

**RESTLESS  
DEVELOPMENT**  
POWERED BY YOUNG PEOPLE



# WE ARE RESTLESS

Annual Report 2018

# A message from our Chair.

Restless Development has had an incredible 12 months, which can be defined as a period of both great success and great learning.

Some of our most notable achievements have been work with the Bill & Melinda Gates Foundation across three countries and securing funding from the UK's Department for International Development for a new programme, which paves the way for Restless Development to help improve civil-society effectiveness and bring sector innovation to the fore.

In addition to this we have worked with 335,000 people in communities – or, as we call them, changemakers – and significantly improved the quality of our programmes. All of this is something to be proud of and built upon in 2019.

We have also been through a period of reflection and learning, specifically in regards to safeguarding. We have taken the opportunity to reassess all of our safeguarding policies and practices and are delighted that recent audits assessed our approaches as very strong. However, we won't stop here. We must now continue to understand how we can play a leading role in the sector to shape and define approaches that keep everyone we work with safe and protected from harm.

It is an exciting time for Restless Development's Board, too. We have multiple new trustees who have joined us in recent months and who bring a wealth of experience in communications, partnerships, digital, fundraising, people and programmes. I firmly believe this new Board will help us continue to enhance governance of the agency as we carry out our strategy over the years to come.

**Charlotte Eaton.**

# A message from our CEO.

Looking back on 2018, I see a year marked by transition and change inside and outside of Restless Development.

We welcomed a wave of new leadership across our senior teams and boards globally, and we launched exciting new strategic partnerships that are already changing the way we work.

Meanwhile much needed change in the sector was triggered by the safeguarding and sexual abuse crisis that emerged early in the year.

Such changes sit amidst the broader backdrop of increasingly complex operating environments, from nationalistic regimes restricting civic space, to governments mired in the ambiguity of Brexit or in volatile new leadership. The world in which we work only became more challenging in 2018.



**In a way, that's why we're here: to help bring the power and agency of the largest youth generation in history to bear on resolving the biggest issues facing our world.**

In 2018 we trained 7,685 young leaders across 10 countries, who in turn helped to unlock the leadership of over 335,000 changemakers in their communities in order to solve their most pressing problems. We worked with 914 partners in nearly 60 countries to strengthen youth-led civil society, and we partnered with hundreds of national governments to improve the way they work with young people. It's been a busy year – another Restless year.

On the theme of transformation, we launched several global partnerships in 2018 that will reshape the way we work and our offer to the world.

We began work on an exciting initiative in partnership with the UK Department for International Development to build, test and prove models for development that are truly led by young people and their communities, and which governments and development partners around the world will be able to adopt. Our partnership with the Bill & Melinda Gates Foundation invested in youth-led accountability to speed up global commitments on gender equality, while a new strategic partnership with the youth-led organisation Techo aims to connect our work with young people across Latin America. These partnerships will translate all the great work we deliver into the biggest possible impact for young people globally. Because we're all in it together.

It's also been a critical year for reflection, learning and growth. We used the stimulus of the sector crisis to double down our focus on our already strong systems for safety and safeguarding: reviewing every incident or complaint we've received in over a decade; hosting a comprehensive external review of our systems to keep our people and those we work with safe; training our leadership and global staff teams on the latest approaches; and creating new mechanisms for executive and governance oversight.

While we learned from external reviews that our safeguarding systems are sector leading, at the same time we learned that some of our volunteers didn't feel fully supported in their roles. We have zero tolerance for anything less than every one of our volunteers thriving in their time with us, so in 2019 we will focus on continuing to improve our safeguarding systems, volunteer support, and training of staff and leadership. I expect this will push and help us to continue to transform our agency and our work.

We are proud to partner with so many brilliant young volunteers, youth-led organisations, governments and development actors, as well as the individuals, the businesses, and the schools and networks who give their time and resources to help us achieve what we do. A huge thank you to everyone who's helped strengthen our work and make our successes possible. They truly are our successes. We couldn't – and wouldn't want to – do it without your support, so thank you. I hope you'll enjoy reading this report about what we have achieved together.

2019 awaits. We've got big ambitions and great plans, and I promise that we will approach our next year with the same hunger and humility, the same drive and passion, the same commitment to values and results, the same joy and the same restless spirit as always.

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, but they are being ignored and overlooked.**

Restless Development works with young people so that they can lead in solving those challenges.

Whether that means supporting communities to end child marriage or prevent HIV, we work with young people to change their lives and the lives of people in their communities.

## Where we work.

We are led by 10 hubs across the world. These hubs not only deliver projects, but offer expertise, support and innovation for young people and partners around the world.

We have been working with young people since 1985 and our work is led by thousands of young people every year.

Franco – a young leader who is helping his community in Karamoja, Uganda, adapt to the damaging effects of climate change.

## Our impact in 2018.



### Mobilising more than ever.

Our programmes worked with more than 400,000 young people.



### Young people leading change.

More than 7,000 young people became volunteers, delivering programmes that engaged 335,000 people in communities.



### Partnering to make change.

We worked with 914 partners including governments and youth-led organisations.

## Achieving our goals.



**150,000 young people** participated in programmes to ensure they have ownership over the decisions that affect their bodies, health, wellbeing and sexual rights.



**97,000 young people** participated in programmes to ensure young people's voices influence decision makers and inform policies that affect their lives.



**133,000 young people** participated in programmes to get the skills they need to make a living and succeed in life.



**14,000 young people** participated in programmes aimed at building strong communities able to solve challenges they face.

### SPOTLIGHT ON NEPAL

In Nepal, the practice of Chhaupadi – a dangerous practice forcing women and girls to sleep in cow sheds during their period – has been reduced by 73% in areas we targeted.

### SPOTLIGHT ON SIERRA LEONE

In Sierra Leone, more than 26,000 young people showed improved knowledge, attitudes and behaviours on how to prevent and treat malaria in their communities.

# Our impact by country.

## United States

We worked to elevate the voices of youth advocates and researchers around the world, which included creating spaces for **six young people to influence global development policy** at the United Nations and with key institutions like USAID and the World Bank.

We led Restless Development's Gender Committee in creating principles and tools to support gender transformative programmes and operations across the entire organisation.

## United Kingdom

We trained and supported **205 volunteers** from the UK to take part in the **International Citizen Service (ICS)** and work with communities in Uganda, Nepal, India, South Africa, Zambia and Zimbabwe.

As part of MTV's Staying Alive programme we **trained 11 youth organisations in skills** to help their organisations thrive, including fundraising, communications, strategy and financial management.

## South Africa

We worked with **20,000 young people**, which included training young leaders to **advocate for young people's sexual health and rights**.

**18 organisations** received training to ensure their **sexual health services were accessible** and open to young people.

## Sierra Leone

Young people working on our project to end malaria said they had the **skills to lobby and influence government policies on malaria services**.

**570 young women and girls were trained at our business development school** and now support their families through savings and small businesses.

## Zimbabwe

**10,761 young people** joined our programme to **stand against injustices and uphold human rights** in their communities.

**95% of young people** involved in our leadership programme went on to influence policy-making at district, provincial and national level.

## Tanzania

**7,798 young people took part in business and employment schemes** and training with us.

As a result of our Mwanamke Tunu programme for gender rights, **95% of young people\*** involved said they **felt safe reporting cases of gender-based violence** suspected in the community.

## Zambia

As part of our programme to end AIDS, **89% of young people\*** involved reported **adopting healthier practices related to their sexual health**.

**100% of young people who participated in our Tusunge Lubono programme improved their financial literacy** and used their knowledge of financial services to make better informed decisions about their finances.

## Uganda

We delivered sessions on **life skills, business entrepreneurship, financial literacy, loans and savings** to almost **14,000 young people**.

**82 young people trained in research and advocacy** used their skills to generate evidence and inform policy on young people's sexual rights.

## Nepal

**26,508 students** from 70 schools completed our **training on life skills, gender-based violence and sexual reproductive health**, helping create school environments free from gender-based violence.

In our programme to help young people build their careers, **91% said they had the confidence to choose their career** as a result of the career counselling that they received.

## India

More than **5,400 young girls and women** living in Delhi's urban slums were **trained in employability skills** to help them find work.

Through our Making Periods Normal project we **trained 258,665 young people on puberty and menstrual health**, helping them to make healthy, informed decisions about their sexual health.

**Whatever the problem, we respond by listening to young people, finding out what skills they need, and training and supporting them to find solutions.**

\* Figures based on a representative sample size.

# RESTLESS IN ACTION



## Marvin's story.

Before involving himself with Restless Development, Marvin knew very little about the role he could play as a leader in his community in Moomba, Zambia. He did not consider himself a powerful player who could influence others or hold decision-makers to account on the big issues affecting his life.

This began to change for Marvin when volunteers from our *Ishivi* programme came to his community and invited him and other young people to talk with them. At the end of the session, Marvin felt empowered by the things he had learned and signed up to an *Ishivi* club, so that he could take on more decision-making in his community and the surrounding area.

**“Because of Restless Development I realised that, even though I am a young person, I too can take part in leadership.”**

Marvin became a key member of his *Ishivi* club, gaining the skills and eventually the confidence to stand as a candidate in the Ward Development Committee (WDC) election. He ran a successful campaign and is currently serving as the WDC's secretary, pushing forward the agenda for young people in the Moomba ward.

He uses the democratic processes that Restless Development taught him to ensure young people from his ward are involved in development decisions.

Marvin now guides and encourages young people to recognise that they too have powerful voices, just like Restless did for him.

For Marvin: **“no matter how young you think you are, you can still be a major contributor to development.”**

## Joy's story.

Joy grew up in a leafy green village in Uganda. In a small community such as this, living in houses and huts close by each other, you are aware of everything that happens.

She was brought up by her stepmother and eight brothers and sisters, who know this only too well.

**“I had a wonderful relationship with my stepmother, but it was tough for her when I was growing up. My father was very abusive. When I got a bit older my father became violent towards us children too. I didn't know any different. Neither did she. She was only 16 when she married my father. In my village, you can't go by a month without hearing someone being beaten.”**

Joy's situation is not uncommon in Uganda, where more than 50% of women aged 15–49 years have experienced physical or sexual violence from their partner (Uganda Bureau of Statistics, 2018).

Through her education Joy learned that things could be different and that they did not need to put up with the abuse any longer.

**“I was able to recognise that there could be a better life for us, but my stepmother still couldn't leave, she didn't know any better. One afternoon, when I was 17 years old, my father left and never came back. I was very glad.”**

Joy's experiences motivated her to apply to become a volunteer with Restless Development on the Girls Advocacy Alliance project, run in partnership with Plan International.

Through the project, Joy was trained with a group of young men and women to carry out research on gender related issues in her district and review policies related to gender and employment.

75% of people who responded to her research reported sexual harassment by employers as one of the main challenges faced by girls and young women. This is something that Joy has had first-hand experience of herself.

**“From an early age I experienced sexual harassment. I have been asked for sex before in order to get a job. I have also been told I had to dress seductively because that's what attracts customers. I refused.”**

Not a single girl or young woman that she consulted knew of any policy on sexual harassment at their workplace either.

Joy is now using this research to make recommendations for both the 2006 Employment Act and the 2010 Sexual Offences Bill, which are both under review by the government.

Joy tells us that her experience being part of the project has meant she can really make a difference and influence her society for the better.

**“I feel motivated to go out and do more to make change in my country. I want to share my experiences with others and be a human rights activist for women and children.”**



# Bosco's story.

Bosco, 24, smiles as he stands amongst shelves of household items his shop and sunflower seeds, watching as customers stream in and out. His business is doing well.

However, it hasn't been easy for Bosco. Uganda has one of the highest youth populations in the world. Over 400,000 young people enter the job market each year for only 9,000 new jobs.

**"I used to like going to school but my parents couldn't afford my fees. My parents are crop farmers, producing enough to feed the family but not much more."**

After meeting a Restless Development volunteer called Justine, Bosco joined the DYNAMIC project, which supports young farmers to set up their own businesses. The volunteers mentor young people like Bosco over 10 months.

**"Justine is a farmer like me so we can share ideas. Firstly, Justine helped me choose a business that suited me. Some young people have set up a hair salon for example, but I wanted to stay a farmer. Justine explained how I could use my families small plot of land for commercial farming."**

**"Then I was connected with a company called Jolah LTD, who advised on which crops are in high demand across Uganda. The company trained me, and other young people who had chosen farming, in financial skills and how to manage sunflower seed production."**

Yasinto, a manager from Jolah LTD, says; **"There are long term benefits by offering young people the initial discount. We train young people on how to produce a quality product, we then buy the seeds in bulk from them, which in turn gets us a small discount."**

**"We make good sales across Uganda from this high quality product. People see us as trustworthy. They see the impact this is having on people lives."**

With his training and investment, Bosco began producing and selling sunflower seeds used for sunflower oil. After extracting the oil, what remains is used as animal feed for cattle and pigs.

Bosco made 1,500,000 UGX (£300) from his first year producing sunflower seeds. He used it as capital to open his shop. But his ambition doesn't stop there.

With the profits from his business, Bosco has bought another small plot of land.

**"I now employ two young people to work on the land. Farming can be very hot and sometimes I get so tired, but working with other young people helps a lot."**

**"Next I hope to open another branch and employ people to run it. We can even reach markets outside of Uganda."**

The project is having an impact on the wider community too. Miriam is a Restless Development Youth Officer on the project, recruiting young volunteers and overseeing their activities.

She says; **"It's important that we train both young men and women on the project. Now we are seeing families making decisions together, deciding how best should they use the money so everyone is empowered. For example on education so girls and boys can stay in school."**

## The DYNAMIC programme.

Uganda has one of the world's youngest populations and a high youth unemployment rate. Agriculture is the greatest contributor to Uganda's economy and 70% of its population work in the sector.

The DYNAMIC (Driving Youth-led Agribusiness and Micro-Enterprise) programme is working to ensure that young people like Bosco have the skills and support to help them find work or start their own businesses in agriculture.

159 peer educators trained 37,720 young people in vocational skills that are critical for their employability. As well as working with peer educators, the programme worked with 10 vocational training institutions to provide courses in agriculture suited to young people.

As well as training young people, DYNAMIC brings together partners from the development and private sectors to ensure young people are connected with opportunities to find long-term employment or a market to help their business grow.

DYNAMIC is one of the Mastercard Foundation's Youth Forward Initiatives, run by a consortium of partners including Mercy Corps, Restless Development and Voluntary Services Overseas, and led by GOAL Uganda.



## Nyasha's story.

Nyasha worked hard and passed his A levels but like many other young people in Zimbabwe, he could not afford to continue his education at university or find a good job.

He saw an advertisement from Restless Development for work as a Youth Researcher through our Enhancing Youth Participation (EYPICS) Programme.

**“I always had the passion and zeal to work with young people. This was a dream come true. I finally had the opportunity to raise the voice of young people in my community.”**

He was selected alongside 12 other youth researchers across Zimbabwe who were trained and supported to help young people engage more meaningfully with their local authorities.

**“I now know my rights and duties as an active citizen and realise that I have a key part to play towards realising change in my community. This programme has made me realise that the sky's just the beginning, not the limit of my dreams.”**

After training, Nyasha and the other researchers began their work engaging young people who attend school and those who do not with community meetings and peer-to-peer sessions, raising awareness about active citizenship and community development.

Together they reached more than 100,000 young people in their communities, with eight researchers managing to secure commitments from local leaders to implement their recommendations on local development issues.

**“As a result of my work with Restless Development, I have become an effective youth leader within my community and have also been selected to continue my advocacy journey representing young athletes at a regional and global level as a Special Olympics spokesperson.”**





## Anathi's story.

One night, while collecting water for her aunt, Anathi was raped. With no one to share her burden, she blamed herself for the sexual assault and was forced by her aunt to terminate the resulting pregnancy. She was left feeling suicidal.

One day Restless Development volunteers came to her community. They were part of our Youth Leaders Today for Tomorrow programme, and Anathi attended a session they ran about gender-based violence (GBV).

**“The sessions made me aware of my rights, different forms of abuse and how I could respond. And because the Restless volunteers were my peers I felt comfortable to approach one of them and share my problems. After talking with them I felt the emotional burden become much lighter.”**

The Eastern Cape, where Anathi is from, is the third largest province in South Africa with a population of seven million people – more than half are under 30. The province also has one of the highest rates of teenage pregnancy and GBV in the country.

The peer education sessions aim to address the root causes of GBV in the province, and increase community knowledge around GBV and identify people that need support.

**“After talking to me, Restless linked me up with a social worker so I could receive professional psycho-social support. It was surprising to me that such services existed in my area, yet I had no previous knowledge of them and no one before Restless had assisted me to access them. Even though I have a social worker now, I continue to attend Restless Development peer sessions so I can understand more about my rights as a human and a young girl.”**

*Anathi's name has been changed to protect her identity.*



## Bipana's story.

In Bipana's community in Sindhuli, Nepal, getting married as a child is considered a very normal thing. Some girls are forced into it, too afraid to go against their parents wishes. Others enter into it willingly, unaware of the consequences that are likely to follow.

Bipana was one of them. She did not feel able to express her views to her parents or persuade them against the marriage they had planned for her. Fortunately, a short time before her wedding day, she decided to join an Adolescent Girls Group led by Restless volunteers. This changed everything for Bipana.

She told us that she learnt lots of new things about her own sexual and reproductive health and rights and that she immediately put this knowledge to use, successfully convincing her parents not to go through with the wedding as planned.

**“I have seen a huge transformation in myself after receiving the training. I have become more confident, aware and educated and I want to see similar change in other young girls in my community as well”**

Now 18, Bipana leads her own Adolescent Girls Group delivering sessions to other young girls in her community so they can be better informed about issues like child marriage, and so that they can feel more comfortable talking about sexual and reproductive health issues with their families and each other.

The girls group transformed Bipana into a confident individual. She told us that she wants the same for other girls in her community and plans to make this a reality, one girl at a time.





## Seema's story.

Seema, 22, is transforming the lives of teenage school boys and girls in Delhi, India, by giving them a much-needed opportunity to discuss and better understand the gender-based issues affecting their lives.

She works alongside 41 other confident young women, running workshops with secondary school children as part of our Plan-It Girls programme in Delhi and Jharkhand.

**“Before, I have seen girls try to change their identities and even their appearances to act more like boys, in order to fit into their jobs, but the Plan-It Girls are not doing that. Instead, everyone is happy and confident in their own identities.”**

In the span of just two years, the Plan-It Girls have run workshops with over 15,000 secondary

school students and engaged more than 25,000 community members (including parents, teachers and community stakeholders) through rallies, campaigns, workshops and door-to-door meetings.

The teenagers they work with look up to them as role models. This has been a major factor in the success of the programme.

**“Girls who are not able to share their experiences and queries with their families can open up to me.”**

By building a direct connection with fellow young people in her country, Seema says she has developed a more positive outlook on life and feels she now has the power to influence on other young people so they too can choose their own direction in life.

## Alusine's story.

In a bustling market just outside of Freetown, Sierra Leone's capital city, a young entrepreneur blasts music out of big speakers in his shop.

Alusine runs what he describes as an electronics shop and uses a playlist of Nigerian, American and Sierra Leonean beats to entice his customers.

**"They hear sweet songs playing."**

Alusine, a graduate of Restless' Business Development School (BDS), had little experience of business before training with Restless Development.

**"I trained and there is [now] a great change in my life. Before I did not know how to develop a business on my own. I can now find a way to feed myself and my family."**

Using skills he learned in computer literacy, financial management and record keeping, he now runs his own business, charging phones and batteries, selling music downloads and providing other internet services.

Record keeping was one of the most important lessons for Alusine. Before getting training from BDS and starting his own business, Alusine helped his mother run a sugar business. But poor record keeping meant bags of sugar were lost and outstanding payments from customers were missed. The business began to fail.

The training Alusine received at BDS helped him avoid the same mistakes with his new business.

**"[The training] is paying a huge dividend, it's creating a big impact in my life. With the skills I've learned, I'm confident to manage any amount of money."**

Alusine, now 26, is studying for a degree in Business and Management and paying for his fees with the profit from his business. His business is going strong.

**"One major role we [young people] have to play is how best to rally friends to go to the BDS centre and access these [business] programmes."**



Rohit – an Accountability Advocate collecting data from a community in Ranchi, India, which he uses to help ensure his government meets targets on gender equality.



## Accountability led by young people.

**Accountability is critical to the success of the Sustainable Development Goals (SDGs). Together, leaders, governments, communities and citizens must work together and hold each other to account in order to ensure the SDGs become a reality.**

We have worked with hundreds of young people across the world to train them to collect data on the SDGs, and use that data to hold their leaders to account on their commitments.

This year the Bill & Melinda Gates Foundation invested in this work and helped us to take it further by supporting 33 Accountability Advocates in India and Tanzania to advocate for gender equality (Sustainable Development Goal 5).

**33**

Youth Accountability Advocates (21 India, 12 Tanzania) trained as experts on gender equality and family planning, data collection and media engagement.

**280**

young people (220 India, 60 Tanzania) have been engaged by Youth Accountability Advocates in their communities to get involved and lead change on issues they face.

**64**

organisations have been engaged in national coalitions and more than 35 in a global collective of organisations fighting for gender equality.

This year alone, our Youth Accountability Advocates have gained the support of local leaders to address a range of issues. In Tanzania, the District Chairman in Iringa has made commitments to work with Advocates to address the issues related to family planning and girls rights, as well as promising to allow Restless Development to review progress in 2020.

Youth Accountability Advocates also took action on the global stage, representing young people and influencing national and global leaders at events such as the United Nations High Level Political Forum (HLPF) and the United Nations General Assembly.

SUSTAINABLE DEVELOPMENT GOALS

## Judith's story.

Judith, an Accountability Advocate from Tanzania, has seen how her power as a young person can influence leaders at a global level and at the same time lead to change in communities in Tanzania.

In July last year, Judith took part in HLPF and made sure young people's voices were at the forefront of the event: dominating the media spotlight; delivering sessions and speeches; and meeting government officials, UN agencies and civil society organisations. Judith's first hand experience of tackling gender inequality in communities in Tanzania is critical to discussions at global events like the HLPF, where leaders are increasingly

recognising the role young people have to play in reporting on progress towards the Sustainable Development Goals and ultimately ensuring they are delivered in their countries by 2030.

**"This opportunity (HLPF) is proof that young girls can use our voices to be heard and demand action. As women, we need to believe in ourselves so we can succeed in ending gender based violence."**

Judith saw the impact of being an Accountability Advocate in her community, where she worked with young people like Faraja.

## Faraja and Judith's story.

**"Most of the leaders in my community are men, but I am going to be a successful business woman."**

For many women, this ambition can seem impossible. Faraja, 25, knows this only too well. She lives in a rural area in Tanzania where women do not have the same opportunities as men or easy access to employment to support themselves.

**"Traditionally, men normally go to the farm and women remain at home doing domestic chores and taking care of the family. Women can be beaten by their husbands, excluded from leadership positions and denied the chance to engage in various economic activities"**

Faraja won't accept these traditions any more. Not since she met Judith, who is working in her community to identify and address concerns related to family planning and gender equality.

**"The data I collected from my interviews tells us where the gaps are and how we can fix them. With this data, our local leaders can be held accountable if they do not address these gaps."**

Faraja has learnt a lot about gender equality and family planning from Judith's training sessions and shares what she learns with her husband too.

**"When I come back from the training, I usually feed back to my husband on the subject taught. He was very interested to learn about gender equality, particularly the position of the woman in the community."**

Her husband has become more supportive and has even supported her to start her own seed business, giving her \$15 so she could buy sunflower seeds from small farmers and then sell them to bigger traders for a profit.

**"Now I can contribute to the income of my family, supporting with small expenditures like school stationery for my child as well as saving to support the family during emergencies."**

**"Through my business, I have also inspired other women in my community to take action and open their own small businesses too."**



Faraja (centre); Judith (right).

# Youth storytellers.

**Young people should always have the opportunity and platform to tell their own stories of change. At Restless Development we support young people to make sure their voices are heard on issues that matter to them.**

Each year we train and support a network of Youth Storytellers, from Becky, a young woman from the UK living with HIV, who spoke of her experience campaigning to end AIDS at the World AIDS Conference; to Anna and Lila, two ICS volunteers trained as Youth Reporters who shared stories of change from communities in Nepal.

## Becky's story.

Orphaned by AIDS in South Africa at the height of the epidemic, Becky was left in hospital as a baby and wasn't expected to live. Unlike many of her peers, Becky received experimental antiretroviral treatment, which saved her life. She was later adopted by a British family and is now a young adult living proudly with HIV.

In 2018, as part of Restless Development's Youth Stop AIDS (YSA) campaign, Becky convinced the UK Department for International Development to send a Minister and a Youth Delegate to the International AIDS Conference 2018.

Becky was chosen as the first ever UK Youth Delegate and accompanied Rt Hon Alistair Burt MP to the conference in Amsterdam. She spoke alongside the Minister, sharing her

inspirational story and bringing the much-needed perspective of young people to the conference.

**"Because a lot of young people are affected by HIV, it's important for young people to talk from their personal experiences. We are the next generation and we need to make sure there is a platform for the next generation after us."**

Through something as simple as sharing her story, Becky showed the powerful leadership of young people in the HIV and AIDS response, inspiring other young people, campaigners and governments to take action to end AIDS for good.



Anna (left); Lila (right).

## Anna Ashbarry and Lila Yonzan's story.

Anna and Lila volunteered together with Restless Development in Bhardev, Nepal and became Restless Development Youth Reporters because of their interest in multimedia. Anna provided technical expertise as a photographer and Lila led on the interviews. Working together, they were able to overcome language barriers and capture stories from community members.

**"Lila was amazing at building rapport and being really relaxed and encouraging with community members. She was very good at translating too. Where I lacked, she had power. We were a great team!"**

Similar issues came out in each interview. These included child marriage, early marriage and a lack of opportunity in their community.

Anna and Lila were supported to share these stories and the issues through a series of blogs and photo essays that we have featured on the WeAreRestless blog.

**"I hope that the stories we collected encourage people to work together to help solve the issues that they raise. As sometimes that is all someone wants – their voice to be heard."**

Anna's experience with Restless Development has been life changing.

**"ICS impacted my life in so many ways. I learnt so many skills that I will carry with me forever. I learnt so much about teamwork, other cultures and sustainable development."**



# A year of partnerships.

## The Flight Centre Schools Triathlon.

Since its launch in 2016, the Flight Centre Schools Triathlon has become Restless Development's biggest fundraising event. Over the past three years, more than 9,000 children have taken part in the triathlons, raising more than £740,000.

### 2018 triathlon in numbers:

- 4 triathlons
- 3,100 primary school children
- £370,000 raised for Restless Development and 30 other charities.

The emphasis of the Flight Centre Schools Triathlon is on having fun, learning a new sport and fundraising to support other young people around the world. Hattie Woodhouse is one of the incredible young fundraisers who took part.

**“I was born 29 weeks early. My parents were told I had Cerebral Palsy and would never be able to walk. If I did ever walk, my parents were told that I would have to have walking aides. But against all odds, I have managed to walk just like anyone else!**

**“In the triathlon there are three sports: swimming, cycling and running. For me, swimming is my favourite, it makes me feel happy. In swimming, it's my arms that do a lot of the work. I enjoy cycling but in cycling, you obviously have to use your legs a lot.**

**“I know that I won't come first, but to me, it is about being in a team with my friends and the taking part that matters.”**

The Schools Triathlon series would not be possible without the committed support of our lead volunteers on these events – Jim Sewell and Tessa Murray. Jim and Tessa have been long-standing supporters of Restless Development since first volunteering in Zimbabwe in 1991. Both bring a wealth of experience to the event series and have been fundamental in making the Flight Centre Schools Triathlon the success that it is today.

**We can only achieve change by working partnership with others that believe in the power of young people.**

**In 2018, we worked with 914 partners including:**

**272**

youth groups and organisations.

**240**

non-governmental organisations and international non-governmental organisations.

**119**

governments.

**83**

private sector organisations.

## IP Integration, our first year of partnership in action.

Restless Development partnered with IP Integration (IPI) – a telecommunications company – in the spring of 2018. In our first year of partnership they have raised a staggering £20,000 to support young people to make long-term change in their communities.

The partnership has been driven by an outstanding and motivated group of staff at IPI called 'The Restless Team'. They have worked tirelessly to engage employees with the issues that Restless Development tackles. Staff at IPI have been dedicated to raising vital funds for Restless Development through an incredible calendar of activities – from five directors and the CEO hurling themselves out of a plane, to office parties, to marathons and coast-to-coast cycles.

**“Here at IPI we do our best not only to give a voice to our clients and their customers through the use of technology, but also to make young people's voices heard. We chose Restless Development so that we could do exactly that.**

**“We listen to our employees and take on board their thoughts and insights into what they would like to do in terms of charities. All of our staff have worked hard on fundraising activities to raise this incredible £20,000, which will make such a huge difference to people across the world.”**

– Joe Prentis, CEO

In November 2018 IPI's corporate social responsibility efforts were rewarded by winning the Show You Care award at The Co-op IT Supplier Event. IPI demonstrated their excellence as an ethical supplier and by proactively encouraging and empowering staff to make a difference.

Working with partners in the private sector such as IPI, Restless Development can unleash the power of young people at a far greater scale than we could do alone.

Team 'Lighting Lions' crossing the finish line at our Flight Centre Schools Triathlon series at Royal Russell School, UK.



Rajshree, a volunteer in Jharkhand, India, collecting data on child marriage to help ensure her government meets the Global Goal on gender equality. Credit: SubhashisPal

## Our people.

**Our people will always be at the centre of everything we do. Our global community of staff are experts in development and champions of our values.**

We care about our staff and their development and we therefore guide our people through positive change to help build a diverse, agile and engaged global workforce.

All staff at Restless Development have access to our e-learning programme, Maarifa, which plays a key part in making sure all staff are trained in areas critical to our work, such as safeguarding and performance management.

### How we looked in 2018.

**311** staff.    **7,685** volunteers.    **62** programmes.

### Our global staff and volunteer demographics.

- **98%** were under 30.
- **96%** were African (74%) and Asian (22%).
- **55%** were women.
- **96%** were nationals of the country in which they worked or volunteered.

### In 2018 we surveyed staff. This is what they told us.

- **99%** of staff are proud to work with Restless Development.
- **96%** of staff think Restless Development encourages, welcomes and values diversity in its workplaces and programmes.
- **95%** of staff think Restless Development is transparent and accountable to its stakeholders (young people, communities, partners and staff).
- **95%** of staff think Restless Development has strong values that are upheld and acted out by staff (or exposed and challenged when not upheld).

Throughout the course of next year we will focus on improving our diversity and inclusion, ensuring that a global awareness of inclusion exists among all our people and in our policies and practices.



# Safeguarding.

**The safety of our volunteers and the people we work with is our first priority, and we have a zero-tolerance approach to sexual assault and issues related to safeguarding.**

As part of our safeguarding policies we are committed to preventing harm, and to promoting the health, well-being and human rights of children, young people, vulnerable adults, and all people our programmes come into contact with. We have robust measures in place to equip us to prevent and respond to issues of safeguarding across our agency and activities.

This year our safeguarding procedures underwent an external review, which found them to be detailed, appropriate and effective. We reported three safeguarding incidents to our Board of Trustees and the Charity Commission for the period October 2017–September 2018. The Charity Commission were supportive of our response to these cases. We are committed to continued learning and in 2018 introduced new measures to further strengthen our safeguarding policies.

PREVENT.	RESPOND.	REPORT.
We run rigorous risk assessments within all our programmes and implement measures to protect young people and vulnerable adults with whom we work.	We have an established crisis management plan that governs the response for all serious incidents.	We have a policy and process for reporting serious incidents to the Charity Commission and partners.
We have a Safeguarding Code of Conduct for all staff, volunteers and partners, which sets the standards of behaviour we expect from all persons associated with us. All Restless Development staff globally and all volunteers are trained annually in safeguarding.	<u>Our Whistleblowing Policy</u> allows anyone – staff, volunteers or the public – to confidentially disclose any concerns they may have.	We report all safeguarding incidents to our Board of Trustees, who advise on and review response.
<p><b>Dedicated safeguarding leads.</b></p> <p>Our safeguarding response is led globally by our lead Safeguarding Officer (our Operations Director) and a full-time Senior Safety &amp; Security Manager. They are supported by a staff team of five trained safeguarding officers. The work of this team is overseen at a governance level by two members of our international Board of Trustees who are also trained as safeguarding officers.</p>		

## What we are doing going forwards.

Restless Development continues to strive to keep improving. We want to ensure not only that we learn from every case we have, and that we are adopting best practice across the sector, but that we are pushing that boundary further and exploring innovative ways to continually enforce a strong culture of safeguarding.



We have launched a **listening exercise with our former volunteers** to understand more deeply their experience in the communities in which they work, and how we can better support and guide them in all aspects of our work, such as our Do No Harm approach and safeguarding training.



We will run an **additional external review of our safeguarding policies, practices and culture**, using the UK Department for International Development's priority areas and Bond's commitments on behalf of the sector as a starting block.



We will introduce an **annual Volunteer Satisfaction Survey** to regularly check in on the perception and experience of all our people in relation to safety, security and safeguarding.



We will continue to **review all incidents we experience to keep learning** and to build ongoing preventative measures into our work.



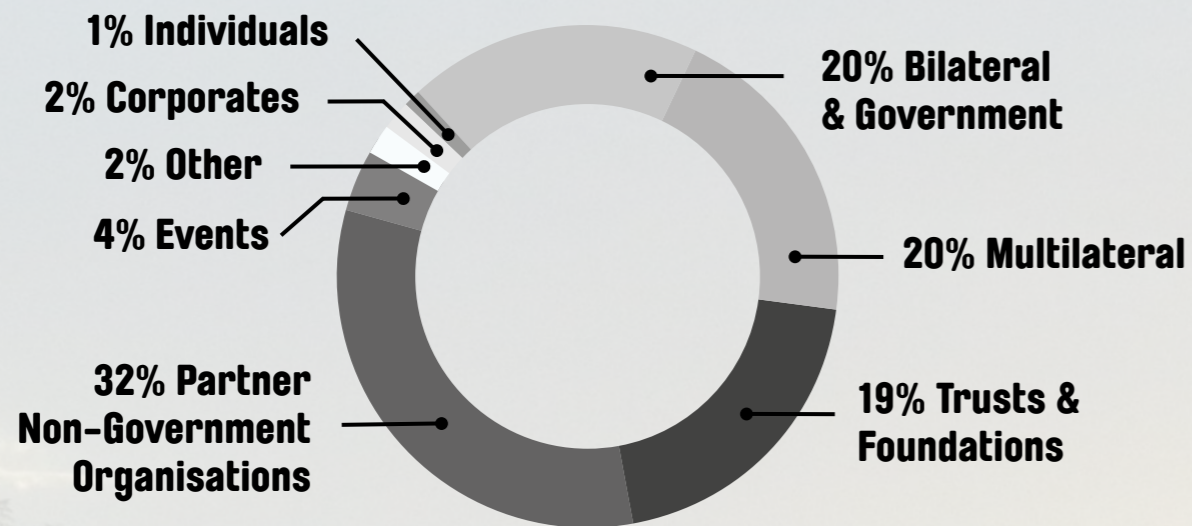
We will continue to **meet the UK Charity Commission** to ensure we meet our reporting requirements and respond to incidents appropriately.



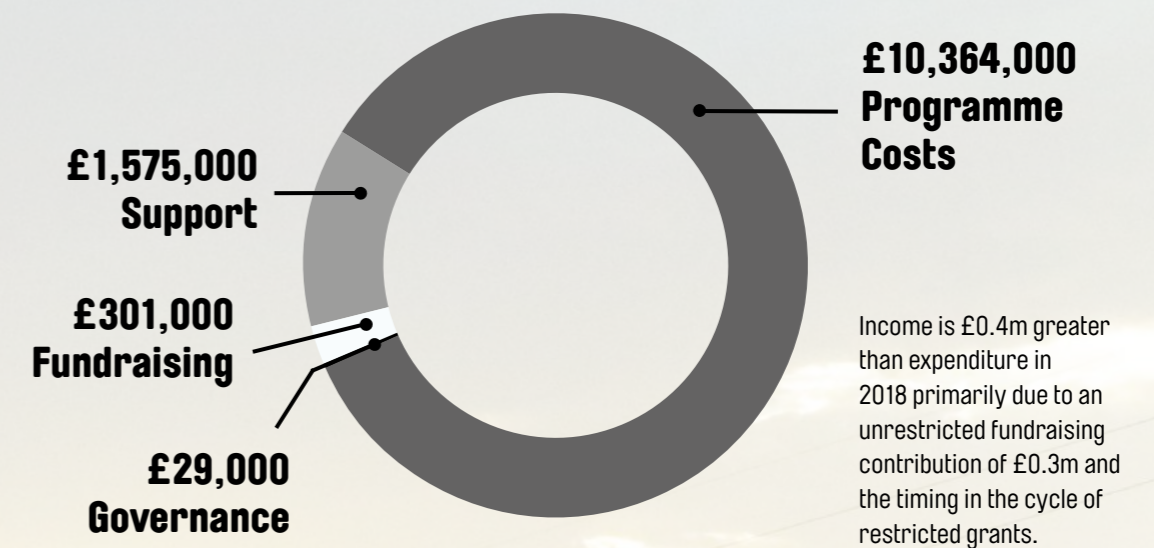
Students in the village of Bhardev, Nepal, marching with International Citizen Service volunteers to demand action is taken to address climate change.

# Financial accounts.

## TOTAL INCOME: £12,642,000



## TOTAL EXPENDITURE: £12,269,000



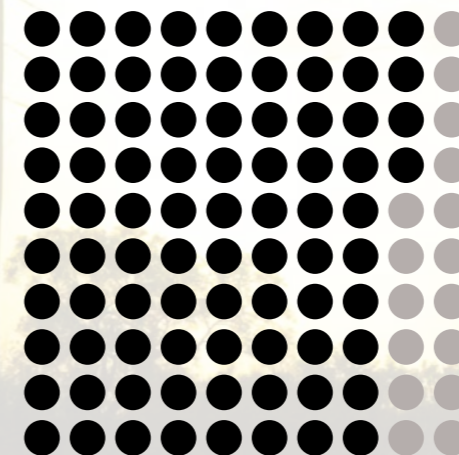
## GLOBAL SALARY SCALE

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.



FOR EVERY **£1** YOU GIVE,  
**84P** IS SPENT DIRECTLY ON OUR  
WORK WITH YOUNG PEOPLE.

## Statement of financial activities.

	Unrestricted Funds	Restricted Funds	2018 Total	2017 Total
	£000's	£000's	£000's	£000's
<b>Income from:</b>				
<b>Donations and legacies</b>				
Grants and donations	473	11,533	12,006	14,481
<b>Charitable activities</b>				
Project recoveries	636	-	636	355
<b>Total income</b>	<b>1,109</b>	<b>11,533</b>	<b>12,642</b>	<b>14,836</b>
<b>Expenditure:</b>				
<b>Raising funds</b>				
Fundraising costs of grants and donations	(302)	-	(302)	(159)
<b>Charitable activities</b>				
	(936)	(11,031)	(11,967)	(16,030)
<b>Total expenditure</b>	<b>(1,238)</b>	<b>(11,031)</b>	<b>(12,269)</b>	<b>(16,189)</b>
<b>Net income/(expenditure)</b>	<b>(129)</b>	<b>502</b>	<b>373</b>	<b>(1,353)</b>
Foreign exchange gains/(losses)	(42)	(181)	(223)	(118)
<b>Net movement in funds</b>	<b>(171)</b>	<b>321</b>	<b>150</b>	<b>(1,471)</b>
<b>Reconciliation of funds</b>				
Total funds brought forward	1,412	1,599	3,011	4,482
<b>Total funds carried forward</b>	<b>1,241</b>	<b>1,920</b>	<b>3,161</b>	<b>3,011</b>

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 income and expenditure derive from continuing activities.

The financial information given here is a summary extracted from the audited financial statements for the year ended 30 September 2018 as approved by the Trustees on 10 May 2019. 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](http://restlessdevelopment.org/resources).

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

## Balance sheet.

	2018		2017	
	£000's	£000's	£000's	£000's
<b>Fixed assets</b>		334		375
<b>Current assets</b>				
Debtors	714		1,966	
Bank and cash	3,895		3,295	
		4,609		5,261
		4,943		5,636
<b>Creditors: amounts falling due within one year</b>		(1,782)		(2,625)
<b>Net assets</b>		<b>3,161</b>		<b>3,011</b>
<b>Represented by:</b>				
<b>Funds</b>				
Restricted		1,920		1,599
Unrestricted				
Fixed Asset Reserve		334		375
Free Reserves		907		1,037
		3,161		3,011

## Cashflow.

	2018		2017	
	£000's	£000's	£000's	£000's
<b>Cashflows from operating activities</b>		706		(937)
<b>Cashflows from investing activities</b>				
Additions to property, plant and equipment	(115)		(191)	
Proceeds from the disposal of fixed assets	9		-	
<b>Net cash used in investing activities</b>		<b>(106)</b>		<b>(191)</b>
<b>Cashflow from financing activities</b>		<b>-</b>		<b>-</b>
<b>Net increase in cash and cash equivalents</b>		<b>600</b>		<b>(1,128)</b>
Cash and cash equivalents on 1 October		3,295		4,423
<b>Cash and cash equivalents on 30 September</b>		<b>3,895</b>		<b>3,295</b>

# Governance.

## Founder.

Jim Cogan OBE

## Patrons.

Baroness Anne Jenkin  
Jamie Drummond

## Ambassadors.

Lord Dholakia OBE  
Michael Brearley OBE  
Hadeel Ibrahim

## Hub Board Chairs.

### India

Dr Miriam Samuel

### Nepal

Anil Chitrakar

*Sierra Leone* Mohammad Jalloh

### South Africa

Alice Barlow-Zambodla

### Uganda (Advisory Board)

Joseph Munyangbo

### UK

Martin Hayman/ Charlotte Eaton

### USA

Andrew Wood

### Zambia

Mafipe Chunga

### Zimbabwe

Vinece Dube

## Trustees.

Martin Hayman, Chair  
(until April 2018)

Charlotte Eaton, Chair  
(from April 2018)

Affan Cheema

Anand Aithal

Antoinette Boateng

Carol Monoyios

Hannah Bronwin

Isabella Mosselmans

Jenny Wilson

Jonathan Gorrie

Mark Dickinson

Paul Wafer

This is a snapshot of our Board of Trustees as of 30th September 2018. For the full list of outgoing and incoming trustees for 2018, please see our Annual Accounts and Financial Statement on our website.

## Senior Leadership Team.

### Chief Executive Officer

Nik Hartley (until April 2018)

### Chief Executive Officer

Perry Maddox (from April 2018)

### Operations Director

Kate Muhwezi

### Business Director

Gemma Graham/Graham Leigh  
(maternity cover)

### Strategy Director

Alex Kent

### Finance Director

James Sole

### Strategic Partnerships Director

Katie Rowberry

& Catherine Stevens

### Director of Programmes

Ed Francis

### Head of People

Christina Lewis

### Strategic Initiatives Manager

Alexandra Stewart

## Hub Directors.

### India

Nalini Paul

### Nepal

Ravindra Shakya

### Sierra Leone

Mark Nowotny

### South Africa

Natalie Agboeze

### Tanzania

Suzi Harris

### Uganda

Catherine Rodgers

### UK

Rosanne Palmer-White

### USA

Jean Manney

### Zambia

Helen Bryer/Candie Cassabalian  
(maternity cover)

### Zimbabwe

Farai Muronzi

## US Board of Directors.

Andrew Wood, Chair

J. Michael Dow, Treasurer

Emily Godfrey, Clerk

Kathleen Barksdale

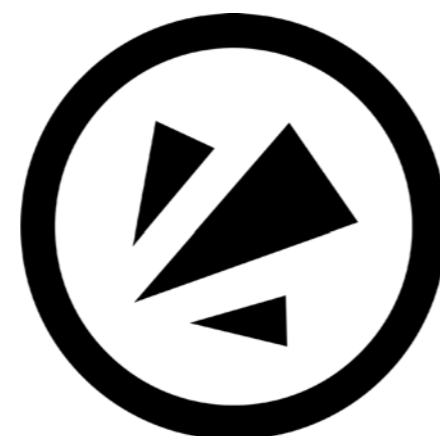
Jamie Bedson

Josh Ezrin

Sami McCabe

Nicole Ng

Perry Maddox



# Thank you.

**Our work wouldn't be possible without the support of our partners and funders. We would like to thank everyone who has helped us over the last year.**

## Institutional donors.

AmplifyChange  
Australian Volunteers International  
BBC Media Action  
Big Lottery Fund  
Bill & Melinda Gates Foundation  
British Council  
British High Commission  
Chemonics  
Christian Aid  
Children's Investment Fund  
Foundation (CIFF)  
CIVICUS  
Comic Relief  
DANIDA  
Dance4Life  
UK Department for International  
Development (DfID)  
Uganda Democratic Governance  
Facility (DGF)  
Deutsche Gesellschaft für Inter-  
nationale Zusammenarbeit (GIZ)  
Dutch Ministry of Foreign Affairs  
Dutch National Postcode Lottery  
Egmont Trust  
Embassy of the Netherlands in India  
FHI 360  
Ford Foundation  
Financial Sector Deepening Zambia  
(FSD Zambia)  
Girl Effect  
GOAL  
Health Focus South Africa  
Heifer International  
Hivos – People Unlimited  
International Center for Research  
on Women (ICRW)  
International Youth Foundation (IYF)  
International Planned Parenthood  
Federation Zambia (IPPF Zambia)  
IsraAID

Making All Voices Count  
Malaria No More  
Mastercard Foundation  
Mercury Phoenix Trust  
Mercy Corps  
MTV Staying Alive Foundation  
National Bank of Commerce Tanzania  
National Lottery Commission  
(South Africa)  
NoVo Foundation  
One Girl Australia  
PACT  
Permanent Mission of Denmark  
to the United Nations  
Plan International  
Plan International Netherlands  
Plan Uganda  
Plan UK  
Population Services International  
Producers Direct  
READ Global  
Rutgers WPF  
Reach Out To Asia (ROTA)  
Samworth Foundation  
Segal Family Foundation  
Swedish International Development  
Cooperation Agency (Sida)  
Stars Foundation  
Stop Aids  
The Cabinet Office (UK Government)  
The Sperry Fund  
The City Funding Network  
The Commonwealth Secretariat  
The European Commission  
UN Trust Fund for Violence Against  
Women  
United Nations Programme on HIV  
AIDS (UNAIDS)  
United Nations Development  
Programme (UNDP)  
Unicef

United Nations Population Fund  
(UNFPA)  
United States Agency for International  
Development (USAID)  
Vodacom Group  
VSO India  
VSO  
Women Deliver  
Yeatman Family Foundation  
ZING

## Corporate partners.

Cazenove Capital  
Clarity PR  
Flight Centre  
Global Hotel Alliance  
IP Integration  
Knight Frank  
Premier League  
Solar Communications  
Virtual1  
Waffle On

## US individual donors.

Frank Rango  
Joan and Walter Marter  
John Troubh  
Marty Nealon  
Peter Drummond-Hay  
Peter Sackmann

## UK donors.

In the UK our incredible individual supporters have donated a combined £74,237 to Restless Development this year. We are so grateful for this generosity, which allows us to continue our vital work.

**RESTLESS**  
**DEVELOPMENT**  
POWERED BY YOUNG PEOPLE

-  [restlessdevelopment.org](https://restlessdevelopment.org)
-  [/restlessdev](https://www.facebook.com/restlessdev)
-  [@restlessdev](https://twitter.com/restlessdev)
-  [@restlessdev](https://www.instagram.com/restlessdev)
-  [Restless Development](https://www.youtube.com/RestlessDevelopment)

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Company no.6741123