



**RESTLESS DEVELOPMENT**  
**(A Company limited by guarantee)**

**REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30th SEPTEMBER 2022**

**Registered Company Number: 6741123**  
**Registered Charity Number: 1127488**

<b>CONTENTS</b>	<b>Pages</b>
Report of the Trustees:	
<i>Objectives and Activities</i>	3-7
<i>Strategic report</i>	8-20
<i>Financial review</i>	21-22
<i>Organisational Structure, governance and         management</i>	23-24
Trustees' Responsibilities Statement	25
Independent Auditor's Report	26-29
Statement of Financial Activities	30
Balance Sheet	31
Cash flow Statement	32
Notes to the Financial Statements	33-50
Administrative and Reference Details	51

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 30<sup>th</sup> September 2022.

## OBJECTIVES AND ACTIVITIES

In April 2022, we launched our new strategy. It places **youth power at the heart of everything we do**. By youth power we mean the collective power of young leaders to create a better world. Youth Power is diverse, complex and unique. The Youth Power Principles (as identified by global young leaders) describe it as: Proudly Young, Hopefully and Visionary, Adaptable and Resilient, Leaders, Inclusive, Skilled Mobilisers, Truthful, Diverse and Interconnected and Changemakers.

We recognise how we work is as important as what we do - hence we have gone further to develop a **power shifting approach**. Recognising systemic and historical inequalities and injustices - we are intentional in our efforts to shift power, enabling young people and communities previously marginalised to lead. We recognise the multiple barriers that so many face - for age, gender, sexuality, disability, ethnicity, religion, sexual preference, geographic location or community. We work to ensure that those who face injustice are able to lead the fight against it, and are not the last to have a say.

We use our new Power Shifting Checklist to guide our work:

1. Prioritise Youth Leadership
2. Prioritise Safety and Happiness
3. Train, Support and Resource Young Leaders
4. Be Open, Dynamic and Accountable
5. Intentionally Shift Power
6. Be Restless: Flex, Innovate and Create

Three things make up **the Restless Approach**:

1. **Youth-led Change:** We have 30 years of experience of creating youth-led models for change in local contexts. Our work differs depending on context and the challenges we are addressing; however, we have several core models that underpin much of our work: youth training and empowerment; community mobilisation; youth-led accountability; and youth-led research. This includes our flagship Youth-Led Research, Community Mobilisation and Youth-led Accountability approaches.
2. **The Youth Collective:** This is an inclusive network for all Youth Civil Society, which we host, support and grow with the primary purpose of strengthening youth civil society. This will transfer power, resources and ownership to youth organisations.
3. **Restless Experts:** We provide regular advice, expertise and guidance to institutions, governments and partners, supporting them to develop strategies and approaches that include youth perspectives.

We work on a number of different issues and contexts, all towards creating a better world. The **four impact priority areas** that sit across our work are:

- **EDUCATION & LIVELIHOODS:** We want all young people to have the skills, knowledge, resilience and opportunities that enable them to thrive. We take a youth-led approach to ensuring that every young person has a quality education, and access to training and opportunities that set them up for life. We want all young people, especially women and girls, to be able to stay in school, and be able to make a sustainable fulfilling living when they leave.
- **GENDER & SEXUAL RIGHTS:** We know that bodies, identities, gender and sexualities are subject to discrimination and violation. We empower young people to change attitudes

and behaviours, as well as services and policies, to advance and uphold sexual and reproductive health and rights, and gender equality.

- **VOICE & DEMOCRACY:** We believe more just and participatory democracies are possible, where institutions are accessible and responsive to young people. We support young people to lead as active citizens and create change in their communities by influencing social and political structures, and those in power, with evidence-based solutions.
- **CLIMATE JUSTICE:** Young people risk losing the most from climate change, yet they are systematically excluded from conversations to address it. We support young people to be leaders in transitioning to a just and sustainable world by strengthening youth civil society and an intergenerational response.

### Developing our Strategy:

Restless Development and youth leadership has changed since we launched our last strategy in 2016, responding to the changing world around us. Our new strategy established in the 2021/22 financial year **united the whole agency** behind a process that was **owned and led by young people** - creating a joint vision for youth-led change.

The new strategy is grounded in evidence - and two global flagship reports that we produced in 2022: '[Youth-led Change: What Works - 10 years of evidence & learning](#)', and '[State of Youth Civil Society: Youth Power in a Pandemic](#)'. We recruited, trained and supported a **global Strategy Reference Group of young leaders** involved with Restless Development in different locations and programmes. The Strategy Reference Group supported the process to develop a set of Youth Power Principles that we would place at the heart of our new strategy.

### Our activities - how we deliver our strategy

Our work is focused on training, supporting and connecting 1,000s of young people to lead change. In 2021/22, **3,731 young people led our work**. These young leaders are diverse - they are volunteers, activists, researchers, campaigners. From social entrepreneurs setting up businesses to provide for their families and create local jobs, to young advocates and campaigners focusing on issues such as gender equality, climate justice or HIV.

This support to young people was led by nine Hubs spread across Africa, Asia, the UK and US, who delivered a total of **68 programmes** in 2021/22, working with people across **25 countries**. Throughout the year we saw the increasing global reach of our work, spurred on with our engagement with wider youth civil society and the global projects working with young people and communities outside our established Hubs.

Data from our global reporting system shows how the thematic focus of the programmes our young leaders deliver will cut across our different strategic priority areas: 50% come under our 'voice' work; 49% under 'leadership'; 41% under 'sexual rights'; and 28% under 'living'. The interlinked nature of these issues, and the cross-cutting nature of our work means that many programmes will cover multiple areas.<sup>1</sup>We also saw four climate justice focused programmes - our newest impact priority area.

<sup>1</sup> These are the strategic priority areas, or goals, from our previous strategy, prior to the updated Impact Priorities launched in 2022. Our reporting system will be realigned with the new priorities from the start of the 2022/23 financial year.

Young leaders deliver a wide range of activities in line with our vision and mission, varying from programme to programme. Broadly speaking, the following models underpin much of our work. They are also not discrete, and can be combined.

- **Community mobilisation:** Young leaders will implement activities to change behaviours and mobilise action in their communities. This can involve the provision of peer-led education and training, both in schools and the community; further awareness raising activities - through in-person events; radio; or online; and the development of community action plans.
  - *Young people in Sierra Leone engaged and empowered communities in Covid-19 response work, enhancing their knowledge to increase demand for and uptake of vaccines.*
- **Youth-led accountability:** Young leaders hold decision-makers to account for policies, commitments and responding to problems in the community. This work will often be driven by the data collected by young people, and can involve dialogue to bring together and strengthen the link between different stakeholders, such as decision-makers, service providers and community members.
  - *Young people, especially young women, conduct evidence-based accountability in Tanzania to push for responsive, inclusive, participatory and representative decision-making.*
- **Youth-led research:** Young people lead participatory research processes to identify challenges and solutions, informing policy and practice.
  - *Young people in Zimbabwe have led research to understand communities' level of understanding regarding the link between global heating and health, and the potential gaps and misconceptions, in order to inform advocacy work.*
- **Youth training and empowerment:** Young people are provided with tailored training, support, networks and mentors enabling young people to learn, adapt, grow, and ultimately thrive.
  - *Vulnerable girls and young women in Zambia are provided with support to help them understand their career options and to pursue career ambitions, enabling a confident transition into adult life.*

## Youth Leadership

Our work is unique as it is led almost entirely by young people. Of the 3,731 young people globally who led our work in 2021/22, **46% were male and 54% female**. 95% of these young leaders were under 30<sup>2</sup>. These young people go beyond the traditional concept of ‘volunteers’. We support their journey to become leaders in their community, and for them to multiply this leadership. Over the past year, **these young people went on to create 107,452 changemakers** - a wider pool of young people who go on to lead further change in their community.

By adopting a power shifting approach in our work, we are intentional about working with young people and communities who have previously been marginalised to lead change. We recognise the barriers that women, girls, non-binary people, people living with disabilities, and young people with different ethnicities, religion and sexual preferences face in the communities in which we work.

Our interventions are designed so young people build trust with their peers, communities and decision-makers over a long period of time. Time commitments will vary by activity, but many are embedded long term (3-12 months) in the underserved communities in which they drive change. Volunteers are provided with comprehensive training, and we ensure that they are provided with allowances to cover any costs associated with their commitment.

## Working in partnership

In addition to the work we do directly with young people, in the last year we **engaged 2,900 different stakeholders around the world**. These partners include government departments; partner charities; and informal community and youth groups (23% of the total).

As outlined in our strategy above, we are increasingly focusing our efforts on supporting global youth civil society. **Through the Youth Collective we have connected youth civil society organisations worldwide**, so that they can support each other and strengthen their organisations. We have launched a [digital platform](#); provided training and resources; funded youth-led research on the state of youth civil society; and facilitated ‘Leadership Labs’ - interactive online sessions, allowing Youth Collective members to share skills and tools. We also engage with a wide range of youth civil society organisations, networks and coalitions in our programmes, and build in activities to provide them with training and support.

**We also use our expertise to advise others** - from governments to corporates to civil society organisations - on how they can meaningfully engage young people. This could be through supporting strategy development processes via youth consultations or youth-led research.

## How do we measure success?

Our global reporting system pulls together results and learning from across our work on a quarterly basis, enabling us to see how we are progressing. Our Hubs provide programme level quantitative and qualitative data through DevResults, our online monitoring and evaluation system. Data from this reporting system has been used to outline our main achievements in the strategic report section below.

Hubs provide data across a number of core disaggregated outputs, such as reach, which can be assessed against consolidated targets. We also have a programme performance self-assessment tool, which enables Hubs to provide an assessment of programmatic progress, based on a number of factors

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<sup>2</sup> Demographic data taken from our Annual Leaders Survey.

(progress towards objectives; implementation; and stakeholder engagement). Ratings can be pulled together in a consolidated picture.

Our **Global Results Framework** also provides us with a number of shorter-term and longer-term global outcomes under each goal area, which Hubs are able to map their programme outcome indicators against. In the 2022/23 financial year we will finalise the process of updating this framework in line with the new strategy. The new framework will focus on consolidating evidence around key ‘learning questions’ spread across our impact priorities, and also focus on the concept of power shifting.

Programme level evaluations are conducted by different Hubs throughout the year and can be a source of more detailed outcome level insights.

### **Public Benefit**

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the Charity.

Our **charitable objectives** are: the relief of poverty and the improvement of the conditions of life in disadvantaged communities and countries in the United Kingdom and elsewhere; the advancement of education and learning in both the United Kingdom and elsewhere; and the provision of educational medical care and treatment of people in need overseas. We carry out these objectives through our strategy outlined above.

## STRATEGIC REPORT

### 1) ACHIEVEMENTS DURING THE YEAR

The following section outlines the results we have seen across the world as a result of the 68 different programmes that have been implemented. This information is drawn from our annual impact report, and is structured around the four strategic goals from our previous strategy.<sup>3</sup>

#### **VOICE: Young people influence those in power to bring about positive change in young people's priority areas**

- ***We reached 87,817 people under this goal area***, which represents a significant increase on the figures from the past two years that would have been heavily affected by Covid related restrictions (476% increase on 2020/21 and a 67% increase on 2019/20). This is indicative of the significant role our youth-led accountability and evidence-based advocacy approaches play within our wider portfolio.
- Hubs have continually reported an **increased responsiveness to young people's priorities by civic leaders and decision makers** as well as an **increase in knowledge and skills of young people to monitor and influence**.
  - The endline evaluation of the Kijana Wajibika programme in Tanzania showed that 80% of young people and communities showed an improved understanding of accountability and decision making processes and 56% participated in decision making processes as a result of the intervention.
  - 16 Youth Accountability Advocates involved in budget monitoring activities in Uganda gathered evidence from 12,218 community members that resulted in pushing decision makers to act on commitments. For example, installing a latrine pit, water source and access road for a project running behind schedule due to poor quality of resources.
  - The Ishiwi and Tikambe programmes in Zambia trained 208 young leaders on youth engagement, which has led to improvements in how young people were engaged in decision-making. This included gathering youth insights on the utilisation of the constituency development fund and participation of young people in council meetings in three wards.
- **Programmes are prioritising young people in governance spaces** to steer, advise and ensure that initiatives are meaningfully engaging young people in the design, delivery and monitoring of our approaches. Nepal's Youth Sounding Board, comprising 25 young people, is a good example of a consultative space for Nepalese youth to meaningfully participate and have an influence on the European Union's actions by making it more participatory, relevant and effective for them.
- At the global level we have continued to **push to ensure that young people are meaningfully engaged in decision making spaces**. Key examples include the 'Missing

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<sup>3</sup> Our new strategy was launched midway through the financial year. Our global monitoring, evaluation and learning systems will not be aligned with our new strategy until 2022/23, with the launch of the new Global Results Framework.



Majority' campaign at the Conference of Parties (COP) summit where youth representatives took messages to world leaders from over 100 young people to the venue where decisions were being made. We also led the 'No Visa, No Voice' campaign at the AIDS2022 conference to demand the Government of Canada and partners to implement more inclusive measures to ensure youth participation as almost half of the planned delegates were unable to secure visas to attend.

*"Girls in my area had no education about governance or how they could take part in decision making of the community. Accessing resources on governance and leadership has improved my understanding of these."*

- Female Young Leader, Zambia

### Spotlight on Youth-led Research:

Our youth-led research approach is fundamentally about **shifting power by changing the narrative of who is the expert, who owns knowledge and who gets to generate that knowledge**. We partner with young people to capture key insights on issues that matter most to them. Over the course of the year, we have conducted and finalised key youth-led research pieces that have added to our evidence base and are being used to advocate for change and further funding.

*"No one else knows more about youth issues and how to solve them than young people themselves. We are the experts"*

- Mialy, 24, Youth Researcher from Madagascar

India finalised a qualitative [youth-led research](#) piece which focused on **understanding the ways by which young people in India were impacted and took action in response to the COVID-19 pandemic**. Supported by the Malala Fund Voice of Girls initiative, 104 young people between the ages of 18-24 were interviewed using the [Fatima platform](#) in four districts: Delhi, Jaipur, Ranchi and Patna. By foregrounding the voices of young people, the research aimed to contribute to a narrative that highlights how young people have served as leaders – in their communities and beyond, in these unprecedented times and highlight concrete ways in which their efforts can be supported by civil society organisations, governments, and other stakeholders. Overall findings from the research highlighted the ways in which the pandemic has disproportionately affected women and girls, particularly insofar as it relates to their education, jobs and livelihoods, and the digital divide.

Under the We Lead programme, Uganda worked on a youth-led research report that sought to understand **how CSOs in Lebanon, Guatemala, Mozambique, Uganda and Nigeria have had to adapt in the face of the COVID-19 pandemic to provide sexual and reproductive services to young women**, and what possible advocacy strategies could be used to ensure quality information and services are accessible. These research recommendations will be implemented in partnership with other stakeholders related to the programme.

**20 youth researchers in Zimbabwe were trained and supported to identify the current level of knowledge on the relation between global heating and health.** The findings were used to lead advocacy initiatives to counter prevailing myths and misconceptions and develop community-based solutions. The developmental evaluation of the programme showed that all researchers were able to effectively translate training support into leading evidence-based advocacy work in communities.

Led by 12 youth researchers, **3,294 young people were surveyed across 70 countries to feed into**

the **'By Us, For Us: Rewiring Education for a New Generation'**. The research found that there is a mismatch between education and current work opportunities making the transition from school to work difficult; and that accessing high-quality education is a challenge for many which has been exacerbated by the COVID-19 pandemic. There is an urgent need for governments, educational institutions, employers and civil society organisations to come together to act on recommendations that can rewire education to make it fit for purpose. The research has formed the basis of our #MakeEducationWork campaign, which has reached 12 million people globally as well as programme design.

Six researchers conducted a **youth-led research on the impact of climate change on the lives of young people in Uganda**. **'Living in the Climate Crisis: Young People in Uganda'** draws on 1,214 survey responses, 102 interviews, and 12 focus group discussions with young people in the Karamoja and Busoga sub-regions of Uganda and documents the diverse livelihood strategies of young people living in Uganda, the impacts of climate change on their lives; and the adaptation and mitigation strategies that they have employed to address the crises so far.

### **LIVING: Young people achieve a decent, sustainable livelihood for themselves and their Communities**

- ***We reached 6,406 people through our living work.*** This represents a significant decline on previous year, 81% less than both 2020/21 and 2019/20. The limited figures relate partly due to active programmes either being at their inception phase or nearing the end, limiting the amount of activity.
- We have seen multiple programmes successfully focus on **supporting groups of young people, especially women, to access financing** to support income generating activities.
  - In Sierra Leone, we supported and trained 1,667 women living in 37 informal settlements in financial literacy. As a result, 74 saving groups have been created, with all the women reporting an increased access to loans to set up strong businesses that can withstand shocks, as well as increased income.
  - Similarly, in Tanzania we established and strengthened 23 youth groups of 368 young people, which were registered as formal enterprises at the District and City Council.
- Evidence from our programmes has also shown an inextricable **link between retention in education and the link to livelihood opportunities**, especially amongst young women and girls.
  - Programmes in Zambia have demonstrated the value of an ecosystem approach in this area, cutting across multiple issues such as life skills and entrepreneurial skills, when looking to inform and support girls' education and career choices. Evidence shows that 90% of the 6,862 adolescent girls indicated an increased confidence to decide and take up careers that they felt passionate about. The career clubs established in communities have helped increase the retention rate (13% in 2019 to 25% in 2021) and improved academic performance amongst learners. They also expanded to a savings club to create a pool of income for income generating activities such as chicken rearing and book selling.

*“The pandemic has taught me to be prepared for anything in life and that young people should have sustainable livelihoods. I now have a business, I buy perfumes, air fresheners and other products and resell them to my peers and other people in my reach.”*

- Female Young Leader, Zimbabwe

- We were able to **bring the voices of young people into global debates on transforming education** through our ‘By Us, For Us’ research that fed into the RewirEd global education summit in Dubai. The research highlighted the mismatch between education and current work opportunities. We were also able to strengthen youth engagement in the run up to the Transforming Education summit via our role in the Unlock the Future coalition.

**SEXUAL RIGHTS: Young people have control over their sexual and reproductive health, can claim their sexual rights and are less vulnerable to SRH risks**

- **We directly reached 286,777 people through our sexual rights work**, which is the highest absolute reach amongst our goal areas. This is also an increase of 188% on the previous year.
- We have seen **extensive community engagement to increase awareness and knowledge related to sexual and reproductive health and rights** across our work:
  - Zimbabwe used a mobile based service Thrive, to drive the outreach and uptake of sexual and reproductive health services and awareness on menstrual hygiene management amongst 1,700 young people. 80% of the young people reached showed an improved understanding of safe practices during menstruation.
  - 614 Young Leaders in Sierra Leone have adapted the Hub’s community engagement model to reach out to 189,860 young people, who are practising Covid appropriate behaviour and showing an increased willingness towards family planning and eliminating child marriage.
  - 19 young leaders in Zambia successfully mobilised 2,215 changemakers and 10,397 community members on creating awareness about healthy relationships and uptake of sexual and reproductive health services. As a result, 2,249 people accessed services such as contraceptives and HIV testing in 19 clinics.
- We have also seen **increased support from decision makers to create a conducive environment for young people to be able to access services, realise their rights and counter gender based violence**.
  - 30 young leaders in Uganda have led extensive capacity building and advocacy to gather support from 25 district and sub-district officials who have pledged to support victims of sexual and gender-based violence in accessing services, escalation to concerned authority for justice and stricter punishments for parents found guilty of enforcing child marriage.

*“Together we agreed to use the implant method so that we can prevent another unplanned pregnancy. We want to ensure good health for our children and ourselves and want to achieve financial stability.”*

-Young mother, Tanzania

- The GenEndIt Youth Ambassadors in Zimbabwe continue **to influence and shape policies**, visible from their contribution in the development of a global ‘No Syringes’ strategy that will support young people injecting drugs to stay safe from contracting HIV and other Sexually Transmitted Infections, and advocating for reforms in Nepal to protect women and girls from abuse and violence.

**Programme spotlight:**

**We Lead<sup>4</sup>** is an innovative and far-reaching programme that **aims to strengthen the influence and position of rights holders** i.e. young women whose sexual and reproductive health and rights are neglected the most. It targets young women and adolescent girls who: live with HIV; face vulnerability and discrimination; live with a disability; and/or are affected by displacement. It brings together our approaches of training, youth leadership, youth-led research and evidence based advocacy.

**Evidence generated till now shows that youth civil society organisations have greater capacity to lead change and advocate on behalf of young people and communities.** Training on youth-led research and youth-led accountability has shown an improvement in knowledge and skills (60%), a 30% increase in the ability of participants to cascade the training to rights holders in their organisations and a 90% increase in their knowledge of our accountability and monitoring approach. As a direct result, rights holders from Honduras have been collecting evidence on violations related to sexual and reproductive health and those from Guatemala used the accountability model to develop their advocacy plans.

The programme also aims to **strengthen youth civil society organisations through regular mentorship and hosting Leadership Labs**, which are a space to connect and develop effective leadership approaches and stronger collaborations. Two Leadership Labs brought together 102 youth civil society organisations to focus on how to mobilise resources and how to advocate for a better education.

**LEADERSHIP: Young people build resilient and sustainable communities**

*“The power to bring a change in our life lies within all of us. We only need to recognise it”*

- Female Youth Leader, India

- **We reached 81,360 people**, which is a 51% increase on the previous year. This has primarily been achieved through extensive community outreach, especially due to Sierra Leone’s work on Covid-19 recovery.
- Young leaders across our hubs have been supported to **develop their leadership skills to create change** across multiple areas.
  - Meaningful youth engagement and cultivating leadership skills are an integral part of programmes in India. Notably, 16 youth leaders are leading a cohort of 300 changemakers to reach out to 3,000 other young people through an interactive mobile

<sup>4</sup> Led by Hivos and funded by the Dutch Ministry of Foreign Affairs, the consortium-led programme has five other civil society organisations: Positive Vibes, Restless Development, Fondo Centroamericano de Mujeres, FEMNET and Marsa.

game that uses role play to stimulate real life situations to develop leadership capacities to take ownership of their lives.

- Also in India, 140 young leaders led activities and initiatives to reach out to 35,000 community members on Covid-19 appropriate behaviour and vaccination.
- 655 young people in Sierra Leone have been leading on dialogues with 26,096 community members and 68 stakeholders to identify solutions to issues faced by young people. Early results show that 30% of those reached feel supported to take up leadership roles especially during community meetings.
- Through our **engagement with wider civil society** we have also **supported others to strengthen their youth engagement practices**.
  - The USA hub has been convening eight non-profits with different levels of experience to support them through assessment, training and action planning on organisational change processes to strengthen their youth-centred engagement.

#### **Our Climate Justice work:**

This year has seen an increasing focus on climate justice in our work. In addition to new programmes being launched in India and Nepal that exclusively focus on climate justice; our youth-led research in Uganda and Zimbabwe has resulted in funding to support the implementation of recommendations.

- Positive feedback was received on the joint dissemination of the **research** findings from the '[Living in the Climate Crisis: Young People in Uganda](#)' report, hosted by the Uganda hub in collaboration with the University of Cambridge and Makerere University. The Hub has launched the #TakingClimateToSchool campaign to reduce the knowledge gap related to climate change. This emerged in response to the recommendation to boost education related to climate change and its impact at the primary school level.
- The Developmental Evaluation of the **Young Changemakers of Climate Change programme in Zimbabwe** has indicated that youth-led research and advocacy is a sustainable, cost effective and innovative way of bringing change in communities. Positive results include an increased skills and knowledge to lead climate adaptation and resilience in communities, and a demonstrated proof of concept for youth leadership in climate justice.
- Two programmes have brought together our approach of **youth-led accountability in climate response and mitigation**. In India, the Youth Climate Action Lab contextualised our Accountability in Action toolkit to train 12 young people to lead research and evidence based advocacy on climate change related issues faced by communities. In Nepal, 40 Climate Fellows will be supported to lead on community mobilisation, data driven accountability and advocacy to inform resilient policies on climate.
- We also supported climate activists to engage in person and online at **COP26**, including a focus on our Missing Majority Campaign. This calls for strengthened youth participation and voice across global processes that seek to address the climate crisis.

## Our reach:

**Our total direct reach for the year was 531,346<sup>5</sup>.** This is a significant increase of 119% on the previous year, and is the highest figure from the past five years.

## Reach over the past five years:

	2017/18	2018/19	2019/20	2020/21	2021/22
Voice	97,329	131,332	52,584	15,240	87,817
Living	133,770	70,245	34,451	34,200	6,406
Sexual Rights	157,056	112,290	171,800	99,474	286,777
Leadership	14,094	12,042	9,752	54,006	81,360
<b>Total</b>	<b>402,249</b>	<b>406,819</b>	<b>319,360</b>	<b>242,868</b>	<b>531,346</b>

Breaking this figure down further, **58% of those reached were female and 42% were male<sup>6</sup> and 1% were reported as having a disability.** Our disability reach is lower than targeted as Hubs have found it challenging to reach people with disabilities through routine community engagement activities that are not tailored to their specific needs. Additionally, we are still developing and employing appropriate and sensitive ways to identify and collect data on people with disabilities, and so people with disabilities are being underreported.

Outside of these young people we have reached directly with our activities, we have a **wider indirect reach of millions** taking into account online events, meetings, campaigns and awareness raising on radio. Our wider reach also includes others, such as parents, teachers and community members.

## Our impact on Youth Civil Society:

We continued in our efforts to strengthen youth civil society, supporting grassroots youth-led organisations and youth-led change at scale.

- An additional **1,202 organisations signed up to the Youth Collective digital platform** bringing the total number of organisations to **3,991**. This is largely due to multilingual versions of the newsletter that allowed the Youth Collective to grow in non-English speaking regions.
- Beyond this online engagement we have also worked with **667 informal community or youth groups**, which represents 23% of the total stakeholders we have engaged.
- Part of our focus has included a push to ensure **more equitable, flexible and sustainable funding for youth civil society**. This has been supported through evidence generated by the latest report on the status of youth civil society. Operationalising youth funds for education (in Sierra Leone) and climate (in India) are some of the examples by which we are looking to shift resources to youth civil society organisations.

<sup>5</sup> This includes an additional 69,086 reached by 'integrated' programmes cutting across multiple goal areas and not included in figures split by goal area below

<sup>6</sup> The proportion of young people who identified themselves as 'other' (which includes those people who do not share their gender identity or do not see gender as binary) was negligible.

- Results from a **Youth Collective survey** conducted in January 2022 showed that organisations most value the connection that they are able to form with like-minded organisations (71%), followed by increased access to funding opportunities (69%). We have **deepened access to networking, training and funding opportunities** through sharing of global and regional newsletters in both English, Spanish and Arabic and 40% felt that they have increased access to capacity building resources.
- All hubs are focussing on supporting and **building the Youth Collective from the ground up**. Our offer has been built into programme designs to ensure that the support is structured and directed as opposed to being ad-hoc. This includes identification, tailored training and mentorship sessions with youth civil society organisations as well as the [Leadership Labs](#). Thematic areas of focus include meaningful youth and adolescent engagement in India, Nepal and Zambia; approaches of community mobilisation and youth-led accountability in Uganda; and building youth networks in Zimbabwe.

*“Being a part of the Leadership Lab on education only made me realise the dire need of synthesising the purpose of education. I learnt about the shared frustration and hope we have towards a more inclusive, transformative, and localised education.”*

- Participant, Nepal

## 2) CHALLENGES AND LESSONS LEARNT

We have identified a number of common challenges and lessons learnt in the delivery of our work over the past year. Some of these are a continuation from previous years, and relate to wider global context.

- **Political tensions and restricted civic space** have impacted operations throughout the year. Election campaigns and increasing restrictions from governments on civic freedoms, resulting in a shrinking of civic space have been observed as a global trend, which is not confined to a single country. The impact of this has been felt primarily in our work on accountability and somewhat on sexual rights. We also saw the temporary suspension of some of our funding related to governance and democracy work in Uganda.
- We also saw the **continued impact of the Covid-19 pandemic**:
  - Pandemic related restrictions affected our work in India, Uganda and Zambia. These have impacted operations and sustained engagement with communities and stakeholders, particularly in the first three quarters of the year. Continuing with the learning from the last year, technical innovations such as using interactive voice response (IVRS) messaging in India and SMS in Zambia, which required lower levels of digital literacy and data, were employed.
  - The cumulative impact of working through the pandemic for two to three years and the efforts required to adapt and pivot our work increased the risk of staff burnout and affected wellbeing. In learning from this, we further embraced flexible working; adopted a new Wellbeing and Happiness Strategy; and prioritised face-to-face leadership meetings.
  - The pandemic has also resulted in a permanent shift towards using more digital and online spaces in our work. This has helped to open up opportunities, but also presented challenges we have had to negotiate regarding ensuring the safety of

participants, and finding an efficient way to reimburse data costs to support diversity and accessibility.

- **Challenges in the global economy** and depreciation of the pound sterling have resulted in financial losses and impacted on programme delivery. We have responded by continuing to monitor this situation closely and taken steps to mitigate the impact by budgeting in local currencies. The financial losses have also brought fragility to our cashflow at times; however, we have been able to navigate this by careful planning and management.
- We have also seen **challenges regarding the recruitment and retention of our young leaders**, which is crucial for our model. Feedback from our annual leaders survey has highlighted the importance of adequate compensation, and also the potential linkage between volunteering opportunities and employment. The last point may be indicative of the fact that the wider financial pressures young people are facing is negatively impacting on their potential to volunteer their time.
- **Delays in fund disbursements** by donors across multiple Hubs has led to subsequent delays in activities and required the revision of work plans.

### Plans for Future Periods:

The following section outlines our plans for the years ahead framed around the three pillars that we apply to the leadership of our organisation: Strategy; Resource Mobilisation and Operations. The direction is grounded in our new strategy; the changing global context around us; and the lessons we have learnt over the past year. In particular, we would highlight the following factors:

- **Our commitment to shifting power:** This concept lies both at the heart of our strategy and how we operate. We are committed to distributing leadership and breaking down any inherent structural racism in our agency.
- **The changing face of youth leadership:** Our experience and research shows us that while youth civil society is increasingly threatened and underfunded, it is also increasingly optimistic. In the face of this, our purpose is to enable youth-led change, by strengthening youth civil society so that new opportunities, movements, enterprises and initiatives are possible.
- **A changing world:** We recognise the ongoing global uncertainty we face and the numerous, interconnected crises we face. We must ensure our resilience and flexibility in the face of these.

### Strategy:

With the launch of our new strategy in April 2022, we are now stepping into a year of transformation as we push ahead with putting this strategy into action. This means:

- **Focusing on our Power shifting approach:** We have recruited a new young Power Shifting Director to champion our approach internally and externally. Building on discussions at our global leadership conference in November 2022, we will also be continuing on our journey to embrace a feminist approach in our work. Our new global Results Framework will also focus on understanding and learning from the progress we are making towards shifting power.



- **Youth Collective 2.0:** We will continue in our efforts to take forward our Youth Collective Strategy and build a roadmap to sustainability. This will involve updating the governance structure; updating our communications products; and continuing to strengthen and fund both our 'online' and offline offer, including through the potential for local and thematic chapters.
- **Strategic initiatives:** We will also be looking into the horizon, and aiming to develop and secure funding for new global, strategic initiatives that take a cross-cutting approach to our work, setting out our unique offer as an agency. For example, by harnessing youth leadership to address the interlinked challenges being faced on both climate and education, and applying strategic foresight methods to our work with young people on how to better anticipate the future and advocate for the rights of future generations.
- **State of Youth Civil Society Report:** The State of Youth Civil Society report is Restless Development's annual global, youth-led publication that explores the new realities that youth civil society and social movements are experiencing. The 2023 report - 'Feminist and Fearless' - will explore the role of young feminist organisations and collectives in challenging rising authoritarianism and democratic backsliding in their countries. It will spotlight the creative strategies and resistance from feminist youth movements, and how young people are pushing back against harmful ideologies and the shrinking civic space.
- **Compensation:** We will continue to lead and drive forward convenings and action with different international organisations, funders and governments on how to more equitably and transparently resource youth-led change - leveraging the [Challenge Paper](#) launched at UNGA 2022, and in line with our resource mobilisation strategy.

### Resource Mobilisation:

Our vision for resource mobilisation is to successfully re-position Restless Development in the funding market, working with our high performing, diverse and inclusive team to mobilise funds that will shift power directly to young leaders around the world.

Our annual targets (£10m in 21/22, £12m in 22/23 and £14m in 23/24) have been established with the following ambitions behind them:

- **Programme Funding:** We will secure more long-term (three years or more) fully-costed restricted funding for our currently under-resourced strategic areas.
- **Strategic Funding:** We will increase our financial sustainability as an agency by securing both global and Hub level strategic funding.
- **Unrestricted Funding:** We will rebuild and grow all types of unrestricted income (at the Global and Hub level), progressing from 18% in year one of strategy; to 25% in year two; and 30% in year three.
- **Power Restoring:** We will increase the number of our partnerships as a % that meet our internal definition of power restoring from 20% in year one; to 30% in year two; and 35% in year three. We will also aim to share our resources with the global youth movement with a target of 30% of each relevant grant being redistributed.
- **Team:** Change the structure to distribute leadership across the agency, embracing the diversity of our agency and increasing our ability to effectively mobilise resources.

### Operations:

With the launch of the new strategy (and particularly our Power Shifting Checklist) in March 2022, it became abundantly clear that as an agency we must model the same power shifting approach by applying the checklist to our own operating environment. Work to design our new agency model began in 2022 and will be finalised alongside these other priorities in 2023:

- **Finalising and launching the new agency model** recognising the five interconnected elements as our structure, plan, global governance vision (including for the Youth Collective), financial model and annual cycle. Our new agency model will reflect eight quality areas for high performance, combined with applying the power shifting checklist from our strategy on our own operating model.
- Building a **quality assurance framework** to reflect our new ambitions and monitor our performance and progress to achieve this change.
- Finalising and obtaining Board level approval for the **new Global Salary Scale** (to be introduced in October 2023) and introducing a **new people software** (Bamboo HR) agencywide.
- Delivering our updated **Restless Leaders experiential leadership course** to all our staff through Hub staff workshops and working with the programmes team to integrate the course in volunteer-led programmes.
- Based on our strategy and new agency model, we shall **refresh our agency-wide values** to reflect the power shifting approach we have adopted across both our work and operations.

## Safeguarding

The safety and welfare of staff, volunteers and the communities we work with is paramount. **Our safeguarding systems are designed to cause no harm through our work.** We do everything in our power to ensure that harm caused by anyone linked to us is reported, investigated, with appropriate measures taken.

Safeguarding is overseen at a governance level by two members of the Global Board of Trustees. Global accountability is delegated to the Lead Safeguarding Officer (our Head of People); a Safeguarding and Security Manager and supported by a global staff team of nine who are all trained as safeguarding officers. Each Hub Director is a Lead Safeguarding Officer who supports a dedicated working group of trained officers to maintain local standards, compliance and processes.

As a minimum requirement, each Safeguarding Officer is trained on admittance to the working group and receives enhanced safeguarding training every two years. Additional training is provided through our annual all-staff re-induction process and quarterly staff workshops (QSWs).

**Reporting:** Restless Development reported all serious incidents to its Trustees, the Charity Commission, local authorities where relevant and appropriate donors where required. During the report period, three incidents reached the threshold for reporting to the Charity Commission. Of the three incidents, two were perpetrated by a representative of the charity and involved a breach of our strict code of conduct. In no cases is it suspected that the law was broken and so no incidents were reported to the police.

### Plans for this year:

- We will be **reviewing our safeguarding resources** across the Agency and will recruit an Safeguarding and Safety Manager, based in the Global South (Zambia) to replace the outgoing postholder by Q2 of 2022/23.
- We will **complete our Duty of Care exercise** so we can more easily communicate our responsibilities towards those we work with, those that support us and in relation to the many other interactions we have. In doing so our staff teams will have a better understanding of the actions we should take and we will be more prepared to respond quickly and effectively when issues arise.
- We will **continue to review our global safeguarding policies and practices**, and will simplify our reporting procedures for all incidents to encourage greater reporting.
- We will **review our global recruitment processes and induction/on boarding materials** to ensure a safeguarding culture is embedded across the work that we do.
- We will **rebrand and refresh our safeguarding working groups, as Safeguarding and Incident Management Working Groups** ensuring that best practices are captured and shared across the Agency. We will revisit all ToRs and ensure all groups are meeting regularly to improve safeguarding practices in each hub and across our international operations. We will also **set up a global Community of Practice** for these groups.
- We will **create new visual resources to instil a culture of safeguarding awareness and reporting** across our Agency, including new posters and email banners.

### Key Management Personnel and Pay Policy

The Trustees of Restless Development define Key Management Personnel as being the Restless Leadership Team, led by the Co-Chief Executive Officers, who are in charge of directing and controlling, running and operating the Charity on a day to day basis. All Trustees give their time freely. Details of Directors' remuneration are disclosed in note 5 to the accounts.

Restless Development operates a published **Global Salary Scale, the purpose of which is to ensure that all staff across the organisation are paid equitably, irrespective of nationality or location:** the Global Salary Scale comprises a set of economically equivalent salaries for a set of defined staff grades across each country where Restless Development operates. Staff grades are defined internationally based on standard Job Descriptions, competencies and behaviours which set out roles and responsibilities.

The Global Salary Scale is benchmarked periodically against external market data to ensure that salaries are competitive in all the countries where Restless Development operates. In 2015/16 Restless Development carried out a review of its Global Salary Scale and launched a new five-year salary scale aligned to the five-year strategic time frame. The approach taken to the review was, for each country, to source external market data e.g. Birches Group Reports and, using principles of economic equity between countries, to align salaries to the fiftieth percentile of the market data over a course of five years. This scale was set to come to an end in September 2021 and whilst a process is underway

to review this current model of how the agency pays all of its global salaries, a two year extension of our existing global salary scale was introduced in October 2021 to accommodate the delays in the finalisation of the new salary package due to the pandemic. In addition one-off reviews have been conducted as needed when certain triggers for a review have been met, e.g. due to inflation rates.

## **Risk**

During the first half of the Financial Year, Covid-19 continued to impact both our programmes and our operations as a **Major Incident and Disaster**. It was consistently managed with a high potential impact and a likelihood that started as probable and was reduced to possible in April 2022 with the rise and falls of consecutive pandemic waves across the globe.

Similarly, the risks associated with planning for **Growth and Change** and **Programme Performance** also remained high in the first half of the year due to the impact of new waves of the pandemic (events cancelled, further lock downs, ongoing school closures in certain Hubs, and uncertainty of the global economic market). By May 2022 management actions together with the launch of our new strategy resulted in renewed confidence in the scale and scope of delivery across our agency.

Concerns over **Senior Leadership** ebbed and flowed during the year, peaking in April 2022 following the resignation of both the Finance and Resource Mobilisation Directors, though these were unrelated. The Finance Director role was replaced by a partnership between two internal candidates which resulted in minimal disruption to the financial oversight of the agency, whilst a conscious delay was taken in replacing the Resource Mobilisation Director (now in place since January 2023) to better understand the type of funding revenues and therefore skillset best suited to our new strategy.

Linked to the transitions in senior leadership, we have experienced a slow down in our **income generation** during the first half of 2022/23 as a new programme funding team settled into their remit. However, with a new Senior Business Director in place since January 2023 and a full team alongside them, our global pipeline is again healthy and growing, conversion rates increasing and focus is dually on both continued programme funding and strategic core funding opportunities. **Cash flow** is directly linked to income generation and there may be possibility of low cash for some time.

## FINANCIAL REVIEW -

### Financial performance in 2021/22

Restless Development income increased by 8.2% due to an increase in unrestricted fundraising. We successfully conducted a series of school triathlons and events as a result of raise £1,230,000 after Covid-19 restrictions were lifted in 2021. Power up appeal requires £80,000 funds to be set aside to support Sierra Leone HUB as part of FCDO match grant for next 3 years. Hence, £80,000 amount has been kept separately under designated reserve which resulted in impact free reserve £48,000.

Income from the overseas Hubs (£6,769,000) made up 78% of total income compared to (£5,439,000) 67% in 2020/21. Restricted reserves decreased due to no increase in income and use of funds for ongoing project activities.

<b>Financial review summary</b>		
	<b>2022</b>	<b>2021</b>
Income	8,729	8,066
Expenditure	(8,983)	(7,830)
Foreign exchange gain/(loss)	(57)	(130)
<b>Increase/(decrease) in total funds</b>	<b>(312)</b>	<b>106</b>
<i>Of which:</i>		
Increase/(decrease) in free reserves	(48)	(59)
Increase/(decrease) in designated reserve	80	0
Increase/(decrease) in fixed asset reserve	4	(89)
Increase/(decrease) in restricted reserve	(348)	254
<b>Total</b>	<b>(312)</b>	<b>106</b>

The impact of movements in foreign exchange rates in 2021/22 has been a £57,000 loss, which was due to the British Pound weak at the end of year end. So, most HUBs had a foreign exchange loss. Foreign currency balances held at year end are translated at the exchange rate on the balance sheet date and therefore can be subject to fluctuations. Where appropriate, funds are held in hard currencies such as GBP and USD, however ultimately the majority of Restless Development's activities occur in sub-Saharan Africa and South Asia and therefore exchange rate risks can never be completely eliminated.

### Reserves Policy

Restless Development has a reserves policy which is regularly reviewed by Trustees against the current risks faced by the organisation. Restless Development adopts an approach that provides a benchmark against which Trustees assess the adequacy of unrestricted reserves. This approach aligns the unrestricted reserves benchmark closely with the risks the organisation has identified on the Risk Register by going through an exercise to cost the potential impact of the risks crystallising in order to calculate unrestricted reserves benchmark.

The benchmark used by trustees takes the average of three approaches. The first approach quantifies the risks and sums all of the risks that have a probable likelihood of occurring. The second approach takes the total of the two most expensive risks and the third approach uses a weighted average based on the likelihood and probability for each of the top ten risks on the risk register.

Based on the Risk Register as at May 2023 the benchmark for Free Reserves is £739,219 (2020/21: £743,791). At 30 September 2022, Restless Development had total funds of £2,666,000. Restricted funds were £1,837,000 and Free reserves were £671,000 (2020/21: £719,000) which represents 91% of the current benchmark set by the Trustees.

In addition to these measures the trustees use a secondary measure to compare the free reserves with 3 month average running costs (made up of admin, governance, fundraising and support staffing). When looking at 3 month average running costs our reserves are at 73% of this target.

The organisation's reserves will continue to be closely monitored over the next 12 months with the

aim to rebuild them.

### **Fundraising Objectives**

Alongside Restless Development's Global Strategy and Agency Plan sits a Financial Model that guides our financial sustainability and resourcing decisions. Securing funding to be able to deliver our strategy and achieve our goals requires appropriate and consistent investment in order to operate effectively. Restless Development aims to secure the funding it needs to deliver its programmes effectively, from sources and partners who fully support the mission and values of the organisation, without becoming over-reliant on any single donor. Restless Development strives to engage each of its supporters in its work, and so maintains a full and transparent reporting and communications system to ensure that donors are well informed of the successes and challenges being faced in the programmes which they are supporting.

### **Fundraising approach and performance -**

In 2021/22 the charity undertook fundraising activities through school triathlon events and in person fundraising events. Restless Development does not employ professional fundraisers to generate income for the charity, nor do we engage in cold-calling, door-to-door or street fundraising. Restless Development is registered with the Fundraising Regulator and adheres to the Fundraising Code of Practice and UK Fundraising Standards. No complaints have been received by the charity regarding any fundraising activities.

In 2021/22, fundraising activities raised £1,230,000 compared to £363,520 in 2020/21. This increase is due to the re-introduction of full triathlons and in person fundraising events after Covid19 restrictions were lifted in 2021.

## **ORGANISATIONAL STRUCTURE, GOVERNANCE AND MANAGEMENT**

Restless Development continued to be active with a full-time presence and set of programmes during 2021/22 in India, Nepal, Sierra Leone, Tanzania, Uganda, UK, Zambia and Zimbabwe. Restless Development operates in each of these Hubs through a locally registered organisation with its own national Board of Trustees and treats these organisations as branches for the purpose of preparing consolidated accounts. A Trademark Licence Agreement is held between the UK entity and all other Hubs allowing the collective use of the Restless Development brand.

Restless Development is an agency driven by its Hubs. Each Hub has a Hub Director who leads the Hub and the staff who implement the work of the Agency and support volunteers and alumni in the implementation of programmes. The Hub Director also functions as a member of the Global Leadership Team and liaises with a dedicated member of the Restless Leadership Team for support of issues related to strategy and alignment with global Restless Development objectives.

Restless Development International provides support, direction and oversight of all of the organisation's activities. It is led by Co-Chief Executive Officers who replaced the outgoing Chief Executive Officer in July 2021. The Co-CEOs are supported by a Restless Leadership Team of seven that consists of six Directors and three young leaders (appointed in March 2021). The policy of Restless Development is to work towards all Hubs being self-sufficient financially, sourcing funds from government, private sector, bilateral and multilateral institutions, with support as necessary for fundraising from Restless Development International.

### **Governing Documents**

Restless Development, founded originally in 1985, is a Charitable Trust governed by its Memorandum and Articles of Association dated 9 February 2012. It is registered with the Charity Commission (No. 1127488). Restless Development is also a company limited by guarantee; the company's registered number is 6741123.

The global Board of Trustees accommodates five committees to reflect our agency, and to ensure time is dedicated to different topics in the quarterly meetings. The Committees are Finance & Audit; People & Culture; Programmes & Policy; Resource Mobilisation; and External Engagement.

### **Recruitment and Appointment of Trustees**

Board and Committee reviews are used to identify potential gaps during the recruitment of new Trustees. New potential Trustee candidates can be put forward by any Trustee, Patron, the Chief Executive or Restless Leadership Team member. Once put forward, prospective Trustees are interviewed by current Trustees, including the Chair, and also meet with the Charity's Chief Executive Officer or a member of the Restless Leadership Team. The interview process informs both parties, providing the individual with a solid grounding in Restless Development's strategic aims, programmes and priorities, as well as familiarity with the Trustees' Terms of Reference, meetings schedule and expectations. If the prospective Trustee is assessed to be a good fit with the Charity's aims, values and the existing mix of Trustee skills and networks, the current Trustees vote on whether the individual should join the group.

## Training of Trustees

Trustees are recruited for their specific skills and experience to meet organisational priorities and ensure a wide range of specialist areas. Training for Trustees is conducted in three ways:

1. Trustees Induction: Each Trustee, following appointment, has an induction meeting with the Chair, the Chief Executive and members of the Restless Leadership Team covering the organisation's background, current focus and strategy and key documents.
2. Trustees Away Days: Trustees hold an annual Away Day where a wide variety of topics are covered, depending on priority areas for Trustee training identified by the Chair, the Trustees and the Chief Executive.
3. Safeguarding training: Two Trustees are nominated and trained as Safeguarding Officers. They have oversight of and ultimate responsibility for a comprehensive set of policies, reporting processes and agency training plans that are led through the Operations Unit. The (Trustee) Safeguarding Officers work with the agency's Lead Safeguarding Officer and International Safeguarding team on both the ongoing Safeguarding processes and any incidents as they arise.

Restless Development operates planning and budgeting systems with an annual budget reviewed by the Finance & Audit Committee and approved by the Trustees. Any significant changes to these plans are subject to Trustees' approval. Revised forecasts are undertaken quarterly during the course of the year, and reviewed by the Finance & Audit Committee and the Trustee Board. Restless Development's financial reporting system compares actual performance to approved budgets on a monthly basis.



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## **TRUSTEES' RESPONSIBILITIES STATEMENT**

The Trustees (who are also the directors of Restless Development for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), and the Financial Reporting Standard 102.

Company law requires the charity trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources of the charity for that period.

In preparing these financial statements, the trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006 and the provisions of the trust deed. 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### **AUDITORS**

A resolution proposing the appointment of auditors to the Charity will be put to the annual general meeting.

### **STATEMENT AS TO DISCLOSURE TO OUR AUDITORS**

In so far as each of the Trustees are aware at the time of approving the Trustee's Annual Report:

- There is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charity's auditor is unaware, and
- Each of the Trustee's, having made enquiries of fellow trustees, has taken steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Approved by the Trustees and signed on their behalf by:

Charlotte Eaton, Chair of Trustee Board

Date:

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**Independent Auditor's Report to the Trustees of Restless Development**

**Opinion -**

We have audited the financial statements of Restless Development ('the charitable company') for the year ended 30 September 2022 which comprise Statement of Financial Activities, Balance Sheet, Cashflow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2022 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

**Basis for opinion**

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

**Conclusions 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

**Other information**

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

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

conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the trustees' report, which includes the directors' report 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 directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

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

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

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

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 25, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

### **Auditor's responsibilities for the audit of the financial statements**

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

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

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

**Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members including significant component audit teams. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

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

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

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

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

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we

**INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 30TH SEPTEMBER 2022**

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might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Tim Redwood

Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP

Statutory Auditor

London

Crowe U.K. LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 30TH SEPTEMBER 2022

	Notes	Unrestricted £000's	Restricted £000's	2022 £000's	2021 £000's
<b>INCOME FROM:</b>					
<i>Donations and legacies</i>					
Grants and donations	2	812	6,687	7,499	7,702
Unrestricted fundraising		1,230	-	1,230	364
<b>Total income</b>		<b>2,042</b>	<b>6,687</b>	<b>8,729</b>	<b>8,066</b>
<b>EXPENDITURE ON:</b>					
<i>Raising funds</i>		(633)	-	(633)	(216)
Charitable activities		(1,353)	(6,998)	(8,350)	(7,614)
<b>Total expenditure</b>	3	<b>(1,985)</b>	<b>(6,998)</b>	<b>(8,983)</b>	<b>(7,830)</b>
<b>Net income/(expenditure)</b>	4	<b>56</b>	<b>(312)</b>	<b>(255)</b>	<b>236</b>
Foreign exchange gains/(losses)		(21)	(36)	(57)	(130)
<b>Net movement in funds</b>		<b>36</b>	<b>(348)</b>	<b>(312)</b>	<b>106</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		793	2,185	2,978	2,872
<b>Total funds carried forward</b>	13	<b>829</b>	<b>1,837</b>	<b>2,666</b>	<b>2,978</b>

All income and expenditure derived from continuing activities.

**BALANCE SHEET**  
**AS AT 30TH SEPTEMBER 2022**

		<b>2022</b>		<b>2021</b>	
	<b>Notes</b>	<b>£000's</b>	<b>£000's</b>	<b>£000's</b>	<b>£000's</b>
<b>FIXED ASSETS</b>	6		298		131
<b>CURRENT ASSETS</b>					
Debtors	8	1,129		1,140	
Bank and cash		1,996		2,615	
			3,124		3,755
			3,422		3,886
<b>CREDITORS: amounts falling due within one year</b>	9		(609)		(721)
Amounts falling due in greater than 1 year	10		(147)		(187)
<b>NET ASSETS</b>			<b>2,666</b>		<b>2,978</b>
<b>REPRESENTED BY:</b>					
Funds					
Restricted	12		1,837		2,185
Unrestricted	11				
Fixed Asset Reserve			78		74
Designated Reserve			80		-
Free Reserves			671		719
			<b>2,666</b>		<b>2,978</b>

The financial statement were approved by the Trustees and authorised for issue and signed on behalf, by:

Lucinda Moore, Chair of Business Committee

Date:

Registered Company Number: 6741123

Registered Charity Number: 112748

**CASHFLOW STATEMENT  
FOR THE YEAR ENDED 30TH SEPTEMBER 2022**

	Notes	2022 £000's	2021 £000's
<b>Cash flows from operating activities</b>	A	(399)	125
<b>Cash flows from investing activities:</b>			
Additions to property, plant and equipment		(220)	(53)
Proceeds from the disposal of fixed assets		(0)	-
<b>Net cash used in investing activities</b>		(220)	(53)
<b>Cash flow from financing activities</b>		-	-
<b>Net decrease in cash and cash equivalents</b>		(619)	72
Cash and cash equivalents on 1 October		2,615	2,543
<b>Cash and cash equivalents on 30 September</b>	B	<b>1,996</b>	<b>2,615</b>
<b>NOTES TO THE CASHFLOW STATEMENT</b>			
<b>A RECONCILIATION OF NET INCOME TO NET CASH</b>			
<b>Net (expenditure) / income for the reporting period</b>		(312)	106
Adjustments for:			
Depreciation		94	99
Revaluations		(41)	45
(Profit)/loss on disposal of fixed assets		(0.26)	(1)
Operating surplus before working capital changes		(260)	249
Decrease/(increase) in inventories		-	-
(Increase)/decrease in amounts receivable		11	(155)
Increase/(decrease) in amounts payable		(151)	32
<b>Cash (spent on)/generated from operations</b>		(399)	125
<b>B CASH AND CASH EQUIVALENTS</b>			
Cash and cash equivalents consists of cash on hand		1,996	2,615
<b>Total Cash and cash equivalents</b>		<b>1,996</b>	<b>2,615</b>



## ACCOUNTING POLICIES

Restless Development is an incorporated charity (Registered Charity Number: 1127488 and Registered Company Number: 6741123), registered in England and Wales. The address of the registered office is 35-41 Lower Marsh, London. Restless Development meets the definition of a public benefit entity under FRS 102. The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements are prepared in accordance with the Statement of Recommended Practice for Charities (SORP 2015) and applicable accounting standards (FRS 102) and Companies Act 2006.

b) Going concern

The trustees have reviewed the charity's financial position, levels of cash and reserves and forecasts for 2022 and 2023. Forecasts include discounted income pipelines, secured funding and the impact of pipeline income not becoming secured. They do not consider there to be any material uncertainties regarding the charity's ability to continue as a going concern. Therefore, the trustees have a reasonable expectation that the charity has sufficient resources to continue operating for the foreseeable future and thus they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

c) Cash and bank in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

d) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments, including trade and other debtors and creditors are initially recognised at transaction value and subsequently measured at their settlement value.

e) Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

f) Foreign currency translation

The charity's functional and presentation currency is pound sterling. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. All differences are recognised in the Statement of Financial Activities.

g) Voluntary income

Including donation, grants, legacies and volunteer contributions is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability.

The following specific policies apply to categories of income:

Performance based contacts: where Restless Development provides goods and/or services in return for a fee as part of its charitable activities such contracted income is recognised as incoming resources in the SOFA to the extent that Restless Development has provided the goods and/or services thereby earning the right to consideration by its performance.

Grants from governments, institutional donors and trusts & foundations: where related to specific conditions; are recognised as income in the SOFA when the conditions have been substantially met and the associated expenditure is incurred. Grants that are not subject to specific performance deliverables or conditions are recognised in full in the SOFA when they become receivable. Where income is received in advance of its recognition in the SOFA it is deferred as a liability until certainty exists that the conditions imposed can be met. Where entitlement occurs before incoming resources are received the income is accrued.

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

h) Expenditure

Is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising salary and other central costs, is apportioned on the basis of agreed donor budgets and where applicable, staff time attributable to each activity. All expenditure is accounted for on the accruals basis.

- **Fundraising costs** represent all expenditure incurred to raise income from various sources.
- **Volunteer-led activity costs** and expenses represent all expenditure incurred in order to implement charitable activities. It also represents a proportion of support costs based on the input to the charitable activities from central costs.
- **Support and administration costs** represent that proportion of central costs incurred in the management of the organisation.

i) Fund accounting

Restless Development's funds fall into the following categories:

**Restricted Funds** are only available for expenditure in accordance with the donor's directions. Income and expenditure on these funds are shown separately within the statement of financial activities. Unspent funds are carried forward to the next financial year.

**Unrestricted Funds** are those that have not had a restriction placed on them by the donor and are available to spend on any activities that further the objectives of the charity.

**Fixed asset Funds** represent the tangible assets of Restless Development.

**Designated Funds** are set aside at the discretion of the Trustees. They currently comprise: £80,000.

j) Individual fixed assets costing £250 or more are capitalised at cost. Tangible assets are depreciated on a straight line basis over their estimated useful lives using the following rates:

Asset category	Depreciation rate
IT assets	33%
Office furniture	20%
Vehicles	20%
Used vehicles	50%

k) Restless Development is a registered charity and therefore is not liable to corporation tax in accordance with charity law.

l) Critical accounting judgements

In preparing financial statements, management may have to make judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. It is the opinion of the Trustees that there are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities in the next financial year.

## 2. DONATIONS

	<b>2022</b>	<b>2021</b>
	£000's	£000's
UK-grant	962	1687
UK - donations	1268	573
UK-others	131	105
Overseas grants and donations	5,138	5,337
	-----	-----
	7,499	7,702
	=====	=====

## 3. ANALYSIS OF TOTAL EXPENDITURE

	<b>2022</b>	<b>2022</b>	<b>2022</b>
	<b>Direct costs</b>	<b>Indirect costs</b>	<b>Total</b>
	£000's	£000's	£000's
Volunteers' costs and other expenses	3,583	-	3,583
Grants made to consortium partners	145	-	145
Overseas & Programme staff costs	3,464	-	3,464
Head office staff costs	-	838	838
Support costs – Finance, HR, IT	-	289	289
Statutory audit	-	23	23
Internal and grant audit costs	-	7	7
Trustee indemnity insurance	-	1	1
Fundraising	-	633	633
	-----	-----	-----
	7,192	1,791	8,983
	=====	=====	=====

<b>PRIOR YEAR</b>	<b>2021</b>	<b>2021</b>	<b>2021</b>
	<b>Direct costs</b>	<b>Indirect costs</b>	<b>Total</b>
	<b>£000's</b>	<b>£000's</b>	<b>£000's</b>
Volunteers' costs and other expenses	2,493	-	2,493
Grants made to consortium partners	516	-	516
Overseas & Programme staff costs	3,502	-	3,502
Head office staff costs	-	903	903
Support costs – Finance, HR, IT	-	177	177
Statutory audit	-	22	22
Internal and grant audit costs	-	-	-
Trustee indemnity insurance	-	1	1
Fundraising	-	216	216
	-----	-----	-----
	6,511	1,319	7,830
	=====	=====	=====

<b>4. NET INCOME FOR THE YEAR</b>	<b>2022</b>	<b>2021</b>
	<b>£000's</b>	<b>£000's</b>
This is stated after charging:		
Auditors remuneration (including VAT): Audit	23	22
Operating lease charge for the year	179	116
	=====	=====

## 5. STAFF COSTS

	2022	2021
	£000's	£000's
Wages and salaries	3,157	3,222
Social security costs	310	269
Pension Costs	190	170
Redundancy costs	12	
	-----	-----
	3,699	3,661
	=====	=====

The average number of employees in the year was:

	Volunteer- led activity No.	Fundraising No.	Governance No.	2022 Total No.	2021 Total No.
UK	7	8	6	21	33
Overseas	208	11	32	251	202
	-----	-----	-----	-----	-----
	215	19	38	272	235
	=====	=====	=====	=====	=====

Under the Global Salary Scale the total amount of salary and other benefits paid to its (eleven) Key Management Personnel for their services to the charity was £491483.5. (2020/21: eight personnel, £556,479).

	2022	2021
£60,000 - £69,999	1	2
£70,000 - £79,999	1	3
£80,000 - £89,999	1	-
£90,000 - £99,999	1	-
£100,000 - £109,999	-	1
	-----	-----
	4	6
	=====	=====

Note that the basis of calculation includes the individual's gross pay and benefits. The Trustees received no remuneration or reimbursed expenses in either this year or the previous year.

Redundancy payments totalling £12k were made in the year (2020/21: £55k), all costs were accrued in 2021/22. The charity operates a defined contribution workplace pension scheme in the UK. Pension contributions are charged to the Statement of Financial Activities as they are incurred. The charity has no obligations other than the contributions payable in the year.

## 6. TANGIBLE FIXED ASSETS

	Office Furniture £000's	IT Assets £000's	Motor Vehicles £000's	Total £000's
<b>Cost</b>				
At 1 October 2021	90	364	429	883
Additions	3	95	121	219
Revaluations & foreign exchange	5	55	87	147
Disposals	(6)	(12)	(79)	(97)
	-----	-----	-----	-----
At 30 September 2022	<b>92</b>	<b>502</b>	<b>558</b>	<b>1152</b>
	-----	-----	-----	-----
<b>Depreciation</b>				
At 1 October 2021	(86)	(308)	(358)	(752)
Charge for the period	(2)	(58)	(55)	(115)
Revaluations & foreign exchange	(5)	(44)	(36)	(85)
Disposals	6	13	79	98
	-----	-----	-----	-----
At 30 September 2022	<b>(87)</b>	<b>(397)</b>	<b>(370)</b>	<b>(854)</b>
	-----	-----	-----	-----
<b>Net Book Value</b>				
At 30 September 2021	5	56	70	131
	=====	=====	=====	=====
At 30 September 2022	5	106	188	298
	=====	=====	=====	=====



## 7. CAPITAL COMMITMENTS

There are nil (2021: £26K) of capital commitments as at 30 September 2022

	2022	2021
<b>8. DEBTORS</b>		
Trade debtors and accrued income	1101	1098
Prepayments	28	42
	-----	-----
	1129	1140
	=====	=====

<b>9. CREDITORS: amounts falling due within one year</b>	2022	2021
Sundry creditors and accrued expenses	493	646
Other taxation and social security	118	75
	-----	-----
	611	721
	=====	=====

<b>10. CREDITORS: amounts falling due in greater than 1 year</b>	2022	2021
CBIL loan	147	187
	-----	-----
	147	187
	=====	=====

## 11. OPERATING LEASES

Total commitments under operating leases are:

	<b>Property £000's</b>	<b>Office Equipment £000's</b>	<b>2022 Total £000's</b>	<b>2021 Total £000's</b>
Within one year	-	6	6	6
Two to five years	-	6	6	12
	-----	-----	-----	-----
	-	<b>12</b>	<b>12</b>	<b>18</b>
	=====	=====	=====	=====

	Balance 1 October 2021 £000s	Income 2021 £000s	Expenditure 2021 £000s	Balance 30 September 2022 £000s
<b>12. RESTRICTED FUNDS</b>				
Action Aid Denmark	10	22	(32)	-
Aga Khan Foundation	-	41	(41)	-
Akamai Foundation	-	29	(8)	21
Anonymous Climate	-	80	(65)	15
Dasra	-	17	(11)	6
Democratic Governance Facility(DGF)	-	134	(127)	7
DFID	-	1,469	(1,469)	-
DFID Aid Connect	67	307	(374)	-
Dubai Cares	-	58	(58)	-
Dutch MFA (Ministry of Foreign Affairs)	-	26	(26)	-
EdelGive Foundation	-	20	(11)	9
Egmont	6	18	(17)	7
EMPower-The Emerging Markets Foundation	-	55	(55)	-
eUPSHIFT	-	43	(43)	-
Ford Foundation	197	111	(258)	50
FSDZ	-	58	(58)	-
Garden Trust	28	137	-	165
Gates Foundation	38	-	(38)	-
Girl Effect	25	58	(76)	7
GIZ Zambia	22	47	(68)	1
Global Affairs Canada	-	345	(255)	90
HCL Foundation	-	35	(35)	-
Heifer International	3	29	(32)	-
Hivos	147	503	(514)	136
HOWARD DELAFIELD INTERNATIONAL, LLP	-	16	(9)	7
Irish Aid	-	73	(73)	-
Jersey Overseas Aid (JOA)	424	-	(424)	-
Jhpiego	-	59	(45)	14
Kindernothilfe	-	63	(41)	22
Malala Fund	14	21	(35)	-
Marie Stopes International	-	18	(9)	9
MERCURY	-	40	(9)	31
Minister for Foreign Trade and Development	-	8	(8)	-
NOREC- Norwegian Agency For Exchange	9	106	(74)	41
Peoples Postcode Lottery	-	297	(36)	261
Plan Zamiba	8	64	(58)	14
Project Concern Zambia	-	74	(71)	3
Quest Alliance	3	78	(77)	4
Rockefeller Philanthropy Advisors	-	16	(5)	11
SIDA SWEDEN	394	615	(1,009)	-
SRHR Alliance Uganda	1	18	(19)	-
Tackle Africa	-	60	(58)	2
The Patter Family Foundation/The Hunger Project	6	41	(46)	1
UN WOMEN	-	7	(1)	6
UNAIDS	30	58	(88)	-
UNDP	85	-	(85)	-
UNESCO	6	83	(61)	28
UNFPA	18	176	(168)	26
UNICEF	36	727	(691)	72
UREPORT	-	29	(25)	4
USAID	-	145	(120)	25
Others	608	153	(20)	741
	<b>2,185</b>	<b>6,687</b>	<b>(7,036)</b>	<b>1,837</b>

<b><u>Name of Fund</u></b>	<b><u>Description of Fund</u></b>
<b>ActionAid Denmark</b>	Youth-led research into the role of young people in humanitarian settings.
<b>Aga Khan Foundation</b>	Covid-19 response partnership programme in Tanzania
<b>Akamai Foundation</b>	From dreams to reality: STEM for Older Adolescent Girls programme in India
<b>Bill &amp; Melinda Gates Foundation</b>	Funding youth-led accountability projects in India and Tanzania.
<b>Dasra</b>	Youth Coalition for Young Peoples Access to Contraception and Sexual and Reproductive Health programme in India
<b>Democratic Governance Facility</b>	Funding for a youth-led accountability programme in Uganda.
<b>Department for International Development (FCDO)</b>	Aid Connect funding for a consortium-led programme and a Social Accountability Building Inclusion programme in Sierra Leone.
<b>Edelgive Foundation</b>	Grow fund-focusing on organization capacity building
<b>Egmont Trust</b>	Funds work in Zimbabwe and Zambia with children affected by HIV and AIDS.
<b>EMPower-The Emerging Markets Foundation</b>	Meaningful youth engagement and setting up the Youth task force team
<b>Ford Foundation</b>	Funding for the Kajana Wajbika project in Tanzania to place young people at the centre of development and government processes.
<b>FSDZ</b>	Tusunge lubono - Lets Keep Wealth project in Zambia
<b>Garden Trust</b>	Core funding to support youth leadership projects in Zimbabwe.
<b>Girl Effect</b>	Funding the Technology Enabled Girls Ambassadors (TEGA) programme in the regions of Bihar, Maharashtra and Rajasthan in India and establishment of a new programme in Tanzania.
<b>GIZ</b>	Short term consultancy for a Covid prevention project in Zambia.
<b>Global Affairs Canada</b>	Sexual and Reproductive Health & Economic Empowerment Supporting Out of School Adolescent girls' Rights and Skills (SHE SOARS) programmes implementing in Uganda, Zambia, US and UK

<b>HCL Foundation</b>	Funding to support youth-led action to create gender equitable communities in India.
<b>Heifer International</b>	Funding for East Africa Youth Inclusion Project in Tanzania.
<b>Hivos</b>	Funding to support SRHR programmes in Zambia, and the global WeLead programme.
<b>Howard Delafield International</b>	Go Nisha Go programme implementing in India
<b>Irish Aid</b>	Funds work on sexual reproductive health education in schools in Zambia.
<b>Jersey Overseas Aid</b>	Funding to reduce financial exclusion and foster income generation activities amongst women in informal settlements in Freetown, Sierra Leone.
<b>Jhpiego</b>	MOMENTUM Country and Global Leadership programme in Delhi, India
<b>Kindernothilfe</b>	PAHAL-The Initiative programme in Jharkhand, India
<b>Malala Fund</b>	Funding for a girls education initiative in India.
<b>Marie Stopes International</b>	
<b>Mercury Phoenix Trust</b>	Funding our Girls Leadership Programme in Ruvuma, Tanzania which promotes HIV prevention.
<b>Peoples Postcode Lottery</b>	Catalysing Youth-Leadership for Education Reform programme in Sierra Leone
<b>NOREC - Norwegian Agency For Exchange Cooperation</b>	Funding for a staff exchange project in Nepal, Tanzania and South Africa.
<b>Project Concern Zambia</b>	Empowered Adolescent (Chimwemwe Teens) Project in Zambia
<b>Plan Zambia</b>	Programme funding in Zambia.
<b>Quest Alliance</b>	Funding for STEM for Girls project in India.
<b>Rockefeller Philanthropy Advisors</b>	Global Commons Alliance project

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<b>SIDA</b>	Funds programmatic activity in rural communities in the Southern Highland region of Tanzania through a strategic grant and SRHR work in Zambia.
<b>SRHR Alliance</b>	Funding for SRHR projects in Uganda.
<b>Tackle Africa</b>	Settling Scores project in Zambia
<b>The Patter Family Foundation</b>	Funding to provide meaningful youth engagement training to project partners in Zambia.
<b>UNAIDS</b>	Funding to support youth-led campaigning and advocacy to bring a change in HIV response globally.
<b>UNDP</b>	Funding to support youth and women led businesses to create sustainable livelihoods.
<b>UNESCO</b>	Funding to support youth-led research on SRHR in India and Funding to train and support teachers to deliver curriculum on Comprehensive Sexuality Education (CSE) in Zambia.
<b>UNFPA</b>	Funds a number of our programmes in Sierra Leone but also programmes in Nepal, South Africa and Zambia.
<b>UNICEF</b>	Has funded a number of our sexual and reproductive health programmes in India, Nepal, Tanzania, Sierra Leone, Zambia and Zimbabwe.
<b>University of Cambridge</b>	Funding for youth-led research in Uganda.
<b>USAID</b>	Increase Youth Empowerment and positive engagement
<b>Wellcome Trust</b>	Young Climate Change Makers research programme in Zimbabwe

	Balance 1 October 2020 £000s	Income 2021 £000s	Expenditure 2021 £000s	Balance 30 September 2021 £000s
<b>PRIOR YEARS</b>				
<b>12. RESTRICTED FUNDS</b>				
Action Aid Denmark	61	36	(87)	10
Blagrave Trust	-	30	(30)	-
BRAC International	-	39	(39)	-
Democratic Governance Facility(DGF)	45	72	(117)	-
FCDO Aid Connect	95	1,192	(1,220)	67
FCDO	-	1,437	(1,437)	-
Egmont	6	26	(26)	6
Ford Foundation	218	148	(169)	197
Garden Trust	4	94	(70)	28
Gates Foundation	182	-	(144)	38
Girl Effect	34	69	(78)	25
GIZ Zambia	-	79	(57)	22
HCL Foundation	-	27	(27)	-
Heifer International	3	62	(62)	3
Hivos	-	299	(152)	147
Irish Aid	14	104	(118)	-
Jersey Overseas Aid (JOA)	-	456	(32)	424
Making Cents International/USAID	-	37	(37)	-
Malala Fund	16	25	(27)	14
MasterCard Foundation(MCF)	72	81	(153)	-
MERCURY	10	14	(24)	-
MTv Staying Alive Foundation	-	51	(51)	-
New Venture Fund	-	92	(92)	-
NOREC- Norwegian Agency For Exchange Cooperation	10	37	(38)	9
Plan Uganda	11	8	(19)	-
Plan Zamiba	-	45	(37)	8
Quest Alliance	27	46	(70)	3
SIDA S'WEDEN	541	960	(1,107)	394
SRHR Alliance Uganda	17	14	(30)	1
The Patter Family Foundation	-	25	(19)	6
UNAIDS	-	39	(9)	30
UNDP	-	103	(18)	85
UNESCO	10	41	(45)	6
UNFPA	5	72	(59)	18
UNICEF	-	456	(420)	36
United Nations Population Fund	-	75	(75)	-
University of Cambridge	12	87	(99)	-
VSO International	63	96	(159)	-
Others	474	161	(28)	610
<b>Total</b>	<b>1,931</b>	<b>6,735</b>	<b>(6,481)</b>	<b>2,185</b>
	=====	=====	=====	=====

13. ANALYSIS OF FUNDS	Restricted Reserves	Unrestricted Fixed Assets Reserve	Unrestricted Designated Reserve	Unrestricted Free Reserves	2022 Total	2021 Total
	£000's	£000's	£000's	£000's	£000's	£000's
Tangible fixed assets	220	78	-	-	298	131
Current assets	1,617	-	80	1,428	3,124	3,755
Current liabilities	-	-	-	(610)	(610)	(721)
Long term liabilities	-	-	-	(147)	(147)	(187)
	1,837	78	80	671	2,666	2,978
	=====	=====	=====	=====	=====	=====

ANALYSIS OF FUNDS PRIOR YEAR	Restricted Reserves	Unrestricted Fixed Assets Reserve	Unrestricted Designated Reserve	Unrestricted Free Reserves	2021 Total
	£000's	£000's	£000's	£000's	£000's
Tangible fixed assets	57	74	-	-	131
Current assets	2,128	-	-	1,627	3,755
Current liabilities	-	-	-	(721)	(721)
Long term liabilities	-	-	-	(187)	(187)
	2,185	74	-	719	2,978
	=====	=====	=====	=====	=====

#### 14. RELATED PARTY TRANSACTIONS

During the year, Restless Development worked closely with an affiliate organisation, Restless Development USA. Whilst there is no common direct or indirect control, at 30 September 2022, Restless Development USA owed Restless Development £11,665.01 (2021: £53,764.02 owe to Restless Development). This comprised £75,865 of income allocations, £10,436 of expenditure, which mostly relates to sub-granting to other Restless Development Hubs. The Co-Chief Executive of Restless Development also served as a member of the board of Restless Development USA during the financial year to September 2022.



## 15. OVERSEAS ORGANISATIONS

In order to operate in some countries, Restless Development is required to register as an NGO in local regions. These organisations are treated as branches of Restless Development and their accounts are included within the accounts of Restless Development. A list of all overseas organisations controlled by Restless Development is as follows:


### 15. Overseas Organisations

Organisation name	Country of	Income	Expenditure	Surplus/	Net
Restless Development (Nepal)	Nepal	141	(141)	-	-
Restless Development Tanzania	Tanzania	1,300	(1,300)	-	45
Restless Development Uganda	Uganda	546	(546)	-	3
Restless Development Sierra Leone	Sierra Leone	2,478	(2,409)	70	(140)
Restless Development SPW India Project	India	637	(442)	195	133
Restless Development Zambia	Zambia	1,264	(1,264)	-	171
Restless Development Zimbabwe	Zimbabwe	403	(545)	(142)	93
		6,769	(6,646)	123	304
		=====	=====	=====	=====

### OVERSEAS ORGANISATIONS - PRIOR YEAR COMPARATIVES

Organisation name	Country of	Income	Expenditure	Surplus/	Net
Restless Development (Nepal)	Nepal	179	(179)	-	-
Restless Development Tanzania	Tanzania	1,378	(1,378)	-	37
Restless Development Uganda	Uganda	780	(779)	0	2
Restless Development Sierra Leone	Sierra Leone	1,699	(1,817)	(118)	(261)
Restless Development SPW India Project	India	338	(322)	16	86
Restless Development Zambia	Zambia	773	(772)	1	131
Restless Development Zimbabwe	Zimbabwe	293	(267)	25	57
		5,439	(5,515)	(76)	51
		=====	=====	=====	=====

**16. COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES: 2021**

	Unrestricted funds £000's	Restricted funds £000's	2021 Total £000's
<b>INCOME FROM:</b>			
<i>Donations and legacies</i>			
Grants and donations	967	6,735	7,702
Unrestricted fundraising	364	-	364
<b>Total income</b>	<b>1,331</b>	<b>6,735</b>	<b>8,066</b>
<b>EXPENDITURE ON:</b>			
<i>Raising funds</i>	(216)	-	(216)
Charitable activities	(1,245)	(6,369)	(7,614)
<b>Total expenditure</b>	<b>(1,461)</b>	<b>(6,369)</b>	<b>(7,830)</b>
<b>Net income/(expenditure)</b>	<b>(130)</b>	<b>366</b>	<b>236</b>
Foreign exchange gains/(losses)	(18)	(112)	(130)
<b>Net movement in funds</b>	<b>(148) </b>	<b>254</b>	<b>106</b>
<b>Reconciliation of funds</b>			
Total funds brought forward	941	1,931	2,872
<b>Total funds carried forward</b>	<b>793</b>	<b>2,185</b>	<b>2,978</b>

**TRUSTEES**

Charlotte Eaton, Chair

Amelia Pan

Resigned: 2 Nov 2022

Amisa Rashid

Diwakar Uprety

Edleen John

Hannah Bronwin

Isabella Mosselmans

Jenny Wilson

Jonathan Gorrie

Resigned: 4 May 2022

Lucinda Moore

Matthew Beard

Resigned: 31 Dec 2022

Paul Wafer

Tom Allen

Mafipe Chunga

Appointed: 24 May 2022

Oyindamola Johnson

Appointed: 12 April 2022

**FINANCE & AUDIT COMMITTEE**

Lucinda Moore (Chair), Mafipe Chunga, Andrew Ridley

**CO - CEO**

Alex Kent and Kate Muhwezi

**FINANCE DIRECTOR**

Segun Olowookere, Resigned 8th June, 2022

**CO-FINANCE DIRECTOR**

Genevieve Seddon, Sunil Mahawar,

Appointed 1st July 2022

**BUSINESS DIRECTOR**

Gemma Graham, Resigned 27th May, 2022

**REPRESENTATIVE HUB DIRECTORS  
YOUNG LEADERS**

Nalini Paul (India), Farai Muronzi (Zimbabwe)

Inés Yabár (Peru), Caleb Masasu (Zambia) and Nikita

Khanna (India), Appointed to RLT 1 April 2021

**REGISTERED ADDRESS**

35-41 Lower Marsh

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SE1 7RL

**BANKERS**

Barclays Bank Plc

1 Churchill Place

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**AUDITORS**

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