of both. • We regularly obtain feedback from staff through surveys and feedback boxes. We respond, corporately and by department, to issues raised.

Financial review

Income and expenditure overview



	2021/22	2020/21	Variance
Income	£'m	£'m	%
Donations from individuals	52.1	42.3	23%
Institutional grants	25.3	40.4	(37%)
Contract income*	-	2.7	(100%)
Other	1.0	1.0	0%
Total income	78.4	86.4	(9%)

*Income secured under contract from UK FCDO

Voluntary income grew strongly in 2021/22, with donations from supporters increasing 23% over the previous year. Emergency appeals dominated due to several large appeals, which brought significant new income. There were also strong performances in legacies, regular gifts and Christian Aid Week.

Christian Aid's total income has, however, fallen by 9% to £78.4m in 2021/22, due to a reduction in the award of institutional grants and government contracts (described as income from charitable activities in the financial statements).

	2021/22	2020/21	Variance
Total donations by type	£'m	£'m	%
Christian Aid Week	5.8	4.1	41%
Appeals	17.5	9.8	79%
Legacies	13.8	12.2	13%
Regular gifts	12.8	12.1	6%
Other donations	2.2	4.1	(47%)
Total donations	52.1	42.3	23%

Donations from supporters increased 23% over the previous year, driven by a significant surge in emergency appeals coupled with strong performances in legacies, regular gifts and Christian Aid Week. Appeals outperformed other donation lines this year, with a 79% uplift over 2020/21. Emergency appeals dominated due to new appeals for Afghanistan, hunger, Covid-19 and, in the last quarter of the financial year, the Ukraine crisis, which brought significant new income. Legacy income rose 13% above the previous year, supported by a strong domestic economy and property market. Our legacies pipeline at year end is £16.3m

(2021: £15.8m), with both years including a significant and generous legacy of £5.4m. Regular giving increased by 6%, reflecting a variety of measures including encouraging major donors to contribute regularly as opposed to only through one-off donations.

Christian Aid Week income increased 41% on the prior year due to the lifting of Covid restrictions, with digital income continuing to outperform expectations, while in-person fundraising returned. The decrease in 'Other donations' is as a result of more efficient income allocations across the other donation types in 2022 following the implementation of a new supporter relationship management system.

Christian Aid's total institutional grant funding fell by 37% to £25.3m. The significant reduction is attributed to major reductions in UK Government, UN humanitarian operations, USAID and EU funding. As part of the reduction in the UK aid budget to 0.5% of gross national income, Christian Aid was notified of the early termination and discontinuation of several key UK aid programmes in Sierra Leone, South Sudan, Bangladesh, Nigeria, Myanmar and Zimbabwe. Christian Aid had not anticipated the early closure of so many UK aid-funded projects; however, we worked effectively with the Foreign and Commonwealth Development Office to ensure transition and well-managed project closures.

The large CASE-OVC programme in Kenya with USAID was completed, closing early in line with PEPFAR's localisation policy. Our UN funding from the World Food Programme, particularly in the DRC, was lower than previous years, with lower food aid contract values and an increase in cash programming.

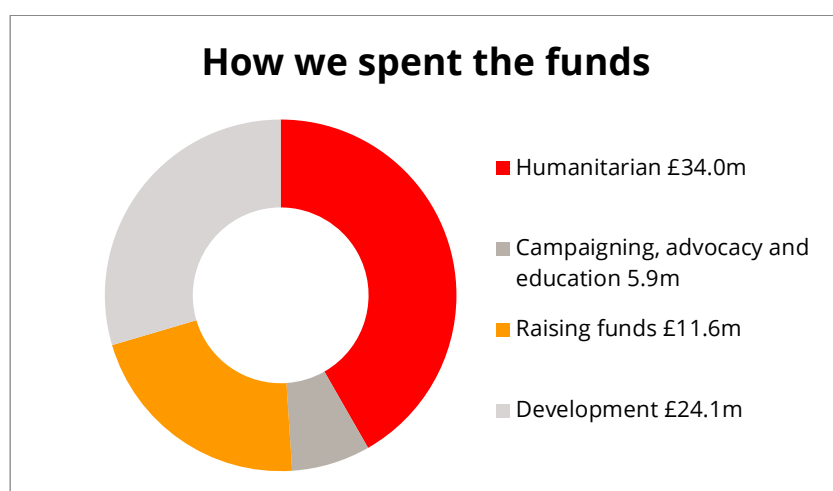
Our in-year contract approvals in 2021/22 were £31.1m (£31.0m, 2020/21). This includes £16.3m of new projects and £14.8m of UN contract extensions and cash transfer programmes. Key new approvals include a multi-year Global Fund award in Malawi, and more than £2m of START Fund emergency grants.

In addition to direct grant funding, Christian Aid facilitated the distribution of cash transfers valued at \$5.13 million (£3.9 million) to 172,273 displaced people in the DRC and Nigeria, via our partnership with the World Food Programme. However, these sums are recorded in the UN's Financial Tracking System and thus are not recorded in Christian Aid's accounts for technical accounting reasons. It is a long-term sector-wide humanitarian strategy to shift towards cash transfers, because they allow communities in crisis to prioritise their immediate needs in a more dignified way, and also support local economies.

Having completed two large key contracts for the Foreign, Commonwealth and Development Office in Sierra Leone (SABI) and Ghana (STAR – Strengthening Transparency, Accountability and Responsiveness), we were not successful in winning contracts in 2021/22, with several submitted tenders being cancelled due to UK aid budget reductions.

	2021/22 Unrestricted funds £'m	2021/22 Restricted funds £'m	2021/22 Total funds £'m	2020/21 Unrestricted funds £'m	2020/21 Restricted funds £'m	2020/21 Total funds £'m
Income						
Donations and legacies						
Donations from individuals	40.0	12.1	52.1	36.7	5.6	42.3
Institutional grants	1.1	24.2	25.3	1.9	38.5	40.4
Contract income	-	-	-	2.7	-	2.7
Other trading activities	0.9	-	0.9	0.9	-	0.9
Investments	0.1	-	0.1	0.1	-	0.1
Total income	42.1	36.3	78.4	42.3	44.1	86.4

Unrestricted income at £42.1m is almost on par with the previous year, with the ceasing of income from government contracts substantially offset by increased donations through Christian Aid Week, legacies and regular gifts. With the fall in institutional income, unrestricted income has increased as a proportion of total income to 54% (2021: 49%).



	2021/22 £'m	2020/21 £'m	Variance %
Expenditure			
Raising funds	11.6	11.1	4%
Charitable activities			
Development	24.1	35.3	(32%)
Humanitarian	34.0	34.7	(2%)
Campaigning, advocacy and education	5.9	8.2	(28%)
Total operational expenditure	75.6	89.3	(15%)

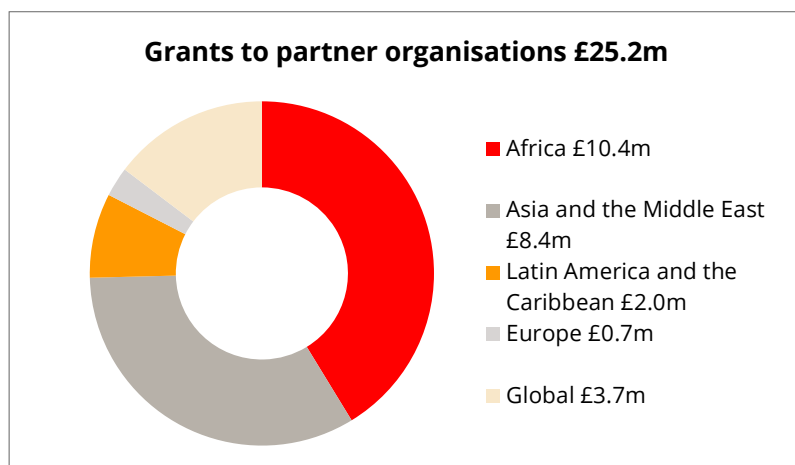
Expenditure has decreased by 15% to £75.6m, in line with the fall in income.

Humanitarian expenditure has remained largely flat year on year at £34m (2021: £34.7m), with crises in Afghanistan, Ukraine and East Africa the focus of our work in 2021/22.

Expenditure on development programmes fell 32% to £24.1m as programmes funded by institutional donors closed and new programmes were not secured.

Spend on charitable activities, at £64m, is 85% of total costs (2021: 88%), a 3% fall on the previous year as we invest in fundraising and brand after the pandemic to counter the impacts of declining institutional funding.

Grants to partner organisations



Grant expenditure analysed by region	2021/22 £'m	2020/21 £'m	Variance %
Africa	10.4	21.5	(52%)
Asia and the Middle East	8.4	10.4	(19%)
Latin America and the Caribbean	2.0	2.1	(5%)
Europe	0.7	-	100%
Global	3.7	0.8	363%
Total grants to partner organisations	25.2	34.8	(28%)

Grants to partner organisations declined by 28% to £25.2m as a consequence of the fall in institutional income. As a result, Christian Aid will be increasing its grant allocations from core funds starting in 2022/23, but these extra core grants cannot match the scale of the funding cuts by the Foreign and Commonwealth Development Office and the impacts of Brexit. Therefore, we are also investing in our in-country capacity to secure institutional funding at scale from a range of other donors and hope to see improving programme awards from 2022/23.

Balance sheet, pension, cash and reserves

Our net asset position has increased by 9% to £35.1m, reflecting the surplus position for the year.

Operational reserves (unrestricted reserves less depreciating tangible and intangible fixed assets) have increased to £25.3m as a result of the stronger than anticipated performance on voluntary fundraising and from a revaluation of Inter Church House, our London Head Office, at 31 March 2022, partly offset by a capital loss on our investment portfolio.

We were able to set aside funds to pursue two strategically important initiatives being to provide greater support to local partners suffering increased demands for support due to the impact of Covid and the food supply challenges and also to enhance our ability to raise funds to deploy helping the world's poorest people. After allocating £8.4m to address these challenges over the medium term we continue to hold operational reserves within the target range of £10–£18m.

Restricted fund balances at £7.7m have changed very little from the previous year in total, but now consist mainly of humanitarian appeal funds and other voluntary restricted donations. Prior year institutional grant fund balances continue to be spent. Where fund

balances are in deficit, the trustees remain content that future donor commitments are sufficient not to provide for these deficits from unrestricted funds.

A continued strong focus on cash and working capital management, strong donation performance together with increased grant and other accruals, drive a £6.8m net inflow of cash to £17m over the year. The trustees consider the cash position, the healthy reserves and the projections for future income as sufficient to support the operational requirements of Christian Aid for the next 12 months and beyond.

The final salary pension scheme has a surplus of £22.3m (2020/21: £19.1m) under FRS102 and hence Christian Aid does not anticipate the need to make further contributions to the pension scheme for the foreseeable future. The surplus in the scheme cannot be recognised in the balance sheet under FRS102.

Structure, governance and management

Legal and governance overview

Legal structure

Christian Aid is a registered charity in England and Wales and in Scotland and is a company limited by guarantee registered in England and Wales. The trustees of Christian Aid are its directors for the purposes of company law. The trustees are responsible for overseeing the management of Christian Aid and delegate the day-to-day management of the charity to the Chief Executive. There are 41 members of Christian Aid, which are referred to as our sponsoring churches (as listed in the Acknowledgements on p96). The sponsoring churches represent a wide range of denominations and traditions from the Christian faith in Britain and Ireland

There are various subsidiary and connected charities which support Christian Aid, as described below:

- **Change Alliance** is a for-profit, wholly owned subsidiary of Christian Aid, established in India. Change Alliance provides consultancy, business development and fundraising support to a range of Indian private-sector and non-governmental partners.
- **Christian Aid Trading Limited** is a for-profit subsidiary of Christian Aid that pursues commercial fundraising opportunities in Britain and Ireland and donates its profits to the charity.
- **The British and Irish Churches Trust Limited** acts as a custodian trustee to Christian Aid and Churches Together in Britain and Ireland (an independent charity). The trust has legal title to Christian Aid's London office – Inter Church House – on behalf of the two charities, who jointly own the property.
- **Christian Aid Kenya** is a separately registered legal entity in Kenya established to facilitate Christian Aid's country programme there. This subsidiary is consolidated as a branch of Christian Aid in the same way as other country offices, since programme management continues to operate within the delegated authority framework of Christian Aid. Nyuki Hubs is a for-profit subsidiary of Christian Aid Kenya working to improve honey supply chains. Its accounts have not been consolidated into the group results of Christian Aid as they continue to remain deminimis.
- **Christian Aid Zimbabwe** is a separately registered legal entity established to facilitate Christian Aid's country programme in Zimbabwe. It is also consolidated as a branch of Christian Aid.

The results of each subsidiary (except as noted above) are consolidated into the group accounts of Christian Aid.

Christian Aid Ireland is an independent organisation and includes charitable companies in the Republic of Ireland and Northern Ireland, which together operate as a single pan-Ireland charity. The Irish sponsoring churches, Irish Council of Churches and Christian Aid are members of Christian Aid Ireland. Although Christian Aid Ireland operates as an independent entity, it remains aligned with Christian Aid in terms of its brand, vision, mission and values.

Board of Trustees

The principal responsibilities of the board include determining the overall strategy, policies, direction and goals of the organisation. The board is also responsible for protecting and promoting our identity and values, as well as fulfilling our statutory responsibilities. The board consists of a Chair and Vice Chair, a nominee from each of the national advisory committees for Wales and Scotland, a nominee from Churches Together in Britain and Ireland (CTBI), the Chair of Christian Aid Ireland, and up to 14 other trustees appointed by the members (the sponsoring churches in Britain and Ireland). This mix ensures an appropriate balance of lay and ordained people, diversity, geographical representation, and knowledge and skills relevant to our work. In keeping with good governance practice, trustees serve an initial term of four years which can be extended for a second term up to a maximum term of eight years in total. The board meets four times a year, which includes two one-day meetings plus two two-day residential meetings.

New trustees undertake a comprehensive induction programme, which covers the formal governance arrangements and includes our legal structures and obligations, charitable priorities and work. Trustees receive a monthly e-briefing to highlight relevant updates including changes in regulation and best practice. Trustees are also invited to attend some internal meetings which may be of interest, as well as external conferences and seminars on governance matters to deepen their understanding of their roles and responsibilities.

Five trustees retired from the board in 2021/22, most having completed the maximum term of eight years, including our former Chair, Dr Rowan Williams. As a result, four new trustees and our new Chair, Dr John Sentamu, were appointed to the board in 2021/22. There has been additional recruitment to increase the number of trustees and diversity on the board, and so further trustees will be formally appointed to the board at the annual general meeting in November 2022.

The board plays a lead role in Christian Aid's work on race and diversity and there is a designated trustee to oversee the board's and committees' work in this area. As part of the recruitment of the new trustees, diversity and representation from the global South were key considerations.

Board committees

The board delegates certain functions to specialist committees, as listed below. Each committee is chaired by a trustee and most include at least one independent adviser on a non-remunerated basis who is appointed for their specialist knowledge. The Chair of each committee provides a summary to the Board at its next formal meeting.

- The **Board Governance and Nominations Committee** is separately constituted under Christian Aid's Articles of Association. The Committee is responsible for nominating new trustees for election by members (the sponsoring churches) at the annual general meeting, and for reviewing the performance of the board. It also ensures that the board has effective work processes.
- The **Audit and Risk Committee** reviews reports from our external and internal auditors. It has oversight of, and reviews policies, in key risk areas including data protection, safeguarding, financial crime and health, safety and security. It also commissions special investigations and advises the board on risk management.

- The **Finance, Fundraising and Investment Committee** reviews the annual plans and budget, investment in and performance of fundraising, key financial policies, pension funding and the performance of Christian Aid's investment managers.
- The **Human Resources Governance and Strategy Committee** advises on human resources policies to ensure that they are aligned with our values and objectives and helps inform our global people strategy.
- The **Remuneration Committee** reviews the principles governing pay and benefits at Christian Aid. It also makes recommendations to the board on the remuneration of the Chief Executive.
- The **National Advisory Committees for Wales and Scotland** support the board in articulating our work and engaging with churches and other stakeholders in these nations.

Governance matters

Charity Governance Code

In 2018, the board adopted the Charity Governance Code for larger charities. The Code encourages charities to publish a brief narrative in their annual reports explaining how they apply it. During 2020/21, changes were introduced to strengthen the sections of the Code dealing with integrity, equality, diversity and inclusion. The Board Nominations and Governance Committee continues to work with the board and other committees to fully implement the recommended practices in these sections.

During 2021/22, Christian Aid strengthened its governance by reviewing and updating its Articles of Association. The revised Articles reflect current company and charity law, and best practice. Changes were also required to bring the Articles into line with a number of decisions made by the board and some internal governance changes.

The board monitors its compliance with the Charity Governance Code. The next board review will be led externally, in accordance with recommended practice, and is due to take place in 2023. Although the board is compliant with nearly all of the recommended practices contained in the Charity Governance Code, it has decided to explain why it does not apply two of the recommended practices following the 'apply or explain' approach encouraged by the Code.

Firstly, the size of the board exceeds the maximum of 12 recommended by the Code. Christian Aid's Articles of Association provide for up to 20 trustees and there were 14 as of March 2022, with further trustees being recruited during 2022/23. The reason for having a larger board is to include representation from our sponsoring churches across four nations, as well as a balance of knowledge and skills, diversity and geographical spread (both UK and international). Having reviewed the recommendation, we consider that the size of the board is appropriate for the complexity and size of the organisation.

Secondly, the Code recommends that the chair of an audit committee should have recent financial experience. In 2021/22, our Audit and Risk Committee had this experience within its membership, although not directly with the chair. We have a separate Finance, Fundraising and Investment Committee that is chaired by a finance professional. The responsibilities of our Audit and Risk Committee extend more widely than audit and include responsibility for advising the board on risk management and control issues. Risk management is integral to

how the trustees govern Christian Aid and our approach to managing risk is explained in detail on p36. The board is satisfied that the chairs and members of each committee have the competencies to ensure that the committees can discharge their responsibilities effectively.

Public benefit

The trustees confirm that they have had regard to the Charity Commission's general guidance on public benefit when reviewing Christian Aid's aims and objectives, and in planning activities and setting policies and priorities for the year ahead.

Our objectives are the furtherance of charitable purposes that:

- relieve and combat poverty, malnutrition, hunger, disease, sickness or distress throughout the world
- advance or assist such other charitable work as may be carried out by or with the support of the sponsoring churches.

We carry out these objectives through working towards our essential purpose: to expose the scandal of poverty, to help root it out from the world in practical ways, and to challenge and change the systems that favour the rich and powerful over the poor and marginalised.

The activities that we carry out to further our charitable purposes for the public benefit are concentrated on providing grants to, and otherwise supporting, partner organisations in countries where we work, for long-term development and responding to emergencies, as well as vital campaigning, advocacy and education work on the causes of poverty.

Throughout this report, we have illustrated how our work furthers our charitable purposes and the significant benefits it brings to communities and individuals in developing countries in urgent need of support, regardless of characteristics such as gender, religious belief, race, ethnic origin, nationality, sexual orientation, physical or mental disability, or age.

The trustees confirm that they have had regard to section 172(1) of the Companies Act 2006, which details the trustees' duties to promote the success of the charity to achieve its charitable purposes. This trustees' report details the activities, policies and governance arrangements in place at the charity to achieve this aim.

Disclosure of trustees' interests

Declarations of interests have been received from all trustees who served during the year and all advisers, with no matters arising. The declarations have been made available to our external auditor.

Trustees are not involved at the operational level of proposing projects, selecting suppliers or approving payments.

Trustee attendance register

	Board		Committees	
	Total	Attended	Total	Attended
Hazel Baird ¹	5	3	3	1
Richard Calvert ^{2,3} (from November 2021)	2	1	4	4
Alexis Chapman ^{2,3,5} (until November 2021)	3	2	9	9
Jennifer Cormack ^{2,4} (until November 2021)	3	3	8	7
Mark Currie ²	5	5	9	9
Giles Fraser ⁴ (from November 2021)	2	1	2	1
Bala Gnanapragasam ¹ (until November 2021)	3	3	3	2
Pippa Greenslade ^{3,5}	5	5	9	9
Nontando Hadebe ³ (from November 2021)	2	1	1	1
Liz Hughes	5	4	0	0
Carol Hui ^{1,3} (from November 2021)	2	2	1	0
Martin Johnstone	5	4	0	0
Mukami McCrum ³	5	4	2	2
Nick Moberly ¹	5	3	3	3
Nan Powell-Davies	5	4	0	0
John Sentamu ^{*1,2,3,4,5} (from July 2021)	2	2	2	2
Margaret Swinson ^{1,4}	5	4	7	6
Valerie Traore (until November 2021)	3	1	0	0
Rowan Williams ^{*1,2,3,4,5} (until November 2021)	3	3	0	0

1. Audit and Risk Committee

2. Finance, Fundraising and Investment Committee

3. HR, Governance and Strategy Committee

4. Nominations and Procedures Committee

5. Remuneration Committee

*Ex-officio

Our people

We are committed to our values of dignity, equality, justice and love, and these values apply equally to our own people, as well as the communities we serve.

We believe that all our people should be treated fairly and equally, regardless of characteristics such as gender, religious belief, race, ethnic origin, nationality, sexual orientation, physical or mental disability, or age. We aim to have a zero-tolerance approach to all racist and discriminatory behaviour.

We are also committed to the wellbeing of our staff and volunteers, and we have introduced a range of measures during 2021/22 in response to increasingly acute pressures faced by our staff through the pandemic and the cost of living crisis.

Equality, diversity and inclusion

We have a Diversity and Inclusion Policy. We are committed to challenging all forms of discrimination within our practices and procedures and to create a truly equal and diverse organisation which lives out its values in word and practice.

During 2021/22, we delivered training in anti-racism and unconscious bias, reviewed our Code of Conduct through a race lens and made improvements to our recruitment practices. We also engaged with staff through a series of webinars and communications. We held discussions with staff to help us to develop anti-racist and decolonial principles. Staff members across Christian Aid have come together to grow and develop CARENET, Christian Aid's Race Equality Network, a global all-staff group for those who identify as black, Asian or from an ethnic minority.

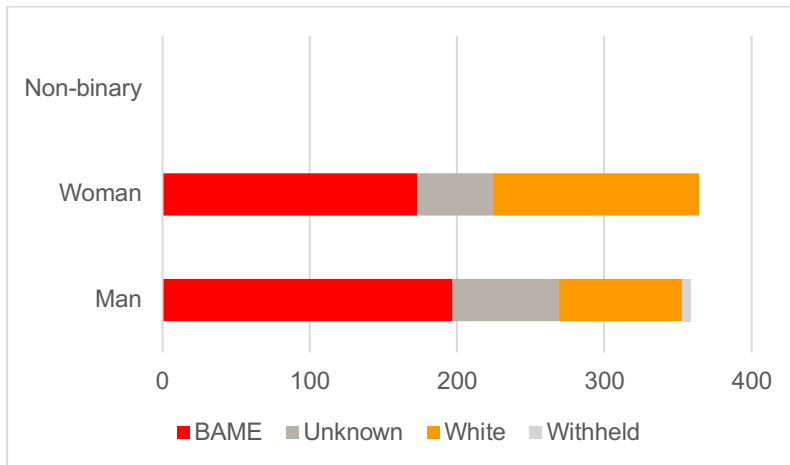
While we have brought racism to the foreground, we continue to be committed to ensuring we are an equal, diverse and inclusive organisation regardless of how someone identifies or what characteristics they have.

Every reasonable measure is taken to adapt our premises and working conditions to enable people with disabilities to work or volunteer at Christian Aid.

During 2021/22, Christian Aid signed up to the Fair Share Commitment which is focused on increasing the number of women in leadership positions within the global social impact sector. Therefore, Christian Aid has committed to achieving gender equality in leadership positions within the organisation by 2030 and to sharing data annually on the percentages of women in staff and in leadership positions.

Our corporate gender strategy, Gender Justice for All, sets out our aims, objectives and programmes in this area. We are using gender pay reporting requirements in the UK as a platform to work towards more visible organisation-wide gender pay profiling and reporting. We intend to replicate this for ethnicity.

Employees by ethnicity and gender – global



Note: Values fewer than five are not reported.

Staff wellbeing

As the impact of the Covid-19 pandemic diminished during 2021/22, the improvements in daily life were felt mostly in the global North. Yet, life and work remain challenging for our staff working in fragile states, where vaccinations have not been rolled out as effectively, or have not been as readily available, as they have been in richer countries. Staff wellbeing and working safely remain critical priorities.

The Covid-19 Incident Management Group, which has been in operation since March 2020, continued to meet weekly to consider our responses to the crisis during 2021/22. This group set the model for hybrid working. During the gradual return to some office working, a New Ways of Working Group was formed to specifically consider hybrid working in practice and how we could make the office environment more attractive to our people. This has resulted in some refurbishment and branding work in our offices which is still in progress.

Christian Aid trialled a hybrid model of working from September 2021 and this launched fully in 2022. The model is based on our belief that there are real benefits to be had from face-to-face opportunities to collaborate, from building a common culture and strong working relationships, while at the same time recognising the many benefits that remote or home working generated during the pandemic. Office-based staff have been asked to identify at least two days a week when they will be working out of one of our offices. Supporting staff during the pandemic has continued to be a key concern. This changed to provide support as staff adjusted to the impact of subsequent lockdowns, and to the return to those elements of life which they missed during the pandemic. We have a comprehensive wellbeing approach including live events, regular messaging and our health and wellbeing portal. We also provide employee assistance programmes, occupational health provision and a team of mental health first aiders. We continue to support people with financial wellbeing and we have an emergency loan system. These provisions are available for all staff across the world.

We have become acutely aware of the impact the inflation crisis is causing in many countries, in some cases exacerbating the already poor living conditions driven by long-running conflicts or political issues in fragile states. A pay increase of 3% for 2022/23 was agreed in March 2022 and, in the light of surging global inflation, we also agreed to review the position in September 2022.

Remuneration policy

Our Remuneration Policy is available on our website and is overseen by the Remuneration Committee of the board. The committee has delegated authority to provide governance oversight and input into principles and policies governing the pay and benefits of Christian Aid staff. Our remuneration policy looks to set salaries at a median level in the local market.

The remuneration for the Chief Executive and the senior executive personnel is reviewed and decided by the Remuneration Committee and, ultimately, the full board in line with our Remuneration Policy.

We commissioned a Global Reward review which produced a report with recommendations in 2021/22. The report looked at total reward across our international and UK teams and examined a number of issues, including the fairness of pay in global roles, which can be based anywhere and are increasingly recruited into the global South. The report and the subsequent action plan have been approved by the Remuneration Committee and the plan will be delivered over three years starting in 2022/23.

Volunteers

It has been an extraordinary year for volunteering. The Covid-19 pandemic has raised the profile of giving time and local action more than ever before. We have been impressed by the resilience of our volunteers, adapting to new challenges and embracing new ways of working to support our work. In response, we have provided regular guidance to enable safe volunteering, as well as resources and training to help facilitate the use of digital platforms and virtual volunteering.

Christian Aid has a large number of committed and active volunteers who are engaged in a variety of activities, from teaching in schools, writing copy for social media, organising fundraising events, to promoting our appeals and campaigns. Our volunteers give thousands of hours of their time across many different roles each year.

Our 12,500 organisers and church representatives engage in fundraising in their churches, particularly during Christian Aid Week when thousands of people come together to raise money through house-to-house collections and other activities. In-person fundraising was significantly impacted following the outbreak of the Covid-19 pandemic in 2020. However, in 2021/22, we were able to resume some Covid-safe in-person events and fundraising. In addition, we have continued to work with our supporters to increase online fundraising and more than half of the Christian Aid Week income was derived from online activities. Our professional fundraisers provide guidance and resources to support our fundraising volunteers.

We are incredibly grateful to our volunteers for all they do for Christian Aid. Together, they make a huge difference for the world's poorest people.

Communicating with staff and volunteers

The importance of effective internal communications and engagement continued to grow with our move to hybrid working during the Covid-19 pandemic. The Christian Aid intranet was the primary tool used by staff to access information across the organisation. During 2021/22, the intranet was revised and updated to reflect our strategic priorities and structure. There were new intranet sites, including new country programme sites, to help staff to store documents and learn more about different teams and their work.

We continued to provide an opportunity for staff to have a voice by providing feedback in our global annual staff engagement survey. The feedback from our staff was very positive about support from our managers, our internal response to the Covid-19 pandemic and the importance of our mission and values to our staff. Feedback also highlighted three key areas for improvement, including leadership, development opportunities and workload. These areas are under review and, as part of our corporate priorities for 2022/23, we have committed to creating sustainable workloads and an environment where wellbeing is a priority and people feel valued. In addition to staff surveys, employees were also able to raise ideas or concerns through their manager or senior management, including the Chief Executive, or anonymously through the Whistleblowing Policy and the Ideas Box.

Yammer continues to be the primary tool for corporate announcements and staff collaboration across different time zones, receiving very high levels of engagement and participation. Staff also received regular updates from the Covid-19 Incident Management Group, which aimed to mitigate the impact of the pandemic on our programmes, fundraising and general wellbeing. Leadership engaged with staff in regular town hall meetings, departmental meetings, internal events and webinars, which are broadcast live on Microsoft Teams to Christian Aid offices globally and recorded. Staff received the weekly newsletter Majority World News and read the daily news highlights on the intranet homepage.

We have excellent working relationships with Unite, the recognised union at Christian Aid. There is also a network of global staff representatives, who volunteer to represent their colleagues outside the UK. We delivered our first UK Volunteer Experience Survey in four years, giving volunteers an opportunity to share their insight and feed into our 2022 volunteer programme development work.

Accountability and regulatory compliance

Programmes and partnerships

Grants to partners

We are committed to working in partnership with local and national organisations through a grant-making approach. Grants to partner organisations are made within our agreed strategies. Grants for development programmes are usually awarded on a three-year basis.

Project proposals are subject to a formal approval process before individual grants are approved. All projects are systematically monitored for their duration, and major projects are subject to a final evaluation process.

We act as a sub-contractor for a number of governments, including the UK Government. Under these contracts, we disburse grants to a range of donor-approved grantees. The selection, monitoring and evaluation of the performance of these grantees are subject to contract-specific performance measures.

Details of the amount given in grants to partner organisations during 2021/22 can be found in Table 5.1 of the Financial Statements on p78.

During 2021/22, we have been working on a new online system for managing our international programmes and this will be launched in 2022/23. The new system will be more user-friendly for our staff and partners. It will significantly enhance how we manage grants to our partners by providing improved business processes, better analysis and

reporting functionality, and greater visibility of our international programmes. These factors will help to increase transparency and accountability around how we manage our programmes and work with our partners.

Programme standards

Christian Aid is certified against the Core Humanitarian Standard on Quality and Accountability (CHS). The CHS is an internationally recognised standard against nine commitments that organisations use to improve the quality and effectiveness of the assistance they provide. Christian Aid has integrated the CHS into its own Programme Quality Standards. Following the 2022 mid-term audit, led by Humanitarian Quality Assurance Initiative (the independent CHS certification agency), Christian Aid was recertified. The audit included interviews with stakeholders at head office and regionally, remote deep dives with the Afghanistan and Burundi programmes, and a visit to partners and communities in the Malawi programme. The audit concluded that Christian Aid continues to demonstrate a strong commitment to the CHS and the findings of the audit will help the organisation to strengthen its work in specific programme quality areas.

Financial crime

Christian Aid takes a robust approach to financial crime in its operations and programmes. Responsibility for driving Christian Aid's anti-financial crime risk management sits with our specialist anti-fraud and financial crime team and our Financial Crime Risk Committee. Oversight is provided by the Audit and Risk Committee and the board is also responsible for approving key policies in this area. During 2021/22, Christian Aid's new Financial Crime and Abuse Policy was approved by the board.

As a UK charity operating internationally, Christian Aid is subject to UK law and regulation in respect of counter-terrorism and sanctions across all of our operations globally. In practice, our compliance approach also needs to encompass EU and US measures to comply with applicable donor contracts and respect the compliance obligations of our banks. In our approach to financial crime, we recognise that our strategy commits us to working in the most complex and vulnerable contexts where there are increased risks of financial crime. Therefore, we endeavour to comply with our legal and contractual obligations while mitigating the risks of financial crime to a minimal level. Actual or suspected incidents of financial crime can be reported through our management line or confidentially through our whistleblowing process. Incidents are recorded on our fraud and misuse register, and reported to the Audit and Risk Committee. Where required, we also make external disclosures to the Charity Commission and any other relevant statutory bodies.

A key risk for the sector in recent years has been the filing of politically motivated complaints under the US False Claims Act. This has been used especially to target international non-governmental organisations working in the occupied Palestinian territory, typically by alleging that organisations in receipt of USAID funding have breached counter-terrorism certifications signed with USAID. The Zionist Advocacy Center in New York has a track record of bringing lawsuits against some US and European non-profit organisations. Christian Aid was the target of such a complaint in 2017. After extensive investigations, the US Government chose not to intervene in the case in October 2020. The Zionist Advocacy Center then pursued the case, although the case was dismissed by the court in the United States for lack of jurisdiction in June 2021. This decision was recently upheld by the United States Court

of Appeals for the Second Circuit in June 2022. Christian Aid vigorously denied the allegations from the outset of the case and we feel vindicated by the final decision of the courts.

Fundraising

Our fundraising

Our fundraising is driven by a powerful movement of individuals, communities of supporters, and partners, joined together by our shared values. By mobilising and inspiring congregations, schools, leaders and individuals to give, act and pray, we seek transformation for communities and people living at the sharp end of poverty and injustice.

Through diverse supporter engagement, we aim to provide a sustainable platform for Christian Aid that is not dependent on any single source of income. It also means we can campaign independently on the issues we believe will make the most difference. Fostering genuine supporter relationships is not only the most effective approach for Christian Aid, but also leads to transformation for all involved.

Christian Aid is registered with the Fundraising Regulator and is committed to legal, open, honest and respectful fundraising. We monitor regulatory developments, review policies and update training for staff and volunteers to ensure we maintain standards. Our range of fundraising policies covers the standards and principles that underpin our approach to fundraising for voluntary income from individuals, churches and communities. Major gifts and funds from institutions are also covered by our policies, and our private sector and institutional fundraising follow our due diligence processes.

Christian Aid works with several third-party agencies for fundraising. For legacy and individual giving, we utilise a third-party agency to support us in telephone fundraising. To ensure we maintain the high standards expected by the sector and by our supporters, we have our own telephone fundraising charter to direct the conduct of our people and third parties. In addition to training call handlers, we have regular update sessions, monitor calls for quality each week and investigate fully in the rare event of a complaint.

During 2021/22, we have been rolling out a new digital Customer Relationship Management system that makes our supporters' online interactions with us a user-friendly and positive experience and provides a more effective and efficient platform for managing relationships with our supporters.

We take protecting supporter data very seriously. Our data protection policy complies with – and, in some cases, goes beyond – the UK General Data Protection Regulation (UK GDPR) requirements and our Privacy Policy is always accessible on our website. We never swap or sell supporter data and supporters can change their communication preferences at any time.

Complaints

Building strong relationships with our supporters is important to us. We are grateful to receive feedback from our supporters, whether it is to help us improve or encourage our existing work. We are reviewing the complaint and feedback mechanisms to ensure they meet our organisational and supporter needs. We report annually to the Fundraising Regulator the number of complaints we have received. From 1 April 2021 to 31 March 2022,

we sent 1,101,241 fundraising emails and 1,294,390 addressed direct mail pieces. We received 109 complaints in total (0.0084%).

Protection of people in vulnerable circumstances

We want engaging with Christian Aid to be a positive experience for all. We recognise that, among the many people with whom we communicate through our fundraising activity, there may be a small number who do not have the capacity to make an informed decision or fully understand the consequences of making a decision to donate, volunteer or fundraise for us.

We have a Fundraising Policy to enable all staff to follow best practice guidelines for working with adults at risk or in vulnerable circumstances, and with children and young people. We have specific guidance regarding house-to-house collections and receiving donations from people in vulnerable circumstances. Many of our supporters and collectors are themselves increasingly elderly, and therefore our group organisers, church representatives and volunteers are supported by staff, who receive regular safeguarding training.

Gender and ethnicity pay gap

We are now in the fifth year of reporting on our UK Gender Pay Gap, with the regulations coming into force in 2017 for organisations employing over 250 employees. On 5 April 2021 at the time our gender pay gap was calculated, 66% of our employees were women and 34% were men.

Data from 2021 shows that we have a mean gender pay gap of 13.9% in favour of male staff and a median gender pay gap of 11.5% also in favour of male staff. This is just below the national average in 2021 of 15.4% which increased by 0.5% (up from 14.9%) in 2020.

The data over the last five years continues to show a trend that is getting weaker year on year. While just a few senior management roles can influence our data, further analysis of our starters and leavers during the year 2020/21 indicated that this gap has increased because men in the UK have secured more of the senior positions. The data does not take into account our recruitment at a global level to senior positions outside of the UK, including two female directors. Our analysis indicates that our UK gender pay gap is also primarily driven by having substantially more female staff in lower pay quartiles. There is no pay difference between male and female staff who carry out the same job, similar jobs, or work of equal value.

Gender pay gap data over last five years (percentages in favour of male staff)

Sequence	Snapshot date	Reporting date	Mean	Median
1st report	April 2017	March 2018	7.5%	4.2%
2nd report	April 2018	March 2019	6.8%	6.1%
3rd report	April 2019	March 2020	10.5%	8.2%
4th report	April 2020	March 2021	12.5%	9.1%
5th report	April 2021	March 2022	13.9%	11.5%

Over the next three years, we have committed to reducing the gap by ensuring pay transparency, building on our flexible working and providing opportunity through direct action.

During 2021/22, we compiled an initial UK ethnicity pay gap report – this was based on an incomplete data sample. While the results showed no apparent ethnicity pay gap, they did

highlight a lack of diversity in more senior positions and we have been taking action. This is a necessary report, and we are designing the mechanisms to improve and incorporate this information into future annual reports. While there is no doubt that generations of behaviour and practice are still having an impact, and there is a need for concentrated action at a societal level, Christian Aid should and is playing our part in that change.

We have taken steps to improve our data, our ability to track trends and our recruitment practices, including introducing anonymous recruiting and taking direct action on pay, especially at appointment.

Health, safety and security

Christian Aid has a dedicated Safety and Security team, which advises and provides support on health, safety and security matters globally covering our operations and programmes. We have a Health and Security Policy which is approved by the board. Oversight is also provided by the Audit and Risk Committee and the Health, Safety and Security Committee. Challenges posed by the Covid-19 pandemic have continued in 2021/22, including curfews, lockdowns and infection rates. In addition, armed conflict and political instability have contributed to complex operating environments. Challenges for Christian Aid staff during 2021/22 included the withdrawal of US troops and the takeover by the Taliban in Afghanistan, violent protests in Haiti, continued military action in Ethiopia and Russia's invasion of Ukraine.

Safeguarding

We are committed to providing a safe and trusted environment for all those who come into contact with Christian Aid. We take a zero-tolerance approach to breaches of our Safeguarding and Code of Conduct Policies and put the wellbeing and rights of people and communities at the heart of our work. Ultimate responsibility for safeguarding rests with the board, with duties delegated to the Audit and Risk Committee and Human Resources Governance and Strategy Committee. The board approves the Safeguarding Policy annually and receives an annual report on safeguarding. The Audit and Risk Committee monitors the effective implementation of the policy and reviews the case file of reported incidents. The Human Resources Governance and Strategy Committee ensures that HR policies and procedures support a strong safeguarding culture.

Christian Aid has three safeguarding trustees. The lead safeguarding trustee supports the interface between the board and its subcommittees. The other safeguarding trustees are chairs of the Audit and Risk Committee and the Human Resources Governance and Strategy Committee.

The Chief Executive directly oversees the organisation's approach to safeguarding. He leads the directorate meetings that consider Christian Aid's response to safeguarding. He also receives reports on safeguarding incidents and attends all board subcommittee meetings, including the closed sessions of the Audit and Risk Committee, where the safeguarding case file is reviewed. The Safeguarding Governance Group, a cross-organisational group chaired by the Chief Operating Officer, provides operational oversight of the safeguarding work to strengthen the application of policies and procedures across Christian Aid. The Safeguarding Governance Group ensures that the safeguarding priorities we have identified are appropriately resourced and supports decision making where needed. Christian Aid employs a dedicated Safeguarding Manager, who maintains the safeguarding work plan, oversees investigations and coordinates the Safeguarding Governance Group meetings.

Safeguarding requirements are covered in our Code of Conduct, which is signed by all members of staff, trustees, volunteers and consultants with programme-facing roles. Additionally, staff, trustees and volunteers must complete dedicated interactive safeguarding training every year, which is designed to promote discussion and deepen awareness on safeguarding issues and how they should be responded to.

We require our implementing partners to have appropriate safeguarding and code of conduct policies as a condition of funding. For new partners, we may provide support for building safeguarding capacity, including developing relevant policies, and we may allow a period for partners to achieve the appropriate standard, but ensure additional safeguards are in place during the interim. Safeguarding requirements are embedded in our partnership and funding agreements together with due diligence processes. All implementing partners receive our safeguarding training.

We encourage all Christian Aid representatives, partners and the people and communities with which we work to report safeguarding concerns, using a choice of confidential mechanisms, including reporting directly to the lead safeguarding trustee.

At the community level, awareness raising activities are now routinely conducted in new projects including, when contextually appropriate, the provision of prevention of sexual exploitation and abuse posters to communities in local languages. These complement the feedback and complaints mechanisms that are designed in consultation with communities, to provide safe and trusted ways for individuals to report matters related to our programmes, including sensitive issues such as safeguarding concerns. We have mapped the relevant legal, social welfare, child protection and survivor/victim assistance arrangements in each country where we operate. We have also launched a project level safeguarding risk assessment for use on all new community level projects.

We continue to work in collaboration with members of Bond (the UK network for organisations working in international development), donors and regulators to improve the quality and consistency of our individual and collective safeguarding practice. We have also joined the Inter-Agency Misconduct Disclosure Scheme, which aims to stop people who have been found guilty of committing sexual misconduct from moving between aid organisations undetected. The scheme strengthens our recruitment practices by demonstrating a zero tolerance to prospective applicants and building on the processes and resources already in place, which includes Disclosure and Barring Service, police checks and rigorous reference checking. We are in the process of implementing the scheme's requirements, starting with staff in our UK offices.

In 2021/22, Christian Aid received 17 safeguarding concerns, 13 related to our international operations and four related to our UK and Ireland operations. Of the 17 concerns, four related to Christian Aid staff, eight related to partner organisations and five did not concern either Christian Aid staff or our partners. Of the four complaints related to Christian Aid staff, one led to a formal investigation which resulted in dismissal, two did not meet the threshold for an investigation and one remains under evaluation. In all instances, Christian Aid sought to respond to every complaint appropriately and in line with our survivor-centred approach.

Modern slavery

Modern slavery is a complex issue and tackling it necessarily involves addressing its root causes. This makes it inextricably linked to our long-term development work. We work with

local partners and communities to fight injustice and campaign to change the economic systems and structures that allow modern slavery and human trafficking to take place.

We also tackle modern slavery as part of our work on business and human rights. In the UK, Christian Aid is a founding member of the Ethical Trading Initiative and the Corporate Justice Coalition (CJC). We supported both organisations in the development of modern slavery legislation in the UK and are working with the CJC to update that legislation. We also work internationally advocating for a UN Binding Treaty on Business and Human Rights (a legally binding instrument to better regulate the activities of multinational corporations).

We take steps to ensure that no forms of slavery or human trafficking are part of our own supply chains. Supply chain management is covered in our Procurement Policy and Procedure, which specifically references the risk of modern slavery and applies to all expenditure on goods and services purchased directly by the organisation. The policy promotes ethical and sustainable procurement processes and includes a Code of Conduct for Suppliers.

In addition to our own procurement, the policy applies to all procurement through our implementing partners for donor-funded projects. Our Partnership Agreement also covers modern slavery and requires our partners to have procurement policies and procedures in place to minimise the risk of slavery and human trafficking in their supply chains.

We have a mandatory online training module for our staff, with guidance on how to implement our procurement policies and guidelines. We have also promoted the use of complaint mechanisms and reporting tools if anyone identifies a risk of modern slavery in our, or our partners', supply chains. We did not receive any reported cases of modern slavery during 2021/22.

Carbon footprint update and Streamlined Energy and Carbon Reporting (SECR) compliance

Under SECR legislation, we are required to report some of our UK-based greenhouse gas emissions as part of our annual report. Specifically, we need to report, as a minimum, our emissions from UK energy use and business vehicle travel.

Emissions reporting for SECR (UK office energy and business travel) for 2021/22

Emissions source	Quantity	Unit	21/22 carbon footprint (tCO ₂ e)	20/21 carbon footprint (tCO ₂ e)*	Scope
Electricity use, Inter Church House	192,521	kWh	55.6	61.9	2
Gas use, Inter Church House	280,251	kWh	59.6	30.7	1
Electricity use, UK regional offices	20,029	kWh	5.8	9.5	2
Gas use, UK regional offices	31,365	kWh	6.7	7.4	1
UK fuel use by Christian Aid vehicles	0	litres	0.00	0.01	1
UK vehicle travel in non-owned vehicles	33,239	vkm	7.2	4.8	3
Total			134.9	114.31	

* 2020/21 figures have been slightly updated with new information since last year's report.

The total of 135 tonnes represents a carbon intensity of 0.36 tCO₂e per full-time UK Christian Aid employee (FTE). These UK emissions make up 13% of our global carbon footprint for energy use, travel, paper and printing.

How this was calculated

All electricity at Inter Church House was purchased from a certified renewable supplier in 2021/22. However, in compliance with UK Government reporting standards, we have used 'location-based' reporting of our electricity emissions, which means that the carbon footprint of electricity is calculated based on the average carbon intensity of the electricity grid, not the supplier.

Carbon emissions have been calculated using Defra's 2021 greenhouse gas emissions factors. Travel in non-owned cars has been calculated using the factor for 'Average car, unknown fuel'. Energy data was collected from energy bills for Inter Church House, with Christian Aid's share estimated based on our occupation of 79% of the space in the building.

The electricity use at Christian Aid's offices in Edinburgh, Warrington and Cardiff was based directly on energy bills. However, differentiated bills were not available for electricity at the Belfast or Glasgow offices, or for gas use in Cardiff. In these cases, electricity and gas use were estimated based on the usage in previous years and/or the floorspace of the offices.

Actions taken in 2021/22

Over the past decade, we have been at the forefront of international non-governmental organisations in driving down our carbon footprint. Between 2011/12 and 2019/20, we halved our total measured emissions and reduced our CO₂e per £1,000 of operational spend by almost two-thirds. In 2020/21, due to the impact of the Covid-19 pandemic, our global footprint fell by 62% compared with 2019/20.

There was some inevitable bounce-back in UK office energy and vehicle use in 2021/22, as Covid restrictions were relaxed. However, although this was partly balanced out by the closure of our Glasgow and Bangor offices, our UK-based emissions were still 28% lower than before the pandemic. During 2021/22, we launched an ambitious decarbonisation plan to ensure our global emissions are at least 50% below 2018/19 levels by 2030, in line with climate science and the need to hold global heating at 1.5°C. As part of this, we will seek to build on the lessons learned during Covid about avoiding unnecessary UK travel and using office space as efficiently as possible.

Statement of trustees' responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year in accordance with applicable law and FRS 102, the Financial Reporting Standards applicable in the UK and the Republic of Ireland.

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 group and of its net incoming resources for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue to operate.

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

Information provided to auditors

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as the trustee is aware, there is no relevant audit information of which the company's auditors are unaware; and
- the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 418 of the Companies Act 2006.

Haysmacintyre LLP remained Christian Aid's auditors throughout the year.

The annual report and accounts, including the strategic report, is approved by the Board of Trustees on 19 October 2022 and signed on its behalf by the Chair of the Board:



Dr John Sentamu

Chair of the Christian Aid Board of Trustees

19 October 2022

Auditor's report

Independent auditor's report to the members and trustees of Christian Aid

Opinion

We have audited the financial statements of Christian Aid for the year ended 31 March 2022, which comprise the Consolidated Statement of Financial Activities, the Consolidated and Parent Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of 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 group's and of the parent charitable company's affairs as at 31 March 2022 and of the group's and parent charitable company's net movement in funds, including the 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 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 group 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 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 group'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. The other information comprises the information included in the Trustees' Annual Report and the Letter from the Chair and Letter from the Chief Executive. 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.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 the audit:

- the information given in the Trustees' Annual Report (which includes the strategic report and the directors' 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' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charity Accounts (Scotland) Regulations (as amended) require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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 for the financial statements

As explained more fully in the trustees' responsibilities statement set out on p64, 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 group's and the parent 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 group or the parent 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to those which are standard to large UK charitable companies, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, Charity Accounts (Scotland) Regulations (as amended), Charities and Trustee Investment (Scotland) Act 2005, corporation tax, payroll tax and sales tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries and management bias in areas of accounting estimate. Audit procedures performed by the engagement team included:

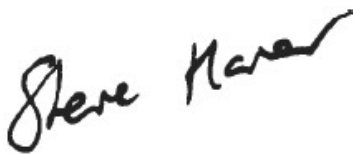
- Inspecting correspondence with regulators and tax authorities;
- Inspecting internal audit reports;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual descriptions, for material amounts and posted to higher risk ledgers; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

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, section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 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.



Steven Harper

(Senior Statutory Auditor)

For and on behalf of Haysmacintyre LLP, Statutory Auditors
10 Queen Street Place
London
EC4R 1AG

21 October 2022

Financial statements

Consolidated statement of financial activities

(incorporating an income and expenditure account) for the year ended 31 March 2022

	Notes	2022 Unrestricted funds £'m	2022 Restricted funds £'m	2022 Total funds £'m	2021 Unrestricted funds £'m	2021 Restricted funds £'m	2021 Total funds £'m
Income							
Donations and legacies							
Donations from individuals	2	40.0	12.1	52.1	36.7	5.6	42.3
Institutional grants	3,19-21	1.1	24.2	25.3	1.9	38.5	40.4
Charitable activities	4	-	-	-	2.7	-	2.7
Other trading activities		0.9	-	0.9	0.9	-	0.9
Investments		0.1	-	0.1	0.1	-	0.1
Total income		42.1	36.3	78.4	42.3	44.1	86.4
Expenditure							
Raising funds	5	11.2	0.4	11.6	10.7	0.4	11.1
Charitable activities							
Development	5	12.5	11.6	24.1	14.4	20.9	35.3
Humanitarian	5	10.9	23.1	34.0	6.3	28.4	34.7
Campaigning, advocacy and education	5	4.6	1.3	5.9	6.7	1.5	8.2
Total operational expenditure		39.2	36.4	75.6	38.1	51.2	89.3
Other expenditure							
Pension adjustment	22	-	-	-	(0.1)	-	(0.1)
Total expenditure		39.2	36.4	75.6	38.0	51.2	89.2
Net gains on investment		0.4	-	0.4	0.4	-	0.4
Net (expenditure)/income		3.3	(0.1)	3.2	4.7	(7.1)	(2.4)
Other recognised gains/(losses)							
Actuarial gains/(losses) on defined benefit pension scheme	22	(2.9)	-	(2.9)	13.2	-	13.2
Removal of pension movement	22	2.9	-	2.9	(13.2)	-	(13.2)
Pension adjustment		-	-	-	-	-	-
Fund transfers		-	-	-	(0.5)	0.5	-
Opening balance adjustment	14	(0.4)	-	(0.4)	-	-	-
Net movement in funds		2.9	(0.1)	2.8	4.2	(6.6)	(2.4)
Reconciliation of funds							
Total funds brought forward at 1 April		24.5	7.8	32.3	20.3	14.4	34.7
Total funds carried forward at 31 March	14,15	27.4	7.7	35.1	24.5	7.8	32.3

Balance sheets

as at 31 March 2022

Company number: 5171525

	Notes	Consolidated group		Parent charity	
		2022 £'m	2021 £'m	2022 £'m	2021 £'m
Fixed assets					
Intangible assets	8	1.7	1.8	1.7	1.8
Tangible assets	8	5.4	5.6	5.4	5.6
Investments	9	14.6	14.4	15.0	14.8
		21.7	21.8	22.1	22.2
Current assets					
Stocks		0.3	-	0.3	-
Debtors	10	6.4	7.5	6.2	6.8
Short-term cash deposits		0.2	0.2	-	-
Cash at bank and in hand		16.8	10.0	16.5	9.8
		23.7	17.7	23.0	16.6
Liabilities					
Creditors: amounts falling due within one year	11	(8.0)	(5.1)	(7.8)	(4.9)
Net current assets		15.7	12.6	15.2	11.7
Total assets less current liabilities					
Creditors: amounts falling due after more than one year		(1.0)	(0.9)	(1.0)	(0.9)
Provisions		(1.3)	(1.2)	(1.3)	(1.2)
Net assets excluding pension liability		35.1	32.3	35.0	31.8
Defined benefit pension scheme liability	22	-	-	-	-
Net assets	16	35.1	32.3	35.0	31.8
Restricted funds					
Appeals and other donations	15	6.5	5.2	6.5	4.9
Institutional grants	15	1.2	2.6	1.2	2.9
Total restricted funds		7.7	7.8	7.7	7.8
Unrestricted funds					
Unrestricted funds	14	27.4	24.5	27.3	24.0
Total unrestricted funds	14	27.4	24.5	27.3	24.0
Total funds		35.1	32.3	35.0	31.8

The notes on p72 to p94 form a full part of these financial statements. The financial statements were approved and authorised for issue on the authority of the board and signed on its behalf by:


Dr John Sentamu

Chair of the Christian Aid Board of Trustees

19 October 2022

Consolidated statement of cash flows

for the year ended 31 March 2022

	31-Mar 2022	31-Mar 2021
	£m	£m
Net surplus/(deficit) for the year before net gains/(losses) on investments	3.2	(2.0)
Depreciation charges and amortisation of intangible fixed assets	0.9	1.0
Impairment losses on intangible fixed assets	-	0.9
Net gains on investments	(0.4)	(0.4)
Decrease in debtors	1.1	4.4
Increase/(Decrease) in creditors	3.1	(0.8)
(Increase)/Decrease in stocks	(0.3)	0.9
FRS102 defined benefit pension contributions	(0.1)	(0.1)
Amounts related to the defined benefit pension schemes included within the accounts	-	(0.1)
Net cash provided by operating activities	7.5	3.8
Interest from investments	0.1	0.1
Purchase of fixed assets	(0.6)	(1.2)
Proceeds from the sale of investments	1.1	5.3
Purchase of investments	(1.3)	(5.6)
Investments reclassified as cash	-	0.3
Net cash used in investing activities	(0.7)	(1.1)
Change in cash and cash equivalents in the year	6.8	2.7
Cash and cash equivalents at the beginning of the reporting period	10.2	7.5
Change in cash and cash equivalents due to exchange rate movements	-	-
Cash and cash equivalents at the end of the reporting period	17.0	10.2
Analysis of cash and cash equivalents		
Cash at bank and in hand	16.8	10.0
Short-term cash deposits	0.2	0.2
Total cash and cash equivalents	17.0	10.2
Cash and cash equivalents at the start of the year	10.2	7.5
Cash flows	6.8	2.7
Cash and cash equivalents at the end of the year	17.0	10.2

Notes to the financial statements

for the year ended 31 March 2022

1. Accounting policies

A description of the nature of the entity's operations and its principal activities is disclosed in the annual report accompanying the financial statements.

a. Basis of preparation

The financial statements have been prepared under the historical cost convention, with the exception of investments, which are included at market valuation. The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2019), applicable to charities preparing their accounts in accordance with FRS102, the Financial Reporting Standard applicable in the UK and the Charities Act 2011 and UK Generally Accepted Practice.

In the trustees' report, there is a review of financial performance and of the charity's reserves position. There are adequate financial resources and the charity is well placed to manage business risks. The planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. It is a reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future. There is no material uncertainty to going concern.

The Statement of Financial Activities and balance sheet consolidate the financial statements of the charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line-by-line basis. No separate income and expenditure account of the charity has been presented, as permitted by Section 408 of the Companies Act 2006 and paragraph 15.11 of the SORP. The gross income of the charity for the year was £78.4m (2021: £86.4m) and its gross expenditure was £75.6m (2021: £89.2m).

The group accounts include a 100 per cent consolidation of Christian Aid Trading Limited, Christian Aid International (a charitable foundation registered in Spain) and Change Alliance (a company limited by share capital, incorporated in India). The group accounts also include a 71.25 per cent proportional consolidation of The British and Irish Churches Trust Limited, since Christian Aid's interest relates directly to its share of the underlying assets, liabilities and cash flows. Further details of the subsidiaries are given in note 17.

With effect from April 1st 2020, Christian Aid Ireland Limited in Ireland and in Northern Ireland no longer formed part of the group accounts due to a change in control for those companies.

b. Fund accounting

Reserves are either unrestricted or restricted funds.

Restricted funds represent income to be used for a specific purpose as requested by the donor. Income and expenditure on these funds are shown separately within the statement of financial activities and analysed into their main components in note 15.

Unrestricted funds are those that have not had a restriction placed on them by the donor. Designated unrestricted funds are those where the trustees have set aside monies from unrestricted funding for specific purposes. Details can be found in the trustees' report and in note 14.

c. Income

All income accruing to the charity during the year is recognised in the statement of financial activities when entitled, probable and measurable. Income from charitable activities refers to contract income, which is recognised as unrestricted income in the period in which the income is earned, is probable of receipt and can be measured with reliability.

Gifts in kind for use by the charity are included in the accounts at their approximate market value at the date of receipt. Gifts in kind for distribution are included in the accounts at their approximate fair value at the date of receipt by Christian Aid.

Pecuniary legacies are recognised when there is entitlement, which is deemed to be when Christian Aid has been notified of a legacy from the bequest's executors of the estate, the legacy can be measured reliably, and there is probability of receipt. For residuary legacies, entitlement is deemed to be the earlier of approved estate accounts and notification of a pending payment or actual payment being received in the accounting period. No value is included where a legacy is subject to a life interest held by another party.

d. Expenditure

All expenditure is accounted for on an accruals basis and is classified under headings that aggregate all costs related to that category. The costs of each staff team, including a relevant proportion of support costs allocated on a usage basis, are allocated across the headings of fundraising and charitable activities based on the proportion of time spent on each of these areas of work.

Expenditure on raising funds include all expenditure incurred by a charity to raise funds for its charitable purposes. It comprises the costs of advertising, profile-raising, digital fundraising, producing publications and digital materials, printing and mailing fundraising material as well as costs incurred in commercial trading activities and investment management costs, the staff in these areas and an appropriate allocation of support costs.

Costs of charitable activities includes direct expenditure incurred through grants to partners and operational activities and an appropriate allocation of support costs. Grants to partners are recognised as expenditure when there is a legal or constructive obligation to make the grant. This is usually immediately prior to a payment being made. Grant expenditure also includes grants made through sub-contractors.

Support costs include the central or regional office functions, such as facilities management, finance, human resources and information systems, as well as governance costs. Governance costs represent the costs associated with the governance arrangements of the charity as opposed to those costs associated with fundraising or charitable activities.

e. Intangible fixed assets

Intangible fixed assets costing over £5,000 are capitalised at cost. Intangible fixed assets include software costs.

They are amortised over 4 years, their estimated useful lives.

f. Tangible fixed assets and depreciation

Tangible fixed assets costing over £5,000 are capitalised at cost. Depreciation is provided in order to write off the cost of tangible fixed assets over their estimated useful economic lives, on a straight-line basis, as follows:

Freehold land	Nil
Freehold properties	50 years
Leasehold properties	5 years
Leasehold improvements	5 years
Office furniture, fittings and equipment	5 years
Motor vehicles	5 years
Computer equipment	4 years

Assets in the course of construction are not depreciated while in construction. Once the construction is completed, the cost is transferred to another fixed asset class and depreciated accordingly.

g. Stocks

Gifts in kind are valued at the lower of market value and value to the charity.

h. Pension costs

Past service costs and other finance costs have been recognised immediately in the statement of financial activities. Actuarial gains and losses are also recognised immediately in the statement of financial activities. This is in accordance with FRS102.

On 26 October 2018, a court ruling confirmed that UK pensions with Guaranteed Minimum Pensions (GMPs) accrued from 17 May 1990 must equalise for the different effects of these GMPs between men and women. As per last year, an allowance of 0.32% is included in the liabilities to allow for the impact of GMP equalisation.

On 30 June 2007, the scheme was closed to new entrants and for future accrual for members.

Defined Contribution Scheme – Christian Aid also operates a defined contribution scheme for employees. The charity's contributions to the scheme are charged in the statement of financial activities in the period in which the contributions are payable.

i. Taxation and irrecoverable VAT

Christian Aid is a registered charity and as such is potentially exempt from taxation on its income and gains to the extent that they fall within the charity exemptions in the Corporation Taxes Act 2010 or Section 256 Taxation of Chargeable Gains Act 1992. No tax charge has arisen in the year.

In common with many other comparable charities, Christian Aid is unable to recover the majority of VAT that is incurred on purchases of goods and services in the UK. The amount of VAT that cannot be recovered is included within the appropriate underlying cost and was £1.1m for the year (2021: £0.9m).

j. Foreign currencies

Foreign currency balances have been translated at the exchange rate ruling at the balance sheet date. Income and expenditure transactions have been translated at the prevailing rate at the time of the transaction.

k. Fixed asset investments

Fixed asset investments are stated at market value at the balance sheet date unless stated otherwise in the notes to the accounts. The statement of financial activities includes the net gains and losses arising from disposals and revaluations throughout the year.

l. Programme-related investments

Programme-related investments consists of social investment loans to co-operatives in Honduras.

The carrying value reflects the cash advances less any repayments or impairments.

m. Operating leases

Rentals applicable to operating leases are charged to the consolidated statement of financial activities in the period to which the cost relates.

n. Critical accounting judgements and key source of estimation uncertainties

In the application of the charity's accounting policies, trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

The most significant judgements are in relation to provisions for terminal benefits, pensions due to overseas staff and impairment of the CRM system and its useful life.

o. Financial instruments

Christian Aid has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at the present value of future cash flows (amortised cost). Financial assets held at amortised cost comprise cash at bank and in hand, short term cash deposits and the group's debtors excluding prepayments and accrued income. Financial liabilities held at amortised cost comprise the group's short- and long-term creditors excluding deferred income and accrued expenditure. No discounting has been applied to these financial instruments on the basis that the periods over which amounts will be settled are such that any discounting would be immaterial. The values of basic financial instruments are given in note 18a.

Christian Aid uses derivative financial instruments to manage its exposure to foreign currency exchange risks, including foreign exchange forward contracts. The fair value of these instruments is calculated at the balance sheet date by comparison between the rate implicit in the contract and the exchange rate at that date.

Details of derivative financial instruments are given in note 18b.

p. Provisions

Provisions are recognised when Christian Aid has a present legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. Provisions are measured at the present value of the expenditure expected to be required to settle the obligation using a rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as an interest expense. No discounting has been applied on the basis that the amounts involved and the periods over which amounts will be settled are such that any discounting would be immaterial.

2. Donations from individuals

	2022 Unrestricted £'m	2022 Restricted £'m	2022 Total £'m	2021 Unrestricted £'m	2021 Restricted £'m	2021 Total £'m
Christian Aid Week	5.8	-	5.8	4.1	-	4.1
Appeals	5.9	11.6	17.5	5.0	4.8	9.8
Legacies	13.8	-	13.8	12.1	0.1	12.2
Regular gifts	12.5	0.3	12.8	12.1	-	12.1
Other donations	2.0	0.2	2.2	3.4	0.7	4.1
Total donations	40.0	12.1	52.1	36.7	5.6	42.3

Total donations of £52.1m (2021: £42.3m) includes £4.4m of tax recovered through tax efficient giving (2021: £4.1m).

Legacies of which we have been notified, but not recognised as income, are valued at £16.3m (2021: £15.8m).

Total donations include gifts in kind valued at £22,959 (2021: £45,794).

Donations received from the public and churches in the Isle of Man (excluding government grants) during 2021/22, included above, were £99,130 (2021: £63,217).

Donations received into Isle of Man are reported under Christian Aid Isle of Man AGCH.2659 Charity No: 1125.

3. Institutional grants

	Note	2022 Unrestricted £'m	2022 Restricted £'m	2022 Total £'m	2021 Unrestricted £'m	2021 Restricted £'m	2021 Total £'m
Foreign, Commonwealth and Development Office (FCDO)	19	-	2.2	2.2	0.5	6.7	7.2
European Commission		0.2	1.5	1.7	0.1	2.1	2.2
Irish Aid		-	1.4	1.4	-	1.2	1.2
United States Agency for International Development (USAID)		0.1	0.9	1.0	0.4	2.8	3.2
Scottish government		-	0.6	0.6	-	0.3	0.3
START Network	21	0.1	2.0	2.1	0.1	1.4	1.5
United Nations		0.2	10.6	10.8	0.2	17.5	17.7
Other governments and public authorities		0.5	5.0	5.5	0.6	6.5	7.1
Total institutional grants		1.1	24.2	25.3	1.9	38.5	40.4

Total Institutional grants from United Nations World Food Programme of £10.8m (2021: £17.7m) includes gifts in kind valued at £5.3m (2021: £11.4m). Grants received from the Isle of Man Government during 2021/22, included above in Other governments and public authorities, totalled £60,000 (2021: £nil).

4. Charitable activities

	2022 Unrestricted £'m	2022 Restricted £'m	2022 Total £'m	2021 Unrestricted £'m	2021 Restricted £'m	2021 Total £'m
UK Government – Department for International Development/ Foreign, Commonwealth and Development Office						
SABI accountability programme in Sierra Leone	-	-	-	0.5	-	0.5
STAR accountability programme in Ghana	-	-	-	2.2	-	2.2
Total income from charitable activities	-	-	-	2.7	-	2.7

5. Total operational expenditure

2022	Notes	Grants to partner organisations £'m	Other direct costs		Allocation of support costs		2022 Total £'m
			Staff costs £'m	Non staff costs £'m	Staff costs £'m	Non staff costs £'m	
	Notes	5.1			5.2	5.2	
Raising funds		-	4.9	5.1	0.9	0.7	11.6
Charitable activities							
Development		8.2	6.4	6.1	1.8	1.5	24.0
Humanitarian		16.4	7.2	6.7	2.1	1.6	34.0
Campaigning, advocacy and education		0.6	3.6	1.3	0.3	0.2	6.0
Total charitable activities		25.2	17.2	14.1	4.2	3.3	64.0
Total operational expenditure		25.2	22.1	19.2	5.1	4.0	75.6
2021							
2021	Notes	Grants to partner organisations £'m	Other direct costs		Allocation of support costs		2021 Total £'m
			Staff costs £'m	Non staff costs £'m	Staff costs £'m	Non staff costs £'m	
	Notes	5.1			5.2	5.2	
Raising funds		-	4.6	4.9	1.0	0.6	11.1
Charitable activities							
Development		16.3	9.0	4.8	3.0	2.2	35.3
Humanitarian		18.1	4.9	9.5	1.5	0.7	34.7
Campaigning, advocacy and education		0.4	4.1	2.2	0.8	0.7	8.2
Total charitable activities		34.8	18.0	16.5	5.3	3.6	78.2
Total operational expenditure		34.8	22.6	21.4	6.3	4.2	89.3

Expenditure on raising funds include all expenditure incurred by Christian Aid to raise funds for its charitable purposes. It comprises the costs of advertising, profile raising, digital fundraising, producing publications and printing and mailing fundraising material, costs incurred in commercial trading activities and investment management costs, the staff in these areas and an appropriate allocation of support costs.

Charitable activities includes expenditure incurred through grants to partners, direct programme implementation expenditure and operational activities and an appropriate allocation of support costs.

5.1 Grant expenditure analysed by region

	2022 £'m	2021 £'m	2022 %	2021 %
Africa	10.4	21.5	41%	62%
Asia and the Middle East	8.4	10.4	33%	30%
Latin America and the Caribbean	2.0	2.1	8%	6%
Europe	0.7	-	3%	0%
Global	3.7	0.8	15%	2%
Total grants to partner organisations	25.2	34.8	100%	100%

5.2 Allocation of support costs

	Basis of allocation	2022 Staff costs £m	2022 Other costs £m	2022 Total £m	2021 Total £m
Management and Facilities	Headcount	1.5	1.5	3.0	4.1
Finance and Compliance	Headcount	1.7	0.5	2.2	2.3
Human Resources	Headcount	0.9	0.3	1.2	1.5
Information and Communication Technology	Headcount	1.0	1.7	2.7	2.6
		5.1	4.0	9.1	10.5

Management and facilities includes project costs associated with our CRM and iPIMS systems.

Governance costs

Included within £2.2m Finance and Compliance is £0.7m (2021: £0.4m) for governance-related costs.

6. Staff and trustee costs

	2022 £'m	2021 £'m
Salaries	14.2	14.0
Pension contributions	0.9	0.8
National Insurance contributions	1.3	1.3
Benefits in kind	-	-
Total staff costs (Britain-, Ireland- and Spain-based)	16.4	16.1
Staff cost of overseas-based staff	10.1	11.6
Total staff costs	26.5	27.7

The key management of the charity comprises the Chief Executive and the five directors of the organisation (Corporate Services, Policy, Public Affairs and Campaigns, Fundraising and Supporter Engagement, Strategy and Change, and International). The total remuneration and benefits, including salary and employer's National Insurance and employer's pension contributions, of the key management personnel of the charity was £728,919 (2021: £676,360)

The salary of the Chief Executive, the highest paid employee, was £134,197 (2021: £127,908). The CEO's expenses were £501 (2021: £Nil).

Headcount by location	2022	2021
Britain-, Ireland- and Spain-based staff	340	381
Overseas-based staff	413	485
Total headcount	753	866

The number of higher-paid staff with emoluments falling in the following ranges were:

	2022	2021
£140,000 to £149,999	1	-
£120,000 to £139,999	1	1
£110,000 to £119,999	-	-
£100,000 to £109,999	2	-
£90,000 to £99,999	3	3
£80,000 to £89,999	3	3
£70,000 to £79,999	8	7
£60,000 to £69,999	12	10

Trustees' expenses and number of trustees who claimed expenses during the year

No emoluments are paid to trustees. Trustees are reimbursed for their incidental expenses in attending board, executive and other meetings. Additionally, trustees may occasionally visit Christian Aid partners and programmes overseas, with the cost of such trips being met by the charity. The total expenses paid to trustees was £391 (2021: £69). The number of trustees who claimed expenses is 2 (2021: 1).

7. Statement of financial activities

Net movement in funds is stated after the following charges:

	Consolidated group		Parent charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Auditors' remuneration (exclusive of VAT)				
Fees payable to parent charity's auditors for the audit of the charity's annual accounts	50	50	50	50
Fees payable to parent charity's auditors for the audit of the charity's subsidiaries pursuant to legislation	4	3	4	3
Total audit fees	54	53	54	53
Other services	99	52	99	52
Total fees payable to parent charity's auditors	153	105	153	105
Rental costs in relation to operating leases – land and buildings	-	-	343	345
Investment manager's fee	50	38	50	38

8. Fixed assets

8a. Intangible fixed assets

	Computer software £'m	In development £'m	Total £'m
Cost			
At 1 April 2021	3.4	1.5	4.9
Additions	-	0.5	0.5
At 31 March 2022	3.4	2.0	5.4
Amortisation and impairment			
At 1 April 2021	2.9	0.2	3.1
Charge in year	0.2	0.4	0.6
At 31 March 2022	3.1	0.6	3.7
Net book value			
At 31 March 2022	0.3	1.4	1.7
At 1 April 2021	0.5	1.3	1.8
Held by parent charity	0.3	1.4	1.7

8b. Tangible fixed assets

	Central office freehold £'m	Leasehold improvements £'m	Computer equipment £'m	Office furniture, fittings & equipment £'m	Motor vehicles £'m	Total £'m
Cost						
At 1 April 2021	5.1	3.4	2.4	0.9	1.4	13.2
Additions	-	-	0.1	-	-	0.1
Disposals	-	-	-	-	(0.2)	(0.2)
At 31 March 2022	5.1	3.4	2.5	0.9	1.2	13.1
Depreciation						
At 1 April 2021	0.1	3.1	2.4	0.8	1.2	7.6
Charge in year	-	0.1	0.1	0.1	-	0.3
Disposals	-	-	-	-	(0.2)	(0.2)
At 31 March 2022	0.1	3.2	2.5	0.9	1.0	7.7
Net book value						
At 31 March 2022	5.0	0.2	-	-	0.2	5.4
At 1 April 2021	5.0	0.3	-	0.1	0.2	5.6
Held by parent charity	5.0	0.2	-	-	0.2	5.4

9. Investments

	Consolidated group		Parent charity	
	2022 £'m	2021 £'m	2022 £'m	2021 £'m
As at 31 March				
Fixed interest securities	2.9	2.9	2.9	2.9
Overseas equities	2.6	2.0	2.6	2.0
UK equities	0.4	0.4	0.4	0.4
Sterling deposits	4.2	5.1	4.2	5.1
Investments in subsidiary undertakings	-	-	0.4	0.4
Programme-related investments	0.1	0.2	0.1	0.2
Property-related investments	4.4	3.8	4.4	3.8
Total investments	14.6	14.4	15.0	14.8
Movement during the year				
At the beginning of the year	14.4	14.3	14.8	14.7
Cost of acquisitions	0.9	5.3	0.9	5.3
Disposals	(1.1)	(5.3)	(1.1)	(5.3)
Reclassified as cash	-	(0.3)	-	(0.3)
Net gains/(losses) on investment	0.4	0.4	0.4	0.4
	14.6	14.4	15.0	14.8

Christian Aid investments (cash, bonds and equities) are managed by Eden Tree, within a Board-approved ESG mandate.

Programme-related investments consists of social investment loans to co-operatives in Honduras. The Trustees are satisfied that making these loans constitute programme investments that furthers the objects of the charity.

Property-related investments were valued by Cluttons at 1 April 2022, resulting in £0.7m gain which was offset by losses in other investments.

10. Debtors

	Consolidated group		Parent charity	
	2022 £'m	2021 £'m	2022 £'m	2021 £'m
Prepayments	0.5	0.8	0.5	0.7
Accrued income	4.1	5.0	4.1	5.0
Other debtors	1.8	1.7	1.6	1.0
Amounts due from subsidiary undertakings	-	-	-	0.1
Total debtors	6.4	7.5	6.2	6.8

11. Liabilities

11.1 Creditors: amounts falling due within one year

	Consolidated group		Parent charity	
	2022 £'m	2021 £'m	2022 £'m	2021 £'m
Interest-free loans from supporters	0.1	0.1	0.1	0.1
Trade and other creditors	3.4	3.0	3.2	2.7
Deferred income	0.1	0.2	-	0.2
Tax and social security	0.5	0.7	0.5	0.7
Accruals	3.9	1.1	4.0	1.2
Total creditors	8.0	5.1	7.8	4.9

Movement on deferred income during the year:

	Consolidated group		Parent charity	
	2022 £'m	2021 £'m	2022 £'m	2021 £'m
Balance brought forward	0.2	0.9	0.2	0.8
Released to income	(0.2)	(0.9)	(0.2)	(0.8)
Received in year	0.1	0.2	-	0.2
Balance carried forward	0.1	0.2	-	0.2

11.2. Creditors: amounts falling due after more than one year

	Consolidated group		Parent charity	
	2022 £'m	2021 £'m	2022 £'m	2021 £'m
Long-term creditors	1.0	0.9	1.0	0.9

Christian Aid has recognised £1.0m (2021: £0.9m) of creditors falling due after more than one year. This amount relates to pension benefits due to overseas staff.

11.3. Provisions

	Consolidated group		Parent charity	
	2022 £'m	2021 £'m	2022 £'m	2021 £'m
Provisions	1.3	1.2	1.3	1.2

Christian Aid has recognised a liability of £1.3m (2021: £1.2m) for project provisions, paid annual leave, paid sick leave and termination benefits.

12. Future commitments

In addition to the amounts shown as creditors in these accounts, there are also commitments to projects which have been accepted in principle by Christian Aid's board and are expected to be recommended for funding in 2022/23.

	Consolidated group		Parent charity	
	2022 £'m	2021 £'m	2022 £'m	2021 £'m
Commitments	0.3	1.0	0.3	1.0

13. Operating lease income and commitments

At 31 March 2022, the total of future minimum operating lease income receivable under non-cancellable operating leases amounted to:

	Consolidated group		Parent charity	
	2022 £'m	2021 £'m	2022 £'m	2021 £'m
Land and buildings – within one year	0.3	0.1	0.3	0.1
Land and buildings – between two and five years	0.5	0.1	0.5	0.1
	0.8	0.2	0.8	0.2

At 31 March 2022, the total of future minimum lease commitments payable under non-cancellable operating leases amounted to:

	Consolidated group		Parent charity	
	2022 £'m	2021 £'m	2022 £'m	2021 £'m
Building leases – within one year	-	-	0.3	0.3
Building leases – between two and five years	-	-	1.4	1.0
	-	-	1.7	1.3

14. Unrestricted funds

	Opening balance £'m	Income £'m	Expenditure £'m	Gains and losses £'m	Transfers and adjustments £'m	Closing balance £'m
Consolidated group						
General funds	16.1	41.7	(37.5)	0.4	(8.8)	11.9
Land and property	5.0	-	-	-	-	5.0
Operational reserves	21.1	41.7	(37.5)	0.4	(8.8)	16.9
Other fixed assets	2.4	0.4	(0.7)	-	-	2.1
	23.5	42.1	(38.2)	0.4	(8.8)	19.0
Designated reserves	1.0	-	(1.0)	-	8.4	8.4
Consolidated group total unrestricted funds	24.5	42.1	(39.2)	0.4	(0.4)	27.4
Parent charity						
General funds	23.0	41.4	(37.5)	0.4	(8.4)	18.9
Designated reserves	1.0	-	(1.0)	-	8.4	8.4
Total unrestricted funds	24.0	41.4	(38.5)	0.4	-	27.3

A transfer of £8.4m has been made from General Reserves to a Designated Fund, to be specifically applied to additional grant payments to support communities (£6.0m) and a stabilisation fund of £2.4m for institutional fundraising for the next three years. Transfers and adjustments include an opening balance adjustment of £0.4m which relates to year-end revaluation adjustments.

14.1. Prior year unrestricted funds

	Opening balance £'m	Income £'m	Expenditure £'m	Gains and losses £'m	Transfers £'m	Closing balance £'m
Consolidated group						
General funds	12.2	41.1	(36.1)	0.4	(1.5)	16.1
Land and property	5.0	-	-	-	-	5.0
Operational reserves	17.2	41.1	(36.1)	0.4	(1.5)	21.1
Other fixed assets	3.1	1.2	(1.9)	-	-	2.4
	20.3	42.3	(38.0)	0.4	(1.5)	23.5
Designated reserves	-	-	-	-	1.0	1.0
Consolidated group total unrestricted funds	20.3	42.3	(38.0)	0.4	(0.5)	24.5
Parent charity						
General funds	18.6	40.3	(34.8)	0.4	(1.5)	23.0
Designated reserves	-	-	-	-	1.0	1.0
Total unrestricted funds	18.6	40.3	(34.8)	0.4	(0.5)	24.0

15. Restricted funds

Consolidated group	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Christian Aid humanitarian appeals:					
East Africa Crisis Appeal 2017	0.2	-	(0.1)	-	0.1
Nepal Earthquake 2015	0.6	(0.2)	(0.2)	-	0.2
Syria Crisis 2013	0.2	-	(0.2)	-	0.0
Rohingya Crisis Appeal 2017	0.4		(0.3)		0.1
Kerala Floods Crisis 2018	0.1		-		0.1
Malawi - Zimbabwe Cyclone Idai 2019	1.6		(1.1)		0.5
Coronavirus Emergency Appeal 2020	0.8	0.4	(0.8)		0.4
Lebanon Crisis Appeal 2020	0.2		(0.2)		0.0
Hurricane Iota Appeal 2020	0.1	-	(0.1)	-	-
Gaza Middle East Crisis Appeal 2012	-	0.1	(0.1)	-	-
Hunger Appeal 2021	-	1.4	(0.7)	-	0.7
Haiti Earthquake Appeal emergency 2021	-	0.6	(0.2)	-	0.4
Afghanistan Crisis Appeal 2021	-	1.6	(0.1)	-	1.5
Ukraine Crisis Appeal 2022	-	1.9	(0.7)	-	1.2
	4.2	5.8	(4.8)	-	5.3
Disasters Emergency Committee appeals:					
Malawi/Zimbabwe Cyclone Idai 2019	(0.1)	-		-	(0.1)
Coronavirus Emergency Appeal 2020	(0.3)	1.9	(1.8)		(0.1)
Afghanistan Crisis Appeal 2021	-	0.9	(0.9)	-	-
Ukraine Crisis Appeal 2022	-	1.9	(1.9)	-	-
	(0.4)	4.7	(4.5)	-	(0.2)
Christian Aid and DEC appeals	3.8	10.5	(9.3)	-	5.1
Charity gifts and other	0.1	0.5	(0.4)	-	0.2
Denominational appeals	-	0.2	(0.2)	-	-
In Their Lifetime	0.8	0.4	(0.3)	-	0.9
Denominational appeals, charity gifts and other	0.9	1.1	(0.9)	-	1.1
Legacies	0.4	-	(0.1)	-	0.3
Appeals and other donations	5.2	11.6	(10.3)	-	6.5
Institutional grants	2.6	24.7	(26.1)	-	1.2
Total restricted funds	7.8	36.3	(36.4)	-	7.7

Parent charity	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Appeals and other donations	4.9	11.6	(10.3)	0.3	6.5
Institutional grants	2.9	24.7	(26.1)	(0.3)	1.2
Total restricted funds	7.8	36.3	(36.4)	-	7.7

Negative restricted funds have arisen where expenditure is made in advance of anticipated income, and it is expected that the negative balances will be cleared in future accounting periods.

15.1. Prior year restricted funds

	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Consolidated group					
Christian Aid humanitarian appeals:					
East Africa Crisis Appeal 2017	0.4	-	(0.2)		0.2
Nepal Earthquake 2015	1.6	-	(1.0)	-	0.6
Syria Crisis 2013	0.3	-	(0.1)	-	0.2
South Asia floods 2016	0.1	-	(0.1)		-
Rohingya Crisis Appeal 2017	0.4	0.1	(0.1)	-	0.4
Kerala Floods Crisis 2018	0.1	-	(0.1)	-	-
Indonesia Tsunami Appeal 2018	0.3	-	(0.3)	-	-
Malawi/Zimbabwe Cyclone Idai 2019	1.9	-	(0.3)	-	1.6
Coronavirus Emergency Appeal 2020	-	2.1	(1.3)	-	0.8
Lebanon Crisis Appeal 2020	-	0.5	(0.3)	-	0.2
Hurricane Iota Appeal 2020	-	0.1	-	-	0.1
	5.2	2.8	(3.8)	-	4.2
Disasters Emergency Committee appeals:					
Indonesia Tsunami Appeal 2018	0.1	-	(0.1)	-	-
Malawi/Zimbabwe Cyclone Idai 2019	0.1	0.4	(0.6)	-	(0.1)
Coronavirus Emergency Appeal 2020	-	0.6	(0.9)	-	(0.3)
	0.2	1.0	1.5)	-	(0.3)
Christian Aid and DEC appeals	5.4	3.8	(5.3)	-	3.9
Charity gifts and other	(0.4)	0.5	(0.6)	0.5	0.1
Denominational appeals	0.1	0.2	(0.2)	-	-
In Their Lifetime	0.3	0.7	(0.1)	-	0.8
Denominational appeals, charity gifts and other	0.0	1.4	(0.9)	0.5	0.9
Legacies	0.6	-	(0.2)	-	0.4
Appeals and other donations	6.0	5.2	(6.5)	0.5	5.2
Institutional grants	8.4	38.9	(44.7)	-	2.6
Total restricted funds	14.4	44.1	(51.2)	0.5	7.8
	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Parent charity					
Appeals and other donations	5.6	5.1	(6.4)	0.5	4.9
Institutional grants	9.8	38.6	(45.5)	-	2.9
Total restricted funds	15.4	43.7	(51.9)	0.5	7.8

16. Analysis of net assets

Fund balances as at 31 March 2022 are represented by:

	Unrestricted funds		Restricted funds	Total £'m
	Fixed assets £'m	Other £'m	£'m	
Consolidated group				
Fixed assets	7.1	-	-	7.1
Investments	-	14.6	-	14.6
Current assets	-	13.7	10.0	23.7
Current liabilities	-	(5.7)	(2.3)	(8.0)
Long-term liabilities	-	(1.0)	-	(1.0)
Provisions	-	(1.3)	-	(1.3)
Total net assets	7.1	20.3	7.7	35.1
Parent charity				
Fixed assets	7.1	-	-	7.1
Investments	-	15.0	-	15.0
Current assets	-	13.0	10.0	23.0
Current liabilities	-	(5.5)	(2.3)	(7.8)
Long-term liabilities	-	(1.0)	-	(1.0)
Provisions	-	(1.3)	-	(1.3)
Total net assets	7.1	20.2	7.7	35.0

16.1 Prior year analysis of net assets

Fund balances as at 31 March 2021 are represented by:

	Unrestricted funds		Restricted funds	Total £'m
	Fixed assets £'m	Other £'m	£'m	
Consolidated group				
Fixed assets	7.4	-	-	7.4
Investments	-	14.4	-	14.4
Current assets	-	9.9	7.8	17.7
Current liabilities	-	(5.1)	-	(5.1)
Long-term liabilities	-	(0.9)	-	(0.9)
Provisions	-	(1.2)	-	(1.2)
Total net assets	7.4	17.1	7.8	32.3
Parent charity				
Fixed assets	7.4	-	-	7.4
Investments	-	14.4	0.4	14.8
Current assets	-	9.2	7.4	16.6
Current liabilities	-	(4.9)	-	(4.9)
Long-term liabilities	-	(0.9)	-	(0.9)
Provisions	-	(1.2)	-	(1.2)
Total net assets	7.4	16.6	7.8	31.8

17. Subsidiary undertakings and related party transactions

a. The Christian Aid group comprises the parent charity (Christian Aid) and four subsidiary undertakings. The results for the year of the subsidiary undertakings are given below.

Christian Aid International (CA INT)

A charitable foundation registered in Spain, Christian Aid International operates under the brand name InspirAction with the objective of raising awareness of, and funds for, some of the world's poorest and most marginalised communities. Christian Aid is the sole member with authority to appoint and remove trustees from the foundation and Christian Aid International is therefore consolidated by virtue of common control. It is consolidated on a line-by-line basis in the Christian Aid group financial statements, in line with FRS 102. The Christian Aid International year end was 31 March 2022.

The British and Irish Churches Trust Ltd (BICT)

A charitable company limited by guarantee, incorporated in England and Wales. It owns the freehold title to Interchurch House and three residential properties, acting as custodian trustee for Christian Aid and Churches Together in Britain and Ireland (CTBI). The year end of this company was 31 December 2021, the date of CTBI's year end. The figures below represent Christian Aid's 71.25 per cent interest. The reserves retained within BICT are related to the management of Interchurch House.

Christian Aid Trading Ltd (CAT)

A company limited by share capital, incorporated in England and Wales. Its two shares are held by Christian Aid. Christian Aid Trading Ltd carries out the trading and commercial promotional activities of Christian Aid, the incorporated charity. The net taxable profit is transferred by Gift Aid to Christian Aid. The Christian Aid Trading Ltd year end was 31 March 2022.

Change Alliance (CH A)

A company limited by share capital, incorporated in India. Its shares are held by employees of Christian Aid as nominees. Change Alliance India is a for-profit organisation which, with partners, is currently undertaking Christian Aid's activities in India. The Change Alliance year end was 31 March 2022.

Nyuki Hubs Kenya Limited

A company limited by share capital, incorporated in Kenya, wholly owned by Christian Aid UK. Its board is made up of employees of Christian Aid. Nyuki Hubs is a for-profit organisation which, with partners, is currently undertaking some of Christian Aid's activities in Kenya. The Nyuki Hubs year end was 31 December 2021. This subsidiary has not been consolidated in current or previous financial periods, due to immateriality.

17.1 Subsidiary undertakings

	2022 CA INT £'m	2022 BICT £'m	2022 CAT £'m	2022 CH A £'m	2021 CA INT £'m	2021 BICT £'m	2021 CAT £'m	2021 CH A £'m
Total income	-	0.9	0.1	0.2	0.1	0.9	0.1	0.7
Total expenditure	-	(0.9)	-	(0.2)	(0.1)	(0.9)	-	(0.7)
Net income	-	-	0.1	-	-	-	0.1	-
Gift Aided to Christian Aid			(0.1)				(0.2)	
Retained surplus/(deficit) for the year	-	-	-	-	-	-	(0.1)	-
Total assets	0.2	0.1	0.1	0.5	0.2	0.1	0.1	0.4
Total liabilities	-	(0.1)	-	(0.2)	-	-	-	(0.1)
Total funds	0.2	-	0.1	0.3	0.2	0.1	0.1	0.3

CA INT = Christian Aid International; BICT = The British and Irish Churches Trust Ltd; CAT = Christian Aid Trading Ltd; CH A = Change Alliance.

17.2 Related party transactions

There have been no related party transactions that require disclosure other than transactions with subsidiary and associated companies, as follows:

	2022 £'m	2021 £'m
1. Grants made to subsidiary undertakings		
InspirAction	-	0.1
2. Donations received under Gift Aid from subsidiary undertakings		
Profit donated by CA Trading Ltd	0.1	0.2
3. Payments made to subsidiary undertakings for services rendered in connection with Christian Aid's programme in India		
Christian Aid consultancy fees	0.5	0.6
4. Payments made to subsidiary undertakings for rental of Inter Church House		
The British and Irish Churches Trust Ltd	0.9	0.9

18. Financial instruments

Basic financial instruments

At the balance sheet date, the charity held financial assets at amortised cost of £15.0m (2021: £14.7m).

19. Foreign, Commonwealth and Development Office (FCDO)

In the year ended 31 March 2022, grants totalling £2.3m (2021: £7.2m) were received by Christian Aid from FCDO, as follows:

	2022 Unrestricted £'000	2022 Restricted £'000	2022 Total £'000	2021 Total £'000
UK Aid Match – South Sudan and Nigeria, Kenya, Malawi	-	869	869	876
European Interagency Security Forum			-	174
For specific programmes in:				
Ethiopia	1	1	-	(386)
Global – UK Aid Connect (Civil Society Fund)	36	999	1,035	2,458
Sierra Leone	-	-	-	992
Nigeria	-	-	-	2,283
Kenya	1	-	1	265
Bangladesh	(15)	377	362	149
Burkina Faso	-	-	-	386
	22	2,246	2,268	7,197

20. Cordaid* funding

Consolidated group	Opening balance £'000	Income £'000	Expenditure			Closing balance £'000
			Salaries £'000	Other costs £'000	Grants to partners £'000	
EU Volunteers – Capacity Building	(24)	4	-	-	-	(20)
Nigeria Joint Response	(249)	67	(33)	(24)	261	22
Total Cordaid funding	(273)	71	(33)	(24)	261	2

*Reported as ICCO in last year's accounts; the organisation merged with Cordaid in January 2021.

21. START Network* funding

In the year ended 31 March 2022, grants totalling £2.1m (2021: £ 1.5m) were received by Christian Aid from START Network, as follows:

	2022 Unrestricted £'000	2022 Restricted £'000	2022 Total £'000	2021 Total £'000
START Fund:				
- Asia, Middle East and Latin America	23	380	403	915
- Africa	104	1,609	1,712	602
Total START Network funding	127	1,988	2,115	1,517

* START Network is a network of 42 aid agencies supporting humanitarian work around the world.

22. Pensions

a. Defined benefit (final salary) funded pension scheme

The employer operates a defined benefit scheme in the UK. The scheme is closed to future accrual with effect from 30 June 2007, but has retained the salary link for active members. An actuarial valuation was carried out as at 30 September 2020 and the results of this have been updated to 31 March 2022 by a qualified actuary, independent of the scheme's sponsoring employer.

The actuarial valuation as at 30 September 2020 showed a surplus of £1,555,000. Due to the Scheme's funding position, the employer agreed with the Trustees that no employer contributions are due from 1 April 2022 until 31 March 2025 and during that period all the expenses of running the Scheme will be paid from the Scheme assets. Prior to 1 April 2022, the employer paid contributions of £98,200 per annum to cover expenses of running the Scheme with levies to the Pension Protection Fund payable in addition.

On 26 October 2018, a court ruling confirmed that UK pensions with Guaranteed Minimum Pensions (GMPs) accrued from 17 May 1990 must equalise for the different effects of these GMPs between men and women. As last year an allowance of 0.32% is included in the liabilities to allow for the impact of GMP equalisation.

In July 2021, the Pensions Trust (TPT, on behalf of the trustees for the closed final salary pension scheme) notified Christian Aid that they had undertaken a review of how some historic changes to Scheme benefits were implemented and as a consequence would now be seeking court direction on whether they had been applied correctly. TPT will ask the court for direction as to when certain changes to Scheme benefits, made under the Scheme's governing documents, took proper legal effect. This type of court application by pension scheme trustees is not uncommon in situations of legal uncertainty.

In May 2022, TPT updated Christian Aid: 'On advice from Counsel to look more widely than the initial review of the Scheme Documents, we started due diligence work to identify any additional items that would be relevant to the issues to be considered by the Court. This stage has included a review of benefit changes that have been made by making amendments to the Rules, as well as your Scheme Document. A potential new item has come out of this stage of the review. It relates to changes in legislation made by the Government to the measure of inflation used for increasing pensions already in payment and how this interacts with members' pensions provided under the Rules. We anticipate that the documents will be filed with the Court during Q2 of 2023 and that the Court will provide a ruling at the earliest in Q4 2024. Depending on the findings included within the Court ruling we may then need to seek further clarifications from the Court. Once the Court ruling has been made, we will be able to discuss with you any funding and investment implications for the Scheme.'

Mercer, the Scheme actuary, has calculated that a decision of the court in favour of the Scheme members (and against the Pension trustee) could lead to an increase in Scheme liabilities of some 6% for the Christian Aid Final Salary Scheme (equivalent to £5.6m, estimated on the assumptions used for the funding of the pension scheme as at 30 September 2021). No provision has been made in these financial statements as TPT will be making the case that they have administered the Scheme correctly (in which case no additional liabilities would emerge) and the Scheme continues to be administered on the basis the current practice is correct. Furthermore, the Scheme continues to carry a surplus under the valuation assumptions used for our financial statements, and the reported surplus, which is limited to nil for the purposes of our financial statements, is well in excess of the potential additional liabilities.

(i) Present values of defined benefit obligation, fair value of assets and defined benefit asset/(liability)

	2022	2021
	£'m	£'m
Fair value of plan assets	96.8	95.1
Present value of defined benefit obligation	(74.5)	(76.0)
Surplus	22.3	19.1
Defined benefit asset/(liability) to be recognised	-	-

(ii) Reconciliation of opening and closing balances of the defined benefit obligation

	2022 £'m	2021 £'m
Defined benefit obligation at start of period	76.0	63.8
Expenses	-	-
Interest expense	1.6	1.5
Past service cost/(credit) – plan amendments	-	-
Actuarial losses/(gains)	(0.9)	12.1
Benefits paid	(2.2)	(1.4)
Experience (gain)/loss on liabilities	-	-
Defined benefit obligation at end of period	74.5	76.0

(iii) Reconciliation of opening and closing balances of the fair value of plan assets

	2022 £'m	2021 £'m
Fair value of plan assets at start of period	95.1	89.9
Interest income	2.0	2.1
Expenses	(0.1)	(0.1)
Actuarial gain/(loss)	2.0	4.5
Employer contributions	0.1	0.1
Benefits paid and expenses	(2.2)	(1.4)
Fair value of scheme assets at the year end	96.8	95.1

The actual return on the scheme assets over the period ended 31 March 2022 was £4.0m (2021: £6.6m).

The best estimate of contributions to be paid by the employer for the period commencing 1 April 2022 is £0.1m.

This includes an allowance for expenses. The PPF levy is payable in addition by the employer.

(iv) Defined benefit costs recognised in the Statement of Financial Activities

	2022 £'m	2021 £'m
Expenses	0.1	0.1
Defined benefit costs recognised in statement of financial activities	0.1	0.1
Return on plan assets (excluding amounts included in net interest cost) – gain/(loss)	2.0	4.5
Experience gains and losses arising on the plan liabilities – gain/(loss)	(1.7)	1.0
Effects of changes in the demographic and financial assumptions underlying the present value of the plan liabilities – gain/(loss)	2.6	7.7
Effects of changes in the amount of surplus that is not recoverable (excluding amounts included in net interest cost) – gain/(loss)	(2.9)	(13.2)
Total amount recognised in other recognised gains/(losses)	-	-

(v) Assets

	Value at 31 March 2022 £'m	Proportion %	Value at 31 March 2021 £'m	Proportion %
Equities	-	0%	-	0%
Bonds	85.4	88%	85.8	90%
Other	11.4	12%	9.3	10%
Total assets	96.8	100%	95.1	100%

None of the fair values of the assets shown above include any direct investments in the employer's own financial instruments or any property occupied by, or other assets used by, the employer.

(vi) Assumptions

	2022	2021
Discount rate	2.78%	2.15%
Inflation assumption – Retail Price Index	3.54%	3.25%
Inflation assumption – Consumer Price Index	3.27%	2.95%
Rate of increase in salaries	3.00%	2.00%
Allowance for revaluation of deferred pensions of RPI or 5% p.a. if less	3.54%	3.25%
Allowance for pension in payment increases of CPI or 5% p.a. if less	3.13%	2.85%
Allowance for pension in payment increases of CPI or 3% p.a. if less	2.43%	2.30%
Allowance for commutation of pension for cash at retirement	75% of maximum	75% of maximum

The mortality assumptions adopted at 31 March 2022 imply the following life expectancies:

	2022 Years	2021 Years
Male pensioner – currently 65	22.0	21.8
Female pensioner – currently 65	24.4	24.2
Male non-pensioner – currently 65	23.6	23.4
Female non-pensioner – currently 65	25.8	25.7

b. Defined contribution pension scheme

The total cost of the defined contribution pension scheme to the charity was £0.9m (2021: £0.9m). There were no outstanding or prepaid contributions at 31 March 2022.

Reference and administrative details

Board of Trustees

Chair:

John Sentamu^{1,2,3,4,5} (from November 2021)
Rowan Williams^{1,2,3,4,5} (until November 2021)

Vice Chair:

Nick Moberly¹

Other trustees:

Hazel Baird¹
Richard Calvert^{2,3} (from November 2021)
Alexis Chapman^{2,3,5} (until November 2021)
Jennifer Cormack^{2,4} (until November 2021)
Mark Currie²
Giles Fraser⁴ (from November 2021)
Bala Gnanapragasam¹ (until November 2021)
Pippa Greenslade^{3,5}
Nontando Hadebe³ (from November 2021)
Liz Hughes
Carol Hui^{1,3} (from November 2021)
Martin Johnstone
Mukami McCrum³
Nan Powell-Davies
Maggie Swinson^{1,4}
Valerie Traore (until November 2021)

Board advisers

Duncan Brown^{3,5}
Chris Butler²
Paul Goodliff⁴
Linda Holbeche³
Simon Horner-Long²
Mick Howard⁵
Helia Mateus¹
Amanda Phillips²
Lyn Weston²

1. Audit and Risk Committee
2. Finance, Fundraising and Investment Committee
3. HR Governance and Strategy Committee
4. Board Governance and Nominations Committee
5. Remuneration Committee

Executive officers

Chief Executive

Amanda Khozi Mukwashi (until December 2021)
Patrick Watt (from December 2021)

Chief Operating Officer

Martin Birch

Other executive officers

Fundraising and Supporter Engagement –
Nick Georgiadis
International – Ojobo Ode Atuluku
Policy, Public Affairs & Campaigns –
Patrick Watt/Karimi Kinoti
Strategy and Global Change –
Mervyn McCullagh

Registered office

Interchurch House
35 Lower Marsh
Waterloo
London SE1 7RL
Email: info@christian-aid.org
Tel: +44 (0)20 7620 4444

National offices

Scotland

Christian Aid Scotland
Augustine Church
41 George IV Bridge
Edinburgh
EH1 1EL
Email: edinburgh@christian-aid.org
Tel: +44 (0) 131 220 1254

Wales

Christian Aid Wales
Churchgate Court
3 Church Road
Whitchurch
Cardiff CF14 2DX
Email: wales@christian-aid.org
Tel: +44 (0) 29 2084 4646

Professional advisers

Auditors

Haysmacintyre LLP
10 Queen Street Place
London EC4R 1AG

Solicitors

Bates Wells
10 Queen Street Place
London EC4R 1BE

Bankers

Barclays
1 Churchill Place
Canary Wharf
London E14 5HP

Standard Chartered Bank
6th Floor
1 Basinghall Avenue
London EC2V 5DD

Investment managers

Epworth Investment Management Ltd
9 Bonhill Street
London EC2A 4PE

Eden Tree
24 Monument Street
London EC3R 8AQ

Pension advisers

Lane, Clark, Peacock LLP
30 Old Burlington Street
London W1S 3NN

Acknowledgements

Sponsoring churches

Baptist Union of Great Britain	Methodist Church in Ireland
Baptist Union of Scotland	Moravian Church of Great Britain and Ireland
Baptist Union of Wales	New Assembly of Churches
Cherubim and Seraphim Council of Churches	New Testament Assembly
Church in Wales	New Testament Church of God
Church of England	Non-Subscribing Presbyterian Church of Ireland
Church of God of Prophecy	Old Baptist Union Presbyterian
Church of Ireland	Presbyterian Church in Ireland
Church of Scotland	Presbyterian Church of Wales
Congregational Federation	Religious Society of Friends in Britain
Council of African and Afro-Caribbean Churches	Religious Society of Friends in Ireland
Council of Oriental Orthodox Christian Churches	Russian Orthodox Church
Countess of Huntingdon's Connexion	Salvation Army (UK Territory)
Fellowship of the Churches of Christ	Scottish Episcopal Church
Free Church of England	Seventh Day Adventist Church
Greek Orthodox Church	Union of Welsh Independents
Independent Methodist Churches	Unitarian and Free Christian Churches
International Ministerial Council of Great Britain	United Free Church of Scotland
Joint Council for Anglo-Caribbean Churches	United Reformed Church
Lutheran Council of Great Britain	Wesleyan Holiness Church
Methodist Church	

Acknowledgements

All Christian Aid's work is based on the spirit of cooperation and partnership. We would like to express our sincere thanks to the many organisations and individuals who make our work possible. Together we strive to be part of a worldwide movement of people committed to eradicating poverty and social injustice. We want to give special thanks to the following supporters.

Individual supporters

This movement includes the many hundreds of thousands of supporters who contribute to our work in a multitude of ways – as individual donors, campaigners, collectors, local and national committee members, or through local churches.

We would like to thank our specialist volunteers who have significantly extended the reach of our work by speaking, taking lessons and assemblies, writing media articles, helping in our offices, undertaking research and translation work, organising events and much more.

Institutions, agencies, corporates and trusts

ACBAR	European Commission DG ECHO (European Civil Protection and Humanitarian Aid Operations)
ACT Alliance	European Commission INTPA/EuropeAid
ACT Church of Sweden	Foreign, Commonwealth and Development Office
Act for Peace Australia	Gaia Energy Brokers Ltd
Action Aid Italy	German Red Cross
Action Aid UK	The Global Fund to Fight AIDS, Tuberculosis and Malaria
Allan and Nesta Ferguson Charitable Trust	Guernsey Overseas Aid and Development Commission
AquAid	Health Poverty Action
The Ashden Trust	Helpage International
Bank of Ireland Staff Fund	Icelandic Church Aid
The Blandford Lake Trust	International Fund for Agricultural Development
Bread for the World Germany	Internet Society Foundation – SCILLS Program
The British Academy	Irish Aid
Caritas Austria	Islamic Relief Worldwide
Charles Stewart Mott Foundation	Isle of Man Government
Church Communities UK	Kerk in Actie
Comic Relief	Latham & Watkins
Coopi Italia	Mercy Corps UK
Cordaid	MIF – Multilateral Investment Fund (IDB Group)
DanChurchAid	Monsoon Accessorize Trust
Davy Charitable Foundation Service	Nethope
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	New Venture Fund
Diakonia Sweden	Norwegian Church Aid
Disasters Emergency Committee (DEC)	Oxfam GB
Electric Aid	Oxfam Intermón
elrha	Patterson Belknap Webb & Tyler
The Entertainer	
European Climate Foundation	

Peace Nexus

Primate's World Relief and Development Fund

Roughley Charitable Trust

Save the Children UK

Scottish Government

Simmons & Simmons

SOAS University of London

START Network

Swiss Agency for Development Cooperation (SDC)

Swiss Church Aid (HEKS)

Traidcraft

Trocaire

UK Research and Innovation

UN Women

UNICEF

United Methodist Committee on Relief (UMCOR)

United Nations Development Programme (UNDP)

United Nations Food and Agriculture Organisation (UNFAO)

United Nations High Commissioner for Refugees (UNHCR)

United Nations International Organisation for Migration (IOM)

United Nations Office for Project Services (UNOPS)

United Nations Office for the Coordination of Humanitarian Affairs (UNOCHA)

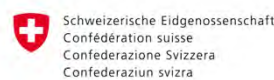
United Nations World Food Programme (UN WFP)

United States Agency for International Development (USAID)

Welsh Government/Llywodraeth Cymru

World Vision Malawi

The Zochonis Charitable Trust



Next page: Kinywa Jacob prepares jerry cans to transport water from the dam that Christian Aid partner ADSE has built close to his village in Kenya. Previously, collecting water took eight hours, but the new dam has cut that to an hour.



Christian Aid

35 Lower Marsh

Waterloo

London

SE1 7RL

T: +44 (0) 20 7620 4444

E: info@christian-aid.org

W: caid.org.uk



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CHRISTIAN AID

England & Wales - Charity number 1105851

Accounts

Christian Aid

Annual report and accounts

2020/21



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aid

Christian Aid exists to create a world where everyone can live a full life, free from poverty. We are a global movement of people, churches and local organisations who passionately champion dignity, equality and justice worldwide. We are the change makers, the peacemakers, the mighty of heart.

caid.org.uk

Contact us

Christian Aid
35 Lower Marsh
Waterloo
London
SE1 7RL
T: +44 (0) 20 7620 4444
E: info@christian-aid.org
W: caid.org.uk

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Cover: A woman visits the Women and Girls Safe Space in Cox's Bazar, Bangladesh.

Photographs: Cover, p12: Christian Aid/Adam Finch; p5: Christian Aid/Alex Baker; p10: Christian Aid/Diarmuid Mitchell; p14: Christian Aid/Jerry Clinton; p32: Christian Aid/Amaru.

Letter from the Chair

Last year marked Christian Aid's 75th anniversary, a milestone in our long history of tackling poverty and injustice. The world has changed dramatically in that period, but our goal of ending extreme poverty by tackling its root causes is every bit as immediate and urgent in 2021 as it was in 1945.

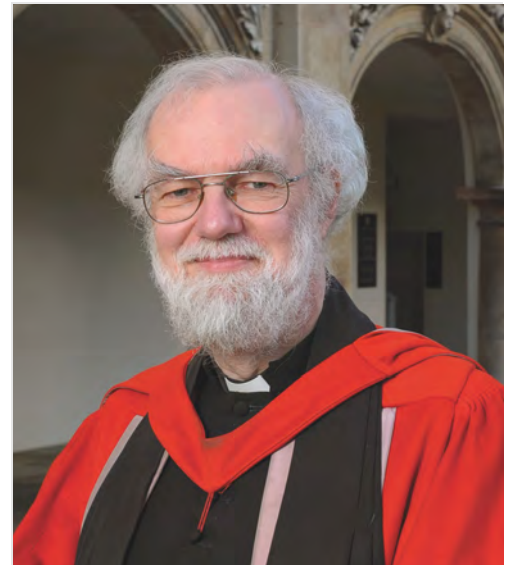
The challenge appears today in new ways as well as the more familiar ones. At the moment, Covid-19 and climate change are the primary drivers of extreme poverty, which is rising globally for the first time in decades. Our response so far has included a successful Global Hunger Appeal to help some of the 41 million people identified by the UN as being at risk of famine.

We have also concentrated some of our activities in the areas most dramatically affected by the ongoing pandemic, including India, where poor people have been hardest hit – from women and people with disabilities to Dalit communities. Migrant workers who were uprooted without warning and deprived of work because of the crisis have been especially vulnerable and, thanks to the generosity of our supporters donating to the Coronavirus Emergency Appeal, we were able to offer them effective support and advice.

The lesson we absolutely have to learn from the pandemic is that our safety and our neighbours' safety are inseparable. Christian Aid has worked with global faith leaders to call for swift international action to produce and distribute enough Covid-19 vaccines for the entire global population, and this call has had wide publicity.

During the last year, there have been major changes in UK aid and development policy. The merger of the Department for International Development and the Foreign and Commonwealth Office into a new Foreign, Commonwealth and Development Office was followed rapidly by a cut of over £4 billion in the aid budget, taking us from the legal level of 0.7% of gross domestic product to 0.5% for a still-unspecified period. We have been publicly critical of these changes, which we believe are bad news for people in the countries where we work. We shall continue to press for the UK to play a full and positive role in tackling global poverty; our duty to our neighbours remains what it always was under God, whatever the current political pressures.

More positively, the results of Christian Aid Week last year exceeded all our expectations. Christian Aid staff and supporters found all sorts of innovative ways to raise money and engage with communities, despite the unprecedentedly





Above: Chineke! Orchestra performing at St Paul's Cathedral during Christian Aid Week.

tough fundraising context of social distancing and lockdowns. We are very conscious of the need to continue refining and modernising our fundraising capacities and it is a big encouragement to see how much willingness there is to work at this.

As always, I want to thank all our supporters, staff and volunteers and partners, who have yet again demonstrated their commitment to our vision, mission and values.

On a personal note, I was privileged during Christian Aid Week to participate in the Song of the Prophets at St Paul's Cathedral with Chineke! Orchestra – a wonderfully innovative and moving presentation on the theme of climate change having its debut performance in the run-up to the G7 summit in Cornwall.

As we look ahead, the climate crisis unquestionably looks like the biggest challenge in our 75-year history. What can realistically be hoped for from the COP26 meeting in Glasgow this November is still very unclear, but we are putting a great deal of energy into our preparations and our advocacy around this event. By standing together, praying and taking action, we can still hope for a positive outcome, and I am confident that all our supporters and friends will be playing their part to do what can be done to honour our responsibility for the earth we share.

This November will see the end of my eight years as Chair of the Trustees of Christian Aid. It has been the greatest privilege to serve in this capacity. I have seen transforming work on the ground in various settings; I've had the chance to meet many local supporters across the country; and I've worked with

outstanding staff in the organisation, especially two exceptional CEOs in Loretta Minghella and Amanda Khozi Mukwashi.

I have also had cause to reflect on matters of racial injustice and the role that we must all play in eliminating its toxic effects. The Board of Trustees is committed to doing all that we can to tackle this injustice and support the ambition of Christian Aid to be an anti-racist organisation.

It is a joy to know that my successor will be John Sentamu, a dear friend and colleague, who will bring a rare level of passion and vision.

It has been a challenging period, and as an organisation we have had to weather many upheavals, internal and external. But it has been an inspiration to be brought back time and again to the basics: we are here for no other reason than to serve the priorities of the Kingdom of God, to share Good News with the poor and so to have our own ears and eyes opened for the signs of the Kingdom.

May that vision never be weakened so long as there are those who need our solidarity and service.

A handwritten signature in cursive script that reads "Rowan Williams".

Dr Rowan Williams

Chair of the Christian Aid Board of Trustees

Letter from the Chief Executive

Last year was tough for the international development and humanitarian sector. In the countries in which Christian Aid works, the Covid-19 pandemic deepened already-existing inequalities, plunging many further into poverty. In the UK, Covid-19 has claimed lives and livelihoods, and exacerbated the country's racial fault lines of inequality. Sadly, it is with the deepest regret that I report that we lost some of our dearest colleagues to Covid-19. The pandemic also reinforced global division and made visible the power and resource asymmetries between the north and the south. This was, and continues to be, felt acutely in the global distribution of Covid-19 vaccines.

The brutal murder of George Floyd and global Black Lives Matter protests have forced us to confront the scourge of racism and to identify it in the international development and humanitarian sector, in the global distribution of resources, and in our own organisation. We must determine the role we will each play to create an equal world rooted in dignity, love, equality and justice. In Christian Aid, a review of race and diversity resulted in our Integrity and Collaboration report. It will be important for us to equip our staff with the necessary levels of awareness, tools and skills to see racist behaviour, name it and call it out as injustice. Silence cannot be an option.

There remains no respite from the ongoing impact of the climate crisis. Millions of people have been displaced from their homes and communities because of extreme weather, uninhabitable conditions, and food and water scarcity. Adding to mass displacement, increased conflict in some countries has resulted in increased violence against women and girls and forced people to leave their homes to seek refuge.

Our humanitarian programmes continued to be at the forefront of our work and mission. This was recognised by our Core Humanitarian Standard being recertified in 2021. In addition, Nick Guttmann, who retired as Head of Humanitarian last year, was awarded an OBE for services to humanitarian crises.

Cyclone Amphan was the most powerful cyclone to strike eastern India and Bangladesh in 20 years. It wreaked massive destruction, but the death toll was just over 100 people, compared with 10,000 lives lost in the similar Cyclone Odisha in 1999. This is testimony to the advances made in local disaster preparedness, in which Christian Aid has played a supporting role.

In Ethiopia, our ACT Alliance partners responded to support communities directly affected by the war in Tigray and refugees



fleeing over the border into Sudan. In Myanmar, Christian Aid spoke out against the spiralling and intensifying violence and supported our traumatised staff who work there.

Our Nepal programme closed in March 2021. It transitioned from relief from the 2015 earthquake through recovery and rehabilitation. We directly reached more than half a million people, and the programme was entirely funded from our appeal and institutional sources.

Overall, we delivered highly impactful programmes, making positive changes in the lives of more than 4 million people and indirectly benefiting 36 million more, over half of them women.

In 2020/21, we finalised the last part of our change process that aimed to increase and focus the impact of our programmes in line with our global strategy, Standing Together, and to reduce costs. These changes had to be completed online due to lockdowns, which was difficult.

Working from home had many challenges, and restrictions on movement created challenges in keeping programmes running and delivering essential support to the most vulnerable. But our staff and partners never gave up. I want to give my thanks to our staff, many of whom were placed on furlough or reduced hours, with a reduction in pay. Due to their sacrifices, we were able to save more than £2.3 million, which enables us to continue to deliver programmes with a long-term impact.

We had moments of inspiration and encouragement. Christian Aid Week took place with no house-to-house collections or the usual church and supporter events. Thanks to their energy and creativity, supporters found innovative ways to use digital channels, fundraise and engage with churches. We raised over £4 million, £3 million above our pandemic-adjusted target, thanks to the sterling efforts of our supporters.

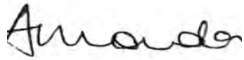
New ways of working also served to improve our church partnerships. Last year, we saw people from partners and churches from different countries come together in prayer during our biannual Church Consultation via Zoom. Our partners and supporters gave us the strength to navigate a changing landscape, speak out on climate justice and call for comprehensive debt restructuring that would allow poor countries to tackle Covid-19 and the climate crisis.

My special thanks to Dr Rowan Williams. His leadership, guidance and pastoral care have been a pillar of strength for me. I wish him every blessing as he continues to stand up for justice with love, integrity and dignity. I am sure that I speak on

behalf of all Christian Aid staff when I say he has been an inspiration for us all.

In the coming months and years, we will continue to stand together with churches and other faith-based organisations. With our supporters and partners, we will campaign for the needs of the most vulnerable to be central to the decisions taken at the UN Climate Conference (COP26) in December.

In our prayer book commemorating our 75-year history, *Rage and Hope: 75 Prayers for a Better World*, we state that while the world is broken, the positive actions that people all over the world take to fight injustice continue to lift and uphold hope as a beacon of light. I have certainly been encouraged by your support, prayers and letters, and the actions you have taken. Thank you.



Amanda Khozi Mukwashi
Chief Executive Officer



Christian
aid

Standing
together for
climate justice

Christian
aid
#AmenToClimateJustice

I support a
new deal for
climate justice

Christian
aid
#AmenToClimateJustice

Together
we stop this
climate crisis

#AmenToClimateJustice

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COURAGE
CALLS
FOR
COURAGE
EVERYWHERE

Objectives and activities

For more than 75 years, we have provided long-term development support and humanitarian relief worldwide, highlighting suffering, tackling injustice and championing people's rights. The need has never been greater than during the Covid-19 pandemic, which has affected so many people in the communities we serve.

Our vision and mission

Everyone is equal in the sight of God, yet we live in a world where the scandal of poverty, inequality and injustice persists. We believe we can end poverty and the world must be changed to one where everyone can thrive and share life in its fullness.

Our strategy

Standing Together, the strategy that guides our work until 2026, is upheld by three supporting pillars:

Poverty: reaching those most in need

Power: addressing the root causes of poverty

Prophetic voice: speaking truth to power and building local and collective agency.

Being unable to meet basic material needs is a symptom of a person's lack of power over their own life and prospects. Real progress will be made when the systemic and structural causes of poverty and powerlessness are challenged. As a faith-based organisation, anchored in church congregations and a network of partnerships across the world, we bear witness, using our global presence to create a movement of people who passionately champion dignity, equality, justice and love.

The power of partnership

We cannot change the world alone. We depend on the commitment and generosity of individuals and churches in Britain, Ireland and around the world. We deliver our work in trusted partnerships with organisations that include:

- local civil society organisations who understand the communities in which they work and are best placed to support them.
- faith groups, including our 41 sponsoring churches, interfaith networks and ACT Alliance, a coalition of churches working across the world.

Our values

Dignity

We believe that all people are created in God's image and have inherent value and worth. We fight for the dignity of others and support them to change their own lives.

Equality

Everyone is equal in the sight of God. We tackle the power imbalances that cause poverty, to create a world in which everyone has an equal voice, equal power and equal opportunities.

Justice

We stand with the most vulnerable and excluded to build a fairer world. Together, we amplify our voices to boldly speak truth to power, challenging systems and structures that oppress people.

Love

Love is the core of who we are. God's love transforms us: it gives us the strength to stand in solidarity with our global neighbours against poverty and injustice.

Previous page: Christian Aid campaigners, Dr Rowan Williams, bishops, MPs and peers joined in a prayer vigil for action on the climate crisis outside Parliament, shortly before the first Covid-19 lockdown.

To achieve even larger-scale, more inclusive and lasting change, we also seek partnerships with the private sector, government bodies, research institutions, cooperatives and trade unions. We believe it is by growing and deepening our partnerships that we have the best chance of achieving our ultimate goal: an end to poverty.

Below: In Nicaragua, young farmer Isaac Zelaya has been supported to start growing climate-resilient cocoa by Christian Aid partner Soppexcca.



Strategic report

Achievements and performance

The year was completely dominated by the Covid-19 pandemic. The health impacts of the virus are ongoing. While rapid vaccination roll-out offered an exit from lockdowns in the UK, massive vaccine inequality leaves most of the countries in which we work exposed to high levels of infection and death.

The greatest challenge to our work is the biggest rise in extreme poverty in a generation, caused by a lockdown-induced economic slump, which has reinforced inequalities that pre-date Covid-19. The prospects of recovery look much weaker for low-income countries than for high-income countries, and threaten a greater divergence between rich and poor.

For most of the year, our staff have had to work remotely, coping with ill health and the loss of loved ones, juggling work and home as schools closed and travel was restricted. In many cases, our staff and partners were placed under additional pressures, with restrictions on civic space and limited or no digital infrastructure for remote working.

Despite these challenges, we were able to respond to the crisis quickly and with considerable agility, with a focus on minimising health impacts, mitigating poverty and social impacts, and modifying our existing work to adjust to Covid-19. The generosity of supporters in the UK in responding to the Disasters Emergency Committee (DEC) and Christian Aid appeals enabled us to step up our response. The pandemic has valuable insights for our future work, including how we accelerate localisation of our humanitarian programmes and how to work with faith actors in public health emergencies. Some of these insights are drawn out in this report.

Poverty, power and prophetic voice

This was the second year of working to our new strategy, Standing Together, with its three pillars of poverty, power and prophetic voice upholding all our programmes. In uniquely testing conditions, the strategy continued to be relevant, and an important compass with which to navigate a fast-changing funding environment and operational context. During 2020/21, we also agreed a three-year plan to take forward detailed implementation of our strategic vision and goals.

The following reports illustrate the impact of this work. They showcase just a few examples from hundreds of development, advocacy and humanitarian projects across the 27 countries in which Christian Aid works.



Responding to Covid-19

In 2020, the coronavirus pandemic swept across the world, causing devastation, with loss of lives, struggling economies and huge negative social impacts. As countries imposed tight restrictions and lockdowns to reduce the spread of the virus, economic activity drastically fell. As a result, many countries are experiencing the biggest economic contraction in many decades, and extreme poverty rose for the first time in a generation. The effects have led to increasing food prices and deepening food insecurity for the most vulnerable communities in low-income countries. In November 2020, the World Food Programme estimated that 271.8 million people were acutely food insecure or were at high risk of becoming so.

Christian Aid country level staff and partners worked to rapidly adapt their existing programmes, where possible, to be Covid-19 safe and to respond to the unfolding situation. The strategy focused on working through faith leaders and other community voices to raise awareness, prevent spread of the disease and tackle misinformation, helping to meet immediate needs caused by the pandemic, and advocating to governments for inclusive social protection and access to healthcare. Our Covid response placed a strong focus on community engagement and a people-centred humanitarian response, in line with our commitments to Core Humanitarian Standard, Protection Principles and technical standards, including SPHERE.

Institutional funders, including the UK Government's Foreign, Commonwealth and Development Office (FCDO), the DEC and the START Fund, made £3.2 million available specifically for our Covid-19 response. This was complemented with generous donations from the public, totalling about £1.8 million to mitigate the effects of Covid-19. The DEC appeal funding was ringfenced for use in Afghanistan, Rohingya refugee camps in Bangladesh, the Democratic Republic of Congo (DRC), South Sudan and, more recently, India. In the first six months of our DEC programmes (August 2020 to January 2021), we:

- built 415 handwashing stations, which gave 32,000 people access to soap and clean water.
- distributed nearly 2,000 hygiene kits so families could keep themselves and their homes sanitised.
- gave Covid prevention information to approximately 240,000 people.
- trained more than 1,100 people, including faith leaders, teachers, community leaders and health workers, in infection prevention and control so they could share the information with their communities.

Previous page: A woman in Nigeria checking her cash transfer. As part of the C19 NALPER Covid-19 rapid response project, vulnerable households received emergency cash, which allowed them to access basic needs.

- gave 800 households cash and supported a further 950 households to generate income.

The funds from the Christian Aid appeal were used to support partners in country programmes that were not benefiting from the DEC funds. Small grants were given to community groups to implement activities of their own design to benefit the wider community, in line with our survivor and community-led response approach.

Christian Aid recognised the importance of a multi-agency approach, including faith institutions, government agencies, emergency management bodies, government Covid-19 response teams, media and other civil society organisations, including youth and community volunteer groups. This also laid the foundations for a stronger 'localisation' approach, with diverse actors playing different roles to ensure service delivery reached the most isolated communities. Our local partners on the ground could rapidly deploy and scale up. They had a deep understanding of the security challenges and access and trust with the communities, local government, and religious structures. This enhanced the effectiveness of our response.

Research commissioned in Bangladesh, in the context of mass displacement in Cox's Bazar where more than 800,000 Rohingya refugees are living, concluded that involving faith actors was not only a matter of harnessing the 'good' that a faith actor can do, but was also a way to effectively counter existing beliefs and practices that may support and facilitate poor public health practices. An internal learning review confirmed that faith actors were effectively challenging entrenched attitudes, primarily due to trust and long-term connections within communities.

Livelihood support in the DRC

Through our partners Communauté Baptiste au Centre de l'Afrique (CBCA), National Institute of Professional Preparations, Mayala Trades Center and Industrial Technical Institute of Kasabinyole, projects in the DRC helped 61,911 people (53% women) survive the economic challenges in areas affected not only by Covid-19, but also insecurity, conflict and a new variant of the Ebola virus.

Access to state support in India

In India, Covid-19 projects ensured the most vulnerable were able to benefit from the available support. While central and state governments provide various schemes to support families struggling to cope, such as direct cash transfers, subsidised food costs and ration distribution, many vulnerable people are

'I found my smile again because I was supported by the DEC project in the manufacture of reusable masks. This has allowed me to supplement my family's income. In two weeks, I sewed 300 masks and I earnt \$60 [£43] from them. Before the project, I was in crisis without money. I didn't know how to feed my children'

Kahindo was taught how to sew masks through the project implemented by Christian Aid and CBCA in the DRC

left behind in these schemes, due to lack of awareness or because of social stigma and discrimination. Additionally, many migrant workers who have returned to rural areas due to lockdowns in the cities are not registered for these schemes. Christian Aid partner Swadhikar developed an app-based survey to collect data on the schemes people had benefited from. By end of 2020, 1,390 marginalised households that had not been on the formal lists had received social welfare benefits, amounting to the equivalent of £35,000.

Tackling gender-based violence in Kenya

The pandemic also saw a rise in gender-based violence in many countries. In Kenya, the government reported that cases had risen by 75%, mainly in informal settlements. Our partner Coalition of Violence Against Women reached 362 survivors of sexual gender-based violence, offering them psychosocial support with professional counsellors.

Rapid response to the outbreak in Afghanistan and Nigeria

In 2020, lockdowns in Afghanistan and Nigeria significantly impacted the most vulnerable people. Unable to work, people could not meet their most basic needs – food, water and access to vital health services. This was made worse by misinformation about the pandemic and a distrust in public messaging.

We responded to the immediate needs of most vulnerable people in Herat, Kabul, Nangarhar and Badghis provinces in Afghanistan and Kaduna, Benue and Borno states in Nigeria. In Afghanistan 26,432 people (60% women) and in Nigeria 87,322 people (51% women) benefited directly from food distributions, access to water and sanitation, improved healthcare options, and cash support. The UK Government supported this work, which was delivered through our partners in both countries.

In Afghanistan, we also worked alongside 70 faith leaders to provide Covid-19 prevention messages through mosques, reaching internally displaced people and other vulnerable communities who distrusted information on the pandemic.

Gulnar lives with her eight children in an informal settlement in Kabul. She says: 'On one side there was nothing to eat and on other side there was Covid-19. The situation was really bad.' Through our partner, Gulnar and her family received much-needed food and hygiene kits.

In Nigeria, 170 community health workers (54% women) were trained in prevention. It is estimated that 50 million people were reached with Covid-19 awareness and prevention messages through television, radio and social media.

'This corona problem affected me in many ways. There is no more school, and the oranges that I sell to take care of my brothers, there is no one to buy them'

Imote loryue in Nigeria lost both of his parents at a young age and cares for his nine siblings. With funding from UK aid, Imote received cash support so that he could continue to provide for his family.

Supporting communities to respond to humanitarian crises

Gaza

When a disaster strikes, or in a long-term crisis, community members usually self-organise and try to help their neighbours and the wider community as much as they can. To respond in such situations, Christian Aid uses a survivor and community-led response (SCLR), which gives people in communities affected by crisis the resources to take charge of their own response.

In Gaza, Christian Aid collaborated with Local to Global Protection to support the response of local NGOs MAAN Development Center, Culture and Free Thought Association (CFTA) and EJ-YMCA in the West Bank, providing funding and expertise to complement the capacities and skills of community members in response to the impacts of the ongoing blockade.

Groups of volunteers formed committees and engaged with community representatives using a Participatory Action Learning approach to understand the collective needs and find solutions that could be funded through the initiative. Each committee received about £10,000, which was matched with locally sourced funding from community donations, volunteering, local government in-kind contribution with equipment and materials, and decreased prices by the private sector. This almost tripled the investment and helped meet the needs of more than 35,000 people by improving sanitation and hygiene, access to water, public health, safe spaces, psychosocial wellbeing, food distribution to poor families, and basic infrastructure repair.

A young man from Al-Mawasi says: 'I am unemployed, I have nothing to do. Being part of the initiative changed my life. Now, I wake up in the morning having a plan for the day. I felt the meaning of being alive.'

Christian Aid's survivor and community-led response builds on CFTA's experience and skills, and it has now been included in all the organisation's programming. The German Corporation for International Cooperation (GIZ) was impressed with CFTA's application of SCLR in its programmes and has decided to invest in SCLR work in seven new communities in Gaza.

'Being part of the committee has changed our role as women in the community. We are empowered and respected in our community. We stop in the street to respond to men's questions. This was impossible in the past'

Young woman from Al-Naser

Addressing extreme hunger in areas of conflict

Nigeria and the DRC

The devastating effects of extreme hunger affect children and mothers disproportionately, particularly in regions where war has torn people's lives apart. Two of the world's most complex food crises are in the DRC and Nigeria. In the DRC, decades of civil war have left millions of people severely short of food, including 5 million children. In the north-east of Nigeria, more than a decade of conflict has forced millions from their homes and livelihoods, and left at least 2.7 million people needing food assistance. In both countries, this dangerous situation has been further exacerbated by Covid-19, which has disrupted supply chains and caused food prices to soar. Christian Aid has partnered with the World Food Programme (WFP) to respond to the humanitarian needs of people who were displaced in these two contexts. The programme supplies food aid, unconditional cash transfers and electronic vouchers, and, where appropriate, agricultural and livelihoods support.

In the DRC, 578,459 people were reached with general food distributions in North and South Kivu, and 507,961 people were reached with cash transfers. The WFP has asked Christian Aid to take on distribution in another region this year, as a mark of its confidence in our staff and delivery channels.

In Nigeria, 779.5 tonnes of food supplements were provided to 22,818 pregnant and breastfeeding women and 908.9 tonnes of nutritional supplements were provided to 11,886 children under 2 years and children with malnutrition in Dikwa, Jere and Maiduguri. We also provided a range of other interventions, such as training people to set up their own businesses and village savings and loans schemes. The project has made significant progress in reducing food insecurity and malnutrition and is helping people to take the first steps away from the cycle of food aid and conflict and into a more settled life.

Marie Kenda Beya, from Muanga village in the DRC, says that the unconditional cash transfer meant she and her husband could buy pigs and goats, and she plans to start her own business at home. 'This assistance arrived at just the right moment in my household,' says Marie. 'Not only has it relieved me from the difficulties caused by the war but also, above everything else, it has helped me take care of my family, particularly my triplets. Thank you to all those who have assisted us from far or near.'

Thanks to the successful delivery of our programmes in Nigeria and the DRC, the WFP went on to partner with Christian Aid in Bangladesh, where hundreds of thousands of people live in refugee camps after years of escalating violence in Myanmar. With WFP support, we are now implementing a cash-for-work scheme as part of a multi-agency project designed to improve infrastructure and make the camps safer.

Building resilience in the face of climate change

Zimbabwe

The climate crisis is affecting nearly all the farming communities we work with around the world, amplifying shocks and stresses due to changing weather patterns, especially frequent droughts and more intense rainfall. In Zimbabwe, the changing climate is causing irregular rainfall patterns, more frequent floods and droughts, and unpredictable weather events, such as the unprecedented heavy rains and flooding caused by Cyclone Idai in March 2019.

Christian Aid is working with four partners, Bio-Innovation Zimbabwe, Community Technology Development Organisation, Nyahunure Community Trust and Silveira House, through the UNDP's Zimbabwe Resilience Building Fund. The project is helping farmers tackle these challenges, building their resilience to climate change and their capacity to add value and access markets.

Since 2017, the project has supported rural communities to increase the productivity and sustainability of their agricultural livelihoods through resilient livelihoods support, access to credit, support for livestock management and water catchment management. A resilience-focused planning process ensures interventions are locally led and address community priorities and risks, especially those of women and women farmers. In 2020, the project made an impact in the lives of 29,640 people in Mutoko and Mudzi districts in the north-east of Zimbabwe. About 60% of the programme participants were women and about 37% of the households were woman-headed.

The project also promotes the sustainable use of wild foods. As well as growing high-value organic crops, such as rosella and Kalahari melon, Agnes Machona leads a group of 41 wild food collectors, adhering to organic standards requiring good environmental management practices. These are enhanced by the development of Local Environment Action Plans across eight catchments to ensure the utilisation of wild food is consistent with sustainable watershed protection and

development. Wild foods are often harvested at lean times of the year, thus improving food security. Agnes and her group have seen returns grow from £143.60 in the first year of the project to £931.70 by year three.

The livelihoods support extends to off-farm enterprises. Chipo Kodogo from Kazingizi village underwent technical and vocational skills training. She now chairs the New Life Leatherwork enterprise group, making high quality shoes, handbags, belts and wallets.

Chipo explains: 'In the course of the technical and vocational skill training, I was introduced to leadership, business management and conflict resolution. I regard it as a privilege to be part of the Leatherwork enterprise, which is regarded as male dominated. This has changed a lot in my life and that of others. We are now able to pay school fees for our children, buy them proper school uniforms and, above all, provide meals for our families.'

Climate justice: The Big Shift Global campaign

The Big Shift Global campaign advocates for a shift in finance out of fossil fuels towards sustainable, renewable energy, prioritising affordable energy supplies for poor communities that lack access to modern forms of energy.

In 2020, the campaign's pressure on the African Development Bank contributed to a major success. The bank committed to investing \$50m in off-grid renewable energy to increase energy access across Africa. This decision encouraged a series of unprecedented commitments to invest in renewable energy at 'Finance in Common', the first global summit of the public development banks.

The Big Shift campaign also targeted the Asian Development Bank, which subsequently issued a draft policy statement signalling support for ending all funding for coal-fired power and for gas and oil exploration.

'For many years the Asian Development Bank has been pouring billions and billions of dollars into the fossil fuel industry in Asia,' says Lidy Napcil of the Asian People's Movement on Debt and Development. 'A new policy from the Asian Development Bank to stop funding coal is very important in our struggle to shift swiftly away from fossil fuels through a just transition. We can also use this victory to pressure other public financial institutions to do the same.'

Over the next two years, the Big Shift Global campaign will continue to target the multilateral development banks, as well as other public finance institutions, and will link up more with national campaigns. As the campaign has grown and more organisations around the world have joined the coalition, Christian Aid has moved to make the Big Shift Global campaign independent. The Big Shift Global campaign will now be led by Climate Action Network International, which has been involved from the start. Christian Aid has successfully secured funding to continue the campaign and will also remain on the steering group.

The long road to justice

Colombia

In our work on conflict transformation and peacebuilding, we often need to take a long view, because it can take years to deliver the change we are working towards. An example of this is in Colombia, where, for decades, Christian Aid and its partners have been advocating for the rights of people affected by the armed conflict. Impunity is tackled, and justice achieved, when there is public acceptance of guilt from perpetrators, concrete steps are made to protect vulnerable people and communities from further violence, and reconciliation is pursued among all sides. Real peace can only be achieved through a process of justice for victims.

Marginalised groups and people living in poverty – including indigenous groups, Afro-Colombians, poor farmers and women – had been excluded from peace negotiations and settlements until our long-term campaigning helped to convince the authorities to include them. The Peace Agreements ensure the rights of victims to truth, justice and guarantees of non-repetition. Now, victims of the conflict can see that the Colombian justice system is slowly taking action on the human rights violations that took place during the civil war.

Since 2010, Christian Aid has been partnering with the lawyers' collective Colectivo de Abogados José Alvear Restrepo (CAJAR), with funding from Irish Aid, to provide legal support to grassroots leaders of indigenous, rural and Afro-Colombian communities in their calls to demand their rights. Legal clinics were set up to support community leaders in building their casework on issues of human rights, territory and natural resources, and CAJAR lawyers have provided legal accompaniment for some of the cases in court. One of the significant initiatives has been to ensure protective measures for the safety of human rights defenders speaking out against their perpetrators. In 2020, there were 49 cases where

protective measures were provided as a result of legal work by CAJAR.

As well as working with victims in communities, CAJAR also brings cases of human rights defenders to court, including cases challenging the impunity of high-profile politicians who perpetrated human rights abuses. These cases have opened the door for further investigations of serious human rights violations during the armed conflict. In one of the main cases, CAJAR represented Senator Iván Cepeda, a human rights defender whose father was killed by paramilitaries, and who has consistently denounced the link between ex-President Uribe and paramilitaries. In a landmark decision in August 2020 by the Supreme Court, Uribe was placed under house arrest on the basis of evidence brought forward by CAJAR. The court case continues through the Colombian justice system.

Although the road to justice is long and arduous, the developments have given local communities and activists a sense of hope. It begins a process of historical clarification and truth-finding on crimes committed on all sides during the armed conflict. It increases the prospect of a rebuilding of trust in the legal institutions, and repair to the relationship between the state and poor and marginalised citizens, by starting finally to address their trauma caused by loss of lives and livelihoods from the conflict.

This is long-term work which aims to help build a peaceful, just and inclusive society.

Youth as agents for peace

Myanmar

The fragile political context and recurrent conflicts in Myanmar create and perpetuate political tensions and social exclusion, distrust, and discrimination. The Covid-19 pandemic has worsened the situation, by creating ideal conditions for the spreading of false information, accusations and harmful messages.

Many young people have been keen to participate in locally driven efforts towards peace and strengthening social cohesion on the ground. Christian Aid and its local partners Organisation for Building Better Society, Peace and Development Initiative (PDI), Development Alliance Myanmar, Koe Koe Tech and Treasure Land Development Association recognise the role and influence of youth in the social narrative. Together, they have worked with more than 2,905 empowered young people (75% women and girls) over the last 18 months to advocate for peace

and challenge hate speech in Rakhine, Mon and Mandalay. This initiative is funded by the UN Peacebuilding Fund.

'Conflict itself is not a problem. It is there,' says Myat Yu Mon, Peace Education Trainer at PDI in Rakhine. 'However, if we cannot handle the conflict, that can turn into violence.'

Youth groups from Muslim, Buddhist and secular institutions were provided with virtual and in-person training on peace education and media literacy. The young people gained media literacy skills, and learned about the deep-rooted biases perpetuated through hate speech and inaccurate content on social media. This allowed them to identify disinformation and misinformation online and decide whether to share it. Participants said this was particularly valuable as the 2020 election approached in Myanmar.

'This training opened my eyes that the journalists and media have to take both accountability and responsibilities along with ethical principles,' says Su Su Hliaing, who participated in the training in Rakhine. 'Media literacy is important because many of us are using social media largely and hence all the users need to be able to verify between good or bad.'

The courses covered ways to resolve conflict using the tools of dialogue facilitation and visual storytelling to build trust and relationships that would enhance interfaith and inter-ethnic cooperation. The project has resulted in a positive shift in attitudes and a growing hope for coexistence among the diverse communities.

'I used to look down on people who are different from my culture or ethnicity. I have my own doctrine that Rakhine and Muslim communities are always enemy, but right now I have my sympathy that tells me that they are also human beings like me exactly,' explained a participant.

Helping mothers provide for their children

Burundi, Sierra Leone, South Sudan, Nigeria and Kenya

The three-year Ellis-Hadwin Health Legacy programme came to an end this year. It has been implemented in five African countries – Burundi, Sierra Leone, South Sudan, Nigeria and Kenya. The programme addressed a wide range of health-related challenges faced by mothers, including adolescent girls, struggling to ensure that their children grow into healthy adults. Key areas of intervention included infant nutrition; access to water, sanitation and hygiene; nutrition counselling; sexual and reproductive health messaging; preventing gender-based violence; setting up village savings and loan schemes; and promoting women's rights.

As a result, mothers were able to make better decisions, and there were many examples of their increased confidence, with some taking leadership positions in their communities. The programme also helped mothers engage with local chiefs, health workers and faith leaders to ensure that their voices are being heard, recognising that communities are better narrators of change as they experience it themselves. In every country, our local partners also spearheaded engagements with their county governments in support of the women they represent.

In Burundi, 14,070 women and adolescent girls participated in activities on good nutrition practices. Malnutrition screening identified 12,146 children who needed further support and, as a result, the malnutrition rate in the target communities was halved, from about 5% at the start of the project to about 2.5% by the end of 2020. In addition, 2,885 households were able to start vegetable gardens, giving them a more balanced diet. Finances improved, with 3,831 women starting 130 village savings and loan associations, which helped build members' capital from £48,699 in 2019 to £163,765 in 2020.

In Kenya, 2,414 adolescent girls benefited from nutrition training and information on sexual and reproductive health, delivered at school and in the community. The programme supported young mothers and pregnant girls, referring 139 pregnant adolescent girls to antenatal services and teaching them about parenting and breastfeeding, while 693 young mothers were given nutrition counselling and screening for themselves and their babies. Children with malnutrition (and their mothers, where needed) were referred to supplementary feeding programmes. Over three years, the programme reached 7,717 young mothers and their children, and the malnutrition rate for children under 2 years dropped from 8.1% at the start of the project to 7.2% by the end of 2020.

In Sierra Leone, the programme implemented the Gender Model Family approach which trains couples on gender and inclusion and how families can model a gender-sensitive family life to the community through shared roles and responsibilities. Through this approach, Christian Aid contributed to reducing gender-based violence cases among couples from an average of 20 cases in 2017/18 to between zero and two cases in the target communities in 2019. An evaluation in 2020 showed a 33% increase in attendance and uptake of health services, from 24,392 to 36,349 patients from 2018 to 2019. In addition, the project facilitated the participation of community members in the national and district level budgeting process and enabled partners to lobby the government to create a specific nutrition budget line that included adolescent nutrition in the national budget.

In Nigeria, the programme improved the nutrition status of 8,155 vulnerable children over the three years by providing supplementary feeding for malnourished infants, and delivering nutrition counselling to 4,908 caregivers, 75% of whom were women. This was achieved by training 24 frontline healthcare workers and 48 community health agents on case identification and health education on nutrition, and equipping 20 primary health centres to manage malnutrition in children.

In South Sudan, Christian Aid partners improved community hygiene and sanitation by rehabilitating 12 boreholes and constructing two public latrines, ensuring 86 households have a safe way to dispose of faecal matter. The programme also provided opportunities for conversations on harmful social norms such as polygamy, wife inheritance and child marriages. It promoted greater awareness of gender-based violence, increased referrals of abuse cases to the chief's courts and provided psychological support to survivors of gender-based violence. This work led to an overall reduction of 40% in cases of gender-based violence in the target groups.

Holding decision makers to account on services to the most excluded

Myanmar, Nigeria and Zimbabwe

Accessing basic services, such as education, health and water, is often hardest for people who are the most marginalised in society. Their needs are unheard and unmet. For example, people who use drugs, LGBT+ populations, rural women, young people and people with disabilities are more likely to face extreme poverty and have the least power and influence to transform their situation.

Evidence and Collaboration for Inclusive Development (ECID) is one of Christian Aid's flagship programmes working to improve access to services for the most marginalised people. ECID is a global consortium of eight national and international organisations led by Christian Aid and funded by the UK Government since 2018.¹ The project works in Myanmar, Nigeria and Zimbabwe.

In each country, analysis to identify the most excluded communities has enabled the programme to reach people who find it most difficult to access services and support from their governments. The project strategy has been to enable community members to generate evidence of their experiences and bring it to the attention of local and national decision makers. Official data collection rarely focuses on the lived experience in this manner; therefore, policymakers lack the evidence needed to take action.

In Zimbabwe and Nigeria, our community-based reporters have been gathering stories during the Covid-19 pandemic. Local civil society partnerships in Myanmar, Nigeria and Zimbabwe have been using data to push for change at a local level and they have sustained this collective action beyond the ECID project. In Nigeria, partners used data about loss of farm produce during floods to successfully lobby the commissioner for agriculture to commit to the construction of a storage facility. This will save indigenous rural farmers' produce from annual flooding, protecting their livelihoods.

Brian Damba, a community-based reporter who lives with a disability, says: 'People within my community now have a platform that gives them a chance to speak their mind about challenges they are facing due to economic hardships. People have the chance to comment on government policies and this will help the world to understand the situation of Zimbabwe at grassroots level.'

Unfortunately, recent UK Government cuts mean that the ECID programme will not be completed and it will close in October 2021. ECID has been one of Christian Aid's most innovative projects, providing us with significant learning on how to use data more effectively for change. We hope we will be able to maintain this learning through other projects addressing the accountability of decision makers to the most excluded.

¹ The consortium was led by Christian Aid and included the African Women's Development and Communication Network (FEMNET), Frontline AIDS, The Global Network of Civil Society Organisations for Disaster Reduction (GNDR), Ipsos Mori (until November 2020), On Our Radar, Open University (OU), Social Development Direct (SDDirect) and Womankind.

Side by Side: a year of change

In 2015, Christian Aid co-founded the Side by Side faith movement for gender justice. The aim is to achieve gender equality through the collective voice and actions of faith leaders around the world. Across the 14 national chapters, in sub-Saharan Africa, Scotland, India and Haiti, Side by Side has influenced new policies and laws, such as the minimum age for a girl to be married in northern Nigeria and Tanzania, and gender parity in political representation in Uganda and Kenya. Members have also influenced religious institutions in Zimbabwe, Sierra Leone and Nigeria to adopt more gender-equitable practices and to actively promote gender equality in their organisations.

The Covid-19 pandemic presented challenges to Side by Side's advocacy work and put an additional burden on faith leaders as they shepherded their congregations. Despite this, Side by Side facilitated online training with members World Vision and the All Africa Conference of Churches to strengthen coordinated responses to Covid-19. It also supported faith leaders from Christian and Muslim communities in Nigeria to condemn rising gender-based violence during the lockdown and to provide psychosocial support to survivors.

Side by Side also engaged remotely in the UN Commission on the Status of Women to amplify the prophetic voices of members and partners. It worked with the International Partnership on Religion and Sustainable Development, the UN Population Fund and the governments of Sweden, Denmark, Germany and Argentina to collectively call for all nation states to tackle harmful social norms and patriarchal power structures that keep people poor. A co-commissioned report, *Looking Back to Look Forward*, highlighted how progressive religious actors can be critical changemakers for gender justice, especially in a context where there is a deep and relentless pushback on women's rights from fundamentalist religious groups.

After five years of being hosted at Christian Aid, this year Side by Side moved to a new host organisation, We Will Speak Out South Africa. This will ensure Side by Side is more rooted among its national chapters. Christian Aid remains a committed member of the movement.

At Side by Side's recent celebration of the handover to We Will Speak Out South Africa, Prof Azza Karam, General Secretary of Religions for Peace, shared this reflection: 'The Divine that creates does not distinguish or discriminate. Patriarchy is perhaps the oldest pandemic known to humankind, so as

people of faith, let's come together to sustain and uphold gender justice, side by side.'

People-powered change

A review of our campaigning in 2018 renewed our commitment to people-powered campaigning in the UK. We redoubled our efforts to build and support movements capable of advocating for changes in the systems and structures that keep people in poverty. Equipping and empowering Christians and churches to create change has been at the heart of this work. During the last year, we have developed new training programmes and expanded our work with young people and Black Majority Churches.

Across the year, more than 300 Christian Aid supporters took part in online training events to build their skills in campaigning and community organising. These were delivered remotely in partnership with networks across different faith communities. It was also our first full year of our Prophetic Activist scheme. This provided training and support for 25 young adults aged 18–30 to launch their 'Stop Fuelling the Fire' campaign, which called on the UK Government to stop financing of fossil fuels overseas. The initiative joined forces with many other people and organisations, including CAFOD, Global Justice Now and Global Witness, as part of the UK Overseas Fossil Fuels campaign. The wider campaign culminated in the UK Government announcing it would stop financing fossil fuels around the world and won the 'David & Goliath' award at the Sheila McKechnie Foundation's National Campaigner Awards 2021.

Our Global Neighbours scheme launched in 2018 to support schools in equipping children with the knowledge, skills and confidence for courageous advocacy. It reached a milestone this year, with 100 schools achieving accreditation. In those schools, 16,500 young people have now had high-quality learning opportunities to explore the causes and consequences of poverty and take action for a more just and sustainable world. With more than 850 schools now registered for the scheme, we expect to hear much more of what thousands of children have been learning and doing over the past year as many of those schools apply for accreditation in the coming year.

Recognising that the climate justice movement fails to reflect the diversity of Britain and the experiences and concerns of Black Christians, a new programme funded by the European Climate Foundation was launched to support Black Christians to take their place at the heart of the climate movement in the

build-up to COP26. This included delivering a landmark study into the attitudes, experiences and perspectives of Black British Christians in relation to climate justice, which demonstrated the readiness of Black Christians to engage and the barriers they face. New resources were developed, sharing the testimonies of Black church leaders and equipping Black Christians to raise the profile of climate justice in their churches.

Events with the Faith Forum, the Diocese of Southwark and the Centre for Black Theology at the Queen's Foundation drew more than 500 Black Christians and church leaders into conversations about how to ensure their witness is visible. One of the foundational achievements of the programme has been the assembly of a group of pre-eminent Black church leaders and theologians to help steer and co-develop the work programme.

Our hope is that this work will contribute to a more diverse and inclusive climate movement that recognises the contributions of all God's children.

Plans for the future

Covid-19 dramatically disrupted our work and the external environment in which we operate. The early part of 2020/21 required us to complete the wholesale organisational restructure that had begun in September 2019, while we also placed most UK-based staff either on reduced hours or on furlough. We had to shift almost overnight to online working among staff and partners, and to digital engagement with supporters.

Over the course of the year, we were able to adapt and continue our programmes, advocacy and campaigns while we completed the exit from 12 country offices; put in place our new organisational structure; sustained our voluntary income despite the major disruption to Christian Aid Week in May; and weathered sudden cuts to UK aid.

We will continue to make the safety and security of our staff and partners a priority while carrying out our activities when countries are affected by new crises, such as those arising in Afghanistan, Haiti and Myanmar in 2021.

Although our external environment changed dramatically during the year, our strategic goals continued to underpin our work. We agreed and began implementation of a three-year plan that sets out to:

- strengthen impact, and evidence of impact, for people living in poverty.
- help catalyse and support movements for social and political change that tackle the root causes of poverty.
- shift power to national civil society and to communities we support, and develop our work with faith actors.
- increase our reach and efficiency by working with others, especially through the ACT Alliance, achieving economies of scale by cooperating with agencies who share our values.
- recover our unrestricted income and grow our UK supporter base.
- stabilise and diversify our institutional income.



Principal risks and uncertainties

Our work to eradicate poverty is inherently risky, particularly in fragile or conflict-prone countries, or when speaking out on difficult issues. Effective risk management is therefore critical.

Extreme poverty is political and caused by an abuse of power. Tackling the root causes of poverty, resourcing local civil society organisations directly and speaking truth to power opens us up to risks from those who seek to prevent us and our partners from having our desired impact – particularly at a time when populism and polarisation continue to increase across the globe and commitments from governments (including the UK) on international development are reversed.

In the UK, trust in all institutions, including international non-governmental organisations and churches, has fallen in recent years and brings the risk of losing supporter trust or failing to attract new supporters, at a time when communities globally are facing increased challenges caused by a range of factors including conflict, climate change and disease.

The Black Lives Matter movement has exposed the endemic structural and systemic inequalities faced by black, Asian and other minority ethnic groups. The ongoing Covid-19 pandemic poses a risk to our income and programme work due to the consequences of lockdowns across the globe, losses caused by illness and death, and the onset of a worldwide recession. The impact of the pandemic on the poorest people is expected to reverse past gains, with progress across 70 developing countries being set back 3-10 years (UN Department for Economic and Social Affairs).

Our global strategy, *Standing Together*, directly addresses these issues through its focus on poverty, power and prophetic voice. It articulates Christian Aid's transformative role worldwide, and anchors this in our values. It provides a clear framework through which we make change happen, demonstrate impact, and continue to put the experience of communities and partners at the heart of our work. The framework is underpinned by a corporate plan and financial framework that is approved annually by the board and includes key performance indicators and strategic initiatives to support and demonstrate the delivery of our strategy.

In view of the specific risks presented by the Covid-19 pandemic, the board has approved a three-year gradual recovery plan, and progress against this is monitored by the

Previous page: Collins Lopa (left) with his trainer, Peterson Nyongo in Malaka, Malawi. Collins had always wanted to be a tailor and training through a Christian Aid-supported scheme has allowed him to achieve his dream and provides him with a reliable source of income to support his family.

board. During the year, we commissioned an independent review of our approach to race and diversity. This revealed systemic issues within our organisation that we are committed to addressing, including with the appointment of a new race and diversity lead role. This work is strongly endorsed by the board, which is itself reviewing its own mechanisms for ensuring equity and inclusion in all aspects of governance.

While we face many challenges, we are confident that through the dedication of our staff, partners, and loyal and committed supporter base, we will remain resilient to shocks presented by the external environment and continue to serve those communities that are central to the delivery of our core purpose.

The trustees are ultimately responsible for risk management and the effectiveness of our internal control systems. The major risks to which we are exposed, as identified by the trustees, are regularly reviewed and systems and procedures have been established to manage those risks.

The Board of Trustees has considered and approved the risk management policy and its appetite for risk. It has delegated the regular review of the risk management process to the Audit and Risk Committee, which also oversees the work of the audit, risk and assurance function. Senior management ensures that day-to-day risk management processes are embedded across the organisation, through the effective implementation of policies and procedures and the maintenance of appropriate risk registers. Risks are assessed on the basis of their likelihood and potential impact, along with the mitigation strategies in place to manage them in line with the board's risk appetite. The directorate reviews and updates the corporate risk register three times a year and it is shared with the Audit and Risk Committee at each of its meetings. The board formally reviews the effectiveness of our approach to risk management and approves the corporate risks register annually. During the year, the board also considered the risk register as part of its review and approval of the corporate plan.

A number of working groups manage risks in high-risk areas. In 2020/21, these included the Health, Safety and Security Committee, the Large Programmes Oversight Committee, the Safeguarding Governance Group, the Data Protection Oversight Committee, the Financial Crime Risk Committee and the Digital and IT Steering Group.

Serious incidents and near misses are monitored and inform our risk management strategies. There is a crisis management procedure for responding to any major incident. Internal audit

is responsible for assessing the effectiveness of internal controls against a schedule of audits approved by the audit and risk committee. Results are reported to management and the directorate and summarised for this committee. Management is responsible for implementing actions arising from the internal audit process. Progress is tracked and reviewed by the directorate and the audit and risk committee. Every year, the Audit and Risk Committee receives an annual assurance statement from the directorate, which details key controls in place during the year and includes an audit opinion from internal audit. This is supported by completion of the Charity Commission's internal financial controls for charities checklist.

This table identifies the principal risks and uncertainties facing Christian Aid in the medium term and the steps we take, given our business model and risk appetite, to manage these.

Principal risk	Control and mitigation
<p>Covid-19 pandemic</p> <p>The pandemic is a global shock, with the health crisis leading to a worldwide recession. This presents risks to our funding model, to the health and wellbeing of our staff and partners, to opportunities for effective collaboration, to civil society space, and, most importantly, to those communities who suffer the most extreme poverty and who are the most likely to be affected by political, economic and social threats.</p>	<ul style="list-style-type: none"> • A Covid-19 Incident Management Group is in place to manage our global operational response to the pandemic, including remote working and staff wellbeing. • We have staff wellbeing resources and promote collaboration through a 'one Christian Aid' approach to our work. We promote learning opportunities and monitor staff retention and unplanned turnover. • We have adapted our advocacy and programming to ensure relevant and effective responses to the challenges posed by the pandemic and safety first for those coming into contact with our work. • We are implementing a gradual recovery plan under the oversight of the board, including integrated fundraising and prioritisation of themes for programme work during and after the pandemic.
<p>The countries in which we operate</p> <p>Working in challenging and insecure locations and contexts risks our personal and financial security, our reputation and our accountability to perform impactful work with those most in need of humanitarian and other developmental support. The strategic choice to focus our work on the countries and regions of greatest need raises the likelihood that risks will materialise.</p>	<ul style="list-style-type: none"> • We work with and through local partners, faith-based organisations and other actors with roots in local communities in the implementation of our work; we invest in maintaining access to up-to-date information and relevant networks; we focus on creating a culture able to respond quickly to changes in contexts. • Where local partners are not present, we implement directly through Christian Aid staff, as long as this is appropriate to the context or donor requirements and we can build capacity of local partners for the future. • We have dedicated, highly experienced security resources and we ensure we have up-to-date security policies and procedures embedded through training and protocols. We participate in and lead sector-wide humanitarian security structures. • We test our crisis management procedure periodically. The procedure has been actively used in response to specific events internationally that have posed direct threats to our staff, partners and work, most recently in response to events in Afghanistan in August 2021.
<p>Advocacy and campaigning</p> <p>Advocacy and campaigning can risk putting Christian Aid and others connected with our work into conflict with actors who do not agree with us. If we make statements that are not well researched or are erroneous, we risk litigation and reputational damage.</p>	<ul style="list-style-type: none"> • We have an internal public policy and media sign-off protocol for approving and guiding our public policy and media products intended for external audiences. • We ensure all our communications are well researched and compliant with regulations. • We provide clear guidance to country programmes around partner publications. • We have our own research and learning function, whose role is to deepen the connections between our programme practice and policy development, advocacy and campaigning, to ensure our research and evidencing work is well designed, and to support Christian Aid to better understand the long-term impact of our work.

Principal risk	Control and mitigation
<p>Working through and with partners</p> <p>There is a risk that Christian Aid partners may lack the capacity to deliver effectively the work that we support or to comply with new or more complex donor requirements. This may result in lack of impact, misuse of funds, accountability or safeguarding risks and could thereby damage our reputation.</p> <p>Failure to invest time and effort in strengthening our key partnerships, including with governments, civil society organisations and the private sector, could reduce our overall impact.</p>	<ul style="list-style-type: none"> • We have partnership agreements between Christian Aid and partners that define shared values, standards and joint strategies. • We have a due diligence process for funded partners, including an organisational capacity and risk assessment framework. • We monitor and evaluate all projects and require external audits for all partners funded more than £50,000 in any year. • We commission and publish independent external evaluations of our work. • We have a range of anti-fraud and corruption policies on matters including financial crime and abuse, whistleblowing, anti-bribery, safeguarding and fraud and misuse, which are all available to partners. Our requirements in relation to safeguarding, fraud and corruption are included in our funding and reporting agreements with partners. • We have a process for investigating incidents of safeguarding, financial crime and corruption, taking appropriate actions that include reporting to statutory agencies and ensuring that lessons are learned. • We have a Large Programmes Oversight Committee that monitors the performance and risk management of major contracts and grants. • We have our own supplier terms and conditions, which include a code of conduct and other ethical and environmental considerations.
<p>Accountability to the people we serve</p> <p>There is a risk that the communities in whose name we act are excluded from influencing or benefiting from our programmes or are harmed or negatively impacted by them.</p>	<ul style="list-style-type: none"> • Our values and code of conduct are shared with partners and communities so that they are aware of the behaviours that they can expect from anyone representing Christian Aid. • Our commitment and certification to the Core Humanitarian Standard, underpinned by our quality standards, promotes the rights, dignity and centrality of the vulnerable people and communities that we serve. • We require all partners to have an appropriate code of conduct and safeguarding policy, and to respond to feedback and complaints in communities where we work. A procedure for community-based accountability assessments is being rolled out across international programmes in late 2021. We are implementing a feedback and complaints database to automate, where possible, processes that were previously manual to promote cross-organisational learning and further embed the effective application of our quality standards. • We have a responsible data group that supports the application of data protection principles within our programme work.
<p>Programme design, quality and effectiveness</p> <p>There is a risk that if we fail to design and deliver our programmes to the highest standard or fail to understand and comply with specific donor requirements, we will not deliver the greatest impact to communities or donors may lose trust in our work and cease future funding. If we fail to ensure issues of diversity and inclusion are central to our programme design and ways of working, we risk compromising our values, mission and ability to reach those most in need.</p>	<ul style="list-style-type: none"> • We have structures, policies, procedures and systems within a programme quality framework to ensure that we carefully design our work and select our partners, taking account of community needs, diversity and inclusion, the local economic environment, and lessons from earlier work. • We have monitoring and evaluation systems and conduct external evaluations. • We have processes to ensure that donor requirements are understood and applied by our local teams and implementing partners.

Principal risk	Control and mitigation
<p>Economy, sector competition and financial strategy</p> <p>There are risks that change in the economy and the wider narrative in relation to international development in the UK and globally. These can have an adverse impact on people's propensity to give, and on institutional funding priorities and international cooperation more generally. These can reduce the income available and wider support for our programmes.</p> <p>This risk has been exacerbated by Brexit and UK aid cuts and threatens a significant decline in institutional funding for our work.</p> <p>There are risks arising from increasing competition for the shrinking pool of mostly ageing supporters among our natural constituency of churches.</p> <p>We have a closed final salary pension scheme, which could give rise to future unmatched liabilities requiring additional funding, depending on economic and other factors.</p>	<ul style="list-style-type: none"> • We have a reserves policy and regular board review of financial and fundraising performance including by the Finance, Fundraising and Investment Committee. • We are engaged in advocacy, working with networks and coalitions, including Bond, to minimise the negative impacts of the UK aid cuts, and shape a positive development vision for the UK. • We have an established presence outside the UK in our sister agency Christian Aid Ireland and through ACT Alliance EU, enabling Christian Aid to retain its voice in Europe. • We retain a pipeline of institutional funding and monitor progress on securing opportunities to diversify funding with a range of donors through effective programme design and delivery, and as part of an integrated fundraising strategy. • We are implementing a new supporter management system that will enhance the supporter journey with Christian Aid, the digital interface with our supporters and the ability to match people with opportunities they are most interested in supporting in a timely way. • We encourage our many loyal supporters to give, act and pray in solidarity with the communities living in poverty we support. We ask for, and respond to, feedback on our marketing, communications and fundraising activities through a variety of channels. • We keep abreast of changes to fundraising regulation and data protection law, to ensure supporter interaction is compliant. • We have active management of our pension fund liability with a long-term de-risking strategy that is approved by the Finance, Fundraising and Investment Committee, supported by professional advice as appropriate and close working with the pension trustees.
<p>Christian identity</p> <p>There is a risk that negative external perceptions of Christianity and differences of opinion with churches on key issues could have a detrimental impact on our work. Tensions between states and churches, should they arise, could adversely impact our own relationship with governments. We could also fail to make the most of our opportunities to engage the churches in the fight against poverty.</p> <p>There is a risk that the growth in religious extremism could hamper our ability to work in some locations and the effectiveness of our programmes.</p>	<ul style="list-style-type: none"> • Our work to eradicate poverty targets the world's most vulnerable and marginalised people, regardless of faith. We work with alliances of other faiths and with secular organisations that share our determination to end poverty. We have an open recruitment policy and we do not proselytise. • Our strategy has, at its heart, the desire to engage the churches in the fight against poverty and help supporters put their faith into action. Our policy positioning draws on theological insight and reflection not only to strengthen our arguments, but also to provide a deeper understanding for the Christian constituency. • Christianity underpins our core values. We have a role to promote understanding and tolerance of others regardless of race, gender or faith, using our faith as a force for change and contributing to interfaith cooperation for the benefit of those in poverty.

Principal risk	Control and mitigation
<p>Regulatory compliance</p> <p>Failure to keep abreast of national and local laws and requirements could compromise our ability to continue working internationally.</p> <p>Failure to demonstrate compliance with the regulatory framework, as it evolves, could damage our reputation and result in fines and other penalties.</p> <p>Regulatory pressure could restrict our ability to respond quickly to the most vulnerable, especially in conflict situations or in locations where terrorist groups are known to operate.</p> <p>If Christian Aid funds were diverted into terrorist hands, it would carry significant reputational, legal and financial risk and undermine the application of our core values.</p>	<ul style="list-style-type: none"> • Our in-country teams are responsible for ensuring compliance with national and local requirements, including registration, tax compliance and statutory reporting. Where required, external audits of our country offices are performed. • We provide induction and training to new trustees and have processes in place to keep the board apprised of relevant changes in regulation. • We have a range of committees to oversee regulatory compliance including the Health, Safety and Security Committee, Financial Crime Risk Committee, Data Protection Oversight Committee and Safeguarding Governance Group. • We are actively engaged with government and the financial sector to ensure that the regulatory environment relating to financial crime does not preclude legitimate humanitarian action. • Statements on our compliance with the Modern Slavery Act and gender pay gap reporting are available on our website. • Our policy on reporting serious incidents to the Charity Commission is approved and monitored by the Audit and Risk Committee.
<p>Human resources</p> <p>If we do not provide effective leadership and management, and if we do not look after the wellbeing of our staff or ensure that we are diverse and truly inclusive, the implementation of our strategy could be significantly compromised and our reputation damaged.</p>	<ul style="list-style-type: none"> • We have rigorous recruitment processes designed to help select candidates who can best help us meet our core aims, and to ensure equal opportunities. Our recruitment policies include structured gender sensitive and racially diverse panel interviews and the taking up of references. Staff sign our code of conduct and have a structured induction. • We are using the output from the independent review to strengthen our approach to race and diversity and the mechanisms we have to ensure our values are truly reflected in all our systems, processes and ways of working. • We have a structured performance management approach designed to support and monitor individual performance. • We have human resources policies designed to promote employee wellbeing and the provision of regular and open communication to employees. Throughout the Covid-19 pandemic we have implemented a range of measures to promote staff wellbeing and have conducted staff surveys to test levels of satisfaction with our response. • We regularly obtain feedback from staff through surveys and feedback boxes. We respond, by department, to issues raised.
<p>Information systems and cybersecurity</p> <p>Failure to keep pace with new technologies and ways of reaching supporters and affected communities in the way they prefer could reduce our impact and effectiveness.</p> <p>Failure to delivery IT projects to time and budget could undermine organisational benefits. We have been challenged by the implementation of our supporter management system, which has not gone fully to plan.</p> <p>Failure to secure our information systems from attack could lead to loss of service, loss of data and even put people at risk, leading to reputational damage, regulatory breach and fines.</p>	<ul style="list-style-type: none"> • The Digital and IT Steering Group oversees digital strategy and investment. It also provides oversight of cybersecurity risk management. • We commissioned an independent evaluation of the implementation of the supporter management system and have taken on board the lessons learned for this and future investments. • All our staff and volunteers are required to follow IT policies and procedures and there are regular updates on cybersecurity risks. Online data protection and cybersecurity training is mandatory for all staff. • We undertake regular testing of our IT security through a third-party consultant.

Financial review

Please note that all the comparisons below refer to the restated 2020 financials after the exclusion of Christian Aid Ireland (refer to note 1a of the financial statements for further details).

Income and expenditure overview

Christian Aid's income has decreased by 13% to £86.4m in 2020/21, primarily due to a reduction in institutional grants and government contracts (described as charitable activities in the financial statements).

	2020/21	2019/20	Variance
Income	£'m	£'m	%
Donations from individuals	42.3	44.1	(4%)
Institutional grants	40.4	48.8	(17%)
Charitable activities	2.7	5.9	(54%)
Other	1.0	0.7	43%
Total income	86.4	99.5	(13%)

The 17% decline in institutional income reflects lower levels of UN humanitarian activity, reductions in UK Government development opportunities, the first quarter outside the EU transition period with DG ECHO, and completion of key projects that have not been replaced by new work. We secured and delivered Covid-19 focused grants, including FCDO Rapid Response Funding for Afghanistan/Nigeria that partly offset these declines. The UN World Food Programme remains a key partnership in Nigeria, the DRC and Bangladesh. We agreed two large new EU Development grants in Bangladesh (on gender and rights) and Malawi (on resilience and climate risk reduction). New grant approvals secured during the year were £31m (2020: £34m).

Although income from UK Government contracts declined, we successfully completed two key contracts for the Foreign Commonwealth and Development Office in Sierra Leone (SABI) and Ghana (STAR – Strengthening Transparency, Accountability and Responsiveness). Replacement contracts were not secured.

	2020/21	2019/20	Variance
Total donations by type	£'m	£'m	%
Christian Aid Week	4.1	7.6	(46%)
Appeals	9.8	10.1	(3%)
Legacies	12.2	10.7	14%
Regular gifts	12.1	12.5	(3%)
Other donations	4.1	3.2	28%
Total donations	42.3	44.1	(4%)

While Christian Aid Week showed a 46% reduction in income due to the impact of the pandemic restrictions on fundraising activities, such as house-to-house collections, a significant increase in digital income (included in 'Other donations' in the table above) and legacy income, substantially offset the Christian Aid Week shortfall to leave donations from individuals only 4% below the previous year. Our legacies pipeline at year end is £15.8m (2020: £11.4m) and includes a single, very generous, legacy of £5.4m.

	2020/21	2020/21	2020/21	2019/20	2019/20	2019/20
Income	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£'m	£'m	£'m	£'m	£'m	£'m
Donations and legacies						
Donations from individuals	36.7	5.6	42.3	36.9	7.2	44.1
Institutional grants	1.9	38.5	40.4	2.4	46.4	48.8
Charitable activities	2.7	-	2.7	5.9	-	5.9
Other trading activities	0.9	-	0.9	0.6	-	0.6
Investments	0.1	-	0.1	0.1	-	0.1
Total income	42.3	44.1	86.4	45.9	53.6	99.5

Unrestricted income at £42.3m is 8% below the previous year. As noted above, this is largely the result of lower levels of income from government contracts, which are treated as unrestricted, while institutional grants are treated as restricted. However, unrestricted income has increased as a proportion of total income to 49%, due to the impact of reduced institutional income on the overall restricted income position.

	2020/21	2019/20	Variance
Expenditure	£'m	£'m	%
Raising funds	11.1	13.5	(18%)
Charitable activities			
Development	35.3	44.3	(20%)
Humanitarian	34.7	39.9	(13%)
Campaigning, advocacy and education	8.2	9.0	(9%)
Total operational expenditure	89.3	106.7	(16%)

Total operational expenditure has decreased by 16% to £89.3m in line with the fall in income.

Spend on charitable activities, at £78.2m, is 88% of total costs (2020: 87%), but is 16% below the previous year, reflecting lower income and the impact of programme closures arising from the change programme in 2020, together with cost-saving measures taken as part of the pandemic impact mitigation.

Fundraising costs are 18% below last year, due to a combination of the impact of the change programme, cost-saving measures taken because of the pandemic and reduced investment in key fundraising events that could not take place due to the pandemic, the most important being Christian Aid Week.

Our expenditure on campaigning, advocacy and education continues to focus on raising awareness with churches and Christian Aid supporters about our work and influencing governments and other institutional policies and practices to achieve lasting change for those facing poverty and injustice. However, as with fundraising, expenditure has also fallen in the year.

In 2019, we commenced a major strategic review that resulted in a restructure of the charity with a target to reduce the overall cost base by £7m by 31 March 2022. Christian Aid committed up to £3m to deliver the changes. The programme is now substantially complete, with a small amount of spend (£0.1m) anticipated in the year to 31 March 2022 to deliver the final elements of the programme. As a result, staff numbers have reduced to 866 on 31 March 2021 (31 March 2020: 963).

In part due to the restructure but also as a result of reduced programme activity and pandemic cost control measures, including the furlough of some UK staff, total staff costs have reduced by 20% year on year.

As a result of a faster reduction in income than expenditure in the restricted funds, Christian Aid is reporting a net deficit of £7.1m on restricted funds in the year. The majority of the deficit is cyclical, due to drawdown on prior year appeal funds, such as

the Nepal and Syria emergency appeals, and the fact that some of our larger projects cut across financial years, such that income and expenditure may not fully align from one year to the next. However, a stronger than anticipated voluntary income performance, together with the impact of the change programme and pandemic-related cost-saving measures, means that the unrestricted economy has delivered a £4.7m surplus in the year, substantially offsetting the drawdowns from prior year balances in the restricted economy.

Balance sheet, reserves, pension and cash

Our net asset position has reduced by 7% to £32.3m, reflecting the overall deficit position for the year.

Operational reserves (unrestricted reserves less depreciating tangible and intangible fixed assets) have increased to £21.1m as a result of the stronger than anticipated performance on unrestricted funding and sit above the target range of £10m to £18m set by the trustees. The operational reserves are anticipated to come back into line with the target range over the next two years.

In addition, we have designated £1m out of total unrestricted reserves of £24.5m to provide additional support to the poorest communities in 2021/22.

Restricted funds at £7.8m reflect a decrease of £6.6m on the previous year. There are both surplus and deficit funds at programme level that net off to this balance. The trustees remain content that the fund balance held against each programme is appropriate to the stage of the life cycle of the programme.

The final salary pension scheme has a surplus of £19.1m (2019/20: £26.1m) under FRS102 and hence Christian Aid does not anticipate the need to make further contributions to the pension scheme for the foreseeable future. The surplus in the scheme cannot be recognised in the balance sheet under FRS102 because it is not recoverable.

A continued strong focus on cash and working capital management, together with the impact on debtors of reduced government-funded programme activity (as many governments pay in arrears) drives a £2.7m net inflow of cash to £10.2m over the year. The trustees consider the cash position, the healthy reserves and the projections for future income as sufficient to support the operational requirements of Christian Aid for the next 12 months and beyond.

Covid-19

As noted above, the restrictions arising due to the Covid-19 pandemic have impacted the results for the financial year to 31 March 2021, primarily due to the curtailment and cancellation of a number of activities associated with Christian Aid Week in May, and reductions in UK Government funding. However, the mitigating steps taken by Christian Aid, including other fundraising moments, the use of furlough, reduced hours for UK staff and cuts to discretionary spend lines, together with better-than-expected performance on legacies and digital income, means that we have ended the year in a stronger than expected operating reserves position.

As part of our risk mitigation, we also initially put on hold our updated investment strategy. However, as the situation became clearer, we implemented our investment strategy with an allocation of £6m to a mix of socially responsible bonds and equities, holding back £4m in cash as continued risk mitigations (in addition to the £10.2m cash and cash equivalents noted above).

Meanwhile, the majority of our existing project field work has been able to continue, and we have engaged in a number of new projects to help fight Covid-19 in Africa and Asia, including work which is part of the DEC emergency appeal.

As a result, while the trustees recognise that the pandemic has impacted the income of Christian Aid in the year to 31 March 2021, they consider that we have taken sufficient steps to sustain international programmes through the pandemic and protect the organisation.

Structure, governance and management

Board of Trustees

Our Board of Trustees consists of a Chair and Vice Chair, a nominee from each of the national advisory committees for Wales and Scotland, and from Churches Together in Britain and Ireland (CTBI), the Chair of Christian Aid Ireland, and up to 14 other trustees appointed by the members (the sponsoring churches in Britain and Ireland). This mix ensures an appropriate balance of lay and ordained people, gender, age, ethnic origin, geographical spread, knowledge and skills relevant to our work. In keeping with good governance practice, one-quarter of the trustees retire at each annual general meeting and are eligible to be reappointed for further terms of office, usually limited to eight consecutive years. This process does not apply to the nominee from CTBI or to the Chair of Christian Aid Ireland.

New trustees undertake a comprehensive induction programme, which covers the formal governance arrangements and includes our legal structures and obligations, charitable priorities and work. We recognise the importance of trustees keeping up to date with current regulation and best practice. Information is shared through a monthly briefing. Trustees are also invited to attend meetings, conferences and seminars that give them a better understanding of their roles and responsibilities.

The board's principal responsibilities include determining overall strategy, policies, direction and goals; protecting and promoting our identity and values; and fulfilling our statutory responsibilities.

The board delegates certain functions to subcommittees including: an Audit and Risk Committee; a Finance, Fundraising and Investment Committee; a Human Resources Governance and Strategy Committee; and a Remuneration Committee.

The Board Governance and Nominations Committee is separately constituted under the Articles. The Board Governance and Nominations Committee is responsible for nominating new trustees for election to members (the sponsoring churches) at the annual general meeting, and for reviewing the performance of the board. It also ensures that the board has effective work processes.

The Audit and Risk Committee reviews reports from external and internal auditors. It has oversight of, and reviews policies, in key risk areas, including data protection, safeguarding, financial crime and health, safety and security. It also commissions special investigations and advises the board on risk management.

The Finance, Fundraising and Investment Committee reviews the annual plans and budget, investment in and performance of fundraising, key financial policies, pension funding and the performance of Christian Aid's investment managers.

The Human Resources Governance and Strategy Committee advises on human resources policies to ensure that they are aligned with our values and objectives and helps inform our global people strategy.

The Remuneration Committee reviews the principles governing pay and benefits at Christian Aid. It also makes recommendations to the board on the remuneration of the Chief Executive.

The National Advisory Committees for Wales and Scotland support the board in articulating our work and engaging with churches and other stakeholders in these nations.

The board reports to members at the annual general meeting. The members are the 41 sponsoring churches, as listed in the Acknowledgements section on p99.

Organisational structure

We operate through an incorporated charity ('Christian Aid') registered with the Charity Commission for England and Wales and with Companies House. Various subsidiary and connected charities support us, as described below.

Charitable companies in the Republic of Ireland and Northern Ireland are responsible for the affairs of Christian Aid in Ireland. Although two legal forms exist, Christian Aid Ireland operates as a single pan-Ireland charity. The Irish sponsoring churches, Irish Council of Churches and Christian Aid are members of Christian Aid Ireland. Christian Aid Ireland became an independent legal entity within the Christian Aid family on 1 April 2007, connected to, but separate from, Christian Aid. Previously, the results for Christian Aid Ireland had been consolidated into the group accounts. However, from April 2020 onwards, the results for Christian Aid Ireland have been deconsolidated from the group accounts. The prior year comparative figures in the group accounts on pp73-97 now exclude Christian Aid Ireland.

This reflects the revised Framework Agreement approved in July 2020 by the boards of Christian Aid and Christian Aid Ireland. Although Christian Aid Ireland operates as an independent entity, it remains aligned with Christian Aid in terms of its brand, vision, mission and values.

Christian Aid is registered with the Office of the Scottish Charity Regulator in recognition of our fundraising activities in Scotland.

Change Alliance is a for-profit, wholly owned subsidiary of Christian Aid, established in India, providing consultancy, business development and fundraising support to a range of Indian private-sector and non-governmental partners.

Christian Aid Trading Limited is a for-profit subsidiary of Christian Aid that pursues commercial fundraising opportunities in Britain and Ireland and donates its profits to the charity.

The British and Irish Churches Trust Limited acts as a custodian trustee to Christian Aid and Churches Together in Britain and Ireland, an independent charity. The trust has legal title to Christian Aid's London office – Inter Church House – on behalf of the two charities, who jointly own the property.

We also have separately registered legal entities in a number of countries in which we have programmes. These entities are consolidated as branches of Christian Aid in the same way as other country offices, since programme management continues to operate within the delegated authority framework of Christian Aid.

Governance matters

The requirement for trustees to demonstrate effective governance of charities increases year on year. The Covid-19 pandemic during 2020/21 has been an extremely challenging context in which the board and subcommittees continued to operate very effectively. Despite the many challenges for Christian Aid during this time, the board and committees worked in an agile way, quickly moving to holding meetings online and scheduling a number of extra meetings to address specific issues arising as a result of the pandemic. Throughout 2020/21, the board has continued to give high priority to good governance and some of the main issues it has considered are outlined below.

Board performance review

In keeping with good governance practice, the board normally arranges an annual review of its own performance. An

independent externally led review concluded in early 2019, and it had been the board's intention to hold an internal review in 2020. The very different circumstances in which the board has been working as a result of Covid-19 led it to postpone that review to 2021. The review will now include an opportunity for trustees to reflect on the changed working practices the board has had to adopt during the pandemic and to consider which might beneficially be retained in future.

Charity Governance Code

The board keeps a close eye on its compliance with the Charity Governance Code. The implications of the changes introduced during the year to the sections of the Code on Integrity and Equality, Diversity and Inclusion were considered by the Board Nominations and Governance Committee. On the committee's advice, the board has asked each of its subcommittees to consider whether changes are needed to meet the new recommended practices in these new sections.

Although the board is compliant with nearly all of the recommended practices contained in the Charity Governance Code, it has decided to explain why it does not apply two of the recommended practices following the 'apply or explain' approach encouraged by the Code.

Firstly, the size of the board exceeds that recommended by the Code. Christian Aid's Articles of Association provide for up to 20 trustees and there are currently 14. The reason for having a larger board is to include representation from our sponsoring churches across four nations, as well as a balance of knowledge and skills, gender, age, ethnicity and geographical spread (both UK and international). We believe that the size of the board is necessary for the complexity and size of the organisation and enables an appropriate response to business needs.

Secondly, the Code recommends that the chair of an audit committee should have recent financial experience. In 2020/21, our Audit and Risk Committee had this experience within its membership, although not directly with the chair. We have a separate Finance, Fundraising and Investment Committee that is chaired by a finance professional. The responsibilities of our Audit and Risk Committee extend more widely than audit and include responsibility for advising the board on risk management and control issues. Risk management is integral to how the trustees govern Christian Aid and our approach to managing risk is explained in detail on p33. The board is satisfied that the chairs and members of each committee have the competencies to ensure that the committees can discharge their responsibilities effectively.

Public benefit

The trustees confirm that they have had regard to the Charity Commission's general guidance on public benefit when reviewing Christian Aid's aims and objectives, and in planning activities and setting policies and priorities for the year ahead.

Our objectives are the furtherance of charitable purposes that:

- relieve and combat poverty, malnutrition, hunger, disease, sickness or distress throughout the world
- advance or assist such other charitable work as may be carried out by or with the support of the sponsoring churches.

We carry out these objectives through working towards our essential purpose: to expose the scandal of poverty, to help root it out from the world in practical ways, and to challenge and change the systems that favour the rich and powerful over the poor and marginalised.

The activities that we carry out to further our charitable purposes for the public benefit are concentrated on providing grants to, and otherwise supporting, our partner organisations in countries where we work, for long-term development and responding to emergencies, as well as vital campaigning, advocacy and education work on the causes of poverty.

Throughout this report, we illustrate how our work furthers our charitable purposes and the significant benefits it brings to communities and individuals in developing countries in urgent need of support, regardless of race, creed or nationality.

The trustees confirm that they have had regard to section 172(1) of the Companies Act 2006, which details the trustees' duties to promote the success of the charity to achieve its charitable purposes. This trustees' report details the activities, policies and governance arrangements in place at the charity to achieve this aim.

Disclosure of trustees' interests

Two trustees are connected with other entities with which Christian Aid has entered into very minor arm's length transactions during the year. These trustees were not involved in the decisions to use the services of the suppliers to which they are connected. Nor has there been any board-level discussion of these suppliers that might construe a conflict. Trustees are not involved at the operational level of proposing projects, selecting suppliers or approving payments.

Trustee attendance register

	Board		Committees	
	Total	Attended	Total	Attended
Hazel Baird ¹	5	5	4	3
Alexis Chapman ^{2,3,5}	5	4	10	7
Jennifer Cormack ^{2,4}	5	5	9	8
Mark Currie ²	5	5	5	5
Bala Gnanapragasam ¹	5	5	4	3
Pippa Greenslade ^{3,5}	4	3	4	4
Victoria Hardman (until October 2020)	3	3	0	0
Liz Hughes	5	5	0	0
Martin Johnstone	5	4	0	0
Mukami McCrum ³	4	3	2	2
Nick Moberly ¹	5	5	4	4
Nan Powell-Davies	5	5	0	0
Margaret Swinson ^{1,4}	5	5	8	8
Valerie Traore	5	4	0	0
Rowan Williams ^{*1,2,3,4,5}	5	5	0	0

1. Audit and Risk Committee

2. Finance, Fundraising and Investment Committee

3. HR, Governance and Strategy Committee

4. Nominations and Procedures Committee

5. Remuneration Committee

*Ex-officio

Policies

Fundraising

Our fundraising vision is a powerful movement of people, partners and communities, joined by our shared values. By mobilising and inspiring congregations, schools, leaders and individuals to give, act and pray, we seek transformation for these communities alongside people living at the sharp end of poverty and injustice.

Through diverse supporter engagement, we aim to provide a sustainable platform for Christian Aid that is not dependent on any single source of income. It also means we can campaign independently on the issues we believe will make the most difference. Fostering genuine supporter relationships is not only the most effective approach for Christian Aid, but also leads to transformation for all involved.

Christian Aid is registered with the Fundraising Regulator and is committed to legal, open, honest and respectful fundraising.

We monitor regulatory developments, review policies and update training for staff and volunteers to ensure we maintain standards. Our suite of fundraising policies covers the standards and principles that underpin our approach to fundraising by way of voluntary income from individuals, churches and communities. Major gifts and funds from institutions are also covered. Our private sector (institutional) fundraising follows our due diligence process.

Christian Aid works with a number of third-party agencies for fundraising. For Legacy and Individual Giving, we utilise partner agencies to support us in telephone fundraising. To ensure we maintain the high standards expected of Christian Aid, we have our own telephone fundraising charter to direct the conduct of ourselves and our partners. In addition to training call handlers, we have regular update sessions, monitor calls for quality each week and investigate fully in the rare event of a complaint. We apply the same standards to the third parties we work with in our fundraising activity, providing training and routine monitoring to ensure they represent Christian Aid appropriately.

We take protecting supporter data very seriously. Our data protection policy complies with – and, in some cases, goes beyond – General Data Protection Regulation (GDPR) requirements and our privacy policy is always accessible on our website. We never swap or sell supporter data and supporters can change their communication preferences at any time.

Voluntary scheme for regulating fundraising

Christian Aid has a large number of committed and active volunteers, engaged in a variety of activities from teaching in schools to writing for social media, organising support through fundraising events or promoting our appeals and campaigns. Our volunteers give thousands of hours of their time across many different roles each year.

Our 15,000 organisers and church representatives run fundraising in their churches, particularly in Christian Aid Week when thousands of people have traditionally come together to raise money through house-to-house collections and other activities. In-person fundraising was significantly impacted following the outbreak of the Covid-19 pandemic in 2020. In 2020/21, we were able to resume some Covid-safe in-person events and fundraising. In addition, we have continued to work with our supporters to increase online fundraising and more than half of the Christian Aid Week income was derived from online activities. Our professional fundraisers provide guidance and resources to support our fundraising volunteers.

We are incredibly grateful to our volunteers for all they do for Christian Aid. Together, they make a huge difference for the world's poorest people.

Complaints

Building strong relationships with our supporters is important to us. We are grateful to receive feedback from our supporters, whether it is to help us improve or encourage our existing work. We have introduced new complaint and feedback mechanisms to sit alongside our Supporter Care Charter.

We report annually to the Fundraising Regulator the number of complaints we have received. From 1 April 2020 to 31 March 2021, we sent 1,200,000 fundraising emails and 1,100,000 addressed direct mail pieces. We received 148 complaints in total (0.0064%).

Protection of vulnerable people

We want giving to Christian Aid to be a positive experience for all. We recognise that among the many people with whom we engage through our fundraising activity, there may be a small number who do not have the capacity, at the point of interaction, to understand fully the nature of the donation they are being asked to give, or the consequences of making that donation.

We have a Fundraising Policy to enable all staff to follow best practice guidelines for dealing with adults at risk or in

vulnerable circumstances, and children and young people. We have specific guidance regarding house-to-house collecting and receiving donations from people in vulnerable circumstances. Many of our supporters and collectors are themselves increasingly elderly, and therefore our group organisers, church representatives and volunteers are supported by staff, who receive regular safeguarding training.

Grants policy

We are committed to working in partnership with local and national organisations through a grant-making approach.

Grants to partner organisations are made within our agreed strategies. Grants for development programmes tend to be awarded on a three-year basis.

Project proposals are subject to a formal approval process before individual grants are approved. All projects are systematically monitored for the duration of their existence, and major projects are subject to a final evaluation process.

We act as a sub-contractor for a number of governments, including the UK Government. Under these contracts, we disburse grants to a range of donor-approved grantees. The selection, monitoring and evaluation of the performance of these grantees are subject to contract-specific performance measures.

Communicating with staff and volunteers

Effective communication with staff and volunteers has never been more important than during the Covid-19 pandemic throughout 2020/21. The Christian Aid Intranet is the primary tool used by staff to access information across the organisation. In addition, the Yammer social network allows staff to communicate across time zones and to leave feedback.

During 2020/21, the Christian Aid Intranet was expanded to include a number of new portals from which staff can access updates, information and resources to support their work and wellbeing. These include the Wellbeing portal, the Remote Working portal and the Covid-19 portal. Staff have also received weekly updates from the Incident Management Group. This group was created in March 2020 to manage and monitor Christian Aid's response to the Covid-19 pandemic, particularly in the context of our people and programmes.

In order to keep staff up to date on what is happening in the organisation generally, discussion and information sharing also takes place in all-staff meetings, departmental meetings,

internal events and webinars, which are broadcast live on Microsoft Teams to Christian Aid offices globally. Staff receive the weekly newsletter Majority World News and can read the news highlights on the intranet homepage.

We are committed to open and accountable management of our employees, where development and recognition are acknowledged. Employees can raise ideas or concerns through their manager or senior management, including the Chief Executive, or anonymously through the Whistleblowing Policy and the Ideas Box. Directors engage with staff through direct communication, webinars, staff engagement surveys and Q&As.

Good communications between staff and directors mean that staff are regularly informed of and consulted about changes and developments within the organisation, with Standing Together, our global strategy 2019-26, forming the basis for our engagement.

We have excellent working relationships with Unite and the National Union of Journalists, the recognised unions at Christian Aid. There is also a network of global staff representatives, who volunteer to represent their colleagues. We work together to help staff during key employee relations activities.

Volunteers

It has been an extraordinary year for volunteering. The Covid-19 pandemic has raised the profile of giving time and local action more than ever before. We have been heartened by the resilience of our volunteers, adapting to new challenges and embracing new ways of working to support our work. In response, we have provided regular guidance to enable safe volunteering, as well as resources and training to help facilitate the use of digital platforms and virtual volunteering.

In 2020/21, we invested in the Volunteering team, which has been developing a new three-year volunteering strategy that will innovate our volunteering programme. We are continuing to build on the momentum surrounding volunteering, creating exciting new opportunities that will grow our community networks and create local movements in support of Christian Aid.

Over the past year, we have been supported by 95 volunteers virtually assisting our teams behind the scenes. Though activity was limited due to the pandemic, 190 volunteer speakers have continued representing Christian Aid in the community. Among

our 15,000 wider community volunteers, we have started to see a gradual return to fundraising and campaigning as usual.

Christian Aid Week was a great opportunity to bring our volunteers together. While it looked different this year, the resilience and creativity of our volunteers enabled a new model of virtual engagement and fundraising. Our volunteers supported us in raising more than £4 million during Christian Aid Week 2020.

The Big River Programme, our strategic change programme to reposition volunteers as strategic partners in achieving our organisational goals, has now come to an end. The programme enabled us to develop our Volunteer Voices Forum. Although it is in its infancy, the forum provides an exciting opportunity for Christian Aid to be insight-led and to co-design new volunteering initiatives and programmes using local voices.

People matters

The Covid-19 pandemic has created an extremely challenging context for our staff to deliver impactful programmes and activities around the world. Staff wellbeing and agile working have been key priorities during 2020/21.

An Incident Management Group has been in operation since March 2020 and has met on a weekly basis to discuss UK and international responses to the crisis. In March 2020, all employees were moved to home working. There has been a gradual return of some employees to office working where safe to do so, and a number of precautions have been put in place, including social distancing and hand sanitiser stations.

Christian Aid will be moving to a hybrid model of working from January 2022. Staff have been asked to express preferences for working mostly from home, being office based or combining a mix of home and office working. In this way, the organisation is hoping to offer staff more flexible working, which many staff members have valued during the past year.

Supporting staff during the pandemic has been a key concern. Individual circumstances have varied enormously during the pandemic, with some staff experiencing family illness or bereavement, or struggling with their own mental or physical health. Other staff have been challenged by juggling work with home schooling in the earlier stages of the pandemic. Experiences have also varied considerably for staff depending on the countries where they live, with some staff facing the additional challenges of limited access to healthcare or of political unrest.

In order to support staff wellbeing, a number of initiatives have been developed that are available to all staff. Christian Aid has created Wellbeing and Covid-19 portals on the staff intranet which contain useful information and resources. A series of wellbeing sessions have been offered to all staff. Staff can also speak in confidence to one of the Mental Health First Aiders who are accessible across the organisation.

In April 2021, Christian Aid set up an Employee Assistance Programme offered through different healthcare providers to all staff worldwide. The programme includes access to telephone counselling and a range of other healthcare services free of charge.

As a result of the Covid-19 pandemic, Christian Aid furloughed more than 100 UK staff who were eligible under the scheme for different periods. Christian Aid successfully completed its restructure at the onset of the pandemic. The change programme was largely concluded in July 2021 with recruitment to many posts in the new structure. As part of the organisation's commitment to diversity and inclusion, we ensured that we had balanced recruitment panels in terms of race and gender. More than 100 managers were also trained in recruiting online and avoiding unconscious bias.

Christian Aid concluded the implementation of a global HR system. We have launched the modules for performance management, learning management systems, and inducting new members of staff.

The work has included ensuring that our staff capabilities are aligned with the new global strategy, through the performance management process and opportunities for personal development. We have trained a huge part of the organisation on getting the best from performance management. The work on shaping a new organisational culture to deliver our strategy has continued.

In summary, the past year has been an extraordinary one for the staff and volunteers of Christian Aid, who have continued to give dedicated service to the organisation during a time of great uncertainty and difficulty. We are extremely grateful for the resilience and commitment shown by our staff and volunteers, which has enabled the organisation to continue to function throughout the pandemic, so that we can deliver our programmes and serve our communities in their time of greatest need.

Remuneration policy

We have reviewed our remuneration policy. It is available on our website and is overseen by the Remuneration Committee of the board. The committee has delegated authority to provide governance oversight and input into principles and policies governing the pay and benefits of Christian Aid staff. Our remuneration policy looks to set salaries at a median level in the local market.

While no pay increase was awarded to Christian Aid staff for 2020/21 as we prepared ourselves for the future through the restructure, we now have the right structure and strategy in place to make us fit for that future. Part of being a sustainable organisation for decades to come means that we are committed to ensuring that we are able to sustain a salary structure which allows us to attract great people and keep them.

The remuneration for the Chief Executive and the senior executive personnel is reviewed and decided by the Remuneration Committee and, ultimately, the full board in line with our Remuneration Policy. The following guiding principles are used in determining Chief Executive remuneration:

- transparency
- appropriateness and benchmarking against external comparators
- expertise and experience
- competitive recruitment and talent retention.

We have also commissioned a Global Reward review, which will look at total reward across our international and UK teams and will consider local markets, affordability, fairness and comparability. The results of this review are expected to be available in 2021/22.

Gender pay gap

We produced and published our third UK Gender Pay Gap Report for the year 2019/20. The 2020 figures are based on a headcount as at 5 April 2020 of 420 UK contracted employees. In the year immediately preceding this (2019/20), we had 112 leavers and 93 new starters. From the leavers, 62 were female and 50 were male. From the starters, 60 were female and 33 were male. Our current mean gender pay gap is 12.5%, with the UK standing at 15.5% across all sectors.

Christian Aid's mean gender pay gap of 12.5% is an increase from 10.5% in 2018/19. Our analysis of our statistics shows that, while we have been employing more women than men to

new roles, a much higher proportion of men have been recruited to more senior roles. This is a significant factor explaining the increase in the gender pay gap. We are committed to addressing this imbalance and we are working on a number of initiatives to achieve this. We remain confident that men and women are paid equally for doing the same type of work.

To support a fuller assessment of our gender pay gap data, we commit to examining the effects of ethnicity on pay.

While there is no doubt that generations of behaviour and practice are still having an impact and there is a need for concentrated action at societal level, we can and should play our part in change.

Over the next three years, we will commit to reducing the gap by:

- ensuring pay transparency
- improving our recruitment practices (we have introduced anonymous recruiting)
- building on our flexible working (already good, but we are reactive)
- providing opportunity through direct action
- taking direct action on pay, especially at appointment.

Diversity and inclusion

Dignity, equality, justice and love are the core values of Christian Aid. These values apply equally to our own people, as well as the communities we serve. We are committed to an organisation where no one experiences racism or discrimination, where all our people can have an impact, grow, and progress professionally, and everyone can bring their whole selves to work.

We believe that all our people should be treated fairly and equally, regardless of characteristics such as gender, religious belief, race, ethnic origin, nationality, sexual orientation, physical or mental disability, or age. We aim to have a zero-tolerance approach to all racist and discriminatory behaviour. We are committed to challenging all forms of discrimination within our practices, policies, procedures and behaviours to create a truly equal and diverse organisation which lives out its values in word and deed.

We have taken a number of steps to promote greater diversity and inclusion in our workplaces in 2020/21, as outlined below.

Wherever possible, applications from disabled people are encouraged, supported and their skills are developed, and we advertise annually in *Living with Disability* magazine.

Every reasonable measure is taken to adapt our premises and working conditions to enable disabled people to work or volunteer at Christian Aid.

Our corporate gender strategy, Gender Justice for All, sets out our aims, objectives and programmes in this area. We are using gender pay reporting requirements in the UK as a platform to work towards more visible organisation-wide gender pay profiling and reporting.

In 2020/21, we commissioned a report on race and equality within Christian Aid from external consultants, Xtend (UK) Ltd. The report highlighted a culture of colour-blindness in the organisation. In order to address issues of racial injustice and work towards becoming a truly anti-racist organisation, we committed to a number of actions immediately and over the next 18 months and beyond. These actions include the appointment of a Race and Diversity Lead, increased oversight of race and diversity by our board, and regular training on race and diversity for all staff and trustees. In May 2021, we held our first Day of Anti-Racist Learning for all staff. In addition, we will undertake a diversity impact assessment of our policies and behavioural goals and continue to create safe spaces for ongoing conversations around race and diversity within the organisation.

Health, safety and security

The Covid-19 pandemic presented the health safety and security risk management function with significant challenges during 2020/21. These were met with robust mitigations that were put in place to create a safe working environment for all staff. Mitigations included introducing travel and movement restrictions, providing Covid-19 secure working practices for our offices, providing robust guidance for staff engaging with communities, and adapting existing policies and frameworks.

This past year has been dominated by responding to immediate and longer-term uncertainties caused by the coronavirus pandemic. Despite a challenging year, most of our principal health safety and security risks remained stable, although they are being tested to their fullest. Due to our ability to utilise agile mitigation strategies in response to shifting threats and priorities, we have been able to work through these challenges.

Pandemic-related impacts have created a volatile socio-economic climate in countries already facing intercommunal

tensions, particularly where minority groups are excluded from political, social or economic structures. Growing conspiracy theories and anti-government sentiments are likely to fuel existing societal fissures, coalescing violent extremist groups around their ideological fringes. Many minority groups have been impacted by the pandemic, as online misinformation/disinformation and conspiracy theories target vulnerable communities and seek to exploit pre-existing social and communal tensions that are likely to manifest into political civil unrest. There have also been increasing instances of violent anti-lockdown protests, and we are likely to see violent extremists try to exploit this sense of social exclusion and growing discontent.

We are seeing such tensions play out in Afghanistan, Myanmar, Ethiopia, the DRC, Nigeria, Burkina Faso, South Sudan and Nicaragua. These conflict dynamics will continue to challenge the access and safety for Christian Aid staff and partners for the foreseeable future, and many more countries may also experience increasing social, economic and political unrest. We will continue to monitor the situation closely and work to ensure the safety of our staff.

Safeguarding

We are committed to providing a safe and trusted environment for all those who come into contact with Christian Aid. We take a zero-tolerance approach to breaches of our Safeguarding and Code of Conduct policies and put the wellbeing and rights of people and communities at the heart of our work. Ultimate responsibility for safeguarding rests with the board, with duties delegated to the Audit and Risk Committee and Human Resources Governance and Strategy Committee. The board approves the safeguarding policy annually and receives an annual report on safeguarding. The Audit and Risk Committee monitors the effective implementation of the policy and reviews the case file of reported incidents. The Human Resources Governance and Strategy Committee ensures that HR policies and procedures support a strong safeguarding culture.

Christian Aid has three safeguarding trustees. The lead safeguarding trustee supports the interface between the board and its subcommittees. The other safeguarding trustees are chairs of the Audit and Risk Committee and the Human Resources Governance and Strategy Committee.

The Chief Executive directly oversees the organisation's approach to safeguarding. She leads the directorate meetings that consider Christian Aid's response to safeguarding. She also receives reports on safeguarding incidents and attends all

board subcommittee meetings, including the closed sessions of the Audit and Risk Committee, where the safeguarding case file is reviewed.

The Safeguarding Governance Group, a cross-organisational group chaired by our Chief Operating Officer, provides operational oversight of the safeguarding work to strengthen the application of policies and procedures across Christian Aid. We recognise the need for continuous review and improvement of our response to safeguarding risks. The Safeguarding Governance Group ensures that safeguarding priorities we have identified are appropriately resourced and supports decision making where needed.

The dedicated Safeguarding Manager maintains the safeguarding work plan, oversees investigations, and coordinates the Safeguarding Governance Group meetings. During the year, we appointed a Global Safeguarding Adviser to provide technical expertise to further embed safeguarding into our global programmes, including with our partners, and to act as a lead on best practice for the International Department. We also appointed Regional Safeguarding Officers for Asia and Africa. We have provided training to Safeguarding Focal Points across all our international programmes. In turn, the Safeguarding Focal Points support the delivery of this training to Christian Aid staff and partners working internationally.

To further support survivors of abuse, we developed guidance on supporting survivors of harm, exploitation and abuse to ensure a consistent survivor-centred approach when responding to safeguarding incidents.

We continue to encourage all Christian Aid representatives, partners and the people and communities with which we work to report safeguarding concerns, using a choice of confidential mechanisms, including reporting directly to the lead safeguarding trustee. Additionally, we have a Whistleblowing Policy and a confidential whistleblowing email address which is accessible on our website along with our Safeguarding Policy,

At the community level, we have feedback and complaints mechanisms that are designed to provide safe and trusted ways for individuals to report matters related to our programmes, including sensitive issues such as safeguarding concerns.

Safeguarding requirements are included in our Code of Conduct, which is signed by all members of staff, trustees, volunteers and consultants with programme-facing roles. The Safeguarding Policy and Code of Conduct are supported by

mandatory online training that is completed annually by staff, trustees and volunteers.

We require our partners to have safeguarding and code of conduct policies and to provide written assurances on safeguarding as a condition of funding. Safeguarding requirements are also embedded in our partnership and funding agreements together with due diligence processes.

We are continuing to work in collaboration with members of Bond (the UK network for organisations working in international development), donors and regulators to improve the quality and consistency of our individual and collective safeguarding practice.

Modern slavery

Modern slavery is a complex issue and tackling it necessarily involves addressing its root causes. This makes it inextricably linked to our long-term development work. We work with local partners and communities to fight injustice and we campaign to change the economic systems and structures that allow modern slavery and human trafficking to take place.

We also tackle modern slavery as part of our work on business and human rights. In the UK, Christian Aid is a founding member of the Ethical Trading Initiative (ETI) and the Corporate Justice Coalition (CJC). We supported both organisations in playing a key role in the development of modern slavery legislation in the UK and are working with CJC to update that legislation. We also work internationally to advocate for a UN Binding Treaty on Business and Human Rights (a legally binding instrument to better regulate the activities of multinational corporations).

We take steps to ensure that no forms of slavery or human trafficking are part of our supply chains. Supply chain management is covered in our Procurement Policy and Procedure, which specifically references the risk of modern slavery and applies to all expenditure on goods and services purchased directly by the organisation. The policy promotes ethical and sustainable procurement processes and includes a Code of Conduct for Suppliers.

In addition to our own procurement, the policy also applies to any procurement through our implementing partners for donor funded projects. In 2020/21, we updated and strengthened our Partnership Agreement to make more explicit reference to modern slavery risks. We require our partners to have procurement policies and procedures in place to minimise the risk of slavery and human trafficking in their supply chains.

We have introduced a mandatory online training module for our staff, with guidance on how to implement our procurement policies and guidelines. We have also promoted the use of complaint mechanisms and reporting tools if anyone identifies a risk of modern slavery in our or our partners' supply chains.

Carbon footprint update and Streamlined Energy and Carbon Reporting (SECR) compliance

Under SECR legislation, we are required to report some of our UK-based greenhouse gas emissions as part of our Annual Report. Specifically, we need to report, as a minimum, our emissions from UK energy use and business vehicle travel.

Emissions reporting for SECR (UK office energy and business travel) for 2020/21

Emissions source	Quantity	Unit	Carbon footprint (tCO ₂ e)	Scope
Electricity use, Inter Church House	214,976	kWh	61.9	2
Gas use, Inter Church House	147,701	kWh	30.7	1
Electricity use, UK regional offices	33,130	kWh	9.5	2
Gas use, UK regional offices	35,736	kWh	7.4	1
UK fuel use by Christian Aid vehicles	4	litres	0.01	1
UK vehicle travel in non-owned vehicles	22,183	vkm	4.8	3
Total	-	-	114.3	

This represents a carbon intensity of 0.36 tCO₂e per full time Christian Aid employee (FTE).

How this was calculated

All electricity at Inter Church House was purchased from a certified renewable supplier in 2020/21. However, in compliance with UK Government reporting standards, we have used 'location-based' reporting of our electricity emissions, which means that the carbon footprint of electricity is calculated based on the average carbon intensity of the electricity grid, not the supplier.

Carbon emissions have been calculated using Defra's 2020 greenhouse gas emissions factors. Travel in non-owned cars has been calculated using the factor for 'average car, unknown fuel'. Energy data was collected from energy bills for Inter Church House, with Christian Aid's share estimated based on our occupation of 79% of the space in the building.

The electricity use at Christian Aid's offices in Edinburgh, Glasgow, Cardiff and Bangor was based directly on energy bills. However, differentiated bills were not available for the Belfast or Warrington offices, or for gas use at Cardiff or Bangor. In these cases, electricity and gas use were estimated based on the usage in previous years and/or the floorspace of the offices.

Actions taken in 2020/21

Over the past decade, we have been at the forefront of international non-governmental organisations in driving down our carbon footprint. Between 2011/12 and 2019/20, we halved our total carbon footprint and reduced our CO₂e per £1,000 of operational spend by almost two-thirds. In 2020/21, largely due to the impacts of Covid-19, our global footprint has fallen by a further 62% compared with 2019/20. As part of this broader picture, the emissions from our UK offices and business travel (as reported above) dropped by 39% compared with last year's figures reported under SECR, from 187.8 to 114.4 tonnes.

Around 62% of this drop was due to reduced energy use at offices, caused by a mixture of staff working from home and the pre-planned permanent closure of a number of UK offices. The remaining 38% was due to an 85% drop in UK vehicle travel during the pandemic.

We are planning to announce an ambitious transition plan to further reduce our long-term carbon footprint by 2030 in advance of the COP26 climate talks.

Statement of trustees' responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year in accordance with applicable law and FRS 102, the Financial Reporting Standards applicable in the UK and the Republic of Ireland.

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 the group and of its net incoming resources 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 Statement of Recommended Practice (SORP)
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue to operate.

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

Information provided to auditors

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as the trustee is aware, there is no relevant audit information of which the company's auditors are unaware; and
- the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 418 of the Companies Act 2006.

Haysmacintyre LLP remained Christian Aid's auditors throughout the year.

The annual report and accounts, including the strategic report, is approved by the Board of Trustees on 19 October 2021 and signed on its behalf by the Chair of the Board:



Dr Rowan Williams

Chair of the Christian Aid Board of Trustees

19 October 2021

Auditor's report

Independent auditor's report to the members and trustees of Christian Aid

Opinion

We have audited the financial statements of Christian Aid for the year ended 31 March 2021, which comprise the Consolidated Statement of Financial Activities, the Consolidated and Parent Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of 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 group's and of the parent charitable company's affairs as at 31 March 2021 and of the group's and parent charitable company's net movement in funds, including the 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 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 group 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 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 group'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. The other information comprises the information included in the Trustees' Annual Report and the Letter from the Chair and Letter from the Chief Executive. 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.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 the audit:

- the information given in the Trustees' Annual Report (which includes the strategic report and the directors' 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' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charity Accounts (Scotland) Regulations (as amended) require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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 for the financial statements

As explained more fully in the trustees' responsibilities statement set out on p66, 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 group's and the parent 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 group or the parent 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to company and charity law in England and Wales, company and charity law in Scotland and compliance with overseas laws and regulations in the jurisdictions the Group operates in. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, Charity Accounts (Scotland) Regulations (as amended), Charities and Trustee Investment (Scotland) Act 2005 and the impact of payroll taxes and sales taxes.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue, the cut-off of revenue at the year end and management bias in areas of accounting estimate. Audit procedures performed by the engagement team included:

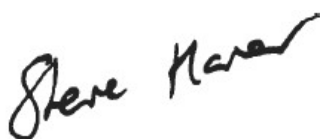
- Inspecting correspondence with regulators and tax authorities;
- Inspecting internal audit reports;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;

- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

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.

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, section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 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.



Steven Harper

(Senior Statutory Auditor)

For and on behalf of Haysmacintyre LLP, Statutory Auditors
10 Queen Street Place
London
EC4R 1AG

1 November 2021

Financial statements

Consolidated statement of financial activities

(incorporating an income and expenditure account) for the year ended 31 March 2021

		2021	2021	2021	Restated	Restated	Restated
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Notes	funds	funds	funds	funds	funds	funds
		£'m	£'m	£'m	£'m	£'m	£'m
Income							
Donations and legacies							
Donations from individuals	2	36.7	5.6	42.3	36.9	7.2	44.1
Institutional grants	3,19-21	1.9	38.5	40.4	2.4	46.4	48.8
Charitable activities	4	2.7	-	2.7	5.9	-	5.9
Other trading activities		0.9	-	0.9	0.6	-	0.6
Investments		0.1	-	0.1	0.1	-	0.1
Total income		42.3	44.1	86.4	45.9	53.6	99.5
Expenditure							
Raising funds	5	10.7	0.4	11.1	12.9	0.6	13.5
Charitable activities							
Development	5	14.4	20.9	35.3	21.2	23.1	44.3
Humanitarian	5	6.3	28.4	34.7	8.6	31.3	39.9
Campaigning, advocacy and education	5	6.7	1.5	8.2	6.2	2.8	9.0
Total operational expenditure		38.1	51.2	89.3	48.9	57.8	106.7
Other expenditure							
Pension adjustment	22	(0.1)	-	(0.1)	(1.0)	-	(1.0)
Total expenditure		38.0	51.2	89.2	47.9	57.8	105.7
Net gains on investment		0.4	-	0.4	0.1	-	0.1
Net (expenditure)/income		4.7	(7.1)	(2.4)	(1.9)	(4.2)	(6.1)
Other recognised gains/(losses)							
Actuarial gains/(losses) on defined benefit pension scheme	22	13.2	-	13.2	12.1	-	12.1
Removal of pension surplus	22	(13.2)	-	(13.2)	(13.1)	-	(13.1)
Pension adjustment		-	-	-	(1.0)	-	(1.0)
Fund transfers		(0.5)	0.5	-	-	-	-
Net movement in funds		4.2	(6.6)	(2.4)	(2.9)	(4.2)	(7.1)
Reconciliation of funds							
Total funds brought forward at 1 April		20.3	14.4	34.7	23.2	18.6	41.8
Total funds carried forward at 31 March	14,15	24.5	7.8	32.3	20.3	14.4	34.7

Balance sheets

as at 31 March 2021

	Notes	Consolidated group		Parent charity	
		2021 £'m	Restated 2020 £'m	2021 £'m	2020 £'m
Fixed assets					
Intangible assets	8	1.8	2.0	1.8	2.0
Tangible assets	8	5.6	6.1	5.6	6.1
Investments	9	14.4	14.3	14.8	14.7
		21.8	22.4	22.2	22.8
Current assets					
Stocks		-	0.9	-	0.9
Debtors	10	7.5	12.0	6.8	11.8
Short-term cash deposits		0.2	0.3	-	-
Cash at bank and in hand		10.0	7.2	9.8	6.8
		17.7	20.4	16.6	19.5
Liabilities					
Creditors: amounts falling due within one year	11	(5.1)	(5.8)	(4.9)	(5.9)
Net current assets		12.6	14.6	11.7	13.6
Total assets less current liabilities		34.4	37.0	33.9	36.4
Creditors: amounts falling due after more than one year		(0.9)	(0.9)	(0.9)	(1.0)
Provision for liabilities		(1.2)	(1.4)	(1.2)	(1.4)
Net assets excluding pension liability		32.3	34.7	31.8	34.0
Defined benefit pension scheme liability	22	-	-	-	-
Net assets	16	32.3	34.7	31.8	34.0
Restricted funds					
Appeals and other donations	15	5.2	6.0	4.9	5.6
Institutional grants	15	2.6	8.4	2.9	9.8
Total restricted funds		7.8	14.4	7.8	15.4
Unrestricted funds					
Unrestricted funds		24.5	20.3	24.0	18.6
Pension reserve	22	-	-	-	-
Total unrestricted funds	14	24.5	20.3	24.0	18.6
Total funds		32.3	34.7	31.8	34.0

The deficit of the parent charity before consolidation was £2.3m (2020: £7.3m).

The notes on p76 to p97 form a full part of these financial statements. The financial statements were approved and authorised for issue on the authority of the board and signed on its behalf by:


Dr Rowan Williams

Chair of the Christian Aid Board of Trustees

19 October 2021

Consolidated statement of cash flows

for the year ended 31 March 2021

	31-Mar 2021 £m	Restated 31-Mar 2020 £m
Net deficit for the year before net gains/(losses) on investments	(2.0)	(7.0)
Depreciation charges and amortisation of intangible fixed assets	1.0	0.9
Impairment losses on intangible fixed assets	0.9	0.4
Net gains on investments	(0.4)	(0.1)
Decrease/(Increase) in debtors	4.4	2.4
(Decrease)/Increase in creditors	(0.8)	1.6
Decrease/(Increase) in stocks	0.9	(0.6)
FRS102 defined benefit pension contributions	(0.1)	(0.1)
Amounts related to the defined benefit pension schemes included within the accounts	(0.1)	(0.1)
Net cash provided by /(used in) operating activities	3.8	(2.6)
Interest from investments	0.1	0.1
Purchase of fixed assets	(1.2)	(1.7)
Proceeds from the sale of investments	5.3	11.1
Purchase of investments	(5.6)	(10.9)
Investments reclassified as cash	0.3	1.0
Net cash used in investing activities	(1.1)	(0.4)
Change in cash and cash equivalents in the year	2.7	(3.0)
Cash and cash equivalents at the beginning of the reporting period	7.5	10.7
Change in cash and cash equivalents due to exchange rate movements	-	(0.2)
Cash and cash equivalents at the end of the reporting period	10.2	7.5
Analysis of cash and cash equivalents		
Cash at bank and in hand	10.0	7.2
Short-term cash deposits	0.2	0.3
Total cash and cash equivalents	10.2	7.5
Cash and cash equivalents at the start of the year	7.5	10.5
Cash flows	2.7	(3.0)
Cash and cash equivalents at the end of the year	10.2	7.5

Notes to the financial statements

for the year ended 31 March 2021

1. Accounting policies

A description of the nature of the entity's operations and its principal activities is disclosed in the annual report accompanying the financial statements.

a. Basis of preparation

The financial statements have been prepared under the historical cost convention, with the exception of investments, which are included at market valuation. The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2019), applicable to charities preparing their accounts in accordance with FRS102, the Financial Reporting Standard applicable in the UK and the Charities Act 2011 and UK Generally Accepted Practice.

In the trustees' report, there is a review of financial performance and of the charity's reserves position. There are adequate financial resources and the charity is well placed to manage business risks. The planning process, including financial projections, has taken into consideration the current economic climate, including the impact of the Covid-19 pandemic and its potential impact on the various sources of income and planned expenditure. It is a reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future. There is no material uncertainty to going concern.

The statement of financial activities and balance sheet consolidate the financial statements of the charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line-by-line basis. No separate income and expenditure account of the charity has been presented, as permitted by Section 408 of the Companies Act 2006 and paragraph 15.11 of the SORP. The gross income of the charity for the year was £86.4m (2020: £99.5m restated) and its gross expenditure was £89.2m (2020: £105.7m restated).

The group accounts include a 100 per cent consolidation of Christian Aid Trading Limited, Christian Aid International (a charitable foundation registered in Spain) and Change Alliance (a company limited by share capital, incorporated in India). The group accounts also include a 71.25 per cent proportional consolidation of The British and Irish Churches Trust Limited, since Christian Aid's interest relates directly to its share of the underlying assets, liabilities and cash flows. Further details of the subsidiaries are given in note 17.

With effect from 1 April 2020, Christian Aid Ireland Limited in Ireland and in Northern Ireland no longer formed part of the group accounts due to a change in control for those companies.

In previous years, the accounts of Christian Aid consolidated Christian Aid Ireland, itself established as two charitable companies registered in the Republic of Ireland and in Northern Ireland. Christian Aid Ireland was previously consolidated on the grounds that Christian Aid retained the rights to appoint and remove a majority of the trustees. Following a change in the governance arrangements on 1 April 2020, Christian Aid no longer has the rights to appoint and remove a majority of the trustees and therefore no longer controls Christian Aid Ireland. The 2020 comparatives reflect that Christian Aid Ireland is no longer part of the group and therefore show the group without Christian Aid Ireland. Further details of the impact of deconsolidation are shown in note 17.

b. Fund accounting

Reserves are either unrestricted or restricted funds.

Restricted funds represent income to be used for a specific purpose as requested by the donor. Income and expenditure on these funds are shown separately within the statement of financial activities and analysed into their main components in note 15.

Unrestricted funds are those that have not had a restriction placed on them by the donor. Designated unrestricted funds are those where the trustees have set aside monies from unrestricted funding for specific purposes. Details can be found in the trustees' report and in note 14.

c. Income

All income accruing to the charity during the year is recognised in the statement of financial activities when entitled, probable and measurable. Income from charitable activities refers to contract income, which is recognised as unrestricted income in the period in which the income is earned, is probable of receipt and can be measured with reliability.

Gifts in kind for use by the charity are included in the accounts at their approximate market value at the date of receipt. Gifts in kind for distribution are included in the accounts at their approximate fair value at the date of receipt by Christian Aid.

Pecuniary legacies are recognised when there is entitlement, which is deemed to be when Christian Aid has been notified of a legacy from the bequest's executors of the estate, the legacy can be measured reliably, and there is probability of receipt. For residual legacies, entitlement is deemed to be the earlier of approved estate accounts and notification of a pending payment or actual payment being received in the accounting period. No value is included where a legacy is subject to a life interest held by another party.

d. Expenditure

All expenditure is accounted for on an accruals basis and is classified under headings that aggregate all costs related to that category. The costs of each staff team, including a relevant proportion of support costs allocated on a usage basis, are allocated across the headings of fundraising and charitable activities based on the proportion of time spent on each of these areas of work.

Expenditure on raising funds include all expenditure incurred by a charity to raise funds for its charitable purposes. It comprises the costs of advertising, profile-raising, digital fundraising, producing publications and digital materials, printing and mailing fundraising material as well as costs incurred in commercial trading activities and investment management costs, the staff in these areas and an appropriate allocation of support costs.

Costs of charitable activities includes direct expenditure incurred through grants to partners and operational activities and an appropriate allocation of support costs. Grants to partners are recognised as expenditure when there is a legal or constructive obligation to make the grant. This is usually immediately prior to a payment being made. Grant expenditure also includes grants made through sub-contractors.

Support costs include the central or regional office functions, such as facilities management, finance, human resources and information systems, as well as governance costs. Governance costs represent the costs associated with the governance arrangements of the charity as opposed to those costs associated with fundraising or charitable activities.

e. Intangible fixed assets

Intangible fixed assets costing over £5,000 are capitalised at cost. Intangible fixed assets include software costs.

They are amortised over 4 years, their estimated useful lives.

f. Tangible fixed assets and depreciation

Tangible fixed assets costing over £5,000 are capitalised at cost. Depreciation is provided in order to write off the cost

of tangible fixed assets over their estimated useful economic lives, on a straight-line basis, as follows:

Freehold land	Nil
Freehold properties	50 years
Leasehold properties	5 years
Leasehold improvements	5 years
Office furniture, fittings and equipment	5 years
Motor vehicles	5 years
Computer equipment	4 years

Assets in the course of construction are not depreciated while in construction. Once the construction is completed, the cost is transferred to another fixed asset class and depreciated accordingly.

g. Stocks

Gifts in kind are valued at the lower of market value and value to the charity.

h. Pension costs

Past service costs and other finance costs have been recognised immediately in the statement of financial activities. Actuarial gains and losses are also recognised immediately in the statement of financial activities. This is in accordance with FRS102.

On 26 October 2018, a court ruling confirmed that UK pensions with Guaranteed Minimum Pensions (GMPs) accrued from 17 May 1990 must equalise for the different effects of these GMPs between men and women. As for the year ended 31 March 2020, an allowance of 0.32% is included in the liabilities to allow for the impact of GMP equalisation.

On 30 June 2007, the scheme was closed to new entrants and for future accrual for members.

The resulting defined pension scheme asset or liability is shown separately on the face of the balance sheet.

Defined Contribution Scheme – Christian Aid also operates a defined contribution scheme for employees. The charity's contributions to the scheme are charged in the statement of financial activities in the period in which the contributions are payable.

i. Taxation and irrecoverable VAT

Christian Aid is a registered charity and as such is potentially exempt from taxation on its income and gains to the extent that they fall within the charity exemptions in the Corporation Taxes Act 2010 or Section 256 Taxation of Chargeable Gains Act 1992. No tax charge has arisen in the year.

In common with many other comparable charities, Christian Aid is unable to recover the majority of VAT that is incurred on purchases of goods and services in the UK. The amount of VAT that cannot be recovered is included within the appropriate underlying cost and was £0.9m for the year (2020: £1.0m).

j. Foreign currencies

Foreign currency balances have been translated at the exchange rate ruling at the balance sheet date. Income and expenditure transactions have been translated at the prevailing rate at the time of the transaction.

k. Fixed asset investments

Fixed asset investments are stated at market value at the balance sheet date unless stated otherwise in the notes to the accounts. The statement of financial activities includes the net gains and losses arising from disposals and revaluations throughout the year.

l. Programme-related investments

Programme-related investments consists of social investment loans to co-operatives in Nicaragua and Honduras.

The carrying value reflects the cash advances less any repayments or impairments.

m. Operating leases

Rentals applicable to operating leases are charged to the consolidated statement of financial activities in the period to which the cost relates.

n. Critical accounting judgements and key source of estimation uncertainties

In the application of the charity's accounting policies, trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

The most significant judgements are in relation to provisions for terminal benefits, pensions due to overseas staff and impairment of the CRM system and its useful life.

o. Financial instruments

Christian Aid has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at the present value of future cash flows (amortised cost). Financial assets held at amortised cost comprise cash at bank and in hand, short term cash deposits and the group's debtors excluding prepayments and accrued income. Financial liabilities held at amortised cost comprise the group's short- and long-term creditors excluding deferred income and accrued expenditure. No discounting has been applied to these financial instruments on the basis that the periods over which amounts will be settled are such that any discounting would be immaterial. The values of basic financial instruments are given in note 18a.

Christian Aid uses derivative financial instruments to manage its exposure to foreign currency exchange risks, including foreign exchange forward contracts. The fair value of these instruments is calculated at the balance sheet date by comparison between the rate implicit in the contract and the exchange rate at that date.

Details of derivative financial instruments are given in note 18b.

p. Provisions

Provisions are recognised when Christian Aid has a present legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. Provisions are measured at the present value of the expenditure expected to be required to settle the obligation using a rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as an interest expense. No discounting has been applied on the basis that the amounts involved and the periods over which amounts will be settled are such that any discounting would be immaterial.

2. Donations from individuals

	2021 Unrestricted £'m	2021 Restricted £'m	2021 Total £'m	Restated 2020 Unrestricted £'m	Restated 2020 Restricted £'m	2020 Total £'m
Christian Aid Week	4.1	-	4.1	7.6	-	7.6
Appeals	5.0	4.8	9.8	4.1	6.0	10.1
Legacies	12.1	0.1	12.2	10.6	0.1	10.7
Regular gifts	12.1	-	12.1	12.5	0.0	12.5
Other donations	3.4	0.7	4.1	2.1	1.1	3.2
Total donations	36.7	5.6	42.3	36.9	7.2	44.1

Total donations of £42.3m (2020: £44.1m) includes £4.1m of tax recovered through tax-efficient giving (2020: £3.8m).

Legacies of which we have been notified, but not recognised as income, are valued at £15.8m (2020: £11.4m).

Total donations include gifts in kind valued at £45,794 (2020: £358,533).

Donations received from the public and churches in the Isle of Man (excluding government grants) during 2020/21, included above, were £63,217 (2020: £42,426).

3. Institutional grants

	Note	2021 Unrestricted £'m	2021 Restricted £'m	2021 Total £'m	Restated 2020 Unrestricted £'m	Restated 2020 Restricted £'m	2020 Total £'m
Foreign, Commonwealth and Development Office (FCDO)	19	0.5	6.7	7.2	0.1	3.2	3.3
European Commission		0.1	2.1	2.2	0.3	7.1	7.4
Irish Aid		-	1.2	1.2	0.1	0.9	1.0
United States Agency for International Development (USAID)		0.4	2.8	3.2	0.6	4.4	5.0
Scottish Government		-	0.3	0.3	-	0.4	0.4
Isle of Man Government		-	-	-	-	0.3	0.3
United Nations		0.2	17.5	17.7	0.4	18.4	18.8
Other governments and public authorities		0.7	7.9	8.6	0.9	11.7	12.6
Total institutional grants		1.9	38.5	40.4	2.4	46.4	48.8

Total institutional grants from United Nations World Food Programme of £17.7m (2020: £18.8m) includes gifts in kind valued at £11.4m (2020: £9.3m).

4. Charitable activities

	2021 Unrestricted £'m	2021 Restricted £'m	2021 Total £'m	Restated 2020 Unrestricted £'m	Restated 2020 Restricted £'m	2020 Total £'m
UK Government – Department for International Development/ Foreign, Commonwealth and Development Office						
SABI accountability programme in Sierra Leone	0.5	-	0.5	1.7	-	1.7
STAR accountability programme in Ghana	2.2	-	2.2	4.2	-	4.2
Total income from charitable activities	2.7	-	2.7	5.9	-	5.9

The Department for International Development became part of the Foreign, Commonwealth and Development Office in September 2020.

5. Total operational expenditure

2021	Notes	Grants to partner organisations £'m	Other direct costs		Allocation of support costs		2021 Total £'m
			Staff costs £'m	Non staff costs £'m	Staff costs £'m	Non staff costs £'m	
	5.1				5.2	5.2	
Raising funds		-	4.6	4.9	1.0	0.6	11.1
Charitable activities							
Development		16.3	9.0	4.8	3.0	2.2	35.3
Humanitarian		18.1	4.9	9.5	1.5	0.7	34.7
Campaigning, advocacy and education		0.4	4.1	2.2	0.8	0.7	8.2
Total charitable activities		34.8	18.0	16.5	5.3	3.6	78.2
Total operational expenditure		34.8	22.6	21.4	6.3	4.2	89.3

2020	Notes	Grants to partner organisations £'m	Other direct costs		Allocation of support costs		Restated 2020 Total £'m
			Staff costs £'m	Non staff costs £'m	Staff costs £'m	Non staff costs £'m	
	5.1				5.2	5.2	
Raising funds		-	6.4	5.5	0.9	0.7	13.5
Charitable activities							
Development		19.2	12.0	7.2	3.3	2.6	44.3
Humanitarian		19.7	5.8	11.5	1.6	1.3	39.9
Campaigning, advocacy and education		1.9	4.1	1.6	0.7	0.7	9.0
Total charitable activities		40.8	21.9	20.3	5.6	4.6	93.2
Total operational expenditure		40.8	28.3	25.8	6.5	5.3	106.7

Expenditure on raising funds includes all expenditure incurred by Christian Aid and its subsidiaries to raise funds for its charitable purposes. It comprises the costs of advertising, profile raising, digital fundraising, producing publications and printing and mailing fundraising material, costs incurred in commercial trading activities and investment management costs, the staff in these areas and an appropriate allocation of support costs.

Charitable activities include expenditure incurred through grants to partners, direct programme implementation expenditure and operational activities and an appropriate allocation of support costs.

5.1 Grant expenditure analysed by region

	2021	2020	2021	2020
	£'m	(Restated) £'m	%	(Restated) %
Africa	21.5	25.0	62%	61%
Asia and the Middle East	10.4	10.8	30%	26%
Latin America and the Caribbean	2.1	3.2	6%	8%
Europe	-	0.2	0%	1%
Global	0.8	1.6	2%	4%
Total grants to partner organisations	34.8	40.8	100%	100%

5.2 Allocation of support costs

		2021	2021	2021	2020
	Basis of allocation	Staff costs £m	Other costs £m	Total £m	(Restated) Total £m
Management and Facilities	Headcount	2.4	1.7	4.1	5.4
Finance and Compliance	Headcount	1.9	0.4	2.3	2.6
Human Resources	Headcount	1.1	0.4	1.5	1.4
Information and Communication Technology	Headcount	0.9	1.7	2.6	2.4
		6.3	4.2	10.5	11.8

Included within £2.3m Finance and Compliance is £0.4m (2020: £0.5m) for governance-related costs.

Management and Facilities includes incremental: change programme costs, fixed asset impairment and project costs associated with our CRM and financial systems roll-out.

6. Staff and trustee costs

	2021 £'m	Restated 2020 £'m
Salaries	14.0	16.2
Pension contributions	0.8	1.1
National Insurance contributions	1.3	1.6
Benefits in kind	-	-
Total staff costs (Britain-, Ireland- and Spain-based)	16.1	18.8
Staff cost of overseas-based staff	11.6	15.8
Total staff costs	27.7	34.6

Total staff costs include £1.7m of redundancy and termination payments (2020: £1.1m).

The key management of the charity comprises the Chief Executive and the five directors of the organisation (Corporate Services, Policy, Public Affairs and Campaigns, Fundraising and Supporter Engagement, Strategy and Change, and International). The total remuneration and benefits, including salary and employer's National Insurance and employer's pension contributions, of the key management personnel of the charity was £676,360 (2020: £650,850).

The salary of the Chief Executive, the highest paid employee, was £127,908 (2020: £134,640). The CEO's expenses were £0 (2020: £4,941) due to travel restrictions.

Headcount by location	2021	2020
Britain-, Ireland- and Spain-based staff	381	423
Overseas-based staff	485	540
Total headcount	866	963

The number of higher-paid staff with emoluments falling in the following ranges were:

	2021	2020
£120,000 to £139,999	1	1
£110,000 to £119,999	-	-
£100,000 to £109,999	-	-
£90,000 to £99,999	3	4
£80,000 to £89,999	3	7
£70,000 to £79,999	7	14
£60,000 to £69,999	10	24

The analysis of higher-paid staff includes redundancy and termination payments arising from the restructuring of the charity.

Trustees' expenses and number of trustees who claimed expenses during the year

No emoluments are paid to trustees. Trustees are reimbursed for their incidental expenses in attending board, executive and other meetings. Additionally, trustees may occasionally visit Christian Aid partners and programmes overseas, with costs of such trips being met by the charity. The total expenses paid to trustees was £69 (2020: £5,493). The number of trustees who claimed expenses is 1 (2020: 10).

7. Statement of financial activities

Net movement in funds is stated after the following charges:

	Consolidated group		Parent charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Auditors' remuneration (exclusive of VAT)				
Fees payable to parent charity's auditors for the audit of the charity's annual accounts	50	45	50	45
Fees payable to parent charity's auditors for the audit of the charity's subsidiaries pursuant to legislation	3	3	3	3
Total audit fees	53	48	53	48
Other services	52	41	52	41
Total fees payable to parent charity's auditors	105	89	105	89
Rental costs in relation to operating leases – land and buildings	-	-	345	345
Investment manager's fee	38	16	38	16

8. Fixed assets

8a. Intangible fixed assets

	Computer software £'m	In development £'m	Total £'m
Cost			
At 1 April 2020	3.5	1.2	4.7
Additions	1.0	0.2	1.2
Impairment	(1.0)	-	(1.0)
At 31 March 2021	3.5	1.4	4.9
Amortisation and impairment			
At 1 April 2020	2.7	-	2.7
Charge in year	0.5	-	0.5
Impairment	(0.1)	-	(0.1)
At 31 March 2021	3.1	-	3.1
Net book value			
At 31 March 2021	0.4	1.4	1.8
At 1 April 2020	0.8	1.2	2.0
Held by parent charity	0.4	1.4	1.8
Held by subsidiaries	-	-	-

8b. Tangible fixed assets

	Central office freehold £'m	Leasehold improvements £'m	Computer equipment £'m	Office furniture, fittings & equipment £'m	Motor vehicles £'m	Total £'m
Cost						
At 1 April 2020	5.1	3.4	2.4	0.9	1.5	13.3
Additions	-	-	-	-	-	-
Disposals	-	-	-	-	(0.1)	(0.1)
At 31 March 2021	5.1	3.4	2.4	0.9	1.4	13.2
Depreciation						
At 1 April 2020	0.1	3.0	2.2	0.7	1.2	7.2
Charge in year	-	0.1	0.2	0.1	0.1	0.5
Disposals	-	-	-	-	(0.1)	(0.1)
At 31 March 2021	0.1	3.1	2.4	0.8	1.2	7.6
Net book value						
At 31 March 2021	5.0	0.3	-	0.1	0.2	5.6
At 1 April 2020	5.0	0.4	0.2	0.2	0.3	6.1
Held by parent charity	5.0	0.3	-	0.1	0.2	5.6
Held by subsidiaries	-	-	-	-	-	-

9. Investments

	Consolidated group		Parent charity	
	2021 £'m	2020 £'m	2021 £'m	2020 £'m
As at 31 March				
Fixed interest securities	2.9	-	2.9	-
Overseas equities	2.0	-	2.0	-
UK equities	0.4	-	0.4	-
Sterling deposits	5.1	10.3	5.1	10.3
Investments in subsidiary undertakings	-	-	0.4	0.4
Programme-related investments	0.2	0.2	0.2	0.2
Property-related investments	3.8	3.8	3.8	3.8
Total investments	14.4	14.3	14.8	14.7
Movement during the year				
At the beginning of the year	14.3	15.5	14.7	15.9
Cost of acquisitions	5.3	10.9	5.3	9.0
Disposals	(5.3)	(11.1)	(5.3)	(9.2)
Reclassified as cash	(0.3)	(1.0)	(0.3)	(1.0)
Net gains/(losses) on investment	0.4	-	0.4	-
	14.4	14.3	14.8	14.7

In March 2020, Christian Aid moved to a new investment manager (Eden Tree). A new investment strategy was implemented over the course of the year to 31 March 2021, with funds allocated across cash, bonds and equities, within a Board-approved ESG mandate.

Programme-related investments consist of social investment loans to co-operatives in Nicaragua and Honduras. The trustees are satisfied that making these loans constitute programme investments that furthers the objects of the charity.

Property-related investments were valued by Cluttons at 1 April 2018. The trustees have assessed the value at 31 March 2021 and are satisfied that there is no material movement.

10. Debtors

	Consolidated group		Parent charity	
	2021 £'m	2020 £'m	2021 £'m	2020 £'m
Prepayments	0.8	0.8	0.7	0.7
Accrued income	5.0	8.9	5.0	9.0
Other debtors	1.7	2.3	1.0	1.8
Amounts due from subsidiary undertakings	-	-	0.1	0.3
Total debtors	7.5	12.0	6.8	11.8

11. Liabilities

11.1 Creditors: amounts falling due within one year

	Consolidated group		Parent charity	
	2021 £'m	2020 £'m	2021 £'m	2020 £'m
Interest-free loans from supporters	0.1	0.1	0.1	0.1
Trade and other creditors	3.0	1.4	2.7	1.6
Deferred income	0.2	0.9	0.2	0.8
Tax and social security	0.7	0.6	0.7	0.6
Accruals	1.1	2.8	1.2	2.8
Total creditors	5.1	5.8	4.9	5.9

Movement on deferred income during the year:

	Consolidated group		Parent charity	
	2021 £'m	2020 £'m	2021 £'m	2020 £'m
Balance brought forward	0.9	0.9	0.8	0.9
Released to income	(0.9)	(0.9)	(0.8)	(0.9)
Received in year	0.2	0.9	0.2	0.8
Balance carried forward	0.2	0.9	0.2	0.8

11.2. Creditors: amounts falling due after more than one year

	Consolidated group		Parent charity	
	2021 £'m	2020 £'m	2021 £'m	2020 £'m
Long-term creditors	0.9	0.9	0.9	1.0

Christian Aid has recognised £0.9m (2020: £0.9m) of creditors falling due after more than one year. This amount relates to pension benefits due to overseas staff.

11.3. Provision for liabilities

	Consolidated group		Parent charity	
	2021 £'m	2020 £'m	2021 £'m	2020 £'m
Provision for liabilities	1.2	1.4	1.2	1.4

Christian Aid has recognised a liability of £1.2m (2020: £1.4m) for the cost of all benefits to which employees are entitled at the end of the reporting period that have yet to be paid.

12. Future commitments

In addition to the amounts shown as creditors in these accounts, there are also commitments to projects which have been accepted in principle by Christian Aid's board and are expected to be recommended for funding in 2021/22.

	Consolidated group		Parent charity	
	2021 £'m	2020 £'m	2021 £'m	2020 £'m
Commitments	1.0	1.2	1.0	1.2

13. Operating lease income and commitments

At 31 March 2021, the total of future minimum operating lease income receivable under non-cancellable operating leases amounted to:

	Consolidated group		Parent charity	
	2021 £'m	2020 £'m	2021 £'m	2020 £'m
Land and buildings – within one year	0.1	0.2	0.1	0.2
Land and buildings – between two and five years	0.1	0.2	0.1	0.2
	0.2	0.4	0.2	0.4

At 31 March 2021, the total of future minimum lease commitments payable under non-cancellable operating leases amounted to:

	Consolidated group		Parent charity	
	2021 £'m	2020 £'m	2021 £'m	2020 £'m
Building leases – within one year	-	-	0.3	0.3
Building leases – between two and five years	-	-	1.0	1.4
	-	-	1.3	1.7

14. Unrestricted funds

	Opening balance £'m	Income £'m	Expenditure £'m	Gains and losses £'m	Transfers £'m	Closing balance £'m
Consolidated group						
General funds	12.2	41.1	(36.1)	0.4	(1.5)	16.1
Land and property	5.0	-	-	-	-	5.0
Operational reserves	17.2	41.1	(36.1)	0.4	(1.5)	21.1
Other fixed assets	3.1	1.2	(1.9)	-	-	2.4
	20.3	42.3	(38.0)	0.4	(1.5)	23.5
Designated reserves	-	-	-	-	1.0	1.0
Consolidated group total unrestricted funds	20.3	42.3	(38.0)	0.4	(0.5)	24.5
Parent charity						
General funds	18.6	40.3	(34.8)	0.4	(1.5)	23.0
Designated reserves	-	-	-	-	1.0	1.0
Total unrestricted funds	18.6	40.3	(34.8)	0.4	(0.5)	24.0

A transfer of £1.0m has been made from General Reserves to a Designated Fund, to be specifically applied to additional grant payments to support communities in 2021/22.

A transfer of £0.5m has been made from General Reserves to offset Charity Gifts income anticipated but not received (see note 15).

14.1. Prior year unrestricted funds

	Opening balance £'m	Income £'m	Expenditure £'m	Gains and losses £'m	Transfers £'m	Closing balance £'m
Consolidated group						
General funds	15.5	45.6	(49.0)	0.1	-	12.2
Land and property	5.0	-	-	-	-	5.0
Operational reserves	20.5	45.6	(49.0)	0.1	-	17.2
Other fixed assets	2.7	1.7	(1.3)	-	-	3.1
Consolidated group total unrestricted funds	23.2	47.3	(50.3)	0.1	-	20.3
Parent charity						
Total unrestricted funds	21.7	45.7	(48.9)	0.1	-	18.6

15. Restricted funds

Consolidated group	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Christian Aid humanitarian appeals:					
East Africa Crisis Appeal 2017	0.4	-	(0.2)	-	0.2
Nepal Earthquake 2015	1.6	-	(1.0)	-	0.6
Syria Crisis 2013	0.3	-	(0.1)	-	0.2
South Asia floods 2016	0.1	-	(0.1)	-	-
Rohingya Crisis Appeal 2017	0.4	0.1	(0.1)	-	0.4
Kerala Floods Crisis 2018	0.1	-	(0.1)	-	0.1
Indonesia Tsunami Appeal 2018	0.3	-	(0.3)	-	-
Malawi/Zimbabwe Cyclone Idai 2019	1.9	-	(0.3)	-	1.6
Coronavirus Emergency Appeal 2020	0.0	2.1	(1.3)	-	0.8
Lebanon Crisis Appeal 2020	-	0.5	(0.3)	-	0.2
Hurricane Iota Appeal 2020	-	0.1	-	-	0.1
	5.2	2.8	(3.8)	-	4.2
Disasters Emergency Committee appeals:					
Indonesia Tsunami Appeal 2018	0.1	-	(0.1)	-	-
Malawi/Zimbabwe Cyclone Idai 2019	0.1	0.4	(0.6)	-	(0.1)
Coronavirus Emergency Appeal 2020	-	0.6	(0.9)	-	(0.3)
	0.2	1.0	(1.5)	-	(0.3)
Christian Aid and DEC appeals	5.4	3.8	(5.3)	-	3.9
Charity gifts and other	(0.4)	0.5	(0.6)	0.5	0.1
Denominational appeals	0.1	0.2	(0.2)	-	-
In Their Lifetime	0.3	0.7	(0.1)	-	0.8
Denominational appeals, charity gifts and other	(0.0)	1.4	(0.9)	0.5	0.9
Legacies	0.6	-	(0.2)	-	0.4
Appeals and other donations	6.0	5.2	(6.5)	0.5	5.2
Institutional grants	8.4	38.9	(44.7)	-	2.6
Total restricted funds	14.4	44.1	(51.2)	0.5	7.8

Parent charity	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Appeals and other donations	5.6	5.1	(6.4)	0.5	4.9
Institutional grants	9.8	38.6	(45.5)	-	2.9
Total restricted funds	15.4	43.7	(51.9)	0.5	7.8

A transfer of £0.5m has been made from General Reserves to offset Charity Gifts income anticipated but not received (see note 14).

Negative restricted funds have arisen where expenditure is made in advance of anticipated income, and it is expected that the negative balances will be cleared in future accounting periods.

15.1. Prior year restricted funds

	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Consolidated group					
Christian Aid humanitarian appeals:					
East Africa Crisis Appeal 2017	1.1	0.0	(0.7)		0.4
Nepal Earthquake 2015	2.4	(0.0)	(0.8)	-	1.6
South Sudan Crisis Appeal 2015	0.2	0.0	(0.2)	-	-
Syria Crisis 2013	0.6	0.0	(0.3)	-	0.3
South Asia floods 2016	0.2	0.1	(0.1)	-	0.1
Rohingya Crisis Appeal 2017	0.5	0.1	(0.2)	-	0.4
Kerala Floods Crisis 2018	0.4	0.0	(0.2)	-	0.1
Indonesia Tsunami Appeal 2018	0.6	0.1	(0.4)	-	0.3
Malawi/Zimbabwe Cyclone Idai 2019	0.8	1.5	(0.3)	-	1.9
Ebola Outbreak Appeal 2019	-	0.1	(0.1)	-	-
	6.7	1.9	(3.4)	-	5.2
Disasters Emergency Committee appeals:					
Rohingya Crisis Appeal 2017	0.0	0.5	(0.5)	-	-
Indonesia Tsunami Appeal 2018	0.0	0.9	(0.9)	-	0.0
Malawi/Zimbabwe Cyclone Idai 2019	0.1	1.5	(1.4)	-	0.2
	0.1	2.9	(2.8)	-	0.2
Christian Aid and DEC appeals	6.8	4.7	(6.2)	-	5.3
Charity gifts and other	(0.5)	0.7	(0.6)	-	(0.4)
Denominational appeals	0.1	0.3	(0.3)	-	0.1
In Their Lifetime	0.1	0.4	(0.2)	-	0.3
Denominational appeals, charity gifts and other	(0.3)	1.4	(1.1)	-	-
Legacies	1.3	-	(0.7)	-	0.6
Appeals and other donations	7.8	6.1	(8.0)	-	6.0
Institutional grants	10.8	47.5	(49.9)	-	8.4
Total restricted funds	18.6	53.6	(57.9)	-	14.4

	Opening balance £'m	Income £'m	Expenditure £'m	Transfers £'m	Closing balance £'m
Parent charity					
Appeals and other donations	12.8	4.7	(6.0)	(5.9)	5.6
Institutional grants	6.8	49.1	(52.0)	5.9	9.8
Total restricted funds	19.6	53.8	(58.0)	-	15.4

16. Analysis of net assets

Fund balances as at 31 March 2021 are represented by:

	Unrestricted funds		Restricted funds	Total £'m
	Fixed assets £'m	Other £'m	£'m	
Consolidated group				
Fixed assets	7.4	-	-	7.4
Investments	-	14.4	-	14.4
Current assets	-	9.9	7.8	17.7
Current liabilities	-	(5.1)	-	(5.1)
Long-term liabilities	-	(0.9)	-	(0.9)
Provision for liabilities	-	(1.2)	-	(1.2)
Total net assets	7.4	17.1	7.8	32.3
Parent charity				
Fixed assets	7.4	-	-	7.4
Investments	-	14.4	0.4	14.8
Current assets	-	9.2	7.4	16.6
Current liabilities	-	(4.9)	-	(4.9)
Long-term liabilities	-	(0.9)	-	(0.9)
Provision for liabilities	-	(1.2)	-	(1.2)
Total net assets	7.4	16.6	7.8	31.8

16.1 Prior year analysis of net assets

Fund balances as at 31 March 2020 are represented by:

	Unrestricted funds		Restricted funds	Total £'m
	Fixed assets £'m	Other £'m	£'m	
Consolidated group				
Fixed assets	8.1	-	-	8.1
Investments	-	14.3	-	14.3
Current assets	-	6.0	14.4	20.4
Current liabilities	-	(5.8)	-	(5.8)
Long-term liabilities	-	(0.9)	-	(0.9)
Provision for liabilities	-	(1.4)	-	(1.4)
Total net assets	8.1	12.2	14.4	34.7
Parent charity				
Fixed assets	8.1	-	-	8.1
Investments	-	14.3	0.4	14.7
Current assets	-	4.5	15.0	19.5
Current liabilities	-	(5.9)	-	(5.9)
Long-term liabilities	-	(1.0)	-	(1.0)
Provision for liabilities	-	(1.4)	-	(1.4)
Total net assets	8.1	10.5	15.4	34.0

17. Subsidiary undertakings and related party transactions

a. The Christian Aid group comprises the parent charity (Christian Aid) and four subsidiary undertakings. The results for the year of the subsidiary undertakings are given below.

Christian Aid International (CA INT)

A charitable foundation registered in Spain, Christian Aid International operates under the brand name InspirAction with the objective of raising awareness of, and funds for, some of the world's poorest and most marginalised communities. Christian Aid is the sole member with authority to appoint and remove trustees from the foundation and Christian Aid International is therefore consolidated by virtue of common control. It is consolidated on a line-by-line basis in the Christian Aid group financial statements, in line with FRS102. The Christian Aid International year end was 31 March 2021.

The British and Irish Churches Trust Ltd (BICT)

A charitable company limited by guarantee, incorporated in England and Wales. It owns the freehold title to Interchurch House and three residential properties, acting as custodian trustee for Christian Aid and Churches Together in Britain and Ireland (CTBI). The year end of this company was 31 December 2020, the date of CTBI's year end. The figures below represent Christian Aid's 71.25 per cent interest. The reserves retained within BICT are related to the management of Interchurch House.

Christian Aid Trading Ltd (CAT)

A company limited by share capital, incorporated in England and Wales. Its two shares are held by Christian Aid. Christian Aid Trading Ltd carries out the trading and commercial promotional activities of Christian Aid, the incorporated charity. The net taxable profit is transferred by Gift Aid to Christian Aid. The Christian Aid Trading Ltd year end was 31 March 2021.

Change Alliance (CH A)

A company limited by share capital, incorporated in India. Its shares are held by employees of Christian Aid as nominees. Change Alliance India is a for-profit organisation which, with partners, is currently undertaking Christian Aid's activities in India. The Change Alliance year end was 31 March 2021.

Christian Aid Ireland Ltd (Northern Ireland)

Christian Aid Ireland Ltd (Republic of Ireland)

In previous years, the accounts of Christian Aid consolidated Christian Aid Ireland, itself established as two charitable companies registered in the Republic of Ireland and in Northern Ireland. Christian Aid Ireland was previously consolidated on the grounds that Christian Aid retained the rights to appoint and remove a majority of the trustees. Following a change in the governance arrangements at 1 April 2020, Christian Aid no longer has the rights to appoint and remove a majority of the trustees and therefore no longer controls Christian Aid Ireland. The 2020 comparatives have been restated to reflect the impact of deconsolidation with the removal of £8.8m income, £8.8m expenditure, £0.3m unrecognised gains and £6.5m net assets, related to Christian Aid Ireland.

Nyuki Hubs Kenya Limited

A company limited by share capital, incorporated in Kenya, wholly owned by Christian Aid UK. Its board is made up of employees of Christian Aid. Nyuki Hubs is a for-profit organisation which, with partners, is currently undertaking Christian Aid's activities in Kenya. The Nyuki Hubs year end was 31 December 2020. This subsidiary has not been consolidated in current or previous financial periods, due to immateriality.

17.1 Subsidiary undertakings

	2021 CA INT £'m	2021 BICT £'m	2021 CAT £'m	2021 CH A £'m	2020 CA INT £'m	2020 BICT £'m	2020 CAT £'m	2020 CH A £'m
Total income	0.1	1.2	0.1	0.7	0.4	1.2	0.1	0.9
Total expenditure	(0.1)	(1.2)	(0.0)	(0.7)	(0.3)	(1.2)	-	(0.4)
Net income	(0.0)	-	0.1	-	0.1	-	0.1	0.5
Gift Aided to Christian Aid			(0.2)				(0.1)	
Retained surplus/(deficit) for the year	(0.0)	-	(0.1)	-	0.1	-	-	0.5
Total assets	0.2	0.1	0.1	0.4	0.1	0.1	0.2	0.6
Total liabilities	-	0.0	(0.0)	(0.1)	0.1	(0.1)	-	(0.4)
Total funds	0.2	0.1	0.1	0.3	0.2	-	0.2	0.2

CA INT = Christian Aid International; BICT = The British and Irish Churches Trust Ltd; CAT = Christian Aid Trading Ltd; CH A = Change Alliance.

17.2 Related party transactions

There have been no related party transactions that require disclosure other than transactions with subsidiary and associated companies, as follows:

	2021 £'m	2020 £'m
1. Grants made to subsidiary undertakings		
InspirAction	0.1	0.2
2. Donations received under Gift Aid from subsidiary undertakings		
Profit donated by CA Trading Ltd	0.2	0.1
3. Payments made to subsidiary undertakings for services rendered in connection with Christian Aid's programme in India		
Christian Aid consultancy fees	0.6	0.6
4. Payments made to subsidiary undertakings for rental of Inter Church House		
The British and Irish Churches Trust Ltd	0.9	0.9

18. Financial instruments**a. Basic financial instruments**

At the balance sheet date, the charity held financial assets at amortised cost of £14.7m (2020: £14.4m).

b. Other financial instruments – forward contracts

Christian Aid uses derivative financial instruments when required to manage its exposure to foreign currency exchange risks, including foreign exchange forward contracts. The fair value of these instruments is calculated at the balance sheet date by comparison between the rate implicit in the contract and the exchange rate at that date.

At 31 March 2021, Christian Aid had no commitments to buy foreign currency in foreign exchange forward contracts (2020: \$4m).

19. Foreign, Commonwealth and Development Office (FCDO)

In the year ended 31 March 2021, grants totalling £7.2m (2020: £3.3m) were received by Christian Aid from FCDO, as follows:

	2021 Unrestricted £'000	2021 Restricted £'000	2021 Total £'000	2020 Total £'000
UK Aid Match – South Sudan and Nigeria, Kenya, Malawi	-	876	876	1,263
European Interagency Security Forum	18	156	174	2
For specific programmes in:				
Ethiopia	(51)	(336)	(386)	595
Global – UK Aid Connect (Civil Society Fund)	79	2,379	2,458	746
Sierra Leone	91	901	992	591
Nigeria	253	2,030	2,283	-
Kenya	20	245	265	97
Bangladesh	19	131	149	-
Burkina Faso	47	339	386	-
	476	6,721	7,197	3,294

20. ICCO* funding

Consolidated group	Opening balance £'000	Income £'000	Expenditure			Closing balance £'000
			Salaries £'000	Other costs £'000	Grants to partners £'000	
EU Volunteers – Capacity Building	(24)	-	-	-	-	(24)
Nigeria Joint Response 3 (NJR3)	(2)	2	-	-	-	-
Hurricane Matthew Haiti October 2016	(6)	-	-	(6)	-	-
Nigeria Joint Response phase 4 (NJR4)	(15)	15	-	-	-	-
Nigeria ICCO NJR 5- Emergency Response to Food Security and Wash Needs in Borno State	161	(17)	-	-	-	144
Nigeria Joint Response Phase 6 (NJR 6)	132	23	71	179	-	(95)
Nigeria Joint Response Phase 7 (NJR 7)	-	38	13	4	-	21
Total ICCO funding	246	61	84	177	-	46

*ICCO is an interchurch organisation for development cooperation based in the Netherlands.

21. START Network* funding

In the year ended 31 March 2021 grants totalling £1.5m (2020: £1.9m) were received by Christian Aid from START Network,* as follows:

	2021 Unrestricted £'000	2021 Restricted £'000	2021 Total £'000	2020 Total £'000
START Fund:				
Emergency responses	96	1,420	1,516	1,925
Total START Network funding	96	1,420	1,516	1,925

*The START network is a network of 42 aid agencies supporting humanitarian work around the world.

22. Pensions

a. Defined benefit (final salary) funded pension scheme

The employer operates a defined benefit scheme in the UK. The scheme is closed to future accrual with effect from 30 June 2007, but has retained the salary link for active members. An actuarial valuation is currently being carried out at 30 September 2020 and the preliminary results of this have been updated to 31 March 2021 by a qualified actuary, independent of the scheme's sponsoring employer.

The most recent full actuarial valuation as at 30 September 2017 showed a surplus of £235,000. The employer agreed with the Trustees that it will pay £98,200 per annum to cover expenses of the scheme. Levies to the Pension Protection Fund will be paid separately by the employer upon receipt of the annual invoice.

On 26 October 2018, a court ruling confirmed that UK pensions with Guaranteed Minimum Pensions (GMPs) accrued from 17 May 1990 must equalise for the different effects of these GMPs between men and women. As for the year ending March 2020, an allowance of 0.32% is included in the liabilities to allow for the impact of GMP equalisation.

(i) Present values of defined benefit obligation, fair value of assets and defined benefit asset/(liability)

	2021 £'m	2020 £'m
Fair value of plan assets	95.1	89.9
Present value of defined benefit obligation	(76.0)	(63.8)
Surplus	19.1	26.1
Defined benefit asset/(liability) to be recognised	-	-

(ii) Reconciliation of opening and closing balances of the defined benefit obligation

	2021 £'m	2020 £'m
Defined benefit obligation at start of period	63.8	75.1
Expenses	-	-
Interest expense	1.5	1.8
Past service cost/(credit) – plan amendments	-	(1.1)
Actuarial losses/(gains)	12.1	(9.7)
Benefits paid	(1.4)	(1.7)
Experience (gain)/loss on liabilities	-	(0.6)
Defined benefit obligation at end of period	76.0	63.8

(iii) Reconciliation of opening and closing balances of the fair value of plan assets

	2021 £'m	2020 £'m
Fair value of plan assets at start of period	89.9	87.8
Interest income	2.1	2.0
Expenses	(0.1)	(0.1)
Actuarial gain/(loss)	4.5	1.8
Employer contributions	0.1	0.1
Benefits paid and expenses	(1.4)	(1.7)
Fair value of scheme assets at the year end	95.1	89.9

The actual return on the scheme assets over the period ended 31 March 2021 was £6.6m. The best estimate of contributions to be paid by the employer for the period commencing 1 April 2021 is £0.1m. This includes an allowance for expenses. The PPF levy is payable in addition by the employer.

(iv) Defined benefit costs recognised in the Statement of Financial Activities

	2021	2020
	£'m	£'m
Expenses	0.1	0.1
Defined benefit costs recognised in statement of financial activities	0.1	0.1
Return on plan assets (excluding amounts included in net interest cost) – gain/(loss)	4.5	1.8
Experience gains and losses arising on the plan liabilities – gain/(loss)	1.0	0.6
Effects of changes in the demographic and financial assumptions underlying the present value of the plan liabilities – gain/(loss)	7.7	9.7
Effects of changes in the amount of surplus that is not recoverable (excluding amounts included in net interest cost) – gain/(loss)	(13.2)	(13.1)
Total amount recognised in other recognised gains/(losses)	-	(1.0)

(v) Assets

	Value at 31 March 2021 £'m	Proportion %	Value at 31 March 2020 £'m	Proportion %
Equities	-	0%	-	0%
Bonds	85.8	90%	89.5	100%
Other	9.3	10%	0.4	0%
Total assets	95.1	100%	89.9	100%

None of the fair values of the assets shown above include any direct investments in the employer's own financial instruments or any property occupied by, or other assets used by, the employer.

(vi) Assumptions

	2021	2020
Discount rate	2.15%	2.35%
Inflation assumption – Retail Price Index	3.25%	2.60%
Inflation assumption – Consumer Price Index	2.95%	1.60%
Rate of increase in salaries	2.00%	2.60%
Allowance for revaluation of deferred pensions of RPI or 5% p.a. if less	3.25%	2.60%
Allowance for pension in payment increases of CPI or 5% p.a. if less	2.85%	1.75%
Allowance for pension in payment increases of CPI or 3% p.a. if less	2.30%	1.55%
Allowance for commutation of pension for cash at retirement	75% of maximum	75% of maximum

The mortality assumptions adopted at 31 March 2018 imply the following life expectancies:

	2021	2020
	Years	Years
Male pensioner – currently 65	21.8	22.5
Female pensioner – currently 65	24.2	24.2
Male non-pensioner – currently 65	23.4	23.8
Female non-pensioner – currently 65	25.7	25.5

b. Defined contribution pension scheme

The total cost of the defined contribution pension scheme to the charity was £0.9m (2020: £1.1m). There were no outstanding or prepaid contributions at 31 March 2021.

Reference and administrative details

Board of Trustees

Chair: Rowan Williams^{1,2,3,4,5}

Vice Chair:

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Nick Moberly¹ (from October 2020)

Other trustees:

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Alexis Chapman^{2,3,5}

Jennifer Cormack^{2,4}

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Bala Gnanapragasam¹

Pippa Greenslade^{3,5}

Liz Hughes

Martin Johnstone

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Board advisers

Duncan Brown^{3,5}

Chris Butler²

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Linda Holbeche³

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Mick Howard⁵

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Executive officers

Chief Executive

Amanda Khozi Mukwashi

Chief Operating Officer

Martin Birch

Other executive officers

Fundraising and Supporter Engagement –

Nick Georgiadis

International – Robin Greenwood/

Ojobo Ode Atuluku

Policy, Public Affairs & Campaigns – Patrick Watt

Strategy and Global Change – Mervyn McCullagh

Registered office

Interchurch House

35 Lower Marsh

Waterloo

London SE1 7RL

Email: info@christian-aid.org

Tel: +44 (0)20 7620 4444

National offices

Northern Ireland

Christian Aid Ireland

Linden House

Beechill Business Park

96 Beechill Road

Belfast BT8 7QN

Email: belfast@christian-aid.org

Tel: +44 028 9064 8133

Republic of Ireland

Christian Aid Ireland

Canal House

Canal Road

Dublin 6

Email: dublin@christian-aid.org

Tel: +353 (1) 496 7040

Scotland

Christian Aid Scotland

c/o Augustine Church

41 George IV Bridge

Edinburgh

EH1 1EL

Email: edinburgh@christian-aid.org

Tel: +44 (0) 131 220 1254

Wales

Christian Aid Wales

Churchgate Court

3 Church Road

Whitchurch

Cardiff CF14 2DX

Email: wales@christian-aid.org

Tel: +44 (0) 29 2084 4646

Professional advisers

Auditors

Haysmacintyre LLP

10 Queen Street Place

London EC4R 1AG

Solicitors

Bates Wells

10 Queen Street Place

London EC4R 1BE

Gregory Rowcliffe Milners

1 Bedford Row

London WC1R 4BZ

Bankers

Standard Chartered Bank

6th Floor

1 Basinghall Avenue

London EC2V 5DD

Barclays

1 Churchill Place

Canary Wharf

London E14 5HP

Investment managers

Epworth Investment Management Ltd

9 Bonhill Street

London EC2A 4PE

Eden Tree

24 Monument Street

London EC3R 8AQ

Investment and pension advisers

Lane, Clark, Peacock LLP

30 Old Burlington Street

London W1S 3NN

1. Audit and Risk Committee

2. Finance, Fundraising and Investment Committee

3. HR Governance and Strategy Committee

4. Board Governance and Nominations Committee

5. Remuneration Committee

Acknowledgements

Sponsoring churches

Baptist Union of Great Britain	Methodist Church in Ireland
Baptist Union of Scotland	Moravian Church of Great Britain and Ireland
Baptist Union of Wales	New Assembly of Churches
Cherubim and Seraphim Council of Churches	New Testament Assembly
Church in Wales	New Testament Church of God
Church of England	Non-Subscribing Presbyterian Church of Ireland
Church of God of Prophecy	Old Baptist Union Presbyterian
Church of Ireland	Presbyterian Church in Ireland
Church of Scotland	Presbyterian Church of Wales
Congregational Federation	Religious Society of Friends in Britain
Council of African and Afro-Caribbean Churches	Religious Society of Friends in Ireland
Council of Oriental Orthodox Christian Churches	Russian Orthodox Church
Countess of Huntingdon's Connexion	Salvation Army (UK Territory)
Fellowship of the Churches of Christ	Scottish Episcopal Church
Free Church of England	Seventh Day Adventist Church
Greek Orthodox Church	Union of Welsh Independents
Independent Methodist Churches	Unitarian and Free Christian Churches
International Ministerial Council of Great Britain	United Free Church of Scotland
Joint Council for Anglo-Caribbean Churches	United Reformed Church
Lutheran Council of Great Britain	Wesleyan Holiness Church
Methodist Church	

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Individual supporters

This movement includes the many hundreds of thousands of supporters who contribute to our work in a multitude of ways – as individual donors, campaigners, collectors, local and national committee members, or through local churches.

We would like to thank our specialist volunteers who have significantly extended the reach of our work by speaking, taking lessons and assemblies, writing media articles, helping in our offices, undertaking research and translation work, organising events and much more.

Institutions, agencies, corporates and trusts

ACBAR	Foreign, Commonwealth and Development Office
ACT Alliance	Fundación Avina
Act for Peace Australia	Gaia Energy Brokers Ltd
Action Aid Malawi	German Red Cross
Action Aid Italy	The Global Fund to Fight AIDS, Tuberculosis and Malaria
Action Aid UK	Grand Challenges Explorations, an initiative of the Bill & Melinda Gates Foundation
Allan and Nesta Ferguson Charitable Trust	Guernsey Overseas Aid and Development Commission
AquAid	Health Poverty Action
The Ashden Trust	Helpage International
Barbara Cairns Charitable Trust	ICCO Netherlands
The Blandford Lake Trust	Irish Aid
Bread for the World Germany	Islamic Relief Worldwide
British Council	Isle of Man Government
Caritas Austria	Johanniter-Unfall-Hilfe Germany
Charles Stewart Mott Foundation	John and Sue Edwards Charitable Trust
Church Communities UK	Latham & Watkins
Church of Sweden	Latin American Children's Trust
Climate Justice Resilience Fund	Mercy Corps UK
Comic Relief	MIF – Multilateral Investment Fund (IDB Group)
DanChurchAid	Nethope
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	Norwegian Church Aid
Diakonia Sweden	Oxfam GB
Disasters Emergency Committee (DEC)	Oxfam Intermón
European Climate Foundation	The Overseas Aid & Development Commission
European Commission DG International Partnerships	Peace Nexus
European Commission DG ECHO (European Civil Protection and Humanitarian Aid Operations)	Primate's World Relief and Development Fund
Evan Cornish Foundation	Roughley Charitable Trust

SAGE Fund

Save the Children UK

Scottish Government

Simmons & Simmons

START Network

Swiss Agency for Development Cooperation (SDC)

Swiss Church Aid (HEKS)

Traidcraft

Trocaire

UK Research and Innovation

UN Women

UNICEF

United Methodist Committee on Relief (UMCOR)

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United Nations Food and Agriculture Organisation (UNFAO)

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United Nations International Organisation for Migration (IOM)

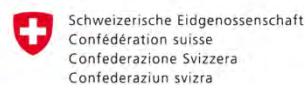
United Nations Office for Project Services (UNOPS)

United Nations Office for the Coordination of Humanitarian Affairs (UNOCHA)

United Nations World Food Programme (UN WFP)

United States Agency for International Development (USAID)

The Zochonis Charitable Trust





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