

POWERED BY YOUNG PEOPLE

Annual Report 2017

**RESTLESS
DEVELOPMENT**



A message from the Chair.

This year marks the end of Nik Hartley's service with Restless Development. From early days in Students Partnership Worldwide working with our founder, Jim Cogan, to his years as a charismatic thought leader of Restless Development, he has been a model for all of us. During his leadership we have grown strongly in capacity, impact and international recognition. Though his presence will be missed, his legacy includes a great successor in Perry Maddox.

More importantly, his tenure has seen the growing influence of young people in the development of their own communities. Our current strategy is to embed this. I hope our Review will show you the progress we are making.

During the year, the Board said goodbye to Jenny Duvalier, Tom Kabuga and Aamirah Patel. Each has given significant time and insight, greatly enhancing our governance.

The sector is, understandably, under close scrutiny and challenge. We recognise our accountability to all our stakeholders. So we continue to focus on our values, our leadership and our governance, and our overriding responsibility to those we serve.

Martin Hayman

A message from the CEO.

As we look back, I hope that we will see 2017 as a pivotal year for Restless Development. More than simply the first year of our new global strategy, 2017 was a year in which we challenged ourselves to transform as an agency, to learn and to grow, ultimately building a new approach to how change happens in this era of Peak Youth.

It was a year in which the power, agency and leadership of young people mobilised communities around the world to take leadership in resolving the issues that affect them most; influenced and shaped the way the world's biggest development actors work; and demanded accountability on the commitments of the Sustainable Development Goals locally as well as globally.

Across Restless Development, we worked to put our strategic ambition into practice. We redesigned our programmes to work to the issues young people told us mattered the most. We rebuilt ourselves as a global agency driven by Hubs, driven by a cutting-edge agency plan that will guide how we evolve as Restless Development. We seeded an emerging collective of young people and youth organisations around the world to tackle the biggest challenges in development. We worked with global partners from Danida to DFID to USAID to succeed in their commitments and approach to youth.

It was a year in which our award-winning Dynamic Accountability approach was taken to scale across the sector, in which our Case for Space research was taken up by multiple UN agencies, in which our Youth Power campaign spread to more than 40 countries, and in which our Restless Model continued to shape the way young people lead change in thousands of communities around the world.

It was a year in which 99 percent of respondents to our annual staff survey reported that they are proud to work with Restless Development; 98 percent reported that our strong values are alive in practice; and 97 percent expressed that they make a positive impact through their work.

It was also a year for change in leadership as we welcomed five strong, brilliant new female leaders from diverse backgrounds into our global leadership team, and we launched an ambitious new approach to youth leadership within our agency. 2018 will see a new CEO and Board Chair come into role, and we celebrate and thank Nik Hartley OBE and Martin Hayman, respectively, for their excellent leadership under which Restless Development has transformed over the past years. Words do not do their leadership justice.

As we look to 2018, our focus is three-fold. We will continue to build, test and prove the viability at scale of the Restless Model – our approach to youth-driven, community-led change – so that hundreds of government offices and development actors can take these innovative, proven models to scale in their work. We will continue to work with over 500 Southern, youth-led organisations and countless international partners to build partnerships, consortia and collaboration as an alternative to development as usual, tapping into the biggest youth generation in history to disrupt and to radically improve the way that change happens. We will continue to rebuild our agency around the things that make us Restless Development – our values, our commitment to youth leadership, our dynamic accountability, and the leadership of our Hubs and communities around the world.

Throughout all of this, we will remain as youthful and as professional, as bold and as humble, as passionate and as committed to bottom-line results, as inclusive and as willing to challenge ourselves, as fun and as dynamic as ever. In short, as Restless and as Development as ever.

Perry Maddox

WE ARE RESTLESS

Young people have the power to solve the challenges we face in our world. We are here to make sure their voices are heard and that they lead in solving those challenges.

Our spirit is courageous and committed. Our ethic is responsible and professional.

We are powerful, not passive

We know that young people hold the power to change lives in their own communities and countries. We are an agency working with young people to lead this change.

We are change-makers, not trouble-makers

The young people we work with make change happen because they are not afraid to take risks or to challenge the status quo. It is this disruptive energy that makes us powerful; but however provocative we are in our message, we are neither agitators nor trouble-makers. We work in a co-operative, constructive and strategic way because our work is important and we need it to be taken seriously.

We are professional, not top-down

Some people think young people have energy, but not professionalism. We show that young people have both. It's our blend of passion and skills that makes us unique. Our staff and volunteers work side by side to share and to develop the highest quality professional skills in everything we do.

We are brave, not beneficiaries

Our youth power is a unique energy. Our courage and determination have the power to fill others with a positive desire to get involved. We support young people to unleash their power and agency to change their communities for good. We start with young people as leaders, never as beneficiaries.

Our values drive us and are at the core of our work, policies and strategies, as well as our relationships with each other, our partners and communities we work with.

We have four core values. _____

HEAD

**We are 100% professional.
We prove that young people can.**

We work in the context of poverty. We measure our results and use our resources efficiently. We care about getting the right results. We act professionally and always seek to improve our work.



HANDS

**We are in it together.
We listen and learn.**

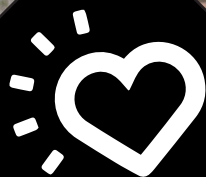
We are connected with our partners, with each other and with those we serve. We develop solutions as a team. Our rules and policies apply equally to all. We are generous with our expertise, our tools and our time.



VOICE

**We generate leaders.
We are proud to carry the banner for young people leading change.**

We all have a leadership role. Everyone's opinion is valuable and we bring all voices to the table. We give young people the opportunity to succeed and to fail, generating leaders through experience. We are proud of our work and tell our story with conviction.



We are young professionals accountable to young people. Young people are at the centre of everything we do. Our passion and energy drive us. We take initiative, innovate and try new things.

**We are who we serve.
We are brave.**

HEART

RESTLESS YEAR



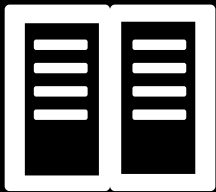
10 Hubs

India, Nepal, Sierra Leone,
South Africa, Tanzania, Uganda,
UK, USA, Zambia, Zimbabwe

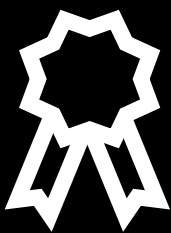


1,423 Restless Development partners including:

- 879 civil society partners
- 51 bilateral and multilateral partners*
- 56 private sector organisations



27,247 readers of the #WeAreRestless blog



ONE Bond Transparency Award for Restless Development's dynamic accountability work

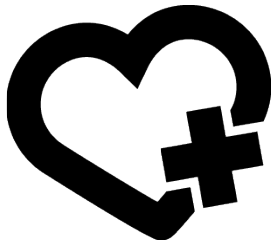


100% of all staff salaries, agency policies and Board minutes published online for the world to see

* This includes country and regional offices.

IN NUMBERS

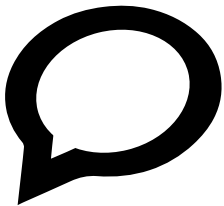
Our goals:



415,008 young people reached by Restless Development sexual and reproductive health and rights programming



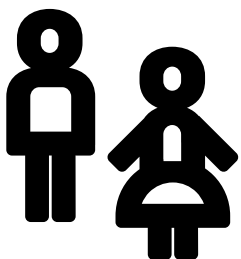
65,518 young people reached by Restless Development living programming



104,706 young people reached by Restless Development voice and leadership programming



177 Youth Power campaign partners in 45 countries



15 Youth Power global leaders, who act as a steering committee for the campaign

RESTLESS IN ACTION

Neema's story.

“Girls in my area had no education about entrepreneurship or their reproductive health or where to go in case they were sexually harassed. Restless Development has taught me and guided me on how to teach this to girls.”

Neema leads a women's group as part of Restless Development's 'Mabinti Tushike Hatamu (Mabinti)' – 'Girls! Let's Be Leaders!' project in Tanzania where she trains young women in her area about entrepreneurship, and how to improve their sexual and reproductive health.

The need for projects like these is particularly great in Tanzania where thousands of adolescent girls drop out of school because they get pregnant or married, unable to get the education and skills they need to earn a living.

“I teach the girls entrepreneurial skills like the making of batik and other skills they want to know (like what to do about sexual harassment and assault). I tend to focus on handiwork skills because they don't require a lot of materials or cost a lot of money and once the girls know how to do it, they can use simple materials to make items that they can sell. Many of them have now set up their own businesses.”

Living on the streets is a reality for many of the girls in Neema's community. Khadija is one of them. **“I used to be a street child but I am no longer one. I had no sense of direction but today I am a peer educator.”**

Living on the streets is not easy for girls and young women in Tanzania: **“The problems are many. Number one is childhood pregnancy, the second one is school drop-outs.”**

With Neema's support, Khadija is now training other girls and helping them off the streets.

“By using these skills I can now make things like batik cloth, and ornamental beads. I have learnt a lot and have gained self-confidence and self-awareness, and I now teach the things I have learnt to other girls too. My peers and I have rescued many street girls who were out of school; or who were victims of early pregnancy. The education we gave them has helped them so much.”

The girls have also been involved in every stage of designing and developing the Mabinti project: **“We could not run this project without involving young people because we are working for them and with them to change their lives and be ambassadors of other young people. It also means that the girls are inspired to stay in this project for a long time because we have created an environment that makes them feel that their project is theirs.”**

The peer educators, like Neema, are young women who have not had the opportunity to go to school: **“It is important that girls are taught by someone their age and like me because I understand them and their needs and environment. We understand each other, which might not be the case if it were someone a bit older.”**

Since the Mabinti project began Neema and other young women like her have worked with more than 7,000 out-of-school adolescent girls across Tanzania and helped countless more.

“I had lost hope but since I joined Restless my hopes have been revived. I am now in college training to become a teacher.”





Lamin's story.

Lamin is one of the youngest bakery owners in Waterloo, Sierra Leone, employing four other young people. Together they produce over a thousand loaves each day, providing a good living for themselves and their families.

Things were not always this way for Lamin, and still aren't for many young Sierra Leoneans who face huge challenges when it comes to making a living.

Before opening his bakery, Lamin's livelihood depended on subsistence work like gardening, which provided him with an income of roughly \$10 a week. All this changed when Lamin enrolled in Restless Development's Business Development Service which supports young people to understand everything they need to run a sustainable and profitable business, from book-keeping to marketing. This training enabled Lamin to kickstart his vision for a successful bakery business.

At the end of the business course, Lamin opened his own bakery. He has faced many challenges: losing everything in a storm that soaked his premises, then rebuilding his oven as it wouldn't retain heat. Finally the outbreak of Ebola forced his business to close, but with a resilience that is typical of young Sierra Leoneans, and with support from Restless Development, he picked himself up one more time.

Now, his business is thriving again and he has ambitions to buy a delivery van to secure business further afield and serve other communities. He would also like to build another bakery and some sales outlets too so that he can employ and train other young people in how to run successful businesses. Lamin's work and spirit is not only driving his local economy, but opening doors for more young people to change their communities in other ways.

“ Lamin's work and spirit is not only driving his local economy, but opening doors for more young people. ”

Pooja's story.

Pooja is the Communications Coordinator at Restless Development India. Following Restless Development's mobile journalism (mojo) training, she made her first mojo film with Chandini and Shivani, two young women living and volunteering for Restless Development in the Sanjay Camp resettlement colony in New Delhi.

“Capturing the lives of young women has been a privilege and pleasure” according to Chandini and Shivani. These young women are just two of the ‘Peer Educators’ in our Disha Project, which trains 5,000 young women to deliver workshops to their peers on employment skills and women’s rights alongside the life skills and confidence they will need to be lifelong leaders for change

“I was free to walk around Sanjay Camp and capture their living conditions without being treated like an ‘outsider’...Unlike traditional DSLR filmmaking, they were not bothered by me carrying my phone around, and didn’t object to speaking in front of my camera phone.”

By using mobile journalism to film in their communities, these three women were able to make a film and in doing so show the world how important it is to invest in young people, in terms of building key skills and confidence to be the young leaders the world needs them to be.

Pooja now trains volunteers in mojo filmmaking herself, empowering other young people to share their stories and share them in the way they want them to be told:

“Mobile Journalism (mojo) gives power to a young person to document what they want to say, and in their own way. Can you imagine 1.8 billion young people documenting the challenges and conditions of their communities through mobile journalism? It is radically changing the use and style of video journalism, enabling young people to talk directly to their audiences and reassure audiences of their authenticity.”

“ Mobile Journalism gives power to a young person to document what they want to say and in their own way. ”





Richard's story.

Richard is one of three Youth Power Accountability Advocates in Ghana who are harnessing the power of data to turn the tide on maternal mortality. The work of Richard and his team has helped change national policy on health and gender equality.

“A lack of progress towards achieving the Sustainable Development Goals (SDGs) is felt no more acutely than when we consider gender equality. This isn't helped by the persistent gap in data on young women, trans and non-binary youth, which puts them at risk of being left behind.”

“[To fill this gap] we gathered data – through discussion groups with mothers, local leaders and community nurses – tracking gender inequality issues such as maternal mortality and teenage pregnancy. By tracking the causes of maternal mortality we gathered vital evidence to help us reduce the deaths amongst expectant mothers.”

The data that Richard and his fellow Accountability Advocates collected is published in this report. It has had a major impact on convincing Ghana's government to take action on maternal deaths and teenage pregnancy:

“Our data revealed new findings on the causes of maternal mortality in rural Ghana. We also developed new ‘indicators’ to measure progress on health, wellbeing and gender equality, such as an indicator aimed at increasing training provided to birth attendants. All of this has fed into the Ghana Health Service's new policies to support the health of young people and families.”

“ By tracking the causes of maternal mortality we gathered vital evidence to help us reduce the deaths amongst expectant mothers. ”

Rombidzai's story.

Rombidzai is a member of the Girls Empowerment (GEM) club at her school. The club was set up by young Restless Development volunteers who run sessions on how to lead safe and healthy lives which contribute to successful futures.

Across Zimbabwe there are not enough jobs to support people who want to work, so many adults are moving across the border to nearby countries to find employment, including Rombidzai's parents who moved to South Africa two years ago. Her mother is working in a car wash and her father is a builder. They send money to Rombidzai's grandmother who looks after her, and this helps to buy food for them and cover her school fees.

Young Restless Development volunteers lead sessions designed to build confidence among pupils, and particularly with girls, giving them the skills to start small business initiatives and busting myths around HIV. Since then, pupils like 11-year-old Rombidzai have been putting those new skills into action at their school. Their club now runs a successful tuckshop with a difference: the profits all go to buying shoes for other students who don't have their own.

Rombidzai explains: **"We go to the tuck shop early in the afternoon at break time and we sell popcorn, sweets and Jiggies [corn snacks]."**

Jiggies are the most popular item in the tuckshop; and after the teacher has bought the shoes, the group gathers to watch them being given to the selected children. Now the group is working towards buying uniforms for those who don't have them.

Rombidzai adds: **"After we are done, we count out how much money we have made and then how much stock is left and we write this down."**

"The money we get from selling, we give to the teacher to buy some other stuff to fill the tuckshop and the remaining money we use to buy school shoes for other kids who don't have them."

"It makes me happy because it's helping other kids. When I'm older, I want to be a teacher so that I can also help others to become teachers and nurses."

“ When I'm older I want to become a teacher so that I can also help others to become teachers and nurses. ”





Bibek's story.

“Earlier I used to hesitate to dream small dreams, but now I can dream big and I have the confidence to fulfill them.”

Bibek, a young campaigner from Nepal, grew up in a rural village in Sunsari, a district in the south east of Nepal. A country where 40% of girls are married before the age of 18. In Sunsari the situation was bleak, with many children being married before the age of 10.

“[But] even though it was such a huge issue in Sunsari it was still not being addressed.”

With the assistance of Restless Development, Bibek began a campaign to end child marriage, working with the local schools and leaders to deliver sessions on gender equality and encourage other local organisations to back the campaign:

“When we started this campaign none of the organisations were working towards this.”

However, together with local leaders Bibek collected vital data on child marriage in his village and the wider region.

“The [local leaders] were amazed by our findings and from then on really committed to this campaign...The biggest achievement of the program is that we have been able to declare Chandbela Village of Sunsari District child marriage free.”

“ I used to hesitate to dream small dreams, but now I can dream big and have the confidence to fulfill them. ”

BIGGER THAN THE SUM OF OUR PARTS: A YOUTH COLLECTIVE

The Peak Youth generation is the largest youth generation in history. These young people are more connected than ever but more sidelined by inequality and injustice. Development systems have not yet been able to mobilise this generation for positive change at scale. Restless Development knows that when this power is unleashed at the heart of communities and the ownership of development is handed back to those communities, long-term sustainable development is set in motion.

In 2016, Restless Development launched a new global strategy to unleash the power of youth globally to tackle development challenges.

This movement for change, powered by young people, is already changing the way that development works. In 2017, Restless Development worked to catalyse this movement, engaging young people in their hundreds of thousands, alongside our partners, including governments, civil society organisations, youth-led organisations and individuals who have offered their support to our mission.

We are working to be 'bigger than the sum of our parts', bringing together a range of partners who are invested in the power of young people to change the world, to prove that there is an alternative way of 'doing' development.



Young people shaping the future of research.

The Youth Think Tank (YTT) is a research initiative launched by Mastercard Foundation and Restless Development which works with young people from 7 countries in Africa exploring economic opportunities for young people.

Led by the Restless Development Uganda Hub, young researchers are trained and supported to lead the research process on different themes related to youth livelihoods, employment, education and financial inclusion.

The insights generated enable development actors and other key stakeholders and influencers across Africa and beyond to better understand issues affecting youth and to identify solutions to increase and improve the engagement of young people in development initiatives.

This past year, the YTT elevated youth voices by specifically interrogating two priority themes; hospitality and tourism, as well as agriculture-related innovations and technologies.



Connecting and innovating to tackle the world's biggest development challenges.

Restless Development's US Hub led the youth engagement for RTI International's Global Center for Youth Employment 'Ideathon' in New York; a two-day hackathon to co-design and invest in solutions to the youth employment challenge around the world. The event was hosted by the incubator 1776, supported by the Ford Foundation and attended by thought leaders from the private sector, NGOs and young people.

An open competition was held where 200 innovative ideas to solve youth underemployment were submitted from 25 countries. A panel of judges selected 16 ideas to be presented at the Ideathon, where five ideas were selected for seed funding.

Restless Development helped facilitate a connection between young people from Atlas Corps and the Mastercard Youth Think Tank for the Ideathon in several ways. Young leaders were consulted in the design of the event and worked directly with the selection committees to choose the ideas presented at the Ideathon. The five winning ideas each had a youth mentor working with them over the two days. Youth Think Tank researcher Faith Kaoma traveled to New York for the Ideathon, where she served as a mentor for all of the idea groups and was on the judging panel. Other Youth Think Tank researchers participated virtually, responding to questions posed by the groups.



Faith volunteered with the Uganda Youth Think Tank, a research initiative launched by the Mastercard Foundation and Restless Development, engaging young people as partners to solve critical challenges.

Faith said: **“Participating in the Ideathon has helped me truly believe in myself. I am passionate about young people and the opportunity to speak about issues that greatly affect them in the world today, such as unemployment. This experience has made me treasure the true meaning of meaningfully engaging young people in development.”**

Unleashing Youth Power at the United Nations.

In July 2017, a group of five youth advocates, supported by Restless Development, attended the UN's High Level Political Forum (HLPF) in New York. With governments, decision-makers and civil society organizations meeting under one roof, the HLPF offered a critical window to voice the need for young people to be involved in the delivery, monitoring and accountability of the Global Goals.

This was the job of the youth advocates, who used every opportunity they had to lobby governments at HLPF to include the perspectives and expertise of young people in their efforts on the goals. Young people around the world got involved too, supporting our message to involve youth in the accountability of the Global Goals, also known as the Sustainable Development Goals (SDGs).

The forum was bookended by two fantastic events for Restless Development. Before the HLPF began, staff and advocates hosted a two-day training event for all the young people in New York who were attending the forum, in order to build their capacity to successfully navigate and increase the impact of their work at the HLPF. More than 15 different partners from the UN and civil society, including representatives of 6 different UN missions, delivered sessions and trained more than 40 young people from across the world.

Throughout the HLPF and after the forum, Restless Development has called on all governments to meaningfully engage with young people as partners in their Voluntary National Review (VNR) process – ensuring young people's perspectives and expertise are actively sought out, included and acted upon.





Building a generation of global citizens: Lewis' story.

When Lewis was first diagnosed with HIV, he quickly realised the stigma that still surrounds it. This took him on a journey campaigning both in the UK and in South Africa as an International Citizen Service (ICS) volunteer, and ultimately led him to set up 'Proudly Positive', a project to finally put an end to HIV stigma.

He said: **“Stigma is such a massive problem for people with HIV. Stigma can be more damaging than the virus, and it stops people getting tested and can stop people from taking and accessing treatment.”**

After coming to terms with his HIV status, Lewis' journey took him to a community in rural South Africa where stigma around HIV still prevents people from being tested and getting treatment. As an ICS team leader he managed a team of volunteers to educate the community on HIV, and improve their access to and use of HIV treatments.

Lewis added: **“The HIV rate there was 40% and increasing. This gave me such a drive to make a difference to the world.”**

When Lewis returned to the UK, he decided to use his experience and the skills he learned in South Africa to take action and challenge the narrative around HIV at home.

He explained: **“Arriving back in the UK, I thought about those who went through the fear and trauma of the AIDS crisis, for those who lived through it and lost loved ones, and for those living around the world especially in South Africa who had lost the fight against HIV or who were still fighting. Volunteering overseas taught me that I had the skills and strength to challenge the negative narrative around HIV.”**

He joined forces with Connected by Humanity to organise an event called 'Talking Stigma', to start a dialogue about stigma and raise money for the Terrence Higgins Trust – a charity that campaigns on and provides services relating to HIV and sexual health. He also contributed as a speaker himself, sharing his personal story and experiences of stigma:

“This was life-changing for me and quite surprisingly to others in the audience. Since then many people have approached me to share my journey and challenge HIV stigma straight on. I feel even stronger now that it's obvious that the world not only needs to discuss (HIV) but wants to,” Lewis said.

Lewis went on to put himself forward as a speaker for the Youth Stop AIDS Speaker Tour, a series of events that saw campaigners living with HIV share their stories. Now, through Proudly Positive, he is encouraging others to come together and use their creativity to change the dialogue and finally put an end to stigma around HIV.

He added: **“What the world needs now is a more open and honest discussion about HIV, to ask questions and stop fearing it. It's time that you and I move past stigma, move past shaming people because of their status, and support each other in fighting something that there is effective treatment for. Because we need to fight HIV and not the people living with it. We can end HIV by tackling stigma.”**

Youth Power: Mobilising at depth and at scale.

Youth Power is Restless Development's global youth-led campaign to put young people at the heart of the Sustainable Development Goals (SDGs) and ensure that they are able to hold their leaders to account for the promises made in 2015.

In 2017, Youth Power grew into a network of over 1,800 young people and 177 Youth Power campaign partners in 45 countries, steered by 15 global youth leaders.

Natalie Robi, Youth Power Champion, Kenya

In Kenya, 9.3 million women and girls have undergone Female Genital Mutilation (FGM). In Natalie's community, Kuria, the rate of FGM is one of the highest at 80%. Growing up in Kuria, Natalie faced discrimination for being 'uncut'.

Natalie became a Youth Power Accountability Advocate to challenge decision-makers in her country and to end FGM. Trained and mentored by Restless Development, she worked with other young people to collect data about the effects of FGM in communities across Kenya, using that data to hold local and national decision-makers to account.

Since then, Natalie has founded Msichana Empowerment Kuria, a young women-led grassroots organisation that works to end FGM in her community. Their advocacy has been based on tackling FGM by changing social norms within the community, gaining the trust and support of the community to "stop the cut" and mobilise others to do the same.

Natalie and her organisation also work to improve access to rights, inspire youth action through volunteering, advocacy and grassroots movement building, and influence policy and practice by participating in national, regional and international global advocacy.



Natalie said: "Global leaders made a promise to end FGM in Goal 5:3 of the Global Goals – to eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation. We stand united today reminding world leaders to fulfill this promise to end FGM by 2030. We can achieve this through increasing investment, strengthening young people's voices, creating enabling policy environments and opening up spaces for dialogue between decision-makers and young people at local, national, regional and global levels."



Partnership

Virtual1 is Restless - our partnership in action

Restless Development partnered with Virtual1 in summer 2016 and to date have raised £50,000 to help unleash the power of young people to lead positive change.

Our partnership is mutually beneficial and we work together to solve business challenges. The partnership has helped Virtual1 achieve a Two Star Rating on the Best Companies Index and has had a real motivational effect on staff at all levels, increasing cross-team and departmental working.

“We chose to partner with Restless as they do things differently to other charities. I was struck by the innovation in the work they do – young people aren't just seen as dependents but Restless supports them to become leaders in solving issues,” says Tom O'Hagan, CEO.
“They took that same approach to their work with us and it's been amazing to see.”

Partnering in 2016, we started by creating a 'Chief of Charity' staff role at Virtual1. At Restless we worked with them to put in a team of 'Champions of Charity' and together we went about creating a bespoke calendar of fundraising events that would empower all 70 of Virtual1's staff to get involved.

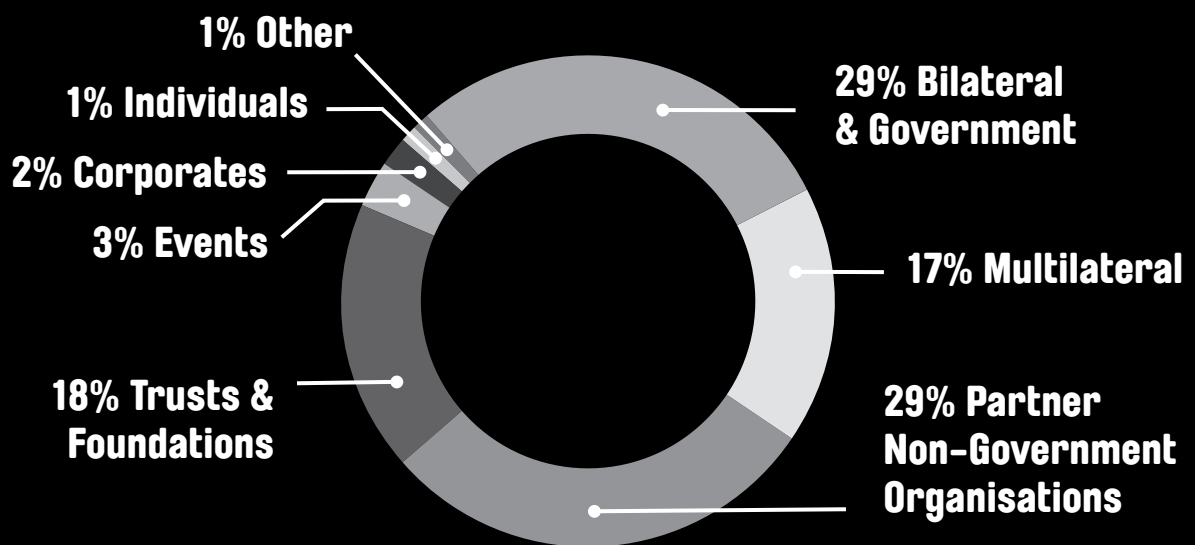
In summer 2017 we connected Virtual1 employees with our work in person, taking two Virtual1 staff to visit young women's empowerment projects in the Delhi slums.

Working with Virtual1 as partners, Restless Development has proven that a corporate partnership owned by its staff can improve business as well as support our agency's vital work.

“
We chose to partner with Restless as they do things differently to other charities.
”

FINANCE AND ACCOUNTS

TOTAL INCOME: £14,836,000



GLOBAL SALARY SCALE

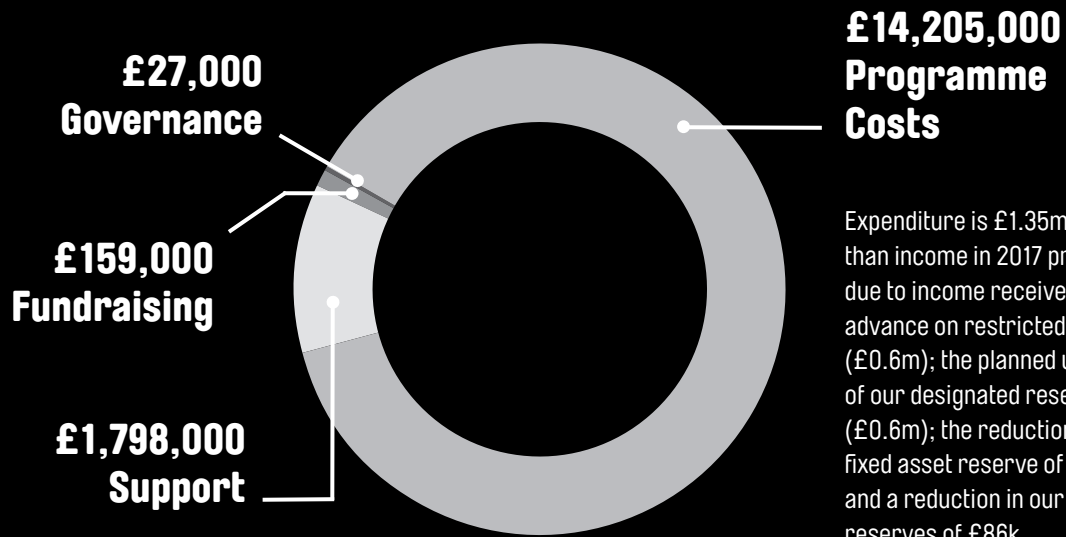
We are proud to have a unique transparent and equitable single Global Salary Scale (GSS) across all of our locations.

This GSS is calculated to ensure all staff on equivalent grades – from the UK to Uganda, from Sierra Leone to Nepal – receive a fair and comparable wage in line with their peers in other Restless Development locations, regardless of their nationality.

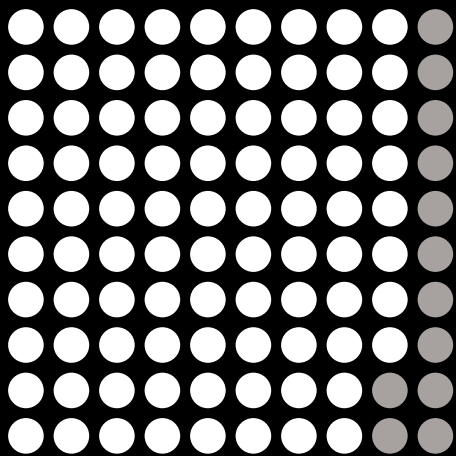
Our staff also have consistent daily allowances for food and accommodation when travelling, whatever the position of staff or purpose of travel (training, workshops or partnership work).

This unique Global Salary Scale is on one sheet of A4, including every salary across all of our staff levels and countries, and is available publicly on our website.

TOTAL EXPENDITURE: £16,189,000



Expenditure is £1.35m higher than income in 2017 primarily due to income received in advance on restricted grants (£0.6m); the planned use of our designated reserve (£0.6m); the reduction in our fixed asset reserve of £0.1m; and a reduction in our free reserves of £86k.



FOR EVERY **£1** YOU GIVE,
88P IS SPENT DIRECTLY ON OUR
WORK WITH YOUNG PEOPLE.

Financial accounts.

	Unrestricted Funds	Restricted Funds	2017 Total	2016 Total
	£000's	£000's	£000's	£000's
Income from:				
Donations and legacies				
Grants and donations	3,004	11,477	14,481	14,276
Donations in kind	-	-	-	6
Charitable activities				
Project recoveries	355	-	355	448
Total income	3,359	11,477	14,836	14,730
Expenditure:				
Raising funds				
Fundraising costs of grants and donations	(159)	-	(159)	(156)
Charitable activities				
	(3,926)	(12,104)	(16,030)	(13,821)
Total expenditure	(4,085)	(12,104)	(16,189)	(13,977)
Net income/(expenditure)	(726)	(627)	(1,353)	753
Foreign exchange gains/(losses)	(51)	(67)	(118)	176
Net movement in funds	(777)	(694)	(1,471)	929
Reconciliation of funds				
Total funds brought forward	2,189	2,293	4,482	3,553
Total funds carried forward	1,412	1,599	3,011	4,482

The Statement of Financial Activities includes all gains and losses recognised in the year, and all information required for a statement of total comprehensive income. All incoming resources and resources expended derive from continuing activities.

The financial information given here is a summary extracted from the audited financial statements for the year ended 30 September 2017 as approved by the Trustees on 26 April 2018. The auditor's report was unqualified.

A copy of the financial statements has been submitted to the Charity Commission and Companies House.

The summarised financial information on these pages may not contain sufficient detail to allow for a full understanding of the charity's financial affairs. For further information, the full financial statements, the auditor's report on those financial statements and the Trustees' report should be consulted. Copies of these can be obtained from the charity's head office at: 35-41 Lower Marsh, London, SE1 7RL, UK or online at restlessdevelopment.org/resources.

Registered auditors: haysmacintyre.
All figures are given in Pound Sterling (£).

Balance sheet.

	2017		2016	
	£000's	£000's	£000's	£000's
Fixed assets		375		465
Current assets				
Debtors	1,966		1,700	
Bank and cash	3,295		4,423	
		5,261		6,123
		5,636		6,588
Creditors: amounts falling due within one year		(2,625)		(2,106)
Net assets		3,011		4,482

Represented by:

Funds				
Restricted		1,599		2,293
Unrestricted				
Fixed Asset Reserve		375		465
Designated Reserve		-		601
Free Reserves		1,037		1,123
		3,011		4,482

The designated reserve has been wound down in line with planned activities during 2016/17.

Cash flow.

	2017		2016	
	£000's	£000's	£000's	£000's
Cash flows from operating activities		(937)		1,610
Cash flows from investing activities				
Additions to property, plant and equipment	(191)		(305)	
Proceeds from the disposal of fixed assets	-		5	
Net cash used in investing activities		(191)		300
Cash flow from financing activities		-		-
Net increase in cash and cash equivalents		(1,128)		1,310
Cash and cash equivalents on 1 October		4,423		3,113
Cash and cash equivalents on 30 September		3,295		4,423

GOVERNANCE

PATRONS

Baroness Anne Jenkin
Jamie Drummond
Sir David Reid
Dame Barbara Stocking

AMBASSADORS

Lord Dholakia OBE
Michael Brearley OBE
Habeel Ibrahim

TRUSTEES

Martin Hayman, Chair
Affan Cheema
Aamirah Patel
Anand Aithal
Carol Monoyios
Charlotte Eaton
Hannah Bronwin
Jim Sewell
Jonathan Gorrie
Matthew Otubu
Myles Wickstead
Tom Kabuga
Jennifer Duvalier

US BOARD OF DIRECTORS

Andrew Wood, Chair
J. Michael Dow, Treasurer
Emily Godfrey, Clerk
Kathleen M. Barksdale
Jamie Bedson
Josh Ezrin
Sami McCabe
Nicole Ng
Kate Roberts

HUB BOARD CHAIRS

India

Dr. Miriam Samuel

Nepal

Mr. Anil Chitrakar

Sierra Leone

Mr. Mohammad Jalloh

South Africa

Ms. Alice Barlow-Zambodla

Uganda (Advisory Board)

Mr. Joseph Munyangbo

UK

Mr. Martin Hayman

USA

Mr. Andrew Wood

Tanzania

Prof. Prosper Ngowi

Zambia

Mr. Mafipe Chunga

Zimbabwe

Mrs. Vinece Dube

EXECUTIVE MANAGEMENT

Chief Executive

Nik Hartley OBE

Chief Operating Officer

Perry Maddox

Business Director

Gemma Graham

Finance Director

Ben Sheahan / James Sole

Quality Assurance Director

Kate Muhwezi / Graham Leigh
(Maternity cover)

Strategy Director

Alex Kent

Director of Programmes

Ed Francis

FOUNDER

Jim Cogan OBE

HUB DIRECTORS

India

Nalini Paul

Nepal

Ravindra Shakya

Sierra Leone

Francis Kaikumba

South Africa

Frank Harle

Tanzania

Margaret Mliwa

Uganda

Greg Lavender

UK

Rosanne Palmer-White

USA

Jean Manney

Zambia

Harriet Mwiinga

Zimbabwe

Farai Muronzi

THANK YOU

Our work wouldn't be possible without the support of our many partners and funders. A big thank you to everyone who has helped us over the last year:

Institutional and individual donors from 2016/17 Audited Accounts:

AmplifyChange
Australian Volunteers International
Barclays Bank
Big Lottery Fund
Bill and Melinda Gates Foundation
Brad Cooper and Jennifer Langer
British Council
Chemonics
Christian Aid
Comic Relief
DANIDA
Dance4Life
David Grimes
DfID
Dutch Ministry of Foreign Affairs
Dutch National Postcode Lottery
Dulverton Trust
Egmont Trust
Embassy of the Netherlands in India
European Union
Faisal and Sarah Ahmed
FHI 360
Ford Foundation
Financial Sector Deepening Zambia (FSD Zambia)
Bill & Melinda Gates Foundation
Girl Effect
Girls not Brides
RTI International's Global Center for Youth Employment
Goal
Handicap International
Health Focus South Africa
Heifer International

Help Age International
International Center for Research on Women (ICRW)
International Youth Foundation
International Planned Parenthood Federation Zambia (IPPF Zambia)
Irish Aid
IPPF
IRC
John Troubh
Lead Zimbabwe
Making All Voices Count
Making Cents International
Marie Stopes International
Mastercard Foundation
Mercury Phoenix Trust
Mercy Corps
Michael Kashani
Nancy Abraham
Nasscom Foundation
NoVo Foundation
One Girl Australia
Open Society Foundation
Oxfam
PACT
Permanent Mission of Denmark to the UN
Peter Drummond-Hay
Plan International Uganda
Population Services International
Producer's Direct
Red Cross
Rutgers WPF
Reach Out To Asia (ROTA)
Samworth Foundation
Segal Family Foundation
Sida
MTV Staying Alive Foundation
Stop Aids

The Sperry Fund
UN Trust Fund for Violence Against Women
United National Development Programme (UNDP)
United Nations Population Fund (UNFPA)
United Nations Children's Fund (UNICEF)
United States Agency for International Development (USAID)
Vitol Foundation
Vodacomm
VSO International
Women Deliver
WYSYD
Zambia Governance Foundation
Zing Foundation
Yeatman Family Foundation

UK and US Corporate Partners:


Global Hotel Alliance
Clarity PR
IP Integration
Solar Communications
Waffle On
Virtual1

In the UK, our incredible supporters have donated a combined £80,000 to Restless Development this year. We are so grateful for this generosity, which allows us to continue our vital programmes.

RESTLESS DEVELOPMENT

35-41 Lower Marsh
London
SE1 7RL, UK

+44 20 7633 3350
info@restlessdevelopment.org

 restlessdevelopment.org
 [/restlessdev](https://www.facebook.com/restlessdev)
 [@restlessdev](https://twitter.com/restlessdev)

Restless Development is registered:
Charity no. 1127488
Company no. 6741123