

RESTLESS
DEVELOPMENT
POWERED BY YOUNG PEOPLE

WE ARE RESTLESS

Annual Report 2021



AT THE HEART OF EVERYTHING WE DO IS YOUTH POWER.

More than ever the world needs young people's power and leadership to solve its greatest challenges.

We support the collective power of young leaders to create a better world. In 2021 we trained, mentored, nurtured and connected thousands of young people to use their youth power and lead change.

“When I lead, I have the power to influence the lives of others for good. It is an opportunity to challenge the generational barriers and lead society towards change.” – Radhika Shahi, Restless Development volunteer, Nepal

“When I lead I help create platforms for young people.” – Kelly Vongai Muronzi, Restless Development, Zimbabwe

Namagembe Kaneema, a respondent, talking with a youth researcher during a research session conducted in Kawempe, Kampala.

Our global work in 2021.

63 programmes
across 41 countries.

2,773 volunteers
trained to lead change.

55,695 young people
supported by volunteers to
multiply change in their
communities.

242,868 people
in communities
supported by our volunteers
and changemakers.

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

2,094 organisations
signed up to the Youth
Collective digital platform.



Ekash, a Youth Accountability Advocate from our Keep Your Promise project. Here he is setting up for the Dissemination of Research Findings Dialogue with ward leaders and community members in Iringa, Tanzania.

Our Hubs' work in 2021.

In **Zimbabwe** we trained 20 young leaders to collect evidence and influence community-driven approaches to tackling climate change related impacts on health.

We supported teen mothers in **Uganda** to earn a living, with 94% reporting that they were earning incomes from income generating activities that our programme had supported them to set up.

Through our employability work in **Tanzania**, 21,872 young people from secondary and vocational colleges were able to demonstrate new employability skills, improve knowledge of career options or developed career plans.

Our **US** Hub launched the Feminist Action Lab, an online advocacy course to support youth-led action on gender equality, reaching 3,455 users across the world in its first three months.

In **Sierra Leone**, 78% of young leaders increased their knowledge on corruption and the tax system through our work on strengthening Public Financial Management.

In **Zambia** we trained 56 civic leaders in youth engagement. This led to immediate improvements in how young people engaged in decision-making affecting their lives, including young people being invited to ward level meetings.

In **India** we delivered sexual rights training to 8,850 young people, whose knowledge of contraception rose from 64% to 92%.

In **Nepal**, menstrual hygiene rooms were established in six rural community schools, which benefited more than 500 girls and helped them to remain in school.

Spotlight on

Responding to COVID-19

Our young leaders across the world continued to play a significant role in responding to the COVID-19 pandemic.

In the UK, ICS volunteers continued to report online misinformation, which led to 40 brands removing ads and de-platforming conspiracy theorists.

We adapted our community engagement model in Sierra Leone, working in-partnership with UNICEF and the Ministry of Health to raise awareness across 1,000 communities.

We also continued to build our body of youth-led research. For example, in partnership with the Asian Development Bank and Cambridge University, we worked with young researchers in Nepal and Indonesia to understand the impact of the pandemic on young people's livelihoods, supporting vulnerable groups to document their experience.



Manju Chouhan, a peer educator with the MTV Nishedh programme, delivering a training session on sexual and reproductive health, tuberculosis and relationships to adolescent and teenage boys and girls in Alwar, Rajasthan.

Spotlight on

Accountability

Young volunteers from the Development Alternative have been holding development actors to account, and shifting power to communities with the intention of 'doing development differently'.

Through the consortium's flagship Model for Change, 33 projects with a combined value of £97 million were monitored across Uganda and Madagascar belonging to the services and infrastructure sectors. 105 solutions were identified, resulting in a fix rate of 58% (compared to 46% in 2020).

To effectively lead change, youth organisations need better access to funding and resourcing, knowledge of leadership models, capacity building opportunities and spaces for connection and collaboration.

To support this, the Development Alternative consortium worked with the Youth Collective to co-create, collaborate, convene and share approaches for resilience and efficiency.

Outputs included:

- 9 Donor Dialogue events, attended by 328 civil society groups
- 4 learning briefs informed by the experiences of young people
- 7 youth-led research publications
- 354 youth activists supported
- 44 influencing events attended by members of civil society

An evaluation observed a positive change in the views of communities and development actors about the capability and legitimacy of young people to take on a leadership and monitoring role in community development. Evidence also pointed to changes in mindsets - development partners and community members welcomed more involvement of young people in development processes.



One of our volunteers, Abel, recording problems reported by community members about a local development project.

Spotlight on

Our Future Agenda

Restless Development nominated and supported three young leaders to support the UN Secretary-General's work to reimagine the future of global cooperation.

The Next Generation Fellows reached out to hundreds of young people from around the world, and spoke with experts and leaders of all ages, to come up with solutions to some of the biggest challenges facing young people and future generations.

Their brilliant ideas were included in the Secretary-General's final Our Common Agenda report, and the Fellows also put together their own vision and plan called Our Future Agenda.

“Today's young people are forced to confront crises that we did not cause. It is no wonder that we fear for our futures – and the futures of our children and grandchildren. But we will not be silenced. We will continue to fight without fear for a more just, resilient, and sustainable world. It is time for leaders to catch-up, or risk being left behind.”



A conversation between three young leaders from GirlUp, Global Shapers and Restless Development representing the Unlock coalition with ex Prime Minister of Sweden and President of Costa Rica.

Spotlight on

Living in the Climate Crisis

Young people in Uganda

“Listening and supporting young people to lead their communities out of climate disaster and towards environmental justice – this is how humanity can create a clean, green, and sustainable future.”

– Charles Mankhwazi, Research Manager at Restless Development Uganda

Climate disruptions are having devastating impacts on human lives and livelihoods. All too often the policy makers are not informed by the lived reality of those most affected. In partnership with Cambridge University and Makerere University we carried out youth-led research in the Karamoja and Busogo sub-regions of Uganda.

- 76% of respondents reported their livelihoods had been disrupted, leading to food insecurity as a result of environmental changes.
- Most young people associate climate change with loss, displacement and growing anxiety. Many reported losing cattle, roads, infrastructure due to extreme flooding and growing concern for their future.
- Many young people were adapting their livelihoods as a result, but felt they didn't have control or influence on the situation, due to inadequate climate education, training and resources.



Franco, volunteer on our Youth Motivations project supporting livelihoods in Karamoja, Uganda.

Spotlight on Youth Power Hacks

We delivered six online Youth Power Hacks in partnership with Project Everyone & Unilever. They took place in Kenya, South Africa, Nigeria, Indonesia, India, and the Philippines – we also welcomed participants from many neighbouring countries.

Set-up and run by the Youth Power Panel the Youth Power Hacks were an interactive, design thinking process that brought teams of young people together to tackle the most pressing issues in their communities.

The initiative harnessed young people's skills, passion, determination and imagination to help build a better world. With 3,408 applicants, 374 participants and 46 teams formed during the initial stage, the hacks helped find solutions to Education, Health, Climate, Gender inequality and lack of access to jobs. Our initial events allowed for a more inclusive process providing data for participants, breakout rooms in local languages and support for those visually impaired.

The sessions were followed by a series of 16 trainings led by the Youth Power Panel and partner organisations. The top 12 teams also received mentorship.

For International Youth Day, we launched videos on social media to share the solutions of the top 12 teams. These received over 10 000 reactions and 1500 comments. Finally the top 4 teams, chosen by a panel of experts, received funding for a year to make their solutions come to life and kickstart their initiatives to achieve the SDGs.

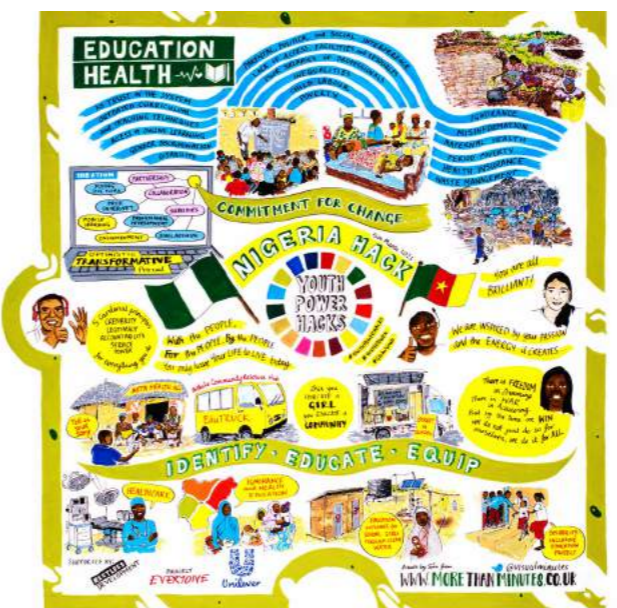
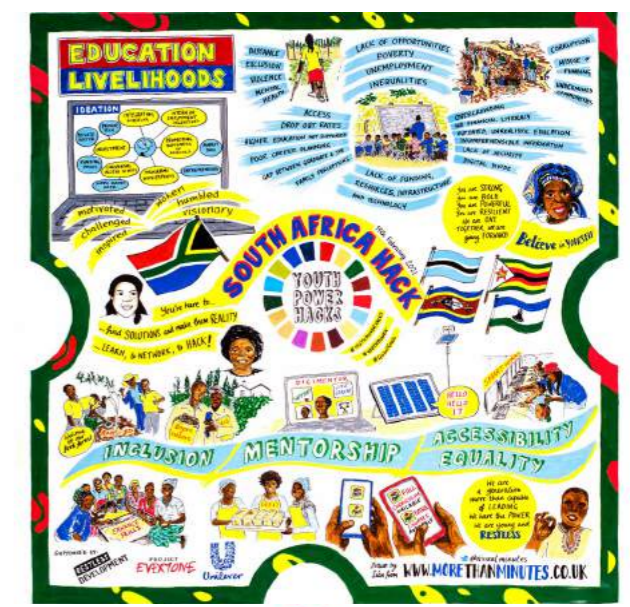
Our final celebratory event had 13,134 views and allowed thousands of young people to celebrate the achievement of a year-long process to reach the SDGs.

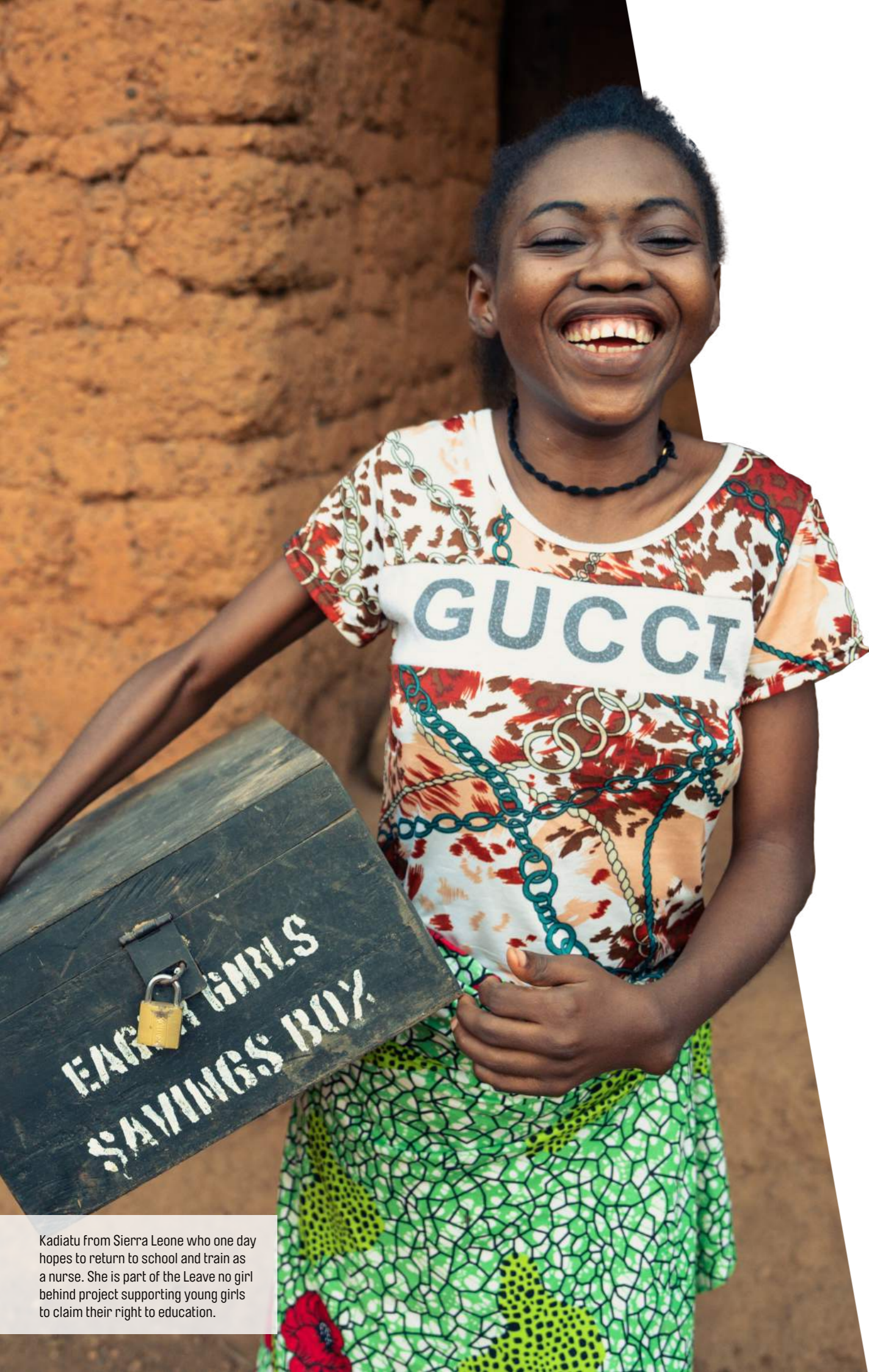
“ I have a dream that one day this world will recover; and I believe we have the power to make this world a better place for living things. ”

– Billy, from Juicy Emergency, who took part in the Youth Power Hacks

“ The India Youth Power Hack was a wonderful way to collaborate with young people from across the country. ”

– Malavika, from Train to Teach





Kadiatu from Sierra Leone who one day hopes to return to school and train as a nurse. She is part of the Leave no girl behind project supporting young girls to claim their right to education.

KADIATU'S STORY

“I NOW DO THINGS ON MY TERMS.”

The power of education can be life changing, helping girls shape their own future. Kadiatu, a 17 year old from Sierra Leone, knows this well.

“Education and opportunities are one of the same. They make great things happen to change people’s lives.”

Getting an education is a challenge for many girls where Kadiatu lives. The town is far away from schools, around six miles.

“School dropout rates are high here as a result of the long-distance, and also early marriage and teenage pregnancy.”

“I was seven years old when my parents died. My father was a farmer who showed us love and affection, my mother a hardworking trader who made sure we didn’t lack anything.”

“I was left on my own to take care of myself in the absence of my parents.”

Kadiatu also has a disability which makes walking more difficult. She never went to school and her disability meant she faced discrimination in her community.

In 2019, Kadiatu met our youth mentors – young people from Sierra Leone recruited and trained by Restless Development. She took part in numeracy and literacy classes and also some training in how to set up a business.

“I can now count numbers, identify the alphabet, spell my name, and give change correctly.”

With her new skills and a small grant, Kadiatu set up her own business selling condiments.

“I don’t easily get shy anymore and I’m confident now to go out and interact with people. With education, you’re a problem solver and people look up to you as an inspiration. Restless has greatly impacted my life.”

“I want to go back to school to become a nurse, if I get someone to support me. I will come back to my community to help children.”

“Education makes you self-reliant. When you’re educated it exposes you to opportunities and you can turn your life around for the good.”

The Leave No Girl Behind Project is supporting young girls shape their own future through literacy, numeracy and business skills trainings in Sierra Leone. Find out more [on our website](#).

MIRIAM'S STORY

“I COULD HAVE BEEN MARRIED, IF NOT FOR THE CAREERS CLUBS.”

Miriam, 18, cannot stop smiling. Her dream of reaching 12th Grade, the third year of secondary education is being realized. For her, this is a great turn around.

Just two years ago, Miriam and her five siblings couldn't attend school because no one could sponsor their education. They lived in Macha, a rural and remote community, short of opportunities.

In mid-2018, Miriam's mother, a small scale farmer stopped going to the farm in order to take care of Miriam's sick father. As her father's health worsened, no one could provide for the family, as her mother continued to be busy nursing Miriam's father.

In an attempt to survive, Miriam and her siblings worked in the hot sun, pulling weeds, planting seeds and watering plants in other people's gardens. For their labor, Miriam and her siblings were paid very little.

“The food was not enough for us. Sometimes we took some of our meals without relish (without vegetables).”

Miriam had dreamed of pursuing higher education and becoming a doctor. However, her current situation made it very difficult for her to continue with her education. Eventually, she was forced to drop out of school.

Miriam's mother encouraged her to get married with the hopes that they could become financially

stable if she married a rich man. In order to prevent this and keep her dreams alive, Miriam started working as a housemaid in a nearby town; Choma, a central business district in Southern Province.

After working for a year, Miriam decided to return to school. She would use her savings from her job as school fees. Unfortunately, her savings could only pay for her first term. This meant dropping out of school again.

Her drive to save for school and zeal to learn inspired her headteacher to help Miriam to continue her studies in school. She decided to introduce Miriam to the Careers Club at her school in-order to help broaden and nurture her entrepreneurial skills.

The Career Clubs are part of an initiative on the Zambian Girls 2030 project which aims to give teenage girls training in life skills and financial literacy, and a broader vision for their careers. The project is funded by UNICEF and jointly implemented by Restless Development Zambia and the Ministry of General Education.

“In the Career Clubs, I learnt about how I could use my skills to earn income. I learnt about financial literacy and how I can utilize my talent. I started with plating hair for my schoolmates after classes for a small fee.”

From school mates she went on to plaiting her teacher's hair. This eventually led, to many community members reaching out to her to have their hair plaited.

From this small initiative, Miriam decided to venture into a small business; she turned her home into a small hair salon where she attends to her customers. On weekends and after classes, she is always busy plaiting hair.

“I now pay school fees and cater for my school needs from the money I earn here.”

“If I had gotten married, my dreams of becoming a doctor would have been shattered. But now I continue to have my dream of becoming a doctor and running my own hair salon business.”

For Miriam, the Career Clubs at her school offered a lifeline and made her realize her potential.

The Zambian Girls 2030 Project is engaging adolescent girls in career clubs, entrepreneurship and financial literacy education, and internship placements to help them achieve their career aspirations.

Find out more [on our website](#).



Miriam plaiting a customer's hair at her own salon that she started with the help of the Zambian Girls 2030 project.



Youth Collective.

The aim of the Youth Collective is to build and strengthen Youth Civil Society, supporting the sector to thrive.

The Youth Collective Digital Platform, established in 2020, has over 3000 registered members – these are Youth Led Civil Society Organisations from across the world.

Organisations can register in English, French, Spanish, Arabic and Hindi.

The Youth Collective is coordinated by Restless Development, an Advisory Group, and the Collective members themselves. Restless Development and the Advisory Group support and convene the space, but the true potential of the Collective lies in the ability for members to use the platform in ways that work for them; holding events, engaging with each other, and establishing a shared network for advocacy and engagement.

We reached over 5 million young people online through organic and paid social media activity, adding 2300 new organisations to the platform in the last 12 months.

Labs and Dialogues

Feminist Action Lab – In 2021, Restless Development created the Feminist Action Lab, an intergenerational deep dive into Beijing+25 activism across generations. Understanding that feminist histories and movement-centered approaches are sometimes difficult to access, we built an open-source online platform that houses self-guided training materials, available in three languages for youth movements to use.

The free course supports youth-driven advocacy and engagement in the Generation Equality Forum (GEF) and beyond, hoping to at once build specific knowledge around feminist concepts in advocacy and practical bridges to advocacy platforms and social movement spaces. These materials were collectively built with Feminist experts representing multiple generations, focusing on Global South perspectives.

Donor Dialogues – The Donor Dialogues create exchanges, interactive discussion and connections between the growing membership of the Youth Collective and different funder and donor organisations and networks to explore how to address challenges and opportunities for ensuring a well-resourced, sustainable and effective youth civil society sector. The Dialogues resulted in a set of recommendations for young people and donors on how to better resource youth-led action.

Leadership Labs – Launched in 2021, the Leadership Labs is a peer-led series for Youth Collective members to share their leadership skills and tools through interactive online sessions. This is a collaborative space for members to explore effective leadership approaches together, and develop stronger collaborations on a broad range of issues – from transforming education to resource mobilisation.

Learning.

In 2021, Restless Development embarked on two major learning journeys for our agency and the youth-led development space.

Youth-Led Change: What Works?

The research looks back at 10 years of Restless Development's work to answer how youth-led change can be best supported to have an impact.

The final report includes the theory and practice underpinning four Restless Development models for youth-led development: community mobilisation; youth-led accountability; youth-led research; and youth CSO strengthening.

The State of Youth Civil Society

We partnered with 12 young people from 12 different communities around the world to help us understand how youth civil society organisations are being affected by COVID-19 and how they are responding.

This first State of Youth Civil Society report – Resilient Realities – shone a spotlight on how youth civil society organisations have been responding to the COVID-19 crisis and to understand their emerging strategies for adaptation, resilience and change.

“With many global issues affecting youth today including unemployment, armed conflicts, migration crises, and climate change impacts; engaging in this research project is an opportunity to explore yet another serious challenge which is impacting the lives of young people severely.”

– Eric, Youth Researcher from Zimbabwe

The report was developed using participatory research methodologies that sought to create dialogue between the 12 young researchers and to support them to collectively generate and analyse data. The research process was an opportunity for them to sense-make their own experience as young activists in their different communities and together create knowledge that inspires action, to shape the realities we want.



Partnerships.

We work with our partners to achieve youth-led change on a bigger scale. We collaborate with individuals, businesses and organisations from a diverse range of industries and backgrounds that align with our values and vision.

Youth power in schools

2021 was another year of uncertainty and sadly we were unable to do our Schools Triathlon events in their original format due to restrictions in schools.

Instead, we delivered six Mini Triathlons at five schools in May and June 2021 and a virtual Three Peak Himalayan Challenge with Thomas's Battersea. We had 1,088 pupils participating across the events and 1,780.20 km were travelled throughout the virtual challenge.

Thank you to Daneshill, Elstree, Farringtons, Royal Russell, St Hughs and Thomas's Battersea for partnering with us last year and pupils raising over £74,000 for Youth Power around the world. A special thank you to Royal Russell, Farringtons and Elstree who donated 100% of their profits to Restless Development. Your efforts made a big difference to supporting young people tackle COVID-19, climate change and other challenges they face in their communities.

Restless Development on BBC Radio 4

A big Restless thank you to everyone who donated and supported our [Time to Thrive appeal on the BBC Radio 4](#) on 5-12 September 2021. We are incredibly grateful and thrilled to have raised over £40,000 to help young people set up businesses

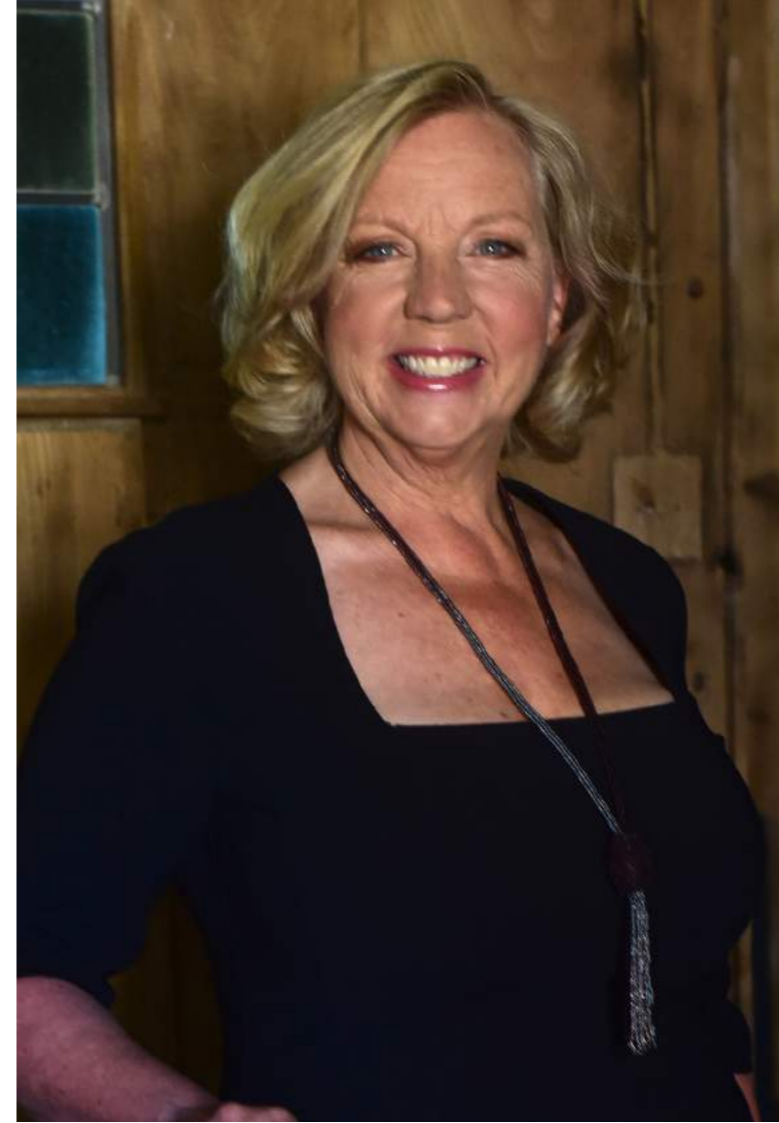
and gain entrepreneurship skills around the globe. A special thank you to the wonderful entrepreneur and Dragons Den investor, Deborah Meaden, who presented and shared our appeal and a very generous Restless supporter who matched every donation we received throughout the week.

Partnership with Choose a Challenge

We entered a new three-year partnership with tour operator Choose A Challenge in 2021. We work together to bring on a number of university groups to fundraise for Restless Development while taking on the challenge of a lifetime, such as the UK Three Peaks Challenge or trekking to Everest Base Camp.

Thank you to Exeter, Oxford, Kent and Brunel Universities who we partnered with this year, the Challenge Leaders who recruited and supported their teams and congratulations to all participants for successfully taking on the UK Three Peaks Challenge, Morocco High Atlas Mountains and Machu Picchu treks. Collectively, our 47 participants raised a grand total of £42,833.15 for Restless Development.

We are excited to enter and grow this space of youth-led fundraising while hoping to bring more engagement with Restless Development to student networks across the UK.



Student fundraisers at the top of the High Atlas Mountains in Morocco.

Our people.

Our people are what makes us Restless. We strive to ensure our leadership is structured in a way that supports our teams to succeed and reinforces youth leadership.

Youth Leadership

We launched a new Restless Leadership Team in May 2021 inviting three young leaders into the agency's most senior decision making space.

The new team is much more representative of the global agency – distributed across five of the nine countries where we have offices. We also recruited two new members to our global board – from Nepal and Kenya, doubling our young leader representation within our governing body to nearly 30%.

97% of respondents in our 2021 Agency survey agreed that 'Restless Development's leadership (both globally and in my hub) will ensure the success of our agency and strategy'.

Co-Leadership

In August 2021 Perry Maddox left Restless Development and the former Strategy and Operations Directors – Alex Kent and Kate Muhwezi, were recruited as co-Chief Executive Officers. Kate and Alex take a progressive, feminist approach to co-leadership, supporting each other and the global agency to reduce hierarchies, model collaborative leadership and joint decision-making.

Restless Leaders Pilot

2021 saw the pilot of our in-house experiential learning programme, exploring leadership styles with 11 young leaders across the agency. The virtual format of the course brought mixed results, and learnings have been taken into consideration for the 2022 launch of the programme agency-wide.

How we looked in 2021.

213 staff
2,773 volunteers
63 programmes
883 new partners

Our global staff demographics.

- **65%** of our staff were under 35
- **35%** of all staff volunteered with us with us previously
- **The majority** of all our Directors and Leadership Team started out as a young volunteer at Restless Development

Each year, we survey our staff. This is what they told us in 2021.

- **99%** of staff are proud to work with Restless Development
- **98%** of staff think Restless Development has strong values that are upheld and acted by staff (or exposed and challenged when not upheld)
- **98%** of staff think Restless Development is transparent and accountable to its stakeholders (young people, communities, partners and staff)
- **97%** of staff think Restless Development encourages, welcomes and values diversity in its workplaces and programmes
- **98%** of staff think that Restless Development holistically empowers young people across the many levels of our work and agency



Meenakshi Sharma, a peer educator based out of Jaipur, Rajasthan, who worked on SRHR with young and adolescent boys and girls in the MTV Nishedh programme.

Safety, security and safeguarding.

The health and safety of our staff and volunteers is one of our key priorities. We do everything in our power to ensure that no harm is caused through the work we do, either carried out by us directly or by anyone linked to our organisation.

Our safety & security and safeguarding system is designed to prevent harm by educating our people, ensuring that they can identify causes for concern, know how to report them, and enable us to investigate and take appropriate action.

Between October 2020 and September 2021, five non-critical incidents were reported to the Charity Commission and Trustees, which is the same amount as in our 2019–2020 reporting period, which had seen a decrease from the previous year.

We updated our safeguarding and whistleblowing policies, carrying out annual training for all staff to ensure safeguarding remains a collective responsibility. We continue to learn and improve our safeguarding measures – adapting to the growing challenges of safeguarding young people in digital spaces. Last year we developed new social media guidelines and included them in all our channels.

How we operate

Safeguarding is overseen at a governance level by two members of the International Board of Trustees. Global accountability is delegated to:

- Lead Safeguarding Officer (a Restless Leadership Team Director)
- Senior Safeguarding and Security Manager
- Supported by a staff team of nine who are all trained as safeguarding officers

Each Hub Director is a lead safeguarding officer who supports a dedicated working group of trained officers to maintain local standards, compliance and processes. As a minimum, each trained safeguarding officer is trained on admittance to the working group, with additional training provided through our all-staff induction process and Quarterly Staff Workshops.

In our 2021 Agency Survey, 99% of respondents agreed that 'Restless Development prioritises the safety of its staff and volunteers'.

Wellbeing & Happiness

Staff and volunteer wellbeing has come up as an increasing priority. It was identified in the global State of Youth Civil Society as a global concern and also in all staff and volunteer surveys, exacerbated by the pandemic and remote working.

We have supported flexible working – which has taken different formats across our hubs. Changing working hours or days, so that staff could support their dependents and keeping offices open for wellbeing reasons.

We have listened to staff and as a result are prioritising wellbeing & happiness which led to us starting a new global wellbeing survey and report and updating our wellbeing and happiness plan every quarter.

Power Shifting.

In developing our new strategy we wanted to ensure that we are taking a transformative approach in both how we work and what we work on.

We were keen to set a vision that brought together our ambition and targets from a range of approaches under one vision, including Restless for Racial Justice, our Gender Transformation, and our Community and Youth-led approaches.

Restless Development now takes a Power Shifting approach. By this we mean that we recognise that we have a responsibility to restore power and resources to people and communities who have been oppressed through systems such as colonialism, racism, sexism and classism.

In our new strategy we have created a Power Shifting Checklist to guide all our work, and form the foundations of our new agency model. One example of our Power Shifting commitments is to increase the resources we redistribute to youth civil society organisations as flexible income.

We have also seen significant changes to the Restless Leadership Team, which is now majority people of colour and spread across seven countries, with less than a third in the global north. Our International Team has also changed – tipping the balance – from the majority being in the UK, to the majority being in Africa and Asia.

Addressing inequalities, especially historic and hidden, remains a huge priority for us. Power Shifting will continue to be a focus of our work and we're keen to learn from others and continue to shape the sector to shift power. Hence we will be bringing in a new Power Shifting lead to drive this agenda forward in the next financial year.

POWER SHIFTING CHECKLIST

We've created the Power Shifting Checklist to guide the work that we do and to help others that want to ensure all young people have the power to lead.

1. PRIORITISE YOUTH LEADERSHIP

- ✓ Trust young people to lead from the outset.
- ✓ Support youth-led organising.

2. PRIORITISE SAFETY & HAPPINESS

- ✓ Protect the health and safety of young people.
- ✓ Support youth happiness and wellbeing.

3. TRAIN, SUPPORT & RESOURCE YOUNG LEADERS

- ✓ Plan Ahead. Provide and resource tailored inclusive training and support to all young leaders.
- ✓ Compensate fairly. Ensure no young person is doing unpaid work, or is out of pocket due to their commitment.
- ✓ Fund locally led youth groups and organisations.

4. BE OPEN, DYNAMIC AND ACCOUNTABLE

- ✓ Learn. Invest in monitoring and evaluation and build a culture of learning.
- ✓ Ensure Dynamic Accountability. Let young people participate fully, be transparent and provide a continuous feedback loop.

5. INTENTIONALLY SHIFT POWER

- ✓ Recognise Intersectionality. Acknowledge that everyone has a unique experience of discrimination – and be intentional about removing barriers for every young person.
- ✓ Let communities lead their own development.
- ✓ Let young people be holistic leaders, to inform, influence and deliver their own futures.

6. BE RESTLESS: FLEX, INNOVATE & CREATE

- ✓ Youth Power is not bound by existing systems or the status quo. Give young people the space to flex, innovate and create new ways to have impact.



A message from Co-CEOs Alex Kent & Kate Muhwezi.



If last year was the year that everything changed. This was the year where the only thing we could be certain of, was ongoing uncertainty. With talk of the 'new normal' and 'building back better' Restless Development continued to transition in a rapidly transitioning world.

Looking back on 2021, this was a year of two halves, one of fragility and of power.

We are Fragile. The covid pandemic and growing inequality has taken its toll on all of us, on young leaders and on the communities where we work. Wellbeing has been an increasing concern as young leaders continue to deal with secondary trauma and competing demands and challenges.

We are Powerful. A year on and we have been able to capture the impact of our youth-led work and approaches. Together we have been able to support each other and provide solidarity and flexible working. We started a journey to update our strategy – and how we can best enable youth leaders to thrive – putting the strength, optimism and resilience of youth-led change at the heart of a world that is constantly transitioning. And how the collective force of youth power can lead to a lasting impact on local and global injustices.

2021 was also the year that we transitioned to co-leadership – with two woman chief executives. We see this as a significant step as we continue to shift power and model feminist collaborative leadership at Restless Development.

Alex Kent & Kate Muhwezi
Co-CEOs, Restless Development

“LOOKING BACK ON 2021, THIS WAS A YEAR OF TWO HALVES, ONE OF FRAGILITY AND OF POWER.”

A message from Programme Coordinator Caleb J. Masusu.



Young people are often disproportionately impacted by a global health crisis. COVID-19 hasn't been an exception. In one short year, it wiped out hard-won development gains for young people and pushed more families into poverty. It revealed the gap between those people who have access to critical services and support and those who do not. Education was interrupted, employment opportunities disappeared, and mental health worsened. Systemic inequality was exacerbated, with already vulnerable girls in rural Zambian schools exposed to further layers of discrimination.

But despite these challenges, the one thing that has remained constant is that Youth Power is leading the charge to a brighter post-COVID world. In my experience of working at Restless, I've heard from young people what is important to them—effective political engagement, access to education, meaningful employment, and a safe and healthy future for themselves and their families. From standing up to police brutality in Nigeria to battling Ebola in the Congo to peace building in Zambia, Youth Power has continued to demand and shape a just and sustainable world.

But the crisis also revealed the strength and character of Restless Development and our global family. In 2021, we showed our resilience. As a global community, powered by young people, we updated our strategy to challenge historic power inequalities and created new pathways for youth leadership to thrive. I am proud to have joined the global Restless Leadership team the same year.

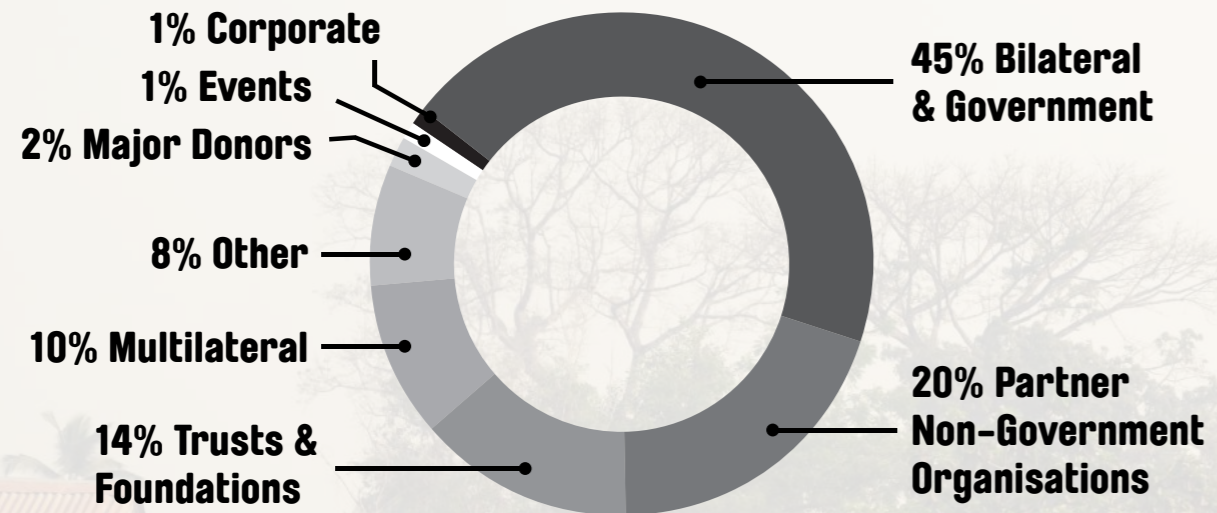
It is often said in my culture that many hands make light work. I say today, we need the to harness the right mix of voices, ambition and action – because if we have learnt any lesson from the pandemic, it is that we cannot survive and thrive on our own. I am inspired by the passion and youth power of this generation and it is an exciting time to be alive as we embrace new narratives.

Caleb J. Masusu
Programme Coordinator | Restless Development Zambia

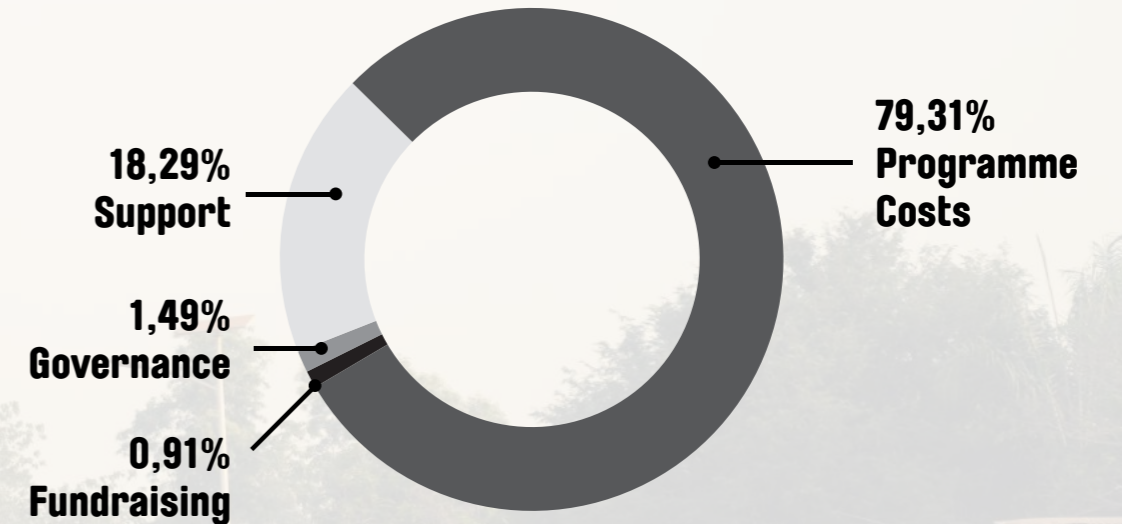
“I AM INSPIRED BY THE PASSION AND YOUTH POWER OF THIS GENERATION AND IT IS AN EXCITING TIME TO BE ALIVE AS WE EMBRACE NEW NARRATIVES.”

Financial accounts.

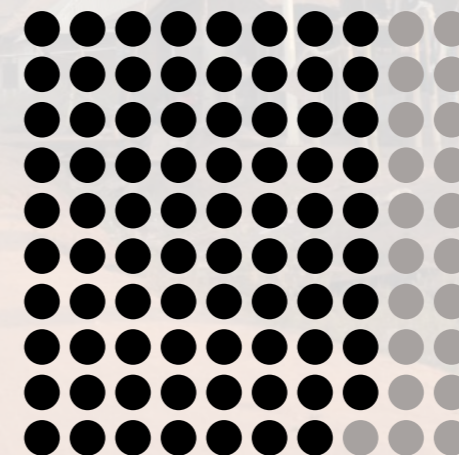
TOTAL INCOME: £8,066,000



TOTAL EXPENDITURE: £7,830,000



Income decreased by 25% as a result of the continued impact of Covid-19 and the end of several FCDO funded programmes due to the DFID and FCO merger. The continuation of the Covid-19 pandemic again impacted the unrestricted fundraising income and although a series of mini-triathlons were held, full scale events were not possible a full programme is returning in 21/22. This was offset by a 28.6% decrease in charitable activities, which mitigated the impact on free reserves resulting in £59,000 of unrestricted free reserves being used.



FOR EVERY **£1** YOU GIVE,
79P IS SPENT DIRECTLY ON OUR
WORK WITH YOUNG PEOPLE.

Statement of financial activities.

	Unrestricted Funds	Restricted Funds	2021 Total	2020 Total
	£000's	£000's	£000's	£000's
Income from:				
Donations and legacies				
Grants and donations	967	6,735	7,702	10,342
Unrestricted Fundraising	364	-	364	411
Total income	1,331	6,735	8,066	10,753
Expenditure:				
Raising funds				
Fundraising costs of grants and donations	(216)	-	(216)	(334)
Charitable activities				
	(1,245)	(6,369)	(7,614)	(10,637)
Total expenditure	(1,461)	(6,369)	(7,830)	(10,971)
Net income/(expenditure)				
Foreign exchange gains/(losses)	(18)	(112)	(130)	(213)
Net movement in funds	(148)	254	106	(431)
Reconciliation of funds				
Total funds brought forward	941	1,931	2,872	3,303
Total funds carried forward	793	2,185	2,978	2,872

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 2021 as approved by the Trustees on 15 May 2022. 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.

	2021		2020	
	£000's	£000's	£000's	£000's
Fixed assets		131		220
Current assets				
Debtors	1,140		985	
Bank and cash	2,615		2,543	
		3,755		3,528
		3,886		3,748
Creditors: Amounts falling due within one year				
		(721)		(876)
Amounts falling due in greater than one year				
		(187)		-
Net assets		2,978		2,872
Represented by:				
Funds				
Restricted		2,185		1,931
Unrestricted				
Fixed Asset Reserve		74		163
Designated Reserve		-		-
Free Reserves		719		778
		2,978		2,872

Cashflow.

	2021		2020	
	£000's	£000's	£000's	£000's
Cashflows from operating activities		125		149
Cashflows from investing activities				
Additions to property, plant and equipment	(53)		(168)	
Proceeds from the disposal of fixed assets	-		2	
Net cash used in investing activities		(53)		(166)
Cashflow from financing activities				
		-		-
Net increase in cash and cash equivalents		72		(17)
Cash and cash equivalents on 1 October		2,543		2,560
Cash and cash equivalents on 30 September		2,615		2,543

Thank you.

Our supporters have stood by us for another exceptional and challenging year. We want to thank you.

Donor partners.

ActionAid Denmark
Bill and Melinda Gates Foundation
Blagrave Trust
BRAC International
Democratic Governance Facility
Department for International Development (FCDO)
Department for International Development (FCDO) Aid Connect
Egmont Trust
Ford Foundation
Garden Trust
Girl Effect
GIZ Zambia
HCL Foundation
Heifer International
Hivos
Irish Aid
Jersey Overseas Aid (JOA)
Making Cents International/USAID
Malala Fund
Mastercard Foundation
Mercury Phoenix Trust
MTV Staying Alive Foundation
New Venture Fund
Norwegian Agency For Exchange Cooperation (NOREC)
Plan Uganda
Plan Zambia

Quest Alliance

Swedish International Development Agency (SIDA)
Sexual and Reproductive Health and Rights Alliance
The Patter Family Foundation
United Nations Children's Fund (UNICEF)
United Nations Development Programme (UNDP)
United Nations Educational, Scientific and Cultural Organization (UNESCO)
United Nations Programme on HIV and AIDS (UNAIDS)
United Nations Foundation (UNF)
United Nations Population Fund (UNFPA)
Unilever
University of Cambridge
VSO International
Yeatman Family Foundation

Corporate partners and pro bono support.

Darktrace
Flight Centre
JP Morgan Chase
Knight Frank
Limitless
Orrick
TeenTips
Virtual1

School partnerships.

Daneshill
Elstree
Farringtons
Royal Russell
St Hughs
Thomas's Battersea Prep School

Individual donors.

Our incredible individual supporters have donated a combined £192,014 in the UK to Restless Development this year. We are so grateful for this generosity, which allows us to continue our vital work.

Volunteers and partners.

Jim Sewell
Tessa Murray
Margo Piliero

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

Global board of trustees.

Charlotte Eaton, Chair
Affan Cheema (until Jan. 2021)
Amelia Pan
Amisa Rashid (from May 2021)
Anand Aithal (until Nov. 2020)
Diwakar Uprety (from May 2021)
Edleen John
Hannah Bronwin
Isabella Mosselmans
Jenny Wilson
Jonathan Gorrie
Lucinda Moore
Mark Dickinson-Keen
Matt Beard
Paul Wafer
Tom Allen

Hub board chairs.

India
Dr Miriam Samuel
Nepal
Anil Chitrakar
Sierra Leone
Sia Lajaku-Williams
Tanzania
Deus Kibamba
Uganda
Joseph Munyangbo
USA
Andrew Wood (until April 2021)
Kate Roberts & Sarah de Tournemire (from April 2021)

Zambia

Bridget Mumba Stephenson

Zimbabwe

Innocent Kudzayi Simango

Senior leadership team.

Strategy Director
Alex Kent (until Aug. 2021)
Programmes Director
Caleb Masasu (from April 2021)
Zimbabwe Director
Farai Muronzi
Resource Mobilisation Director
Gemma Graham
Senior Global Campaigns Coordinator
Inés Yábar (from April 2021)
Operations Director
Kate Muhwezi (until Aug. 2021)
India Director
Nalini Paul
Naval Kishor Gupta
Uganda Director
Nalini Paul
International MEL Manager
Nikita Khanna (from April 2021)
Chief Executive Officer
Perry Maddox (until Aug. 2021)
Interim Co-CEO
Alex Kent (from Aug. 2021)
Kate Muhwezi (from Aug. 2021)
Finance Director
Segun Olowookere

Hub directors.

India

Nalini Paul (until July 2021)
Naval Kishor Gupta (from July 2021)

Nepal

Kaajal Pradhan

Sierra Leone

Lesley Garura

Tanzania

Haika Mawalla

Uganda

Nalini Paul

UK

Rosanne Palmer-White

USA

Jean Manney

Zambia

Chanda Chisenga

Zimbabwe

Farai Muronzi

Cover image: Princess Aruna-Sheriff, Restless Development's Programme Coordinator for Leave No Girl Behind – a project supporting adolescent girls in Sierra Leone who are out-of-school to learn literacy, numeracy, life skills and business skills.

RESTLESS
DEVELOPMENT
POWERED BY YOUNG PEOPLE

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Company no.6741123