

RESTLESS
DEVELOPMENT
POWERED BY YOUNG PEOPLE



WE ARE RESTLESS

Annual Report 2023

A student from the Environment Club at Magwa Primary School in Eastern Uganda shares her views during an environmental debate, part of the Taking Climate Change to School project.

RESTLESS
DEVELOPMENT

About Restless Development

Restless Development is a non-profit global agency that supports the collective power of young leaders to create a better world. We are independently registered and governed in nine countries (India, Nepal, Sierra Leone, Tanzania, Uganda, UK, USA, Zambia and Zimbabwe), all bound together by our vision for Youth Power. Restless Development also hosts a growing Youth Collective of more than 4,500 youth organisations in 185 countries. We are committed to creating an agency that paves the way on youth-led change and walks the talk on power shifting.

restlessdevelopment.org

OUR VALUES

At the heart of everything we do is Youth Power.

We believe young people's collective power can lead us all through the world's greatest challenges.

Our four values are at the heart of our work, policies, and in our relationships with each other, our partners and communities we work with.

Head

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

Voice

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

Heart

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

Hands

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

“In life, we face challenges, but with determination, the right support and skills, we can overcome anything.”

Joseph, a young leader and agriprenuer from Manyara, Tanzania



Joseph harvesting bananas in one of his farm fields.

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WELCOME

Introduction from our Co-CEOs Alex Kent and Kate Muhwezi

As we look back on the year that was, and the unprecedented global challenges it threw up, one thing stands out: the incredible force of young people taking action and leading change. On pretty much every issue, young people are making changes in their community and creating a new way of doing things. From COVID-19 to climate change, from wars and violence to the roll back on women's rights.

Over the years, Restless Development has learnt that young people are always at the forefront of any challenge. Young people are often the first to lend their voice, roll their sleeves up and do something. Individual actions, programmes and initiatives, led by young people, make up what we refer to as "Youth Power". Youth Power is rarely silent, and yet you hardly hear about it; it's in every community and it is a renewable source of power.

Throughout this report, you'll find examples of how we've supported Youth Power. This year, we've created and led a record number of initiatives. We provide connection, support, training and resources so that young changemakers are never alone, and can lead change.

But it's not just about what we achieve, it's how we do it. Every step to scale up Youth Power has been taken intentionally to shift power to ensure every young person is able to lead and create a better world.

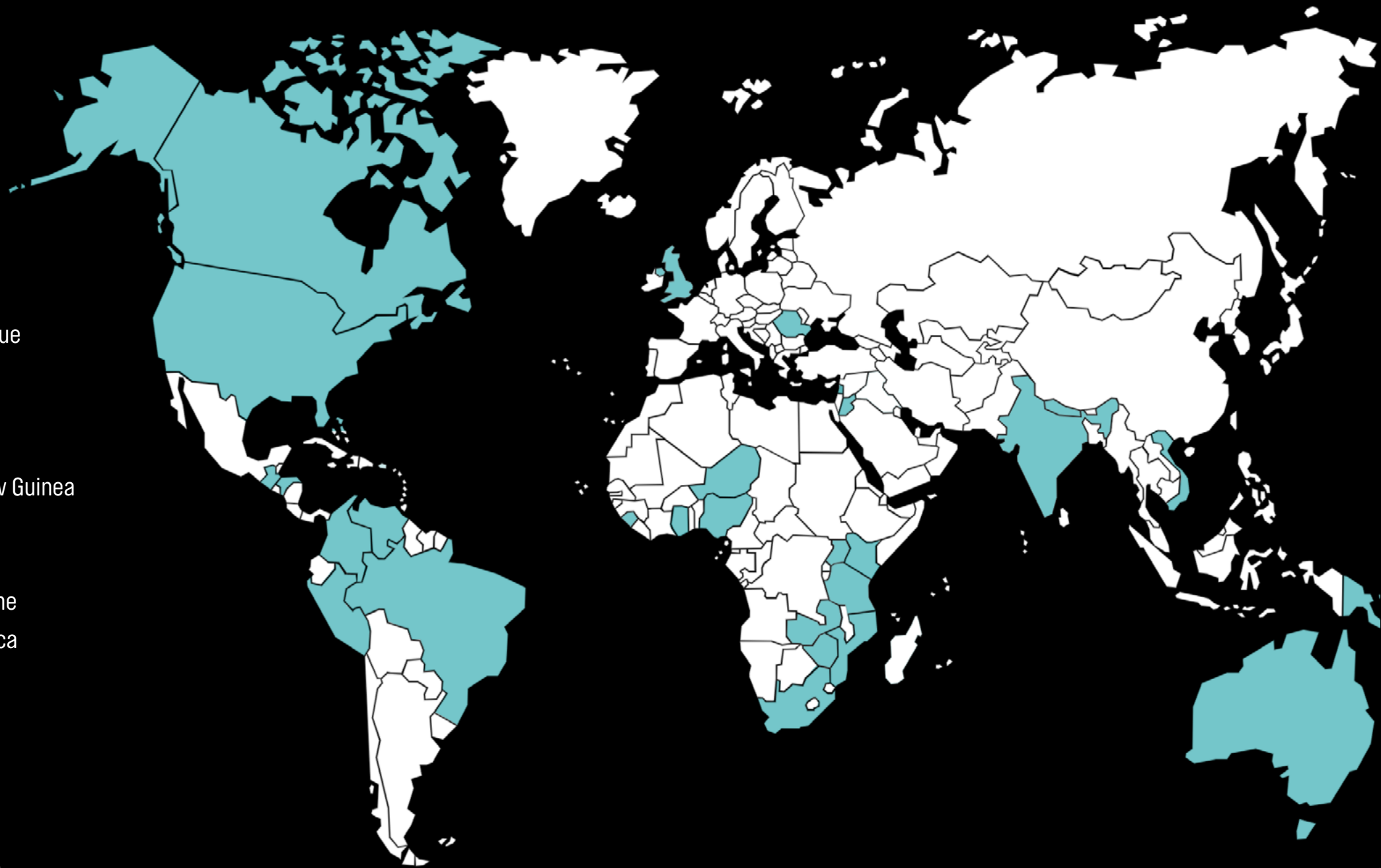
We have updated and published our operations, processes, and policies to ensure we take a power shifting approach. In this annual report, you can read about what we're doing and how this stands us worlds apart from other global organisations in terms of how an international development organisation operates.

As the first women and first co-leaders of Restless Development, we aim to take a feminist leadership approach. We're embedding collective leadership and sharing power, and we are prioritising wellbeing, transparency and openness in our organisation. This is an ongoing journey and one we're proud to be on – with your support.



Where we work

- 1. Australia
- 2. Brazil
- 3. Canada
- 4. Colombia
- 5. Ghana
- 6. Guatemala
- 7. Honduras
- 8. India
- 9. Jordan
- 10. Kenya
- 11. Lebanon
- 12. Mozambique
- 13. Nepal
- 14. Niger
- 15. Nigeria
- 16. Papua New Guinea
- 17. Peru
- 18. Romania
- 19. Sierra Leone
- 20. South Africa
- 21. Tanzania
- 22. Uganda
- 23. UK
- 24. USA
- 25. Vietnam
- 26. Venezuela
- 27. Zambia
- 28. Zimbabwe



3,025
partners and
organisations*

78
programmes and
allied activities

3,652
young leaders trained

288,625
young people in
communities in 28
countries around the
world were engaged
and supported by these
young leaders

*including government officials, international non-governmental organisations, multilaterals (involving more than two groups or countries), and informal and youth-led groups

OUR IMPACT

Youth Power is the collective power of young leaders and it can take many forms. At its heart is a focus on changing behaviour, mobilising community action, strengthening accountability, and informing and influencing policy and practice. At Restless Development, we see the impact of Youth Power. This can be through action and research led by young people as well as through acts of connection, collaboration and advocacy.

What is Youth Power?

Youth Power is:

- **Led by young people.** Young people are organisers, the best people to support other young people and experts in their own communities and lives. Young leaders design and deliver programmes, conduct research and advocate for lasting change.
- **Wide-reaching.** Youth Power is as diverse as young people themselves. After all, being young is only one way young people may identify. As a result, young people understand the importance of inclusion and joining together across divides to demand change.
- **Goal-led.** Objectives can range from global, regional or national goals, like clean water, peace-building, or responsive public services. Or specific local goals, such as creating access to sexual and reproductive health services or local employment initiatives.
- **Improving systems.** Better connected than ever before, young people are joining together across borders to challenge power, demand change and envisage an alternative future to the one defined by existing structures and institutions. This is Youth Power in action. It's a collective of young people organising for change at all levels, developing their own leadership and inspiring other young leaders to shift power as they go.

- **Measurable.** It can be measured in numbers. For example, the number of: girls going back to school; young people that have become financially independent as a result of starting a business after learning entrepreneurial skills; or young people with improved access to contraception. Or Youth Power can be measured in powerful stories from young people themselves. These stories are about what it means for young people to find the confidence to use their voice for bringing out the change that they believe in.
- **Inspiring collective action.** Young changemakers are inspired by other young people, connecting across geographic and political divides to respond to everything from COVID-19 to climate change and so much more. This connectivity provides the on-going support and inspiration that's needed for this alternative way of leading change.

Our four priority impact areas

Young people and their organisations, both formal and informal, need support, skills and funds to be able to lead change. Our work focuses on four key areas that are both young people's priorities and essential to creating a better world for everyone. They are:

- ① Climate Justice
- ② Education and Livelihoods
- ③ Gender and Sexual Rights
- ④ Voice and Democracy

On the next few pages you will find out more about our achievements in these areas in 2022–2023.



OUR IMPACT

Climate Justice

Young people risk losing the most from climate change, yet they are systematically excluded from conversations to address it. We support young people to be leaders in transitioning to a just and sustainable world by strengthening youth civil society and an intergenerational response to climate change.

“I am passionate about doing everything I can to help solve the climate and education crisis because we won’t get there by just talking.” These are the words of Ines Yabar, 26, from Peru. She shared the work she has done, with Restless Development and other young activists, around climate justice in Latin America at COP27, which was in **Egypt** in 2022. For the first time, the event had a Children and Youth Pavilion to host sessions for young activists. Despite restrictions around protests in Egypt, the pavilion provided space for young people to lead conversations during the biggest climate conference of the year. We were involved in five events at COP27, including the TED style talk hosted by the World Bank that Ines spoke at and the relaunch of the **#MissingMajority** campaign on social media. For this, participants heard stories and insights from young people who could not attend COP27.

A group of eight young activists from around the world led our **#RestlessScience** campaign to reach over 10,000 people online. The campaign raises awareness of how science-based targets for nature can help to tackle climate change. These are recommendations for how companies can take action to reduce their impact on the environment. The campaign included a series of seven blogs, e-books, and an animated video outlining its aims, developed in conjunction with the Youth Steering Group.

In Bangalore, **India**, we are supporting 11 young climate champions to engage their peers, communities and key decision makers. Members of the Youth Climate Action Lab have identified the issues that climate change poses in their communities and mobilised 700 young people to support activities. The aim is to build a movement that drives progress towards the state climate action plan. The champions are amplifying the voices of young people by representing them at global events like COP27.

“The Africa Climate Summit resulted in the drafting of the Youth Declaration, which outlines the demands of young people for climate action.”

– Reuben Chacha, Climate Change and Youth Leadership Programs Officer at Restless Development Tanzania, who represented us at the Africa Climate Summit in September 2023.

“I am passionate about doing everything I can to help solve the climate and education crisis because we won’t get there by just talking.”

– Ines Yabar, who shared the work she has done around climate justice in Latin America at COP27.

OUR CLIMATE JUSTICE PROGRAMMES

Climate Justice (Global)

Youth Climate Action Lab (India)

Nepali Yuwa in Climate Action and Green Growth (Nepal)

Taking Climate Change to School (Uganda)

The Big Idea (Global)

GreenShift Nepal–Circularity of Plastic Waste for Net–Zero Carbon (Nepal)

Responding to Climate Change – an Intergenerational Approach (Nepal)

Climate Change and Health (Zimbabwe)

Youth Climate Communications Platform (India)



Mr Mukisa Juma, environmental club patron at Kivubuka Primary School leading pupils as they develop a climate resource pack, a training tool that includes practical and playful activities such as growing food in school, tailored with locally relevant examples to illustrate the impacts of climate change in Uganda as part of our Taking Climate Change to School Programme.

Spotlight: The Big Idea

How can we get decision-makers to sit up, listen and most importantly, act to tackle climate change and transform education?

That's the question our Big Idea Relay posed to 200 young people from over 30 countries in a 24-hour period. Inspired by the concept of a relay race, The Big Idea was a series of four interactive workshops lasting 90 minutes. The first session kickstarted a co-creation process, igniting ideas. Subsequent sessions allowed young people to feedback, refine and expand on them with the support of their peers.

Participants identified challenges like the non-alignment of climate and education with national policies, not recognising young people as equal stakeholders and not having a united international voice.

The outcome was seven Big Ideas (on the right), which could make a significant difference in tackling climate change and transforming education.

We will connect young people with the advice, networks, support and funding to make the Big Ideas happen.

Seven Big Ideas

- 1 No more blah, blah, blah.** We need an easily accessible platform to keep track of national and global progress towards the Sustainable Development Goals and access to decision-makers to discuss progress.
- 2 Investing in youth leadership at a local level.** This is so that young people – girls, in particular – can learn more about climate change and transforming education through workshops and training, and be involved in decisions in their local communities.
- 3 If you know, then you know: spreading the climate message.** We need more effective communications and storytelling about climate change that is joined-up, youth-led and strategic.
- 4 Periods are a climate justice issue.** We need to tackle the stigma around menstruation which may prevent people accessing education. Climate change is having an impact on access to clean water and sanitation as well as sanitary products.
- 5 Knowledge is power!** Investing in training about how to build and run campaigns, and using social media and communications effectively is crucial to building the capacity of communities to lead change.
- 6 There is no planet B: environment education for all.** We need to embed climate change in formal education.
- 7 Organising for change: investing in youth leadership.** We need platforms to bring young people together to coordinate a louder voice for change.

OUR IMPACT

Education and Livelihoods

We want all young people to have the skills, knowledge, resilience and opportunities that support them to thrive. We take a youth-led approach to making sure they have a quality education, and access to training and opportunities that set them up for life. We especially want all young women and girls to be able to stay in school, and to make a sustainable, fulfilling living when they leave.

In Sierra Leone, three out of five women reached by our financial inclusion project in Freetown’s informal settlements now have bank accounts. Evidence shows that more of them are now saving. The women’s awareness of mobile money services has increased from 22% to 75%. Findings also revealed that our financial literacy and numeracy sessions improved 79% of participating women’s basic financial management skills, such as counting and reading.

In Tanzania, we trained 12 young people to lead sessions on entrepreneurship and financial literacy. They then trained 1,566 other young people to gain these skills, including 762 women and girls. Evidence from this COVID-19 response partnership programme, funded by Aga Khan Foundation, found that the support helped young people to set up their own businesses. Some 88 out of 125 businesses owned by young people were members of Village Savings and Loan Associations.


Across Africa, South Asia, Southeast Asia, Europe, Arab States, Caribbean, Latin America and the Pacific, we supported the United Nations Educational, Scientific and Cultural Organization (UNESCO) to recruit and train young people to run eight regional consultations with over 600 young people in their networks. The leaders asked about what challenges and opportunities the young people face when they use technology in education. As a result, *The 2023 Global Education Monitoring Report* includes recommendations for policymakers on the issue. Through the consultation process, we have built a global movement of young people invested in the recommendations of the report.

“Saving together with my husband has greatly assisted us in better planning our finances. Each week, we mutually decide how much we should allocate to the savings group. Our financial goal for this cycle is to save K3,500 to purchase iron sheets and roof the house we are building. I feel in control of our money as well because we plan together.”

In Zambia, we set up Couples Savings Groups to help young people to save, invest, and plan for the future. These have addressed power imbalances in couples and traditional gender roles and norms thereby preventing domestic violence, fostering joint decision-making, and helping women to become financially independent. Mrs Ngoma is a secretary of the Nakoli savings Group and shares the impact it has had on her.

OUR EDUCATION AND LIVELIHOODS PROGRAMMES

- Every Adolescent Girl Empowered and Resilient – Leave No Girl Behind (Sierra Leone)
- Catalysing Youth Leadership for Education Reform Project (Sierra Leone)
- COVID-19 response partnership (Tanzania)
- Youth Take Lead (Zambia)
- STEM for Older Adolescent Girls (India)
- My Education, My Right (ECN) (India)
- My Education, My Right (L’Oréal) (India)
- Financial Literacy Project (Nepal)
- Comprehensive Programme for Adolescents and Youth (Tanzania)
- Kijana Wajibika Kiuchumi (Tanzania)
- Vijana Twaweza (Tanzania)
- Ulemelero “Live Well” – Young Women’s Financial Inclusion and Empowerment (Zambia)
- Improving Financial Inclusion for Women Living in Freetown’s Informal Settlements (Sierra Leone)
- She Soars (Global)
- Peak Youth Thrive (Zimbabwe)
- Tusunge Lubono Phase II (Zambia)
- Taking Climate Change to School (Uganda)
- The Big Idea (Global)
- Kudziwa – Tikambe (Zambia)
- Pamoja Tuwawezeshe Wasichana – GRREAT (Tanzania)



Neema, a peer educator running batik cloth making lessons with out of school girls as part of our Girls Let's be Leaders! project in Tanzania.

300

young people in Tanzania were supported with start-up kits and training to learn skills in plumbing, electrical and building work, making briquettes and poultry farming.

Spotlight: Supporting young people to identify gaps in education

How can you do your homework in the evening if you can't see because it's dark and you can't turn a light on? How can you earn a living when you're a teenage mum and left school early, with few skills?

These are some of the barriers that came out of our youth-led research that identified gaps in global education. As a result, in Sierra Leone, we launched a pilot project to support young people to reform education, funded by the People's Postcode Lottery. We set up a fund for 12 youth civil society organisations to lead community projects on education. We received 81 applications from youth civil society organisations across the 16 districts in Sierra Leone.

The funding was overseen by 10 young people selected from our Youth Collective, a global community for youth-led organisations. They identified gaps and areas of need, allocated the funding and co-designed how the fund would work. The 12 youth civil society organisations who received funding:

- Provided young people with access to: 380 hygiene kits, which include reusable sanitary pads and soap; 300 books; 240 school bags; 72 tables and chairs; and 190 solar backpacks to help them study at night.
- Improved the quality of existing infrastructure, such as installing ramps to help make classrooms more accessible.

- Created safe spaces for young people to come together.
- Provided employability skills to 135 children with disabilities and 75 teenage mothers.
- Trained 15 teachers in inclusive education.

Now, two of the youth civil society organisations have received further funding from other international non-governmental organisations.

Members of the Youth Collective who designed the programme developed skills in project planning, budgeting, managing finances and leadership. They said that they feel a greater sense of ownership and investment in the outcomes of the programme because they helped to design it.

"Education is the bedrock of national development and young people should be at the forefront," said one Youth Collective member involved in the project. "This can be achieved by creating an inclusive environment that allows young people to take up their space in society through leadership roles. We succeeded in achieving our goals on this project because of the space given to lead its implementation."

The success of this programme has shown that non-governmental organisations and donors need to unlearn the usual partnership agreement. This is one in which young people are only trusted to put already-designed projects with preset outcomes and impact into practice.

OUR IMPACT

Gender and Sexual Rights

Bodies, identities, gender and sexualities are subject to discrimination and violation. We support young people to change attitudes and behaviours, as well as services and policies. We also support them to advance and uphold sexual and reproductive health and rights (SRHR), and gender equality.

In Tanzania, 99% of 21,923 adolescents were satisfied with our peer-to-peer programme delivering sessions on life skills, sexual rights and gender-based violence. Young peer educators worked with Community Health Workers to extend the reach of SRHR services and lead sessions with adolescents. Tanzanian local authorities adopted our peer-to-peer model to increase the number of students starting school in the Mbeya and Songwe regions from 63% to 92%.

In Zambia, our Tackle Africa programme reached 1,500 young people across five districts with messages about HIV screening, contraceptives and gender through four football tournaments. We distributed 22,740 condoms, provided 214 HIV tests (which identified four positives), and carried out 113 STI screenings. The programme intentionally targeted girls, like Fantasy Muwowo, a 17-year-old from the Mkushi District of Central Province. “Being part of a football team gives me a strong sense of self-esteem, helps me to overcome

anxiety, makes me feel less self-conscious, and crucially, empowers me with the confidence to reach my goal,” says Fantasy.

We are part of a partnership of four organisations calling for feminist foreign policies that champion gender equality and reflect the voices of women and LGBTIQ+ people from the Global North and South. Walking the Talk aims to do this **in the UK, France, Germany, the Netherlands and the European Union.**

In India, on World AIDS day in 2023, two young GenEndIt campaigners took part in the Red Ribbon Festival to promote awareness and support for people living with HIV and AIDS. They represented our Youth Stop AIDS movement of young people campaigning for a world without AIDS by 2030. They raised the profile of the movement and formed links with other young campaigners. Also in India, through the HIV Youth Mobilisation Fund, three programmes have been raising awareness of HIV and AIDS in the trans and migrant communities in different states.

“It is so important to create safe spaces, whether online or offline.”

– **Fransisca Ankrah, a We Lead Community of Action Member, Lebanon, who spoke at a Commission on the Status of Women (CSW) event we organised.**

In Lebanon, we brought together 15 youth civil society organisations to discuss SRHR for women with disabilities. This included perspectives on periods, HIV and AIDS in Jordan, and sexual violence against migrant domestic workers in Lebanon.

The Digital Health and Rights Programme, working in a consortium with Global Network of People Living with HIV (GNP+), Kenya Legal and Ethical Issues Network on HIV/ AIDs (KELIN), STOPAIDS, Privacy International and Universidad de Los Andes is allowing us to focus on the use of transnational participatory action research approach, centering the voices and leadership of diverse young adults to determine the future of human rights in the digital age **in Ghana, Kenya, Vietnam and Colombia.**

OUR GENDER AND SEXUAL RIGHTS PROGRAMMES

Kudziwa – Tikambe (Zambia)
Delhi Learning Lab (India)
Game of Choice, Not Chance (India)
Spotlight Initiative (Zimbabwe)
Youth for Health (Zambia)
Youth ke Bol (India)
GenEndIt Youth Steering Group (Global)
Vihara Consultancy (India)
MTV Nishedh (India)
Girls Not Brides: Youth Consultation (Nepal)
Walking the Talk: Towards Gender Transformative ODA and FFP in Europe (UK)
Chitetezo (Protection) – Establishing Safer and Resilient Communities Free of GBV (Zambia)
Children’s Future Project (Zambia)
Positive Masculinities Research (Zimbabwe)
The THRIVE Project (Zimbabwe)
Every Adolescent Girl Empowered and Resilient – Leave No Girl Behind (Sierra Leone)
Youth Take Lead (Zambia)
Comprehensive Programme for Adolescents and Youth (Tanzania)
Pamoja Tuwawezeshe Wasichana – GRREAT (Tanzania)
The Hunger Project/ Community Led Development (Zambia)
Youth Engagement Network (USA)
She Soars (Global)
Empowered Adolescents (Zambia)
We Lead, Claiming our Sexual and Reproductive Health and Rights (Global)
Peak Youth Thrive (Zimbabwe)
Digital Health and Rights Project (Global)

Sangeeta, our facilitator and volunteer, engaging students from VV Giri Govt. Girls High School in a session on Gender Equality, emphasising its importance and relevance in today's society as part of our 'This is My Education, My Rights' programme in Odisha, promoting gender equality and empowering young girls to advocate for their rights.

77%

of adolescent girls in India who played a virtual reality gender and sexual rights game we are helping to engage people with, said they'd talk about menstruation with other young people after playing it, compared to 69% before.

Spotlight: Changing policy

"When it comes to family planning, women like us are not consulted, most family planning services are simply not accessible to women with disabilities," says Floridalma Raxtun, who is part of our We Lead programme in Guatemala.

The programme aims to strengthen the influence and position of young women whose SRHR are neglected the most. It targets young women and adolescent girls who: live with HIV; face vulnerability and discrimination; live with a disability; and/or are affected by displacement.

"Disabled women are not allowed or expected to have sex," says Floridalma. "In most cases, partners will be chosen for them in forced marriages, usually with men who also have disabilities or who are considered 'less', which families consider equal to these women."

Raising awareness

Floridalma was one of four young women with disabilities from We Lead who attended the International Conference on Family Planning in Pattaya, Thailand in November 2022. The women, from Niger, Guatemala, Jordan and Honduras, talked about how conversations around sexual health and bodily autonomy frequently exclude women with disabilities. They discussed what needs to change.

This included lack of access to family planning services, forced marriages and infantilising women with disabilities.

"We Lead provides workshops on topics such as menstruation and sexual and reproductive rights," says Floridalma. "We start our work with the concept of self-love. First, we address issues of societal norms of beauty. From there, we lead the conversations into topics on reproductive justice."

Communities of Action

We Lead puts these young women in the driver's seat, connecting them with each other in Communities of Action (COA). In these spaces, they share knowledge, experiences and ideas, and learn from one another. They also develop joint strategies to improve their SRHR. We accompany and coach them as they work towards achieving the legal and policy changes they have targeted.

For example, at the conference in Thailand, another woman supported by We Lead, Rawan Barakat, from Jordan, shared how her COA has called on the government in her country to provide physical and speech therapy for free. After a former minister refused a meeting to receive their petition, the group gathered support and sent more than 10,000 messages to his phone. After this, he agreed to meet with them.

OUR IMPACT

Voice and Democracy

We believe more just and participatory democracies are possible, where institutions are accessible and responsive to young people. We support young people to lead as active citizens and create change in their communities by influencing social and political structures, and those in power. As you will see, this impact priority runs across all of our work.

In Zambia, 65% of young people who took part in our Let's Talk programme are now involved in democratic processes led by councillors, community leaders and school administrators. The programme is run in partnership with BBC Media Action and supports young people to participate in democratic processes at local and national levels. Peter, a 21-year-old who received training through the project, trained other young people to call on local decision makers to build a maternity ward to improve access to quality healthcare for young mothers. "Now," says 28-year-old Margret Mwila, a mother of two, "women have stopped home deliveries due to the well-equipped facility."

From improving roads to getting medical equipment for health services, the 16 Youth Accountability Advocates we trained **in Uganda** achieved positive results for their community. They are part of the Countering Corruption through Youth-led Budget Advocacy programme.

Their work involved monitoring local budgets. They gathered evidence from 12,218 community members that resulted in pushing decision makers to act on commitments. Evaluation across all four districts found that 39% of young people had influenced decision makers on their budget priorities, compared to 5% at the beginning of the programme. A Youth Councillor in the Bugweri District said: "As leaders, we are entitled to conduct a budget conference but there was no demand for this. Currently, there is a lot of pressure from young people requesting us to hold budget conferences which we have prioritised. This is attributed to the Restless Development project that has raised awareness on budgeting processes."

In Tanzania, 55% of young people had improved knowledge of accountability processes after they'd taken part in our Kijana Wajibika programme, compared to 18% when it started. The programme supported young people to learn about democratic and governance issues so that

"We aspire to shape the outcomes, influence the discussions, and ensure our voices are authentically heard. Meaningful engagement is the bridge that connects our aspirations with programme designs."

– Caleb Masusu who represented Restless Development at the African Youth SDG Summit in Zambia.

they could hold leaders to account. Evaluation found that getting youth-led organisations involved in gathering data from young people worked much better than programme staff doing this directly with communities. The programme has shown that strengthening existing youth civil society also creates trust in communities.

In Uruguay, we shared youth-led development approaches with 60 people who came to two of our training sessions at the first Festival de Datos. Rapid innovations in technology and timely data collection, access, and use are needed to meet the Sustainable Development Goals. Yet the data revolution also raises fundamental tensions around power, privacy, and participation. The first session on the conference tackling this issue was on how young people in low- and middle-income countries must shape discussion on establishing rights-based digital governance. The second was on the gender inequalities involved in access to and using technology.



OUR VOICE AND DEMOCRACY PROGRAMMES

Countering Corruption through Youth Led Advocacy (Uganda)

Youth Power 2: Learning and Evaluation (USA)

Youth Take the Lead (Tanzania)

Meaningful Youth Engagement Lab (USA)

EE: Accountability and Global Goals (Global)

PAHAL – The Initiative (India)

U-Report (Sierra Leone)

Africa Youth Partnership (Tanzania)

Voice and Democracy Learning Partnership (Global)

Young Gamechangers Fund (UK)

Kudziwa – Tikambe (Zambia)

We Lead, Claiming our Sexual and Reproductive Health and Rights (Global)

Delhi Learning Lab (India)

Youth ke Bol (India)

Children's Future Project (Zambia)

Kudziwa – Ishiwi (Zambia)

The Hunger Project/Community Led Development (Zambia)

Strengthening CSOs for the Promotion of a Safe and Secure Environment for Children and Young People (Zambia)

Citizen Engagement for Accountability Action (Zimbabwe)

Nepali Yuwa in Climate Action and Green Growth (Nepal)

Aim Youth Power (Zambia)



Nurdin, our youth accountability advocate, shares findings on meaningful youth engagement and leads a discussion with Bukoba Secondary School students during National Youth Week, as part of our Kijana Wajibika Programme.

Spotlight: Working with Democracy Moves

1. Promoting spaces for young people to come together to talk about activism.
2. Sharing research and knowledge about democratic processes.

These are two of the 10 principles that young activists at June 2023's Democracy Moves annual conference urged governments, organisations, and individuals to join with them in endorsing.

This year we have collaborated with Democracy Moves, a global network of young leaders who fight for democracy, human rights, and social justice in Africa, Asia, Latin America, and elsewhere.

This collaboration forms an integral part of our aim to strengthen the Youth Collective. It is providing opportunities for training on everything from digital security to coordinating the day-to-day activities of the network.

Collaborating to deliver on the Democracy Moves Declaration

Some 200 young people from the Youth Collective went to the Democracy Moves conference which focused on diversity and inclusion in democratic governance. The emphasis was on the challenges faced by women and marginalised groups in politics and the strategies to overcome these barriers.

Together, we are working on the 10 principles shared at the conference. For example, through the partnership with Democracy Moves, we have commissioned two young researchers. They are researching the impact of apps, websites and other technology platforms used in elections in Nigeria. They are also identifying challenges around online gender-based violence and youth movements for democracy in the Southwest Asian and North African region.

We supported 151 representatives from the Youth Collective and Democracy Moves to come together for three online sessions to talk about issues related to democracy. This included youth leadership in politics, climate justice and gender equality.

“Technology is not as neutral as we’d think, and there are inequalities when it comes to – including but not limited to – gender. We want to open the discussion to understand the power dynamics that are at play.”

– Jimena Cascante Matamoros, Senior Youth Collective Coordinator at Restless Development.

GLOBAL YOUTH POWER

We want all young leaders to be able to thrive and create a better world. This means we need to go beyond our programmes and physical offices. We aim to champion and support all young changemakers and youth organisations, especially small, grassroots organisations that are informally organised, unregistered and unconnected to the wider sector. We believe that a thriving youth civil society is critical to solving so many of the world's challenges and have designed the Youth Collective to support youth civil society.

State of Youth Civil Society

Every year we publish the State of Youth Civil Society. This youth-led research gives us a global sense check on how youth civil society is doing. This year's report focused on the unique challenges and strengths of the feminist youth movement and groups.



Young, Feminist and Fearless: Holding the Line highlighted how young people and youth-led organisations have acted with agility, flexibility and boldness to tackle the challenges they have faced.

From fighting for abortion rights in the US to challenging the criminalisation of gender and sexual minorities in Uganda, the rights of women and girls globally are under threat. Yet in the midst of the challenges, young feminists are mobilising. The report chronicles the journeys of young feminists and the movements they represent. It highlights the challenges these young people face and opportunities to increase their impact and make the world more equitable, safe and accessible for everyone.

Our research found that:

1. Feminist movements are led by young people, yet they usually don't get the recognition they deserve.

Young feminists are leading the way across many global movements, challenging injustice and transforming social norms. In the process, young women are pioneering revolutionary leadership styles.

2. Feminist movements are digital natives but gatekeeping by big technology companies and online harassment are major challenges for them to use social media.

Restless Development saw first-hand the constraints imposed by major technology companies. Our research encountered restrictions, often framed as safeguards for user privacy, or measures against misinformation, which inadvertently hampered the reach and impact of our work.

3. Underneath the resilience, feminist movements are fighting an unseen battle with mental health.

The adverse effects of participating in young feminist movements on people's mental health were more pronounced among people who responded to our survey who identified as non-binary (80%) compared to female (37%) and male (28%).

4. Feminist movements face alarming security challenges and often need to employ drastic measures to keep themselves safe.

Young feminists have faced death threats, banishment from their communities and severe restrictions on freedom of movement and expression. As a result, some hired legal assistance, and carried self-defence items, like red chilli powder, vinegar and sticks.

5. Feminist movements need genuine allies who value their contribution to the democratic struggle and trust them with leadership and financial resources.

Over two thirds (67%) of respondents said that young feminist movements needed training most of all, while 65% felt accessing unrestricted funding was most important.



What do young feminists need according to the research?

- **Funding and trust.** Shift funding mechanisms from traditional organisational models towards structures that better support feminist movements.
- **The removal of bureaucratic barriers.** We need to make the funding process feminist movement friendly, streamlined, and stripped of unnecessary bureaucracy to empower activists to respond more effectively and swiftly to emerging needs.
- **A redefinition of what impact means.** Feminist movements think, work, and define success differently. We need to meet these movements where they are, trust them to do what's needed, and not get hung up on metrics.
- **Genuine allyship and partnerships.** Feminist movements' success depends on accountable and trustful relationships based on love and respect.
- **Support to amplify their voices.** Feminist movements have a lot to say – but don't always have the right platforms to be heard.
- **Funding for mental health and wellbeing support.** Fighting against injustices and inequalities can be overwhelming, and funding rarely recognises these additional needs
- **Access to training.** We need to create safe spaces for feminists to learn new skills and work to address systemic threats and harassment.
- **Push back against social media giants.** We need to advocate for unrestricted and uncensored access to social media platforms for young feminists and force platforms to eradicate online harassment.



“Personally, the community’s perception of our work is a significant source of mental distress for me.”

– Respondent from Sierra Leone.

“I always carry my first-aid kit in my backpack. I also carry vinegar because we have been [tear] gassed.”

– Respondent from Honduras.

“[Donors need] to let us set the agenda, and not vice versa.”

– Respondent from Lebanon.

6
young
researchers

7
spotlight
countries

20
focus
groups

82
countries from
which young
feminists
responded

127
individual
interviews

847
responses to the
global survey

1097
young people
involved in this
research

I am young, feminist and fearless

A poem by young feminists created at an event which fed into *Young, Feminist and Fearless: Holding the Line* research.

I am young, feminist and fearless because I care
I am young, feminist and fearless because I disrupt
I am young, feminist and fearless because I am tigress
I am young, feminist and fearless because I am a strong, resilient and fierce woman
I am young, feminist and fearless because I believe in revolution and breaking the stereotypes
I am young, feminist and fearless because of my confidence
I am young, feminist and fearless because of my courage
I am young, feminist and fearless because of my background
I am young, feminist and fearless because my voice matters
I am young, feminist and fearless because of my feminist friends
I am young, feminist and fearless because my place in the world matters
I am young, feminist and fearless because everyone matters
I am young, feminist and fearless because women deserve to be seen
I am young, feminist and fearless because it's the right thing to do
I am young, feminist and fearless because I am passionate and empathetic
I am young, feminist and fearless because I will not tolerate gender injustice
I am young, feminist and fearless because I have a purpose and needs to deliver
I am young, feminist and fearless because I engage in difficult conversation
I am young, feminist and fearless because I believe in equality in all aspects of life
I am young, feminist and fearless because women need to live free from violence
I am young, feminist and fearless because I want to make the world a better place for women
I am young, feminist and fearless because it is freeing and the future generations depend on it
I am young, feminist and fearless because I am enough and my gender is not a barrier to what I can achieve in life.



Janet, adolescent girl and volunteer picking cotton during the 2022 cotton harvest on her own cotton field as part of our Vijana Tunaweza Programme in Tanzania.

Youth Collective

The Youth Collective exists to supercharge Youth Power. It's a network of youth organisations and communities that come together, providing support that enables all young leaders and youth groups to thrive.

Our Youth Collective started as an idea in 2016 and developed into an online platform in 2019 to amplify and multiply Youth Power. The platform allows us to run online events and connect people for in-person meetings. Now, the Youth Collective is a network of 4,500 groups led by young people in 185 countries.

Through the Youth Collective, we create a vibrant and thriving youth civil society by:

- **Funding Youth Power:** enabling resources to flow to local youth-led organisations and young leaders, where young people decide how best to spend the money.
- **Nurturing Youth Power:** with support and mentoring from other young leaders and learning opportunities.
- **Celebrating Youth Power:** recognising youth-led change in all contexts.
- **Connecting Youth Power:** supporting young leaders to overcome barriers, to connect, inspire greater change, so that they're never alone.

We brought hundreds of Youth Collective members together to connect, share and learn from each other during five virtual meetings, called Leadership Labs. At the August 2023 meeting more than 60 people came together to discuss young people's role in global democracy. Other meeting topics included gender and social inclusion, climate justice, and entrepreneurship. Collectively, these reached 102 youth civil society organisations.

We held three in-person Leadership Labs across Central America and the Middle East and North Africa, uniting 25 youth civil society organisations to share and learn from each other on topics relevant to their work.

Youth Collective members are grouped into themes aligned with our impact priorities and regions, helping them to work together to share ideas and collaborate. An education group, for example, covers programme work in Sierra Leone and the consultations we will do for the United Nations in five regions globally.

Regional groups are brought together by tailored newsletters and physical meet-ups for organisations in the Middle East and North Africa, Latin America and the Caribbean.

We launched an online Resource Library for Youth Collective members. It contains 36 resources which include everything from guidance on how to create an elevator pitch to a self-care guide for young activists.

Volunteers using a mobile app to monitor development programs in Uganda by gathering feedback from community members and collaborating with local organisations to address issues and enhance effectiveness.

Essah, nine, proudly shows who sponsored him to take part in the Knight Frank Schools Triathlon.

“As it was Ramadan, we were meeting a lot of family and friends. I wrote a letter explaining the cause and let them sign it to support me. I believe that no matter how young or old you are, if you really want to help you can do it by supporting each other.”

– Essah, aged nine, raised £83 by writing letters to his friends and family asking for support.

Philanthropy

We are so grateful to all of our supporters for the solidarity they have shown with young people across the world. They have donated crucial funds, volunteered their time and ran, cycled and swam, raising over £1.3 million for Restless Development in the last year.

Youth for Climate Action

Thanks to the generosity of our supporters, we raised an amazing £50,000 to reach, support and train more youth-led movements taking action for climate justice.

Supporters donated £25,000 to our Youth for Climate Action appeal, which launched in July 2023. This was matched by funding from one of our very generous major donors and The Big Give.

The money will help us:

- Train, mobilise and support young people to inform climate solutions and advocate for change in decision-making spaces.
- Develop young leaders who will raise awareness and mobilise communities to take action on the barriers brought about by climate change.
- Create and deliver climate education in schools to inspire children and young people to lead action against climate change.

Triathlon triumphs

Huge congratulations to the 7,488 young people who took part in the Knight Frank Schools Triathlon, the largest sports fundraising event for children in the UK.

We're so proud of all our triathletes who together have raised over £3.4 million since 2016. This was our biggest and best year yet, with eight events taking place in Spring 2023. Children from over 100 schools came together in teams of four to swim, run and cycle a combined distance of over 14,000km. That's the same distance as it takes to get to London from Delhi and back. They raised a grand total of £963,941.60.

A huge thank you also to our sponsor Knight Frank. The property company will also sponsor the triathlon series next year when we will add another two events. Always Restless, in 2024, we're aiming for 10,000 participants and smashing the £1 million mark – bring it on!

Our people

Our work around the world is carried out by a talented and dedicated team of professionals. They are led by our values and accountable to young people.

Embodying the best of Restless



“Naval has moved the hub forward with innovations, partnerships and income streams.”

“He is a kind, calm, caring, professional

and oozes wisdom. A great leader who has made a great hub even greater!”

These are comments from colleagues of our India Hub Director Naval Gupta. He won the Batfox Award. This is awarded by peers who vote for the person they think has been the best Hub Director of the year.

Focusing on leadership

Our new Global Leadership Group was launched at the November 2022 Leadership Conference in Zambia. More than a quarter (28%) of the group are under 35 and over three out of five (61%) are from Africa and Asia. The theme of the conference was “A Year of Transformation”, digging deep into how we work, and looking at how we can, and should, be further shifting power in our operations.

Living our values

In June 2023 we celebrated our 13th Values Day by announcing 12 new values champions. These are young leaders, staff and trustees who have lived and breathed our values. They are the people who make Restless Development what it is, inspiring us, actively shifting power, and driving impact.

This year, we launched a staff consultation to update our values to better reflect our commitment to youth leadership and power shifting. We expect to launch these in 2024.

Our global demographics

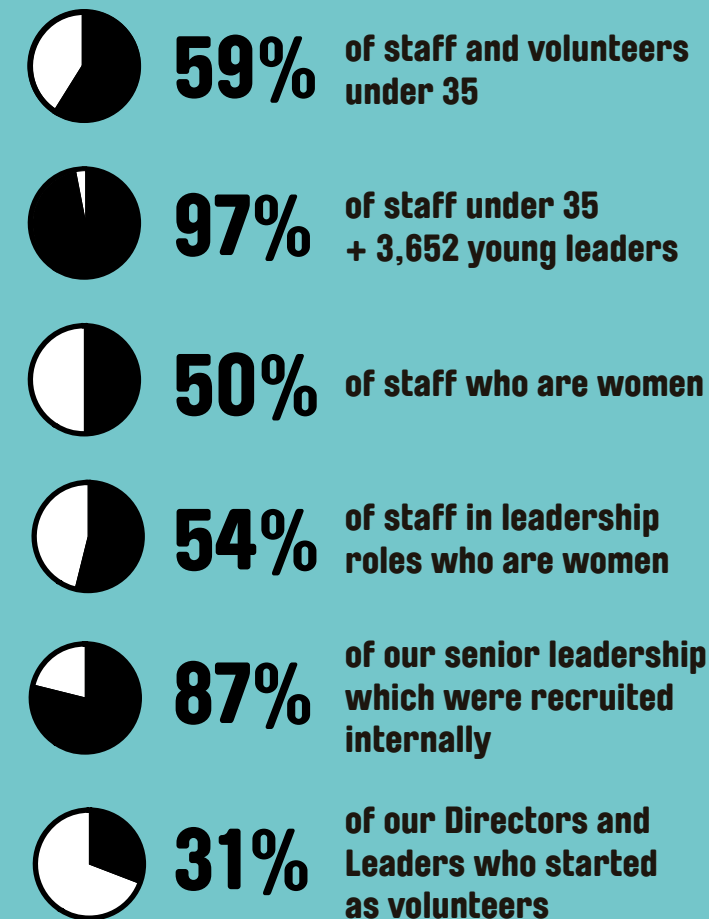
Our new digital human resources system has helped us to become more efficient, and it's informing our approach to diversity, equality and inclusion.

By the end of 2023, all staff were booking and approving leave using the software. Some 90% of staff had completed their annual performance review using BambooHR and all of our recruitment drives have been integrated into it. This means we can track and report our staff metrics more accurately.



How we looked in 2023

Total staff number: **216**



Rinky Kumari, the sole volunteer from the Pahal Initiative project, an advocate for gender-equitable and child marriage-free communities, striving to empower girls to have a voice in decisions affecting them, including those regarding marriage.

A photograph of four diverse staff members (three women and one man) smiling and posing outdoors in front of green foliage. The image is partially overlaid with a white graphic of colorful paint splashes and stars.

97%

of Restless Development staff felt valued, according to our annual performance reviews. This was an increase from 95% last year. 87% were rated as having high or good engagement at work.

Prioritising safety and wellbeing

Keeping our people safe

We delivered advanced training to 37 staff with safeguarding responsibilities. The training focused on managing and investigating incidents with a survivor-centred response. This is one that prioritises a survivor's rights, safety, wellbeing, needs and wishes, and gives them control over the decision making process of what happens.

Now, across Restless Development, one in five staff members are equipped with additional safeguarding expertise to report and respond to safeguarding concerns.

We also consolidated our crisis management and security plan into the Restless Development plan for managing incidents. That means that we have a succinct plan for keeping people safe.

We remain resolute in building a culture of safeguarding and safety. We continue to make sure we do no harm by prioritising training that means our people can recognise, report and respond to causes for concern. The aim is that we can efficiently respond to any threat of harm through thorough risk assessment and incident management plans.

Between October 2022 and September 2023, five minor safeguarding and safety incidents were recorded and reported to trustees. None of these met the threshold for reporting to the the Charity Commission.

Staff and volunteer wellbeing

Staff and volunteer wellbeing is an ongoing priority and our plan to address it is updated every quarter, following feedback from staff surveys.

We recorded feedback from annual performance reviews and 'pulse surveys' to check in on key wellbeing areas, such as relationships and happiness.

The annual performance reviews indicated that 97% of staff felt valued, an increase from 95% last year, and 87% were rated as having high or good engagement at work.

The surveys found that Restless Development staff feel enthusiastic about their jobs, scoring this an average of 4.3 out of 5. They also have a personal investment in their roles, scoring this 4.3 out of 5. We used this information to develop a wellbeing and happiness plan for our staff and volunteers.

Our power shifting agency in action

How we do our work is as important as what we do. That's why we take a power shifting approach. This year, we have prioritised making sure we have the right tools and mechanisms to take this approach. This is an on-going journey towards being an organisation that is feminist, inclusive, gender transformative and anti-racist. We have created a power shifting Global Agency Plan that gives clear targets for our power shifting checklist and guides all that we do.

What is power shifting?

A power shifting approach starts by recognising historic power inequalities, and being intentional about re-addressing injustices in everything that we do.

Many young people face barriers which affect how they can participate in society. This is due to their age, gender, sexuality, disability, ethnicity, religion, sexual preference, geographic location or community. We are dismantling power structures that disadvantage marginalised communities and young people so we can achieve a just and sustainable world.

???

POWER SHIFTING CHECKLIST

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.



53%

of our leadership team and boards are between 24 and 34.

31%

of our Leadership Group and half of directors started as a young volunteer at Restless Development.

A power shifting checklist

A shifting power staff member: We recruited our first ever Power Shifting Director, Yande Kalengo. She has helped to guide and connect all of our power shifting work across our global agency, and which we share across the sector. “Being able to walk with the agency towards our collective commitment to do development differently has been an inspiring experience with lots of learnings,” says Yande. “By understanding our intersectionalities and different contexts, our understanding of power in nine countries has demonstrated the very best of Restless Development over the year.”

Money as a justice issue: We are shifting power and resources to people and communities who have been marginalised, prioritising funding for community-based youth groups and organisations through the Youth Collective.

Distributed global leadership: Our Global Leadership Group challenges the usual “supremacy” of an international development headquarters. It includes 19 people who represent eight nationalities – two thirds are from the Global South. They include everyone from managers to a CEO.

Transparency and equity for our people: We updated our Global Salary Scale which was first introduced 17 years ago. It is available on our website, alongside all of our trustee minutes and policies.

The scale makes sure all staff on equivalent grades – from the UK to Uganda – receive a fair and comparable wage, in line with their peers in other Restless Development locations.

Feminist leadership: Our two female CEOs share leadership of Restless Development, adopting a compassionate inclusive approach which prioritises wellbeing and happiness for all.

Words matter: We developed a Restless Lexicon, a list of definitions and terms that speak to our power shifting ambition.

Happy people make the best teams: We support our people to prioritise themselves and their wellbeing. We ask and check in on everyone’s wellbeing goal, which is recorded alongside their performance. Every hub takes on wellbeing activities and festivities as a team so that we can prioritise our collective care and connection.

Pass the mic: Our research and programmes are led by young people. We provide on-going support and opportunities for young people to tell the stories of their experiences and advocate for others to join them. For example, our We Are Restless blog compiles articles written by young people from around the world on the issues that matter the most to them. Our communications also shift power by investing in new creative talent. We commission young designers, filmmakers and photographers from the

majority world (countries that are called ‘developing’ and defined as the ‘Global South’) to tell their own stories.

Sharing what we’re learning: As we transform our way of working, we’re keen to collaborate, learn and share what we are doing as we go. We have collaborated with networks including the #ShiftThePower movement, The RINGO Network Project and the Movement for Locally-led Development.

“I am inspired by my organisation’s commitment to dynamic accountability, grounded in humility and an unwavering openness to learn. As a young leader on the Global Leadership Group, I have witnessed a type of leadership that is committed to advancing equality for all people. So rather than a competitive structure, it fostered a collective leadership that is inclusive, prioritising self-care and collective well-being.”

– Caleb Masusu, Voice and Democracy Manager for Restless Development.

How we are shifting power through our work and programmes

In Sierra Leone, **our Youth Fund directly supports initiatives led by young people** who decide who receives the funding and provides support to bring ideas to life. This included supporting Michael and Peter, two young men from Bo District, to develop, design and distribute 150 solar-powered backpacks to children in three rural communities to study after dark.

We are committed to **flowing funding directly to youth-led organisations**. The redistribution of resources from donors in the Global North to young leaders in the Global South is at the heart of our power shifting mission.

In the UK, we are helping to deliver the £4.5 million Young Gamechangers Fund. It provides **grants of up to £20,000 to young activists, campaigners, disrupters, co-operators, and social entrepreneurs to lead youth-led social action across the UK**. The idea is to empower young people to decide how the funding works and who gets supported to lead initiatives that transform communities.

Across Africa, Middle East and Latin America, we have **brought courageous young women (who identify as LGBTQ+, HIV positive or disabled) together**. They are leading initiatives that advocate for their sexual rights through our We Lead programme.

“Power shifting is about stepping outside existing systems and challenging the status quo. This means that instead of programme models designed by funders, we give resources, space and support to young people to co-create their own programmes. Their creativity drives the change.”

– Lesley Garura, Sierra Leone Hub Director for Restless Development.

“When young people are given funds, space, and power we are able to take up space at more tables that we should have been invited to sit at already. We are finally given the power to make changes about issues that have an impact on us.”

– Megan, a steering group member for the Young Gamechangers Fund.

Looking forward

It's clear that the world has never needed Youth Power more. Young people are dealing with the impact of global crises every day, in every community. From conflict and climate change to the roll back on human rights and cost of living. The year ahead is one of uncertainty – and opportunity.

In 2024, half of the world's population heads into elections. The UN is holding its first Summit of the Future. There, member states will consider ways to cooperate with each other to deal with today's challenges, as well as future threats.

Against this backdrop, it is clear that young people are leading and taking action in every corner of the world. And that Youth Power is adapting and shaping the world as we know it.

Restless Development will remain focused on Youth Power and how we can best support it to thrive.

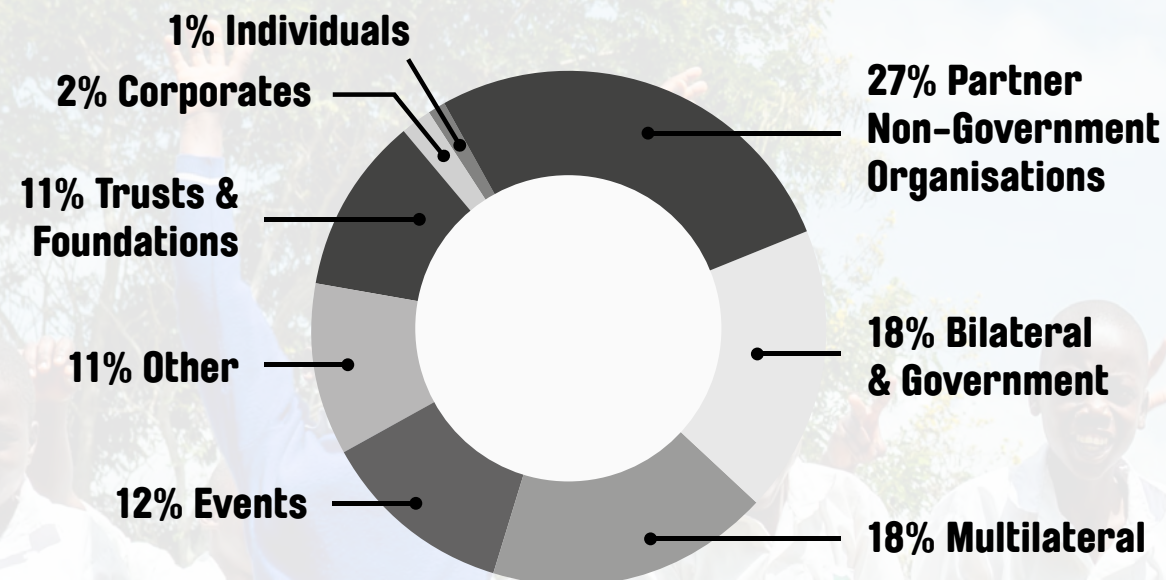
In 2024, we will:

- Ramp up our support to the Youth Collective, providing more opportunities for young leaders to connect, celebrate, support, learn from and inspire each other.

- Answer the question “what's the best way to fund Youth Power?” We will do this by using insight from our youth powered funds and others as part of our *State of Youth Civil Society* research in 2024. Our aim is to find out how to best resource and strengthen Youth Power.
- Support Youth Power in critical areas, especially digital rights, climate change and education for girls, and in the lead up to the UN's Summit of the Future.
- Continue on our journey as a power shifting agency as we aim to:
 - intentionally shift power and resources to young leaders in the majority world
 - share what we are learning as an agency that leans into and really walks the talk on shifting power.

Our finances

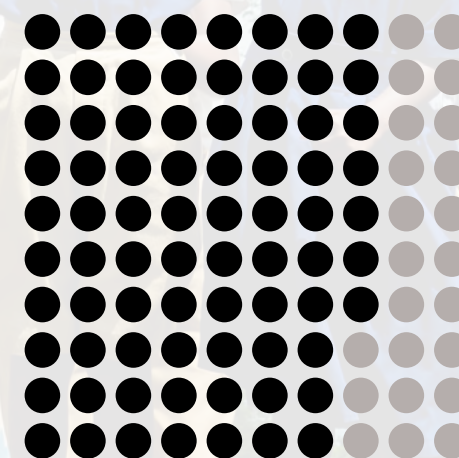
TOTAL INCOME: £7,894,000



TOTAL EXPENDITURE: £8,227,000



Restless Development income decreased by 10% in 2023/24. This was driven by the end of the Leave No Girl Behind Programme in Sierra Leone and the SIDA strategic funding in Tanzania. The end in these funding cycles accounted for £1.6m of reduced income, which was partially offset by new major programmes accounting for £0.7m increase in grant income such as in Zambia (Jersey Overseas Aid and the continued implementation of the SheSoars programme via a consortium led by Care Zambia for Global Affairs Canada). Unrestricted fundraising also reduced the impact of the reduction in grant income with a £220,000 increase in event related unrestricted fundraising. This was due to adding a further school to the triathlon event series and a 25% increase in participants.



FOR EVERY **£1** YOU GIVE,
77P IS SPENT DIRECTLY ON OUR
WORK WITH YOUNG PEOPLE.

Members of the environment club at Kivubuka Primary school in Eastern Uganda.

Finances

Statement of financial activities

	Unrestricted Funds	Restricted Funds	2023 Total	2022 Total
	£000's	£000's	£000's	£000's
Income from:				
Donations and legacies				
Grants and donations	325	6,213	6,538	7,499
Unrestricted fundraising	1,356	-	1,356	1,230
Total income	1,681	6,213	7,894	8,729
Expenditure:				
Raising funds				
Fundraising costs of grants and donations	(759)	-	(759)	(633)
Charitable activities				
	(997)	(6,471)	(7,468)	(8,351)
Total expenditure	(1,756)	(6,471)	(8,227)	(8,984)
Net income/(expenditure)				
Foreign exchange gains/(losses)	(75)	(258)	(333)	(255)
	(5)	(244)	(249)	(57)
Net movement in funds	(80)	(502)	(582)	(312)
Reconciliation of funds				
Total funds brought forward	829	1,837	2,666	2,978
Total funds carried forward	749	1,335	2,084	2,666

Balance sheet

	2023	2022
	£000's	£000's
Fixed assets	236	298
Current assets		
Debtors	749	1,129
Bank and cash	1,773	1,996
	2,522	3,125
	2,758	3,423
Creditors: amounts falling due within one year	(567)	(610)
Creditors: amounts falling due in greater than one year	(107)	(147)
Net assets	2,084	2,666
Represented by:		
Funds		
Restricted	1,335	1,837
Unrestricted		
Fixed Asset Reserve	74	78
Designated Reserve	80	80
Free Reserves	595	671
	2,084	2,666

Cashflow

	2023	2022
	£000's	£000's
Cashflows from operating activities	(102)	(359)
Cashflows from investing activities		
Additions to property, plant and equipment	(81)	(220)
Proceeds from the disposal of fixed assets	-	-
Net cash used in investing activities	(81)	(220)
Cashflow from financing activities		
Loan repayments	(40)	(40)
Net increase / (decrease) in cash and cash equivalents	(223)	(619)
Cash and cash equivalents on 1 October	1,996	2,615
Change in cash and cash equivalents due to exchange rate movements	-	-
Cash and cash equivalents on 30 September	1,773	1,996

Thank you!

Thank you so much to all of our supporters.
You are helping young leaders create a better world.

Donor partners

Australian Volunteers International
Bill & Melinda Gates Foundation
CeSHHAR Zimbabwe
Dasra
Girl Effect
Del Agua
Directorate of Science, Technology and Innovation
Sierra Leone
East–West Management Institute
EdelGive Foundation
Egmont Trust
Foreign Commonwealth and Development Office
Ford Foundation
Howard Delafield International
Jhpiego
Jersey Overseas Aid
Kindernothilfe
L’Oréal Fund for Women
Macquarie University
Malala Fund
Mannion Daniels
MTV Staying Alive Foundation
People’s Postcode Trust
QUEST Alliance
UNAIDS
UNICEF
United Nations Population Fund (UNFPA)
UN Women

Vihara Innovation Network

Wellcome Trust

Event partner

Threshold Sports Ltd

Event sponsors

Knight Frank
Formation Tech
Smugglers Ice Cream
Limitless
Punchy Drinks

Triathlon host schools

Bradfield College
Charterhouse School
Clifton College
Cranleigh School
Marlborough College
Oundle School
Royal Russell School
Sevenoaks School

Triathlon participating schools

Basildon Primary School
Aldro School
Alley’s School
Amesbury School
Anthony Roper Primary School
Ashton Gate Primary School
Badminton School
Barfield Prep School
Barnardiston Hall Preparatory School

Beachborough

Beaudesert Park School

Beedon C of E Primary School

Brambletye School

Bristol Free School

Bristol Grammar School

Brockhurst & Marlston House Schools

Bromley High School

Brooke Priory School

Caldicott School

Caterham Prep School

Chafyn Grove

Cheam School

Christ Church School

Clifton College Preparatory School

Clifton High School

Copthill School

Cothill House

Cranford House

Clifton College Preparatory School

Croydon High School

Cumnor House Boys’ School

Cumnor House School for Girls

Danes Hill School

Dolphin School

Downe House School

Downs School

Dragon School

Dulwich College

Dulwich Prep London

Eagle House School

Eaton House School

Edgeborough School

Elmhurst Prep School

Elstree School

Emanuel School

Fairlawn Primary School

Falcon School for Girls

Falkner House School

Farleigh School

Farringtons School

Feltonfleet Prep School

Finton House School

Flax Bourton Church of England Primary School

Glaphorn Church of England Primary School

Gracefield Prep School

The Granville School

Great Bedwyn Church of England School

Great Walstead School

Guildford High School

Hall Grove School

Heath Mount School

Highfield & Brookham Schools

James Allen’s Girls’ School

Kenet Valley Primary School

Kensington Prep School

King’s College Junior School

King’s College School Cambridge

Lambrook School

Latymer Prep School

Laxton Junior School

Lingfield College

More House School

Moulsford

The New Beacon

Northampton High School for Girls

Oakham School

Ogbourne CofE Primary School

Old Palace School

The Oratory Prep School

Orchard House School

Oundle CE Primary School

Papplewick School

Parkgate House

Parkside School

Pinewood School

Port Regis

Preshute C of EVC Primary School

Raleigh School

Ramsbury Primary School

Redmaids’ High School

Rokeby School

Rose Hill School

Royal Russell Junior School

Sain Ronan’s School

Sevenoaks Preparatory School

Sevenoaks Primary School

Sidcot School

Solefield School

Spratton Hall

SS Peter and St Paul Primary School

St Andrew’s School

St David’s Prep

St David’s School

St Francis School

St Hilary Prep School

St Hughs Prep School

St John’s CofE Primary School

St John’s, Cambridge

St John’s Marlborough

St Katharine’s Church of England Primary School

St Martin’s School

Marlborough St Mary’s CE

Primary School

St Michael’s Prep School

St Neots Preparatory School

St Paul’s Junior School

St Philip’s School

St Mary’s Catholic Primary School

Stamford School

Swanbourne House School

The Manor Preparatory School

The Marist School

The Pilgrims School

The Schools at Somerhill (Yardley and Derwent Lodge)

The Study School

Unicorn School

Thomas’s Battersea

Thomas’s Clapham

Thomas’s Fulham

Thorngrove School

Tockington Manor School

Tower House School

Twyford School

Ursuline Prep School

Victoria Park Primary School

Walhampton School

Westbury On Trym C of E Academy

White House Prep School

Whitgift School

Willington School

Wimbledon High School

Winchester House School

Windlesham House School

Witham Hall

Woldingham School

Woodborough C of E Primary School

Woodcote House School

Supporters, volunteers and partners

This year, our incredible individual supporters have donated a combined total of £53,000.

Thanks as always to the amazing co-founders of the Schools Triathlon Series, Jim Sewell and Tessa Murray, two core Restless Development volunteers who have made this event go from strength to strength.

Thanks also to James Thompson who, with his connections and knowledge of the UK education system, is an invaluable part of the Schools Triathlon Committee.

Thanks to the wonderful TalkTalk Wholesale Services for hosting another series of brilliant fundraising events to fund Youth Power, culminating in a competitive but friendly quiz. The team raised over £45,000. We couldn't be more grateful – thank you TalkTalk Wholesale Services.

Young researchers

Charles Mankhwazi
Dennis Bathalomy Combey
Faith Birungi
Julia Trujillo Miras
Karla Lemus
Martha Clara Nakato
Mercy Ayaa
Munashe Mahaso
Namandhla Naledi Mpunganyi

Nansubuga Rahma
Nour Nahhas
Saumya Gupta
Sepiso Dean Mwamelo
Sharon Mhlandhla
Zvikomborero Nyamugure

Young steering committee members

Alvin Mwangi
Amanda Banura
Faith S Kaoma
Gloria Mogoi Angasa
Jeremiah Lubumbe
Patrick Karekezi
Ruth Awori
Sondos Abuaziza
Valentina Vargas

Our governance team

Global Board of Trustees

Chair: Charlotte Eaton until August 2023;
Jenny Wilson from August 2023
Deputy Chair: Jenny Wilson until August 2023;
Mafipe Chunga from August 2023
Amelia Pan – until November 2022
Amisa Rashid
Diwakar Uprety
Edleen John
Hannah Bronwin – until July 2023
Isabella Mosselsmans
Lucinda Moore
Matt Beard – until November 2022
Oyindamola Johnson
Paul Wafer
Tom Allen

New Trustees:

Nicola Dean – from August 2023
Francesca Bowen – from August 2023
Eshban Kwesiga – from August 2023
Pooja Singh – from August 2023
Justin Derbyshire – from August 2023

Hub Board Chairs

India – Dr Sandeep Sharma
Nepal – Sahadev Mahat
Sierra Leone – Sia Lajaku-Williams
Tanzania – Deus Kikamba
Uganda – Joseph Munyangabo
US – Kate Roberts
Zambia – Bridget Mumba Stephenson
Zimbabwe – Innocent Kudzayi Simango


Restless Development's Global Leadership Group

Alex Kent – Co-Chief Executive Officer
Al Farrington – Senior Business Development Director (from January 2023)
Caleb Masasu – Voice and Democracy Manager
Candie Casabalian – Regional Director
Chanda Chisenga – Zambia Director
Farai Muronzi – Zimbabwe Director
Freya Seath – Head of Strategy (until August 2023)
Gabriel Iguma – Uganda Director
Genevieve Seddon – Co-Finance Director
Jen Codman – Head of People (until August 2023)
Kate Muhwezi – Co-Chief Executive Officer
Keith Short – Head of UK and EU Programmes
Lesley Garura – Sierra Leone Director
Linus Katonto – Tanzania Director
Mora Mclagan – Senior Communications Manager
Nalini Paul – Regional and Nepal Director
Natalie Agboeze – Strategic Partnerships Director
Naval Kishor Gupta – India Director
Nikita Khanna – Head of Impact and Learning
Primrose Manyalo – Senior Youth Collective Manager
Rosanne Palmer-White – Influencing Director
Sachin Saini – Senior Compliance Manager
Sunil Mahawar – Co-Finance Director
Yande Kalengo – Power Shifting Director




About Restless Development


Restless Development is a non-profit global agency. We support the collective power of young leaders to create a better world. We are independently registered and governed in nine countries (India, Nepal, Sierra Leone, Tanzania, Uganda, UK, USA, Zambia and Zimbabwe) bound together by our vision for Youth Power.

 restlessdevelopment.org

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Restless Development is registered in the UK: Charity no. 1127488 – Company no. 6741123;
Restless Development is registered in the USA as a 501(c)(3) organisation.

Cover photograph: Sarah, the head girl of Kivubuka Primary School in Eastern Uganda, where the TACCS project was implemented, strikes the Youth Power pose with pride.

