

RESTLESS
DEVELOPMENT
POWERED BY YOUNG PEOPLE



WE ARE RESTLESS

Annual Report 2020



WE ARE RESTLESS.

Now, as ever, the power of young people matters.

2020 is a reminder that whatever the challenge, young people will respond and they will find solutions, whether protecting their communities against the spread of COVID-19, fighting misinformation that endangers the global response, leading research that elevates voices of people in communities, or keeping a spotlight on heightened crises like gender violence and climate change.

In uncertain times, youth power is moving forward. Youth power is building a better world with progressive leadership, determined thinking, and new ideas.

Restless Development stands with young people. We support the journey of a young person to become a leader and help them multiply that leadership in their communities and around the world. That's because our work is grounded in one thing: youth leadership.

Every year we train, mentor, nurture and connect thousands of young people to lead change. Every year we grow youth leadership around the world.

Rajshree, one of our Youth Accountability Advocates, talking with young people about gender equality and family planning in Jharkhand, India.

Our work in 2020.

56 programmes
across 51 countries.

3,523 volunteers
trained to lead change.

74,894 young people
supported by volunteers to
multiply change in their
communities.

319,360 people
in communities
supported by our volunteers
and changemakers.

1,145 partners
including governments and
youth-led organisations, with a
shared mission to scale youth
leadership around the world.

More than 700
of our partners are
members of the Youth
Collective, which was
launched in August.

Where we work.

We are led by nine Hubs across the world and work with young people and partners in 51 countries. Our Hubs not only deliver projects, but offer expertise, support and innovation for young people and partners.

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

Youth civil society.

In 2019 our research pointed to a youth civil society sector that was surviving not thriving. But without grassroots youth organisations, youth-led change at scale will not be realised. In response, we launched the Youth Collective platform online and worked offline with hundreds of Youth Civil Society Organisations (CSOs) to strengthen the sector. **We connected more than 200 development actors** – donors, funders, decision-makers – with youth civil society to share insights into its challenges and needs.



Youth Collective.

More than **700 organisations** from **156 countries** have signed up to **YouthCollective.org** and 1,100 members have joined the Youth Collective Facebook group, where they engage in discussions and access opportunities that are guided by their own priorities.



Youth insights.

Youth-led research informs our work and helps us focus on the right issues as defined by young people. We support our partners, businesses, donors and INGOs to do the same.

In 2020, we trained and supported **100 youth co-researchers** to publish research on issues such as youth livelihoods and unemployment, and the impact of COVID-19.



Programme spotlight.

Increasingly through our programme design we are restoring power to young people, grassroots civil society, and communities.

Volunteers from the Development Alternative are holding development actors to account by working with communities to improve development programmes on their terms. 66 volunteers across Uganda and Madagascar have worked with more than 300 community members to monitor and improve 17 projects, worth more than £97 million. 65 problems with these programmes have been raised, and 30 solutions have been identified, resulting in an average fix rate of 46%.



In Uganda our *DYNAMIC* programme recruited **1,101 young people to train more young people in modern agricultural practices** such as row planting and use of fertilizer, and reached 88,300 young people to boost farming as a means to make a living.



As a result of our youth-engagement training with decision-makers, **134 young people** who took part in the *Ishiwi (My Voice)* programme in Zambia reported an increase in **civic leaders' willingness for young people to take part in democratic processes** within their communities.



93% of 19,400 young people involved in our *Tusunge Lubono (Let's Grow Our Wealth)* programme in Zambia **improved their financial literacy**, helping them make informed decisions about their finances.



Our programme tackling AIDS in Zimbabwe saw the number of young people with **knowledge of their sexual health and rights increase from 40% to 79%** by the end of the programme.



We trained **61 volunteers** in the UK to fight COVID-19 misinformation. Over **2,000 pieces of misinformation** were recorded and reported to social media companies.



We retrained young people in Sierra Leone to respond to COVID-19, reaching a total of **247,011 people** door-to-door and at health centres with life-saving messages to stop the spread of the virus.



We supported **222 girls** in Tanzania to find ways to make a living, such as setting up small businesses. **77% reported an increase in their income** in the past 12 months.



240 teenage mothers in Uganda were trained and supported to start their own businesses and report they are now using the profits to meet their family needs and access health services.





BRITAH'S STORY.

“I AM HAPPY THAT I CAN NOW IDENTIFY PROBLEMS THAT ARE AFFECTING COMMUNITY MEMBERS AND WORK TOGETHER WITH THE RESPONSIBLE PEOPLE TO FIND A SOLUTION.”

I am Britah, a volunteer with the Development Alternative in Uganda. As a volunteer, I monitored a project that provides skills such as tailoring to young marginalised women in the slum areas of Bwaise, Kampala, helping them to earn a living.

Using my training from Restless Development, I was able to identify problems with the project that were affecting the women. I discussed these challenges with them and together we looked for a way forward. I noticed that most of the young women found it difficult to attend training classes because there was not enough training equipment, like sewing machines. The working space was extremely small, too.

I shared these challenges with the project leader and advocated for the changes that were needed. The broken sewing machines were repaired and new ones were bought. To solve the problem of space, the girls were divided into shifts – now some study in the morning and others in the afternoon.

The women are now able to attend classes and complete their course. This motivated the

girls to learn and value their time while at the institution. It also increased confidence among the girls towards their work. The young girls are looking forward to completing their course and becoming professional seamstresses. They are not worried about unemployment since they are now equipped with hand skills that will help them become self-employed in future.

To me this was a contribution to the community and the lives of many struggling women in the urban slum areas.

During lockdown, I kept thinking about these women and their challenges. I knew that life was worse for them during this time.

I started an initiative called Kusiima Girls Initiative (KGI) that trains teenage girls to make reusable sanitary pads and build their self-esteem. As of today, many young girls in my community have been equipped with this skill and can now not only make pads for themselves but also sell them. In 2021, my goal is to continue empowering women and girls to acquire more life skills and also become financially independent to support the development of their communities and families.

Britah is a volunteer with the Development Alternative, a group of organisations led by Restless Development whose mission is to restore power to communities involved in development projects. Volunteers monitor programmes by getting feedback from community members; they advocate for changes and then work with development organisations to fix problems and make improvements. So far our volunteers have worked with more than 300 community members to monitor and improve 18 projects worth £97 million. The Development Alternative is funded by the UK's Foreign, Commonwealth & Development Office.

AISHA'S STORY.

“I MAKE SURE MY PASSION IS IN WHATEVER IS MY TASK, AND MY PASSION IS ALWAYS YOUNG PEOPLE.”

I am Aisha, a 24-year-old young woman. I work as a volunteer in Makole ward in Dodoma municipality in Tanzania. I am an enthusiastic young woman who is inspired by changes, big or small. I believe they all count in making the world a better place.

A big part of my inspiration came from Restless Development. They empowered me with the necessary tools and skills I needed as a young activist.

I am proud of my volunteering work in Makole ward. I collected data from community members about local health services. [We found that] young people wanted their services tailored to them and that many residents weren't aware of the services, so we knew there was a gap.

My advocacy and accountability work led to an increase in better, youth-friendly reproductive health services at the local health centre, and decision-makers invested more in these services. Now the number of young people accessing these important services has increased. I know that such services will also create job opportunities for hundreds of young people, leaving them with a secure and informed future. For me, this is a sustainable achievement.

During the COVID-19 pandemic, I created my own communication tree which connected me to my young people and the community. We made calls to make sure that people received the right information about COVID-19 and tried to reduce the panic and false information that was spreading all over the communities. I also led a charity campaign to raise funds to support the people who had to go out and work but couldn't afford safety tools like masks, sanitisers and handwash during the lockdown.

At the age of 22, fresh out of university, I have already done amazing things for my community thanks to the training Restless Development gave me and the potential they saw in me. At just 23 years, I was able to travel to the US to advocate for gender equality at the United Nations General Assembly. The trip opened so many opportunities for me to work with other organisations both at national and international level.

My message to you: “First of all, a big thank you. It is all thanks to you that the potential of people such as myself is unleashed. My one message is that there are more of us out here. Please keep supporting and investing in Youth Power not only as the change targets but the change agents.”

Aisha's work is part of Restless Development's Youth Led Accountability for Gender Equality programme (called *Tutumize Ahadi* in Tanzania), funded by the Bill & Melinda Gates Foundation. The programme has trained more than 100 Youth Accountability Advocates and 388 of their peers in Tanzania and India to collect data about sexual health services and advocate for changes with local and national governments. Together they demand greater accountability to national commitments on Sustainable Development Goal 5 – the Global Goal to achieve gender equality by 2030 – and Family Planning 2020.



YOUTH POWER RESPONDS.

Throughout 2020, Restless-trained volunteers responded to the pandemic and the problems facing people in their communities, problems often made worse by lockdowns.

“ Since COVID-19 emerged and lockdown measures took effect, I harnessed the skills I’ve gained through Restless Development, to help my communities cope with COVID-19.

I put my survey skills to task, surveying the needs of people in the local community to assess which areas need more effort with food distribution during lockdown. I had teamed up with various local organizations and the Ranchi government administration to deliver meals and medicine to newly unemployed workers and the elderly. During the lockdown, roughly 50,000 people in a 15km radius benefited from my team every week.

In 2021 we need to hold our government accountable for Environment, Education, Health & basic rights to each and every individual of the earth. ”

- Shishu, India



“ The coronavirus forced us to self-isolate and social distance but these restrictions did not deter me from helping my community.

Most people from my community were ignorant when the virus began spreading. I was part of a team that did door-to-door awareness on the virus, educating them on the preventive and response measures as put forward by the Zimbabwe National COVID-19 response committee. I received training, PPE and the much-needed support during field work from Restless Development. I believe I have managed to improve my community’s understanding of COVID-19. ”

- Nyasha, Zimbabwe

“ In 2020, I set up Equal Aqua Uganda, a community-based organisation bringing clean water to communities in Uganda. We’ve reached over 1,500 people, supported the construction of water tanks, and also provided ceramic water filters that filter 99.9% of germs.

We need to focus on the effects of climate change and help communities learn how to conserve the environment, because of issues like drought, famine, and lack of clean water. This is especially important during the pandemic to help prevent the wider spread of COVID-19 and diseases like typhoid. ”

- Abel, Uganda



“ To me, leadership is about solving problems in my community whenever someone needs help. Since I started volunteering with Restless Development, my community started to believe in me. I’m ready to change the world because now I have the power and voice to work with anyone, in any place in the world and in any position.

We should learn from the COVID-19 challenge. It has changed us and given us another opportunity to support youth and to make sure they dream in new ways because we need it more than before. In 2021 it is important to focus on building better. ”

- Ramlat, Tanzania



Standing with young people.

COVID-19 Appeal.

When news of the pandemic began to spread, our young leaders were quick to respond to protect their communities, and our supporters rallied behind our Emergency Appeal to help make this possible, raising almost £50,000 in total with our match-funding campaign.

Our supporters played a vital role in making sure our programmes could pivot quickly and effectively to help protect communities' health, livelihoods, and rights from the effects of the pandemic. We are incredibly proud and grateful to have wonderful supporters who stood by us in challenging times.

New partnership.

In 2020 we launched an exciting new partnership with global communications firm Clarity PR. With offices in the UK, the US, and Benelux, Clarity is supporting Restless Development with fundraising activities and pro bono PR support to increase our effectiveness as an agency. The partnership launched in September when they helped launch our Resilient Realities report to spread awareness of the effect of COVID-19 on young people and their communities. We are thrilled to be working with Clarity in 2021.

#TriThisAtHome.

2020 was set to be the biggest year yet for our Schools Triathlon series, with 4,300 participants, spanning over 100 schools, registered and ready to swim, cycle, and run while fundraising for global justice and youth-led change.

Like many events in the UK, the 2020 Schools Triathlon was sadly cancelled. However, in true

Restless spirit, young triathletes didn't let lockdown get in the way of their campaign for a fairer world.

Hundreds took part in #TriThisAtHome, by running, walking, and cycling, virtually travelling 11,989km, the equivalent of the UK to Vietnam, and raising over £6,000. Georgia, aged 10, from Pinewood School, accomplished six #TriThisAtHome challenges, travelling 252km and raising £385. In recognition of her achievements, she received a nomination for the BBC Unsung Hero Awards. Two blogs on different websites were published praising her efforts.

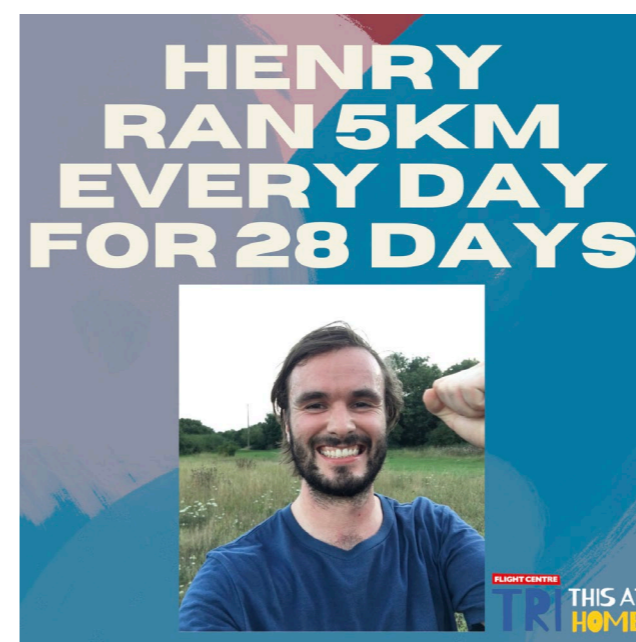
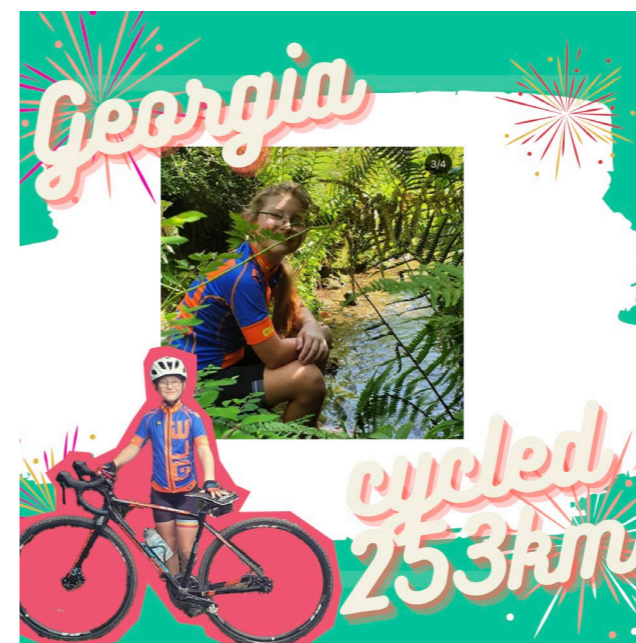
It didn't stop there. A generous donor, so impressed with these efforts, matched every penny raised, taking the total to £12,000!

Along the way, we encountered many of the UK's most inspiring and courageous young people who, despite lockdown, pursued their goals in supporting their local, and global, communities.

Lockdown Kidz, four brilliant 10-year-olds from Cothill School, created and designed a website for other young people that was full of lockdown activities, information around the pandemic, and advice on wellbeing.

Hattie, 10, from Cheam School, interviewed Claire Cashmore MBE, an eight times Paralympic medalist, over webchat. This fascinating conversation delved into important topics, from the road to success, disability and sports, to what keeps them motivated.

Louis Rolfe MBE, a paralympic gold medalist, also joined the journey and even vlogged about how he became a GB triathlete and why he now supports Restless Development.



Our people.

The pandemic presented a new challenge to our staff and volunteers, unlike anything many of us had faced before. We are proud of how quickly our teams adapted and pivoted their work to continue supporting young people to lead change and help their communities recover. As well as adapting to the pandemic, we have made progress in areas that will strengthen how we support our staff, volunteers, and young leaders.

Diversity, Equity and Inclusion (DEI).

Following the introduction of our DEI strategy in 2019, this year each of our Hubs put into place their six month action plans based on data collected on their national staffing demographics. The action plans aim to address the gaps in underrepresentation in their current workforce. Our Hubs took positive action around gender and disability, and had to adapt to those with caring responsibilities. Across the agency, we stepped up our anti-racism work, which you can read about in the section *Learning*.

Restless Leaders.

We launched our Restless Leaders initiative to support the leadership journeys of young volunteers and staff – whether that means becoming a CEO or leading other volunteers. We believe we can create more diverse and representative youth leadership across our agency if we create a defined leadership journey that is attainable and accessible to any young person in our network.

We began by training a cohort of staff, recruited from every Hub, to help design this journey. They started by working with volunteers to define the characteristics of progressive leadership, and then identified key moments and opportunities that support a young leader’s journey. We are using this research to create a learning tool that will support all staff, volunteers, and members of our youth network to develop their leadership, share their journey, and ultimately support other young people to become leaders.



From left to right: Tiffany, trustee; Aapurv, staff; Juliette, staff; Ronny, trustee.

How we looked in 2020.



Our global staff and volunteer demographics.

- **89%** were under 30*
- **92%** were nationals of the country in which they volunteered
- **94%** were African (83%) and Asian (11%)
- **53%** were female

*The percentage of staff and volunteers aged under 30 is not directly comparable to previous years because we have refined the accuracy of our data this year.

Each year, we survey our staff. This is what they told us in 2020.

- **98%** of staff are proud to work with Restless Development
- **97%** of staff think Restless Development has strong values that are upheld and acted by staff (or exposed and challenged when not upheld)
- **96%** of staff think Restless Development is transparent and accountable to its stakeholders (young people, communities, partners and staff)
- **94%** of staff think Restless Development encourages, welcomes and values diversity in its workplaces and programmes

A Restless Leader.

Passionate & Results-Oriented

I am passionate about solving problems proactively and motivated to achieve positive results.

Visionary & Resourceful

I am visionary and resourceful; I recognise challenges and find resources to solve issues with new ideas and approaches.

Bold & Brave

I am bold and brave. I am not afraid to speak the truth and stand up for justice.



Collaborative & Inclusive

I am collaborative and inclusive. I work together with others to find creative ways to solve challenges.

Professional & Accountable

I am a committed professional who acts with integrity and holds myself and others to account.

Empathetic & Compassionate

I am approachable, empathetic and compassionate. I put others first. I connect well with others by being an active listener, open and level headed with my peers.



Abel, one of our volunteers, monitoring the effectiveness of development projects in Uganda.

Learning.

Pivoting to protect.

The coronavirus pandemic significantly impacted our agency, but we learned quickly how to pivot our work in response. Working with our network of young leaders, we responded to the immediate effects of the pandemic and prepared for the long-term recovery in communities.

Our response focused on three areas:

- 1 Engaging communities. Young leaders reached hundreds of thousands of people through door-to-door outreach to help communities protect themselves against COVID-19.
- 2 Fighting misinformation. Taking on the 'infodemic', young leaders rooted out misinformation and fake news about COVID-19, identifying misinformation and reporting it to governments and social media platforms to force them to take action.
- 3 Unleashing youth power. Young leaders created cutting-edge research, mapping the impact of COVID-19 on young people and youth organisations. Young leaders came together by the hundreds in global solidarity meetings to organise and take action.

Restructure.

The financial shock created by the pandemic led to a restructure of our international team and UK based team. When we launched our most recent strategy six years ago, we committed to becoming an agency driven by our Hubs with a leadership structure that better represented young people and communities with whom we work. We used the restructure to accelerate changes to decrease the number of roles we have in the UK and increase diversity and representation across teams, and in particular our senior leadership team. A new global leadership team will be launched in 2021.

Volunteering.

We supported 3,523 volunteers to deliver change in communities. Each year we survey our volunteers around the world to find out more about their experience with Restless: what's working and what we can do to better support them as young leaders. We've had very positive feedback from volunteers, with the vast majority reporting feeling proud to volunteer with us, listened to, valued, and supported as leaders. We also know the areas that need our attention, which includes potential barriers to volunteering such as the financial support we offer and timely payment of allowances.

Results from our volunteer survey.

The data shows that since 2019 our support to volunteers has been strengthened, increasing by an average of 5%.

Volunteer Survey Results

- 99% of our volunteers are proud to volunteer with Restless Development
- 97% of volunteers feel that Restless Development has supported them to develop as a leader
- 98% of volunteers feel that their volunteering has had a positive impact

Our Volunteer Survey report with full recommendations is published on our website restlessdevelopment.org

Anti-racism.

The murders of George Floyd, Breonna Taylor, and Ahmaud Arbery in the US and the surge in Black Lives Matter protests brought about an overdue reckoning that we can do much more to challenge institutional and systemic racism in the world and in our agency.

In June 2020, we published anti-racism commitments and acted on feedback to accelerate changes that needed to happen. The actions we have taken are part of our commitment to long-term, transformational change within our agency that will be realised through our anti-racism action plans.

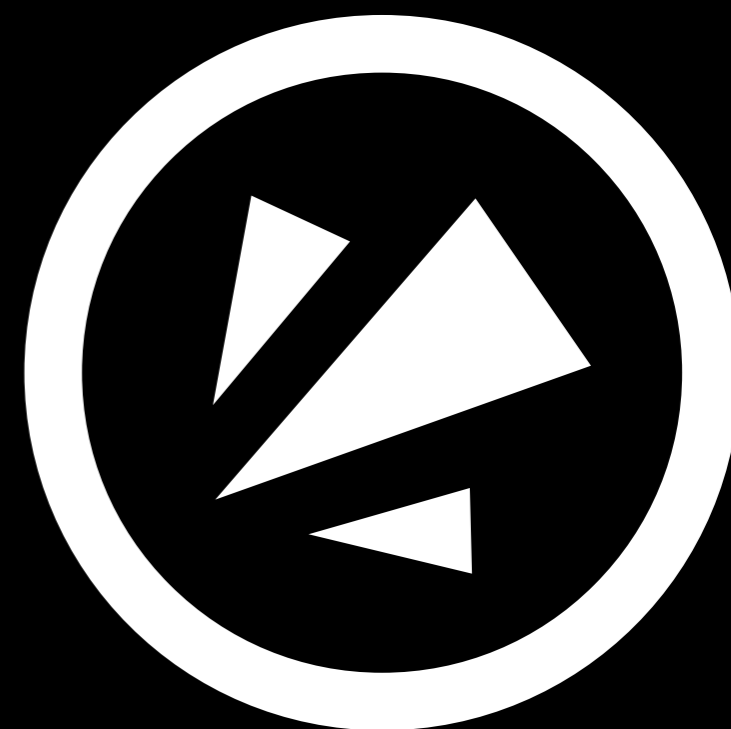
- We held listening exercises in our Hubs to understand racism in and between the different countries in which we work, and different parts of our agency. From this we were able to gain better insights into areas that need to be reviewed with an anti-racist lens. Our Anti-Racism Working Group, a global team set up in June to define and lead our anti-racism work, used the information to create a comprehensive anti-racism action plan.
- We changed the diversity and representation on our senior leadership team, which was predominantly white and based in the UK. Our new team, launched in March 2021, includes young people and staff from across our Hubs, who form part of one of our highest levels of strategic decision-making.
- We removed a historical distinction between national and international remits in our salary scales. Our global salary scales were, although on paper designed to create equity, structurally racist in how they were applied. This means by September 2021 we will have just one scale.
- We spoke out in support of Black Lives Matter movements in the US and UK, and sought out more representation on our blog and website from people of colour living in these countries.

- In our series of Global Solidarity Meet Ups (initially set up in response to the COVID-19 pandemic) we organised an event on racism – an open discussion about racism and how to tackle it between young people from more than 40 countries and guests from Black Youth Project 100 and Africans Rising. We have pledged not to send staff to all-white event panels and to put pressure on event organisers when this happens.

As well as making changes within our own agency, we want to help dismantle the development sector's neo-colonial and white supremacist culture. More and more of our programmes are focused on the transfer of power from development actors to young people, community, and youth civil society – www.thedevelopmentalternative.org is one example – but we want to go further. In 2021 we will apply for funding to create programmes specifically focused on building a long-term, anti-colonial and anti-racist alternative to development as usual.

Co-leadership.

When our CEO Perry Maddox went on parental leave in April, we tested a more inclusive approach to parental leave cover, which aimed to encourage a broader range of potential leaders to see a path to becoming a CEO. Two young staff members were asked to join the interview panel and help decide who would jointly take on the role. Gemma Graham became Interim Deputy CEO and Kate Muhwezi Interim COO. The trial of this alternative leadership model was successful, with learning shared in a podcast, a report published by the Women as INGO Leaders in Development Network, and the Bond Conference in May 2021.



Safety, security and safeguarding.

We do everything in our power to ensure that no harm is caused through our work or by anyone linked to us. Our safeguarding systems are designed to educate our people and to prevent harm, as well as to ensure that any causes for concern are reported, investigated, and acted upon.

Between October 2019 and September 2020, **five non-critical incidents** were reported to the Charity Commission and Trustees, a decrease from our 2018–2019 reporting period. Our progress can largely be attributed to our work to implement recommendations from our 2019 Safeguarding Review. These commitments include ongoing safeguarding training for all staff, as well as advanced training completed by our safeguarding officers and managers in our Hubs.

The recommendations have since been used to influence best practice in the global development sector. *The Cross-Sector Progress Report on Safeguarding Against Sexual Exploitation, Abuse and Sexual Harassment 2019–2020*, published by the Foreign, Commonwealth & Development Office in October 2020, includes a Restless Development case study that demonstrates the value of building trust in communities so that any risks or safeguarding incidents are reported quickly to our teams.

How we operate.

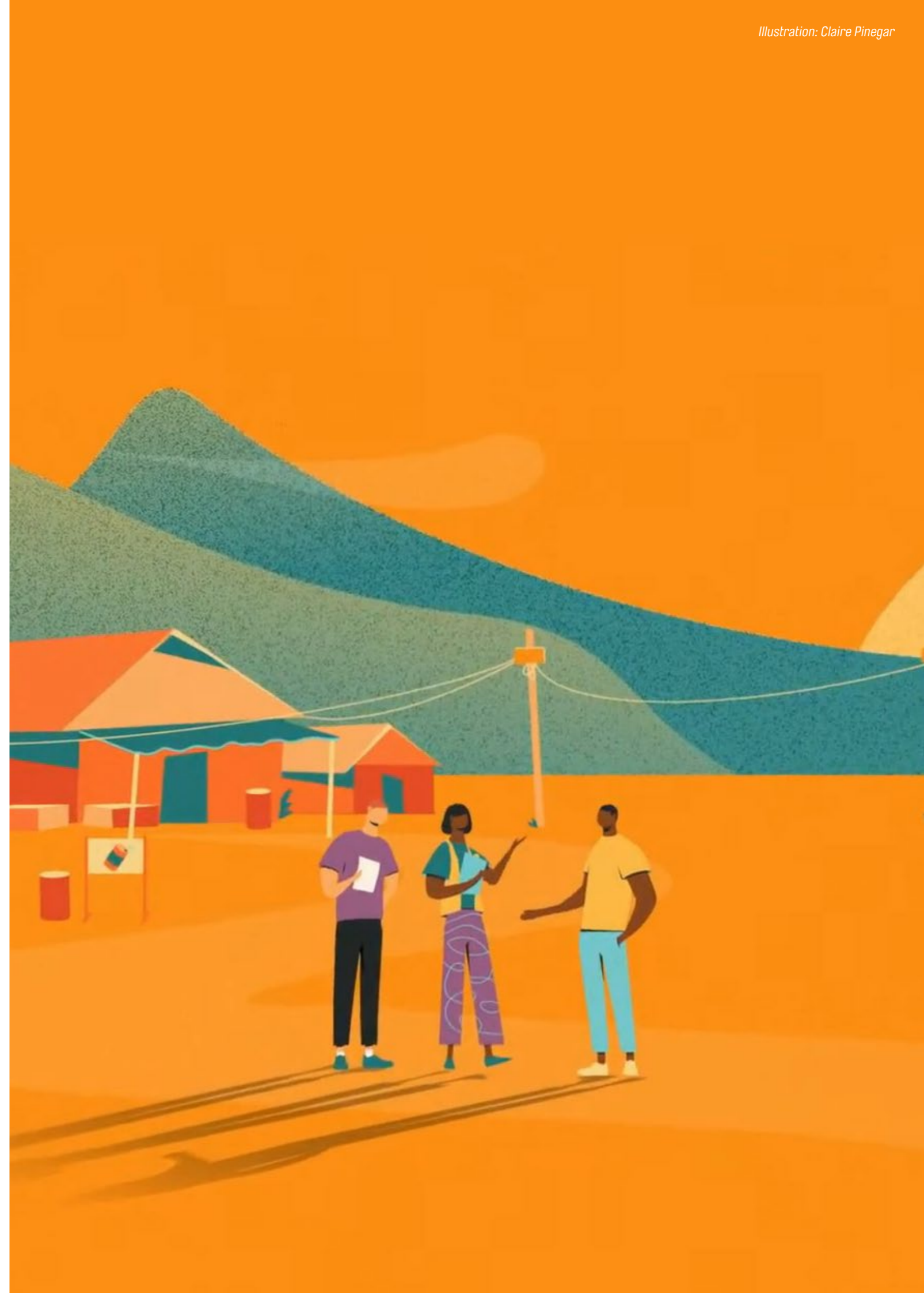
Safeguarding is overseen at a governance level by two members of the International Board of Trustees. Global accountability is delegated to: the Lead Safeguarding Officer (a director in our senior leadership team); a full-time Senior Safety and Safeguarding Manager; and supported by a staff team of seven who are all trained as safeguarding officers. At any given time, between 12% and 15% of the workforce are trained safeguarding officers. As a minimum, each trained safeguarding officer is provided with a dedicated training every six months. All staff attend a one-hour safeguarding training session on a quarterly basis on top of mandatory training corresponding to their particular role.

2020 at a glance.

The pandemic caused disruptions across all areas of our operations including safety and safeguarding. We rapidly shifted our focus to ensure our programmes and operations were COVID safe, as well as ensuring we were keeping our people safe in online spaces.

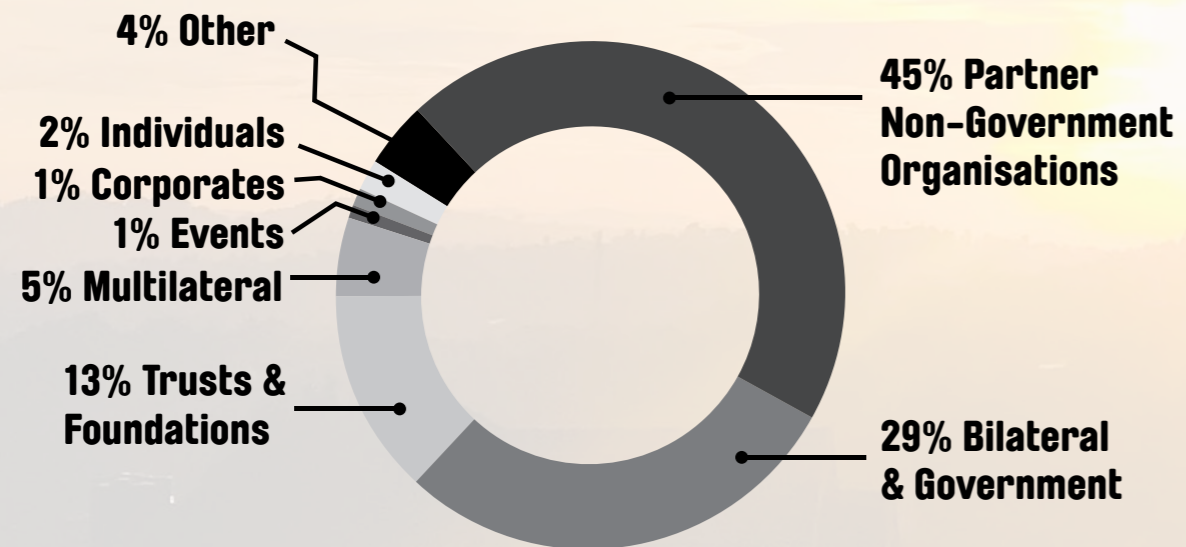
In 2021, we will be rolling out an internal safeguarding audit so we can best understand how our safeguarding risk has changed throughout the pandemic and to understand our online safeguarding risks in more detail.

We will be working hard to package all of the safeguarding and safety resources that have been created out of our major international programmes. These packages will be tested by our partners and made available to the wider sector.

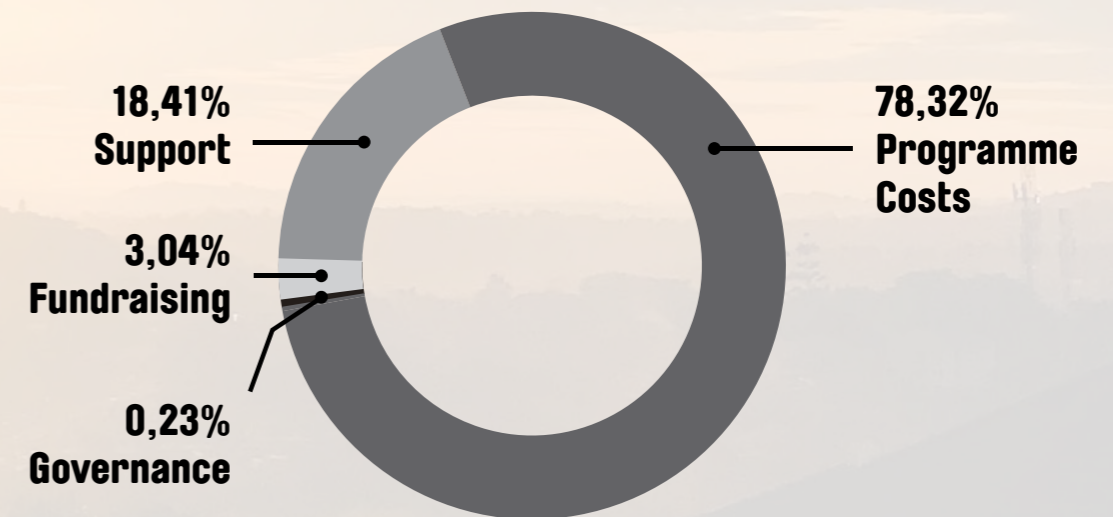


Financial accounts.

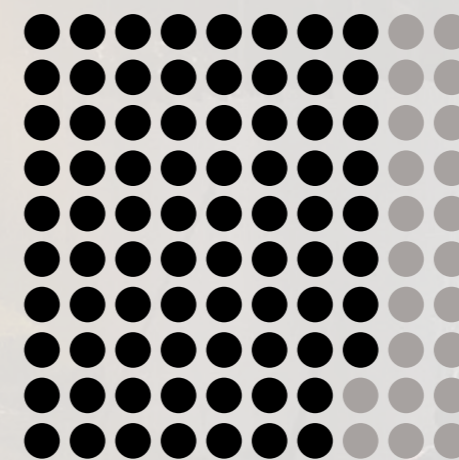
TOTAL INCOME: £10,753,000



TOTAL EXPENDITURE: £10,971,000



Income reduced in 2020 due to the Covid-19 pandemic and the need to wind-down the ICS programme early and additional cuts to programmes such as the Aid Connect strategic programme. This was offset by a reduction in charitable activities but did result in £339,000 of unrestricted free reserves being utilised.



FOR EVERY **£1** YOU GIVE,
78P IS SPENT DIRECTLY ON OUR
WORK WITH YOUNG PEOPLE.

Statement of financial activities.

	Unrestricted Funds	Restricted Funds	2020 Total	2019 Total
	£000's	£000's	£000's	£000's
Income from:				
Donations and legacies				
Grants and donations	461	9,881	10,342	11,863
Unrestricted Fundraising	411	-	411	596
Total income	872	9,881	10,753	12,459
Expenditure:				
Raising funds				
Fundraising costs of grants and donations	(334)	-	(334)	(303)
Charitable activities				
	(1,011)	(9,626)	(10,637)	(12,144)
Total expenditure	(1,345)	(9,626)	(10,971)	(12,447)
Net income/(expenditure)	(473)	255	(218)	12
Foreign exchange gains/(losses)	(10)	(203)	(213)	130
Net movement in funds	(483)	52	(431)	142
Reconciliation of funds				
Total funds brought forward	1,424	1,879	3,303	3,161
Total funds carried forward	941	1,931	2,872	3,303

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 2020 as approved by the Trustees on 12 May 2021. 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, SE17RL, UK or online at restlessdevelopment.org/resources.

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

Balance sheet.

	2020		2019	
	£000's	£000's	£000's	£000's
Fixed assets		220		276
Current assets				
Debtors	985		1,387	
Bank and cash	2,543		2,560	
		3,528		3,947
		3,748		4,223
Creditors: amounts falling due within one year		(876)		(920)
Net assets		2,872		3,303
Represented by:				
Funds				
Restricted		1,931		1,879
Unrestricted				
Fixed Asset Reserve		163		247
Designated Reserve		-		60
Free Reserves		778		1,117
		2,872		3,303

Cashflow.

	2020		2019	
	£000's	£000's	£000's	£000's
Cashflows from operating activities		149		(1,247)
Cashflows from investing activities				
Additions to property, plant and equipment	(168)		(123)	
Proceeds from the disposal of fixed assets	2		35	
Net cash used in investing activities		(166)		(88)
Cashflow from financing activities				
		-		-
Net increase in cash and cash equivalents		(17)		(1,327)
Cash and cash equivalents on 1 October		2,560		3,895
Change in cash and cash equivalents due to exchange rate movements		-		(8)
Cash and cash equivalents on 30 September		2,543		2,560

A message from our CEO.



This was the year that everything changed.

Seemingly, one day we went to sleep and awoke the next to a virus taking lives, destroying economies, harming mental health, stalling education, and worsening inequality across our world.

For a moment the world stood still.

Young people didn't stand still, though. Young leaders stood up. So did Restless Development. We pivoted our work around the world in a matter of days.

From young leaders reaching 247,000 people across Sierra Leone to help communities protect themselves, to Youth Against Misinformation fighting the 'infodemic' online, to young researchers gathering deep insight on how the pandemic impacted young people and communities, over 3,523 Restless Leaders took action when it mattered most, serving 319,360 people in 2020.

The pandemic was not the only force to reshape our world in 2020.

Following the murder of George Floyd, we were again called on to change and to challenge the systemic racism in our world and in our work. Building on our existing diversity, equity, and inclusion strategy, Restless Development conducted deep, meaningful listening exercises across our global teams to create new anti-racism approaches. From changing our leadership structure to our global salary scales, we took bold action to drive equity in our agency and in our work.

We're only getting started.

Neither racism nor a pandemic will end overnight. Nor will climate breakdown, unemployment, or the squeeze on youth-led action around the world. We remain as hungry as humble to grow our work on these issues that reshaped our world in 2020.

If we learned one thing in 2020 as Restless Development, it is that the power of young leaders has never mattered more.

Whether stopping the spread, supporting youth organisations on the frontline, or building the road to recovery around the world, young leaders didn't rest in 2020. We rose.

Thank you for your support to help us make it happen.

Perry Maddox, CEO

“THE POWER OF YOUNG LEADERS HAS NEVER MATTERED MORE.”

A message from Nikita.



2020 was the year a virus shook the world.

It spread faster than it could be controlled, closing borders and isolating communities. It exposed deep-seated social and economic inequalities that made us ask – *'Are we doing the 'right' kind of development?'*

The sheer inability and lack of preparedness of governments across the world to deal with destroyed economies, crumbling health infrastructure, lack of essentials and political upheaval forced us to think about the limitations of a system that thrived on years of systemic failures and structural injustices.

The effects were felt throughout the world – from the migrant crisis and the more recent farmer protest in India, to the worsening of the climate change crisis reflected in the worsening fires, and the murder of George Floyd that united some of the world against racism – 2020 taught lessons to us all.

It is time not to 'build back better' but to create anew. To be cognizant of not perpetuating the system that has so clearly failed.

The question then becomes, how? What is the 'right' kind of development?

There is no tried and tested formula or methodology available. It warrants patience and diverse perspectives in creating bold and innovative methods that can be replicated and scaled in different contexts. It requires placing trust in young people and communities and relying on their knowledge, experience and resilience to engender a bottom-up reconstruction.

When big, public institutions struggled to manage the pandemic, community-led groups and local civil society organisations stepped in. It is imperative to recognise their inherent transformative power and build on the trust and support they enjoy from communities.

2020 has given us an opportunity to imagine and build an equal and just world. One that does not repeat the mistakes of the past. It is time to seize the opportunity and be bold, compassionate, creative, and most of all, *restless*.

Nikita Khanna, Monitoring, Evaluation & Learning Coordinator, India Hub

“IT IS TIME NOT TO 'BUILD BACK BETTER' BUT TO CREATE ANEW.”

Thank you.

Our supporters have stood by us in an exceptionally challenging year. We want to thank you.

Donor partners.

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The Patter Family Foundation
The Swedish International Development Agency
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United Nations Educational, Scientific and Cultural Organization (UNESCO)
United Nations Entity for Gender Equality and the Empowerment of Women (UN WOMEN)
United Nations Population Fund (UNFPA)
United States Agency for International Development (USAID)
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School partnerships.

Bradfield College
Charterhouse School
Cranleigh School
Marlborough College
Royal Russell School
With an additional special mention to Dragon School and Chandlings School for selecting Restless Development as their school’s chosen charity and supporting our work through their fundraising efforts.

Individual donors.

Our incredible individual supporters have donated a combined £187,058 in the UK and \$62,590 in the US to Restless Development this year. We are so grateful for this generosity, which allows us to continue our vital work.

Volunteers and partners.

Annie Thomlinson, Claire Turner, Danielle Dempsey, Elise Bailey, Flora Paterson, Francesca Bowen, Hannah Graham, Helena Carter, Jim Sewell, Katie Batchelor, Lauren Powell, Margo Piliro, Oliver Lubbock, Olivia Robinson, Poppy Robinson, Rosie Oakley, Sarah Dickins, Sophie Dannreuther, Tessa Murray, Theo Clarke, Vanessa Kortekaas, Will Millner, the Youth Stop AIDS Steering Committee.

Exceptional volunteers and champions.

This year, Jim Sewell and Tessa Murray (co-founders of the Flight Centre Schools Triathlon) were awarded the Points of Light Award from the UK Prime Minister, and were shortlisted for the Bond International Development Volunteer Award. Both awards celebrate exceptional individual volunteers who have made an outstanding contribution to their community and the sector.

Thank you to our long-standing supporter and former Patron, Baroness Anne Jenkin, for her incredible contributions and commitment to youth leadership over the past 15 years. We are eternally grateful for the guidance, support, and generosity shown over years.

Governance.

Our agency is governed by a collection of boards located around the world. Our international board has oversight over the global agency and each of our Hubs have their own national boards.

Founder.

Jim Cogan OBE

Patrons.

Baroness Anne Jenkin
(Until Oct. 2020)

Jamie Drummond

Ambassadors.

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Michael Brearley OBE

Global board of trustees.

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Farai Muronzi

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Kate Muhwezi

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Katie Rowberry (Until Oct. 2020)

India Director

Nalini Paul

Chief Executive Officer

Perry Maddox

Finance Director

Segun Olowookere

Hub directors.

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Nalini Paul

Nepal

Kaajal Pradhan

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Farai Muronzi

TRUST THE NEXT GENERATION

We may not know all the issues we'll face in the future, but we know that the next generation of young leaders will be there to solve them.

If you are thinking about leaving a gift in your Will, leaving a gift to Restless Development is an investment in the generation who will be leading the solutions to the world's greatest issues long into the future.

Find out more by visiting
restlessdevelopment.org/legacy

We are incredibly grateful to anyone considering leaving Restless Development a gift in their Will, so we have partnered with *Beyond* to offer a free Will to our supporters to make this as hassle-free and accessible as possible. To find out more email giulia@restlessdevelopment.org

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Cover image: Volunteers in Uganda work with communities to assess and improve development projects, using their phones to record data and report back to development organisations.