



**EVERY CHILD,
EVERY CHANCE**

**PLAN INTERNATIONAL UK
TRUSTEES' ANNUAL
REPORT 2018**

Front cover: Eli, 3, Uganda, dreams of becoming a teacher
This page: Youth advocates in India



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The information included on pages 5–45 and pages 5–55 constitutes Plan International UK's Strategic Report and Directors' Report/Trustees' Report respectively for the year to 30 June 2018.

ABOUT PLAN INTERNATIONAL UK

Plan International UK is a global children's charity. We work to give every child the same chance in life.

In every child there's a spark of imagination, curiosity and ambition.

But not every child is born with the same opportunities.

When you face poverty or violence the odds are stacked against you.

When you're a girl it's even harder to be safe, in school and in charge of your body.

All children deserve an education, health care and clean water. All children deserve the chance to thrive.

We're fighting so every child, especially every girl, knows their value. We're fighting so the communities they're growing up in – and the world around them – value them too.

And if disaster strikes we're there to protect children, keep them learning and help them recover.

We work to give every child, every chance. Are you in?



Hortence, 9, Togo

Plan International / Akintunde Akinleye

Plan International UK is an independent development and humanitarian children's charity, with no religious, political or government affiliation.

The Trustees' Annual Report 2018 covers the period 1 July 2017–30 June 2018.

OUR STRATEGY

Our purpose: We strive for a just world that advances children's rights and equality for girls.

To ensure we are meeting our purpose we have identified five strategic goals for Plan International UK 2017–2020.

1 Equality for girls

We know that no-one bears the brunt of poverty and inequality more than adolescent girls and that empowered girls can drive development. We'll work with and for adolescent girls through our campaigns, programmes and research to understand the reality of girls' lives.

2 Young people empowered into successful adulthood

Young people in the UK and globally are critical thinkers, change-makers, innovators and leaders – they can be a huge force for social, economic and political good. We work to empower young people to be advocates, support them with the skills and knowledge they need to achieve economic empowerment and engage young people in global child rights issues.

3 Resilience in fragile communities

Disasters, emergencies and other humanitarian crises can reverse years of development progress. We build resilience to enable communities to withstand shocks and stresses. We respond to emergencies and design programmes which recognise the specific needs of marginalised groups.

4 Diverse and effective partnerships

We work with a wide range of groups and organisations as we know that by cooperating and collaborating we can move faster and achieve so much more.

5 Organisational excellence

We're committed to working in the most effective and impactful way. It's a fundamental responsibility we have to the communities we work with and those who support our work.

Each section of the report will show how our programmes and projects in 2018 worked towards meeting these objectives.

WELCOME FROM OUR CHAIR AND CHIEF EXECUTIVE

2017 was a challenging year. Millions of people continue to live in poverty and there is growing injustice in the world. Gender inequality and gender-based violence have been in the news across the globe. Never has the work of Plan International UK been more important.

We want to thank you for your incredible support. From your remarkable response to our appeal for Rohingya refugees to the fantastic support for our campaign to stop the trafficking of girls in Nepal, we are very grateful.

We continue to support millions of children around the world. This year, to help those fleeing Syria, we started work in Jordan and Lebanon. With support from players of the People's Postcode Lottery, we are helping children across sub-Saharan Africa and with a successful €6m EU funding bid we are improving the lives of thousands of people in Somalia and Ethiopia. In the UK, we have created a programme, Stand with Girls, for girls to lead change locally and have meaningful participation in decision-making.

Our international influencing work has seen commitments made at the Commonwealth Heads of Government Meeting and the Family Planning Summit to improve the lives of girls around the world. Our UK influencing work is going from

strength to strength. Islington and Blackpool Councils, inspired by our research, appointed a Girls' Rights Champion, a significant step to tackle the barriers faced by girls here.

We would like to thank our outgoing Chair, Lady Amanda Ellingworth, who guided the organisation to produce our current strategy. Lady Amanda Ellingworth has become a board member of Plan International Inc (our international headquarters) and remains a trustee of Plan International UK.

Back in February, we were all shocked and saddened by revelations about misconduct by aid workers. We are absolutely determined to prevent and root out such behaviour and have continued to strengthen our safeguarding processes.

We continue to work with and support the global family of Plan International, changing lives of millions of children in over 70 countries.

**Thank you for your continuing support.
Together, we are making a difference.**



**Professor Sir
Ian Diamond**
Chair,
Plan International UK



Tanya Barron OBE
Chief Executive,
Plan International UK

A MESSAGE FROM OUR YOUTH ADVISORY PANEL

My name is Ambrin. I have been a member of Plan International UK's Youth Advisory Panel (YAP) for two years.



We ensure that the voices of young people are at the heart of Plan International UK. We act as advisors and ambassadors, helping to represent the thousands of young people impacted by Plan International's work.

This year, we got involved in important UK-focused campaigns as well as feeding into campaigns run by other young advocates overseas to tackle issues in their own countries.

It was fantastic to focus some of our campaigning on issues that we experience on a daily basis in the UK. We challenged stigma around menstruation and I personally led a roundtable discussion with Anne Milton, the Minister for Education and Minister for Equalities. I have supported Plan International UK's call for a new period emoji to help girls, and boys, talk freely about periods. We responded to the Government's consultation for the new relationships and sex education curriculum for schools by speaking at party conferences and other key events.

It was also great to start making links with Plan International activists from other countries. We sent letters of support to young people fighting child marriage in Tanzania and at one of our residential events we had great discussions with young people from Kenya on the challenges we all experience.

I also had the chance to speak at the launch of the Department for International Development's new gender strategy, raising awareness of our work and goals amongst policy makers and influencers. Being part of YAP gives us amazing opportunities to better understand the world we're living in and, even more importantly, to help shape the world we want for the future.

Ambrin

Plan International UK YAP member

YAP members: Adam, Aless, Ambrin, Eva, Georgie, Isabella, Jess, Jessica, Michael, Rachel, Rebecca, Rosa and Shan

OUR IMPACT



Mbusiro, 20, Tanzania

WE REACHED 8 MILLION PEOPLE AROUND THE WORLD

3 million

DIRECTLY

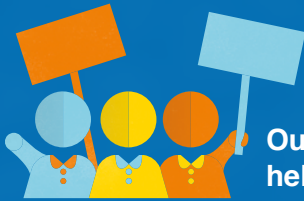
through our project activities



5 million

INDIRECTLY

for example where the whole community benefit



Our youth advocates helped secure a commitment to end exploitation of girls at the Commonwealth Heads of Government Meeting

OVER

80,500

SPONSORS

ARE SPONSORING OVER

85,700

CHILDREN



in 49 countries through Plan International UK

OVER

46,000

PEOPLE WORLDWIDE

stood in solidarity with youth advocates to stop trafficking of girls in Nepal



Since July 2017, Plan International have reached more than 1 million people in 9 disasters across Latin America, Africa, Asia and the Middle East

GOAL 1

EQUALITY FOR GIRLS

We know that, around the world, no one bears the brunt of poverty and inequality more than girls. Making sure girls get the same chances as boys is central to everything we do: girls need a fair start and a level playing field.

We work with and for adolescent girls because empowered, educated girls can transform their lives and the communities around them. This year, we have strengthened our **Because I am a Girl** campaign activity and launched an innovative UK programme **Stand with Girls** supporting girls to campaign in their local areas. Our campaigns strive to end child marriage and female genital mutilation (FGM), stop the exploitation of girls, to help girls manage their periods and to stay in school. We aim to tackle the barriers that stop girls achieving their rights.

Image: Plan International has been helping refugee children who have fled South Sudan, to access safe and quality education



GIRL POWER

“If girls know their rights, they can educate the new generation and help the country to develop.” Sabina, 17, Nepal

Sabina regularly takes part in a Plan International Girls’ Club project in her community in Nepal. Now, with Sarita, a fellow advocate, she is campaigning to end the trafficking of girls.

Every hour a girl or woman is trafficked in Nepal, sold, lured, tricked or coerced into prostitution, child labour, domestic servitude or marriage. In June 2018, we launched our first ever campaign on child trafficking.

Working with Plan International Nepal, and with your help, we have supported Sabina and Sarita to lobby their Mayor to run a public awareness campaign, to ensure every girl, their families and their communities know the risks of trafficking.



Plan International / Crystalline Randazzo

Over 46,000 people signed the petition which was handed in at a ceremony attended by the Mayor. He committed to launch a new public awareness campaign to let all girls in the local area know about the risks of trafficking and that's just the beginning. Together with Plan International, Sabina and Sarita want to create a blueprint for change across the country, taking their campaign to neighbouring areas and all the way up to the national government.

“The campaign has helped children and girls to understand what they should do if they are targeted for trafficking and how they can save themselves from this.” Sarita, 15, Nepal

Together we are making a difference for girls.

MENSTRUATION MATTERS

Plan International UK is now a leading voice on periods in the UK, with numerous activities to break the stigma surrounding menstruation.

We launched a first-of-its-kind report, *Break the Barriers: Girls' Experiences of Menstruation in the UK*. This showed that UK girls are let down by the Government because of a lack of support when they are menstruating, putting their physical, sexual and mental health at risk. We have demanded action through our

Menstrual Manifesto. After the launch of the report, a member of the Scottish Parliament tabled a motion to support our evidence and we were asked to share our findings at the All Party Parliamentary Group on Women's Health. We are also working with the Mayor of London's team, Westminster City Council and a network of activists.

We are delighted to have been awarded a grant to tackle period poverty, working in partnership with the charity Brook, to deliver products and training to girls and young women at most risk of period poverty. We will build a groundbreaking network of professionals working to show good practice and end period poverty. The 'Let's Talk. Period.' project is supported by the Department for Culture, Media and Sport's Tampon Tax fund.

On International Day of the Girl 2017 we ran the #weallbleed campaign to highlight that periods are a normal part of everyday life. We brought together leading educators, activists and health professionals for the first-of-its-kind conference to end period poverty and tackle taboos. We created special 'Plaster Pads' – miniature sanitary pads worn like plasters, printed with slogans, as a thought-provoking prompt to make people consider why there's no shame in bleeding. #weallbleed was supported by several of our celebrity supporters including Lena Headey, David Morrissey, Sheila Reid and Kevin Whately.

STAYING IN SCHOOL DURING CONFLICT

Following years of conflict and violations of human rights in north-east Nigeria, over one million children are currently living in camps or with host communities.

The conflict has weakened an already weak education system and primary school attendance is just 17%. Without school, children are more exposed to violence, psychological stress, exploitation, recruitment by armed groups, and early forced marriage.

Plan International have been working in Nigeria for four years. Building on our experience we have received a £2.1 million grant from the Department for International Development to work with UNICEF to support children's education in Borno and Yobe districts.

Over 20 months the project aims to improve access to education for 60,000, 6–18 year olds with a special focus on girls and disabled children.

The programme started in August 2017 and we have already seen significant achievements in our 'back to learning' campaigns targeting children, parents, community leaders and government officials. We have worked to ensure schools in the area have basic education including literacy and numeracy. Overall, 6,400 children have enrolled in targeted schools and now have access to education.

KEEPING GIRLS IN SCHOOL

We are running a three-year education project in Segou, Mali, where only 11% of children complete their education.

In just one year we have trained 50 teachers and provided nearly 800 children with school kits to support their education. Video projections and radio shows in all the project villages have raised awareness of harmful practices such as female genital mutilation, which often lead girls to drop out of school. Twenty peer educators have been trained in how to adopt healthy and responsible sexual and reproductive behaviours. They are now passing on this knowledge in their communities, and to date have reached over 250 people. This ambitious project, supported by The Hodge Foundation, will help more than 2,500 girls across five schools and communities stay in school.

“I personally did not have the hope to continue my studies for a long time. In my village, when a girl reaches a certain age, her parents marry her off, without her consent; but today with the arrival of this project, parents as well as we, pupils, understood many things through training and awareness sessions on the importance of girls' education and harmful practices.” Awa, 16 secondary school student



Girls at a school in Mali

UNDERSTANDING GIRLS' LIVES

“Sometimes, my mother asks me to be absent [from school] in order to take care of my younger siblings, because she is busy harvesting rice.” Reaksa, 11, Cambodia

Our autumn 2017 research, *Real Choices, Real Lives*, explores the burden of unpaid care. Since 2006 we have been tracking from birth the lives of 142 girls across 9 countries in Africa, Asia and South America. The girls are now 11 years old and we can see first-hand how gender and economic

status have produced a cycle of girls bearing the burden of unpaid care. Girls support their mothers within the home; cooking, cleaning, looking after siblings and collecting food. Girls are frequently missing school and their education is suffering. This burden will have lasting effects on their lives, limiting them academically and in future job prospects and impacting their self-confidence.

At this year’s Commission on the Status of Women event at the United Nations in New York, we launched the *Real Choices, Real Lives* report. Together with representatives from Unilever, Together4Girls, Population Council and Young Lives, we provided this evidence to inform global policies to address the issue of unpaid care.

GOAL 2

YOUNG PEOPLE EMPOWERED INTO SUCCESSFUL ADULTHOOD

Young people can be a powerful force for social, economic and political change.

Plan International UK works with and for young people from childhood up to age 25. With our help, they gain the knowledge, skills and confidence they need to find work, become independent and campaign for the change they want to see in their world.

We continue to engage a diverse range of young people in our work.

Image: Ronald, 25, former sponsored child, Uganda



MY OWN
BUSINESS



'I AM PROOF THAT SPONSORSHIP CHANGES LIVES'

Evelyn from Uganda was sponsored from the age of nine. She is now 32.

Her parents couldn't afford her school fees but as her mother knew that going to school would give her many opportunities, she enrolled her in the Plan International sponsorship programme.

Throughout her schooling Evelyn's dream was to become a teacher. And now, because of Plan International's support, she has achieved her dream. Evelyn is a role model for the hundreds of girls she has taught.



Plan International / Eliza Powell

Evelyn and her class

Evelyn with her children,
Joyce, Eli and Emmanuel



Evelyn is married and has three children. They also have big dreams – Emmanuel, aged nine, wants to be a lawyer, Joyce, aged seven, wants to be a nurse and Elijah, aged four, wants to be a teacher.

“Because of my sponsorship at Plan International I inspire the children I teach. I support my children to stay in school. I am proof that sponsorship changes lives.”

Thanks to our sponsors, over 85,700 children have the chance every child should have: the opportunity to go to school, access to clean water, a life free of violence and the belief that they can do anything they want to do. And we know that for every sponsored child, 72 children could benefit in their communities. The impact is far reaching.



Mwajuma, Youth Economic Empowerment programme graduate

INVESTING IN YOUNG PEOPLE'S FUTURE

“The money I put aside enabled me to save up over 600,000 Tanzanian shillings [over £200], some of which I have used to buy my own sewing machine. It has drastically changed my story.” Mwajuma, 26, Tanzania

Mwajuma is one of the 9,100 graduates from our Youth Economic Empowerment programme in Tanzania. Together with Voluntary Services Overseas and Tanzanian partners we implemented this project to give marginalised youth the technical skills and knowledge

to develop their own business. This scheme is funded by the European Union and donors supporting our Enterprise for Change fund. This innovative programme also includes support with apprenticeships and training on financial management.

By empowering these young people to develop sustainable businesses many more will benefit. Even before graduating, Mwajuma launched her own venture making women's hats. Now, with her own sewing business booming, she has started sharing her skills and teaching other young people how to sew.

PROVIDING EARLY CHILDHOOD SUPPORT

In a remote area of north-east Cambodia we are working to provide early childhood care and development services for 0–6 year olds.

The three-year ‘Young Bamboo’ project only started in August 2017 and already we have seen:

- 64 parent groups established
- 18 new and existing pre-school teachers trained
- 6 local government offices agree to provide stipends for teachers
- materials for parent groups developed, covering child health, nutrition, water, sanitation and hygiene education, child rights and positive parenting
- construction start on 7 of 13 planned new pre-schools.

By training teachers we have seen teaching practices improve. Parents are already more aware of the importance of early years education with 57% of the communities' children now enrolled in preschool. To ensure the project continues for years to come we have been working closely with the Cambodia Government to ensure that when we leave the project will carry on.

SUPPORTING YOUTH VOICES

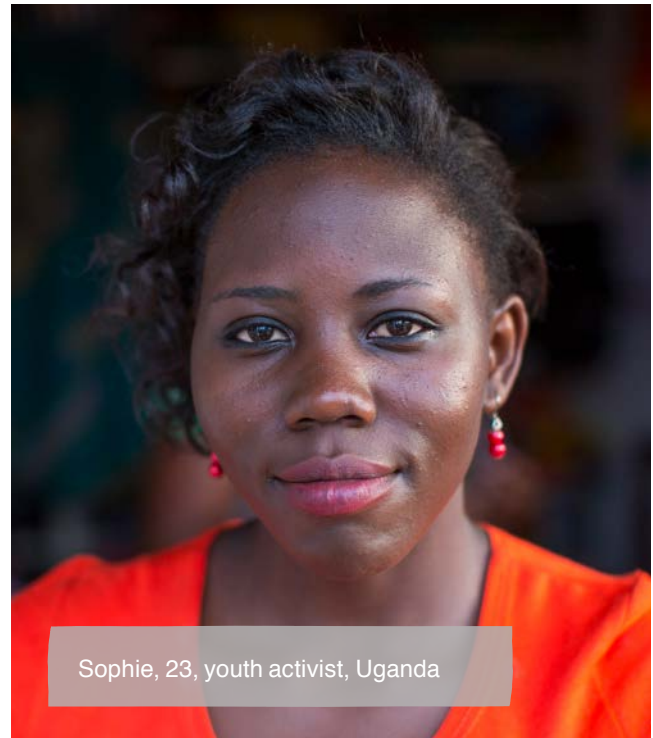
Sophie, Hope, Georgina, Viola and Norah, these are some of the girls we supported to become global champions for girls' rights this year.

Sophie, a youth activist from Uganda, attended a UK government hosted Family Planning Summit in July 2017. She delivered a petition to the Secretary of State, calling on summit attendees to make commitments to improve global access to contraceptives and sexual health services, and to address family planning in a comprehensive way. We were delighted the summit committed to increase the UK contribution to provide family planning services to women in the world's poorest countries across Africa and Asia.

As part of the AstraZeneca Young Health Programme in October, we supported peer educators including Julian and Paul from Kenya, to attend One Young World – the pre-eminent global forum for young leaders.

“My experience at the One Young World 2017 was life changing. I was able to meet young leaders from all over the world who are making big impacts in their community, making me feel part of a revolution where young people are agents of change.” Julian, Kenya

Most recently in April 2018, youth advocates Hope and Georgina from Kenya and Viola and Norah from Uganda attended the Commonwealth Heads of Government Meeting in London. The attending Heads of Government responded to their calls by making concrete commitments to ending exploitation and modern slavery, including of women and girls, across the Commonwealth.



Sophie, 23, youth activist, Uganda

GOAL 3

RESILIENCE IN FRAGILE COMMUNITIES

Since July 2017, Plan International UK has responded to 9 disasters across Latin America, Africa, Asia and the Middle East. When an emergency happens, we respond as fast as possible with life-saving support and supplies including water, food and shelter.

We also help fragile communities to become more resilient and better prepared to cope with disasters. In total, we have reached more than one million people with our disaster risk management programmes.

This year, we have expanded our disaster preparedness work and continued our focus on child protection, education, gender and accountability.

Image: Akujang, 15, and her four month old baby, Anipe, South Sudan



PROVIDING ESSENTIAL DIGNITY KITS

In the immediate aftermath of an emergency we provide essential dignity kits for girls and women.

Each kit is unique to a country as it depends on what is needed. In some countries we have relationships with companies that make reusable sanitary pads, so they might be included too.

“During menstruation, I used to sit and stay all day long inside the tent. I could not move at all for a few days. After receiving the dignity kit, now I can move around my tent, help my mother in household chores; it’s so comfortable, I never used these before”, says Nurkaida, Bangladesh, after receiving a dignity kit from Plan International.



BANGLADESH DIGNITY KIT

- 1 Maxi (a long dress)
- 2 Cloth napkin x 6 strips
- 3 Bucket
- 4 Laundry soap x 2 bars
- 5 Underwear x 3 pairs
- 6 Torch
- 7 Slippers x 1 pair
- 8 Orna (a type of shawl)
- 9 Thami (a type of sarong)

HARNESSING COMMUNITY KNOWLEDGE

If you experienced a typhoon, fire, earthquake or conflict, would you know how to cope? What could help you to rebuild your life?

These are the questions we have been asking residents in the Philippines. Using traditional and social media channels we have presented the challenge in the three major Filipino languages (Bisaya, Iloko, Tagalog) and English, to find out if people have ideas on how to cope in an emergency.

Through the TULKAS (Towards Preparedness in the Philippines) project, over 450 people have submitted innovative ideas which will now be

refined and tested to select the most appropriate to improve disaster responses.

Potential innovations to test include:

- A board game for teaching children how to respond in emergencies – players will be asked to deal with a post-disaster scenario and complete survival tasks. Essential survival skills can be learnt from the activity.
- The Bakwit Kit (flat-packed evacuation tent) which could provide privacy and basic necessities in designated evacuation centres like gymnasiums or schools.
- Capturing the indigenous knowledge for forest management from elders, in order to preserve the forest and protect the environment from flooding.

DELIVERING LIFE-SAVING ASSISTANCE TO THE ROHINGYA REFUGEES

In August 2017, over 600,000 Rohingya people fled violence and attacks in Rakhine State, Myanmar and set up camp in Cox's Bazar, Bangladesh.

Initially camping in the open with little or no shelter and no access to clean water and toilets, many were sick or malnourished, with few belongings. Many had also witnessed or been subjected to

extreme violence and sexual assault. Hundreds of children were unaccompanied, leaving them at risk of human trafficking, sexual abuse, child labour and child marriage.

The Disasters Emergency Committee (DEC) launched a full-scale humanitarian response, which we joined, focusing on keeping children safe and providing access to water, sanitation and hygiene. In times of crisis, the DEC brings together 13 leading UK aid charities to maximise our impact and help children and families who need it most. Your response was amazing and Plan International UK's appeal raised £164,000.

This enabled us to provide water, sanitation and hygiene supplies, toilets and bathing spaces for 13,800 people and hygiene materials to over 2,000 adolescent girls. The next phase of our response is to help identify and document unaccompanied, separated and orphaned children. Through our child-friendly spaces and community support groups we will be able to provide much needed psychosocial support to girls, boys and their families.

Together with Save the Children and World Vision, we have produced *Childhood Interrupted: Children's voices from the Rohingya Refugee Crisis*, a report which explores children's experiences of the crisis. The interviews provided a platform for refugee children and children in host communities to speak out, to share their day-to-day experiences, needs and challenges, together with their fears and hopes for the future. By being aware of the specific concerns of children we can provide ever-more tailored responses.

LISTENING TO YOUNG PEOPLE

Two billion people now live in countries where their lives are affected by fragility, conflict and violence and it is the young that are affected most.

Yet there is little attention paid to their experiences, needs or capabilities. In many cases, young people, particularly young men, are seen as contributors to instability – part of the problem rather than part of the solution.

In partnership with the Institute of Development Studies, we have carried out research in Myanmar, Sierra Leone and Nigeria to look at the positive role that young people can play in re-establishing peace and security.

There are some inspiring activities taking place. In Sierra Leone, young people have organised local 'safe spaces' where young women and men can discuss their challenges and support each other. In Nigeria, youth seek to overcome ethnic and religious divisions by purposefully developing social and economic relationships with youth from different ethnic groups. In Myanmar, young people are volunteering in internally displaced people's camps and by distributing food and health supplies in conflict areas.

The research report, *Youth Action in Fragile Settings*, presents evidence like this to show that change is possible, and youth can contribute to achieve change. The report provides recommendations for policy makers and programme work which we will build on over the next few years.

BRAVE: THE GIRLS OF SOUTH SUDAN

Since independence in July 2011, armed conflict, economic insecurity and chronic underdevelopment in South Sudan have led to one of the world's greatest humanitarian crises with over four million people displaced and seven million in need of humanitarian assistance.

We supported those in need by distributing seeds and tools so households can grow their own crops and provide for their families. We have also been working in communities to improve nutrition, promote hygiene and distribute dignity kits to adolescent girls, so they can better manage their periods.

In May 2018 we visited the Lakes region to talk to some of the girls affected. While hunger remains a daily challenge for some, those supported by Plan International UK are now able to start to rebuild their lives.



Mary, 15

“My father was given seeds and tools by Plan International – this is when I went to school.”

“Our life now is good because of Plan International but before it was hard.” Mary, 15, South Sudan

“Last year my father had no food – my father had no work and we had nothing. Plan International came, and gave my father seeds, and some tools, and a watering can to water the seeds. He also got a hoe and a mosquito net. After my father was given these things by Plan International, we were able to cultivate and grow things that we could sell.” Helena, 15, South Sudan



Helena, 15

GOAL 4

DIVERSE AND EFFECTIVE PARTNERSHIPS

We know that by cooperating and collaborating we can move faster and achieve so much more. Diverse perspectives lead to great ideas, so we work with a variety of groups and organisations.

From having a new funding relationship with People's Postcode Lottery, to being a member of the Start Network to respond to small scale new emergencies, our partnerships mean we can change the lives of more people in need across the world.

Our invaluable partnership with over 80,500 child sponsors continues to be life-changing. Over 145,000 letters have been sent between sponsors and their sponsored children, 52 sponsors have visited their sponsored children and the impact on children's lives can be seen on a daily basis.

Image: Actor Natalie Dormer and Khadija, 18, Tanzania



**STAND WITH US.
SAY NO TO
CHILD MARRIAGE**

CELEBRITY SUPPORT

This year we were pleased to have significant support from our celebrity ambassadors.

“I began sponsoring in 1983. It seemed the perfect opportunity to help a child who hadn’t enjoyed all my advantages in life. Plan International UK is a very special organisation. Unique. I have now had the privilege of seeing how the organisation operates, actually on the ground in Brazil, and thereby witnessing the results of my sponsorship. To be part of this and to help some of these children to realise their hopes and ambitions is a real joy.” Sheila Reid, actor

To celebrate her and our 80th birthday, actor Sheila Reid visited Fernando, her sponsored child in Brazil. The trip secured some great media coverage that helped spread the word about the enjoyment of sponsoring a child.

“Through the letters and photos, you are literally seeing a child blossom before your eyes.” Beverley Knight, singer and actor

Beverley has sponsored children through Plan International UK for over 13 years, first Junior from Haiti and when he turned 18, Wansite, also from Haiti. This year she recorded a short film on what sponsorship means to her, inspiring others to support us too.

Natalie Dormer, actor, went to Tanzania to support our Because I am a Girl campaign and meet youth advocates campaigning to end child marriage.

“Supporting a girl to realise her rights is the best thing you can do, so she has room to make choices for herself.”
Natalie Dormer, actor

Natalie’s support generated lots of attention on social media and the campaign secured an incredible 49,000 petition signatures.

We are pleased to have the support of a new celebrity ambassador, make-up artist to the stars, Lisa Eldridge. By donating the proceeds from advertising on her YouTube channel, Lisa’s generous donations have to date helped empower 3,800 girls to participate in girls’ rights clubs in Uganda.



Sheila with her sponsored child, Fernando

PARTNERING TO IMPROVE EDUCATION IN LATIN AMERICA

“Our partnership with Plan International enables us to reach the most disadvantaged children, especially girls, and provide them with a safe and good-quality education so they can get a better chance in life.”

Piers Blake, Costa Foundation Director

Now into its third year, our partnership with Costa Foundation focuses on education in Latin America, specifically Guatemala, Honduras and Nicaragua. With Costa’s support, we have been able to construct and refurbish schools as well as support vital water, sanitation and hygiene programmes to ensure children, especially girls, stay in school.

In March this year, the Costa Foundation visited the communities they support in Madriz, Nicaragua. The project tackles bullying, negative attitudes towards girls and violence that lead to children, particularly girls, being denied access to education. This partnership has supported 19 schools and will reach over 4,500 children to provide training on these and other social issues.

This approach complements the project’s physical improvements to the schools and helps ensure that children gain access to and complete a quality education.

PLAYERS PARTNERSHIP

In another first, we are delighted to be partnering with the People’s Postcode Lottery (PPL). Thanks to the support of players of PPL, we have already received a generous £4.6 million in funding.

We anticipate 129,500 girls and boys will directly benefit from the first 18 months of this partnership.

One project being supported is being implemented in two camps in Gambella, Ethiopia, which is home to 34,000 South Sudanese refugees who have fled violent conflict. Ethiopians are opening their communities to refugees, but many have little to share. Thanks to PPL players, we are now able to deliver life-saving food, water and protection. We have set up child-friendly spaces where children have access to recreational activities, such as sport, art and storytelling, in a safe and protected environment.

“I am very happy, all the teachers and social workers support me. After school, I can play at the child-friendly centre with my friends.”

Grace, 9, South Sudanese refugee in Ethiopia

Amna washes her hands with soap, Pakistan



PARTNERING TO REDUCE DEATHS FROM DIARRHOEA IN PAKISTAN

In the Punjab province of Pakistan, Plan International UK and Reckitt Benckiser (RB) are striving to reduce deaths from diarrhoea.

Annually over 26,000 children under 5 die from diarrhoea in this region but we aim to reduce this

number significantly by using simple, effective and low-cost interventions based on the World Health Organisation and UNICEF's 7-point plan for treatment and prevention.

The project has focused on building demand for sanitation and hygiene education through social mobilisation and community engagement.

Highlights from the year include:

- an impressive 23,800 health and hygiene awareness-raising sessions that reached 456,000 people
- training over 850 Community Resource Persons to sensitise and mobilise communities

- to stop open defecation
- training over 500 female health workers to provide health promotion sessions and support community management of diarrhoea cases.

PARTNERING WITH CHELSEA FOOTBALL CLUB

Our partnership with Chelsea Football Club goes from strength to strength and we are delighted that in December, Chelsea committed to work with us for another 3 years.

The partnership is transforming children's lives around the globe, including helping children live free from violence in Colombia.

With their appeal we are able to raise funds and awareness globally. In the UK, for example, Plan International UK was allocated the Chelsea vs Newcastle game in December 2017 at Stamford Bridge which meant over £40,000 was raised from ticket sales. Plan International branding is on the back of the men's shirts at European matches and all women's matches in 2017–18 season, as well as appearing around Stamford Bridge – on the LEDs and in the match-day programmes as well as articles on the Chelsea website which engages millions of fans worldwide.

This year we hosted our third annual 'Champions of Change' cup – a unique opportunity to take over the pitch at Stamford Bridge and invite fans to follow in the footsteps of Blues legends. The event raised over £50,000.

We are also working closely with the Chelsea Foundation to engage with girls in the UK and encourage them to get into sport. In May, we invited 100 girls from local schools to Stamford Bridge for a 'Goals for Girls' event. The girls explored gender discrimination, the power of football and the barriers girls face on and off the pitch. The girls were joined by former Chelsea captain Katie Chapman and goalkeeper Carly Telford, who joined in on the pitch for drills and games, and spoke about the barriers they had faced, their motivations and why it's important to overcome them.



Girls playing football at Chelsea funded project

GOAL 5

ORGANISATIONAL EXCELLENCE

Plan International UK always seeks to work effectively and have as much impact as possible. This is our fundamental responsibility to the people we work with and those who generously support us.

We publish information about the work that we do, the money we spend, and what we're achieving. Throughout everything we do, we listen to those we work with. And we keep finding new ways to make sure our programmes get better and better, year on year.

This year we have used our new monitoring, evaluation and learning framework and theories of change to measure how our programmes are changing lives. We have been working with the Plan International family to standardise processes and ensure efficiency.

Image: Dominika, Plan International UK, and Deborah, South Sudan



READY TO RESPOND

To boost our ability to respond in crises, since 2017 we have employed ‘deployables’; staff who can travel to an emergency situation at short notice and provide immediate, high-quality support to ensure we help more people in crisis.

Dominika Kronsteiner joined Plan International UK as our first deployable. Depending on the type of emergency and in-country staff capacity, Dominika’s remit is to:

- set up or scale up operations
- support quality implementation on the ground, in particular ensuring donor compliance
- support additional fundraising for the emergency.

Often, in-country staff are overwhelmed following an emergency, as on top of the day job they have a full-scale response to manage. With a sole focus, deployables can really make a difference.

If needed, Dominika is ready to leave the UK within 48 hours. This year she has spent two months in Bangladesh, over two months in South Sudan and one month in Uganda.

“On every trip I have been so impressed with my colleagues and their ability to adapt and cope following an emergency. It can be extremely challenging. I am pleased we have decided to recruit more deployables to give staff on the ground the support they need.”

Dominika

Having worked in some of the most fragile and challenging conflict areas in the world, our deployables have a wealth of experience and expertise. With this knowledge and understanding they are best placed to ensure our response to any emergency is the best it can be.

PROTECTING THE ENVIRONMENT

Thanks to an amazing £1 million donation by a long-term supporter, we have been able to establish the ‘Future Plan Fund’.

The Fund’s ambition is to strengthen our approach to environmental sustainability and to integrate environmental considerations across the organisation.

The Fund piloted three innovative projects in coastal communities in Colombia, Kenya and Timor Leste to assess the impact of sustainable fishing and to see how other livelihood activities can protect the environment.

“This project has trained us in how to build water dams down the mountainside to collect and store water during the rainy season. We also learnt how to plant saplings around the water collection points to stabilise the ground and prevent run off. During the next rainy season we expect to collect large volumes of freshwater that we can use for cooking and watering our gardens during the dry season.” Community member, Timor Leste.

Girls wash their hands



The fund has also enabled Plan International to evaluate the environmental impact of all our programmes and ensures every project we deliver

minimises harm to the environment. We now have new measurable environmental sustainability targets to continue this good practice.

ALWAYS LEARNING AND IMPROVING

One important part of our commitment to learn and improve is rigorous evaluation of our work on the ground.

Three years on from the devastating earthquake in Nepal, we commissioned an external evaluation of our response to see how we can improve our work in an emergency.

Plan International Nepal was one of the first international non-governmental organisations to respond to the emergency in the Dolakha

region. The evaluation highlighted that Government authorities cited their continued appreciation for this timely support.

The evaluation found that this was a well-planned project overall, responding to the needs of some of the most vulnerable people.

While many needs remain, the evaluation highlighted:

- the distribution of winter materials (e.g. clothing, blankets, bed foam) showed a high level of satisfaction amongst most beneficiaries
- water, sanitation and hygiene training was greatly appreciated
- menstrual hygiene facilities have been greatly



In Nepal, this woman's community received support from Plan International after the earthquake

- improved at participating schools
- livelihood support for young and vulnerable women to enable them to gain their own income was also widely appreciated.

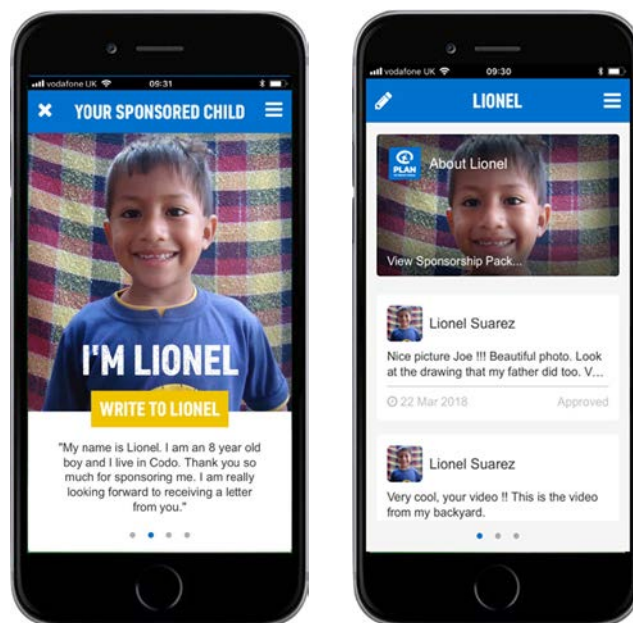
We have areas to improve, including for example ensuring our safeguarding processes are taken up by the newly appointed Government employees. We need to embed our expertise and keep all children safe.

As part of our commitment to work as effectively as possible, we will take the lessons from this evaluation and adapt and further develop our emergency response.

A DIGITAL REVOLUTION IN SPONSORSHIP

This year, we have been piloting a digital first for child sponsorship. Our new app has the potential to transform communications between sponsored children and their UK sponsors, making it much easier to keep in touch.

The pilot of Plan Connect has linked 300 UK sponsors with girls and boys in one community in Codo, Brazil. Smartphone or tablet users can send and receive texts, images and videos with their sponsored child. The app enables sponsors to build a connection with their sponsored child and learn about their lives.



Screenshots from Plan Connect

Written content is automatically translated into local languages and internal controls ensure we are able to keep our rigorous safeguarding processes in place.

The app also includes a channel dedicated to updating the sponsor on Plan International's work in the child's region and a video overview so sponsors can see their impact.

The pilot phase ends in autumn 2018 and if successful, we will look to develop the app so that we can provide the service to more sponsors in more locations.

Alison, 13, and her sister in Nicaragua



LOOKING FORWARD

As we look ahead and drive forward our strategy, the following work will be crucial in helping us to fulfil our vision of a just world for all children, and girls in particular.

Goal 1: Equality for girls

- Contribute to policy change on trafficking and exploitation of adolescent girls in two countries.
- Increase our active campaigners to stand in solidarity with girls around the world and champion girls' rights globally and in the UK.
- Develop two new programmes for UK girls that empower girls to secure their rights.

Goal 2: Young people empowered into successful adulthood

- Support projects around the world to enable children to realise their rights and their full potential.
- Facilitate the engagement of young people from around the world to campaign for the change they want to see in the world.
- Support young people with the skills, knowledge and confidence they need to find work and secure a stable future.
- Continue to establish Plan International UK as the lead global agency in adolescent health and non-communicable disease prevention through our leadership of the Young Health Programme.

Goal 3: Resilience in fragile communities

- Position Plan International UK as a leading agency focusing on adolescent girls in emergency and fragile contexts.
- Continue to develop effective programmes and policies on disasters and resilience to support vulnerable children.
- Conduct and publish new research on girls in protracted crises and the trafficking of girls in humanitarian and fragile contexts.

Goal 4: Diverse and effective partnerships

- Explore innovative new approaches to delivering international development support through charity, government and corporate partnerships.
- Continue to develop and improve our child sponsorship programme including exploring innovative digital communications.

Goal 5: Organisational excellence

- Ensure we mainstream gender and disability transformative approaches across our work.
- Deliver best-practice, value-for-money programmes and activities that meet all donor requirements.
- Continue to ensure all staff are trained on safeguarding children and young people, including reporting on safeguarding.
- Meet the increased International Aid Transparency Initiative standards.
- Ensure ongoing compliance with new data protection legislation.

FUNDRAISING STATEMENT

Plan International UK aims to build strong, respectful and transparent relationships with our financial supporters. It is only through the generosity of individuals, companies and organisations that our work is possible.

In turn, we know that for our supporters, their charitable giving is an important and positive part of their lives. Therefore, we will always strive to achieve the highest standards in our fundraising and communication with supporters.

The following principles guide all of our fundraising:

- We aim to inspire people to give to or raise money for Plan International UK.
- We thank supporters appropriately and demonstrate the difference their money makes.
- We keep supporters' data secure and do not sell or share it for marketing purposes.
- We are proudly registered with the Fundraising Regulator and we ensure all our fundraising is compliant with the Code of Fundraising Practice, and we monitor this regularly through our fundraising compliance working group.
- We manage agencies and professional fundraising organisations working for us closely and demand high standards of them to ensure supporters and the wider public do not feel pressured to give and are treated with respect at all times, with a particular focus on the protection of vulnerable people.
- We undertake a series of checks to ensure fundraising partners and agencies are financially viable, and meet our ethical criteria, prior to working with them.
- We make sure our fundraising partners and agencies are monitored appropriately and undertake face-to-face visits, mystery shopping and call listening.
- We listen to supporters and act on their communication requests.
- We endeavour to build long-term relationships with our supporters, enabling them to support the charity in all the different ways they choose.
- We genuinely appreciate feedback from supporters and the public and have procedures in place to review our fundraising activities in light of feedback and complaints we may receive. In the calendar year 2017, there were a total of 147 complaints relating to our fundraising activity. 65% of these complaints were relating to direct mail, 11% to telephone fundraising, 12% to face-to-face fundraising, 7% to email fundraising, and 5% to television fundraising. We continuously seek to improve and are pleased that complaints have reduced from 272 in 2016 (a drop of 46%).

FINANCIAL REVIEW

Year to 30 June 2018

INCOME

Our income for the year to 30 June 2018 was £66.7m. This represents a £2.4m or 4% increase compared to the previous financial year due primarily to our new partnership with the People's Postcode Lottery (PPL). PPL are our new external lottery manager and run society lotteries on our behalf. In the year to 30 June 2018, these society lotteries generated an additional £4.6m for us. We were also able to grow our institutional donor portfolio by £1.0m to £26.1m.

These results represent a significant success in a year in which securing income continued to be challenging, highlighting again our supporters' commitment and faith in our ability to deliver change for children in the world's poorest countries.

Our new relationship with PPL is in line with our strategic goal to develop diverse and effective partnerships and this additional funding allowed us to reach some of the world's most vulnerable children and young people, and to strategically invest for the future. The society lottery income that was not able to be spent in the year (as some of the lotteries took place in the last three months of the year) has been designated by the Trustees for our new Programmatic and Strategic Development fund and will be spent in full next year. Our existing relationships with key major partnerships (corporate partners, trusts,

foundations and major donors) also continued to prosper.

We were able to secure additional institutional awards which enabled us to respond to disasters, including a significant increase in funding from European Civil Protection and Humanitarian Aid Operations (ECHO) which has allowed us to expand our existing programmes in child protection and education in emergencies.

We continued to receive strong support from individual donors this year, despite the difficult fundraising environment. There were 80,573 sponsors sponsoring 85,716 children at 30 June 2018.

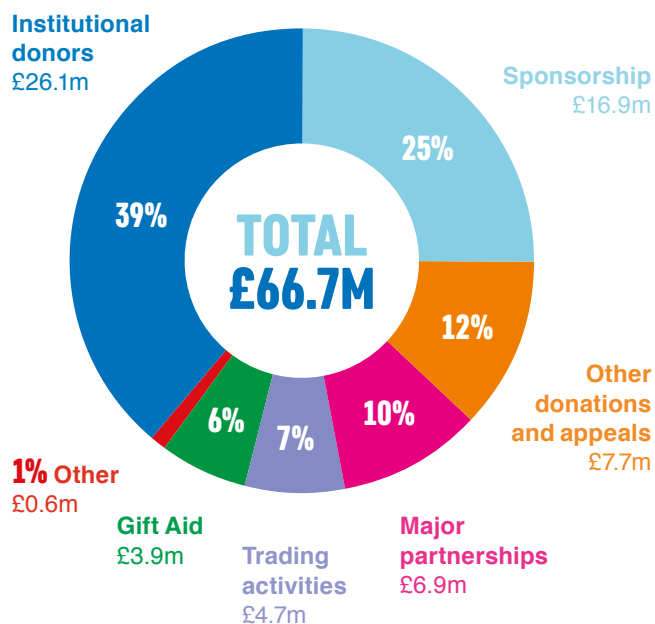
In addition, we also received over £1m for our Girls Fund, demonstrating continued support for our work in promoting girls' rights and equality, as well as supporting girls and their communities to stop harmful traditional practices such as female genital mutilation (FGM) and child marriage. The Girls Fund is included in our total of £7.7m received for other donations and appeals.

In the year to 30 June 2018, 11.1% of our income was spent on fundraising activities. This includes all our sponsorship activities, fundraising appeals, and the cost of submitting bids for funding to institutional donors and corporates. 8.0% of our income was spent on support costs, such as finance, human resources and information technology. These services play a crucial role in providing core organisation-wide support enabling us to be able to deliver for children. A total of 19.1% of our income was therefore

spent on fundraising activities and support costs, a reduction on 19.6% last year, and in line with our commitment not to spend more than 20% of our income on these critical activities.

The remaining 80.9% of our income was applied to fund our programme activities either in the year or in the next year, by being held as either restricted funds or in our Programmatic and Strategic Development fund.

WHERE OUR INCOME CAME FROM IN 2017/2018



EXPENDITURE

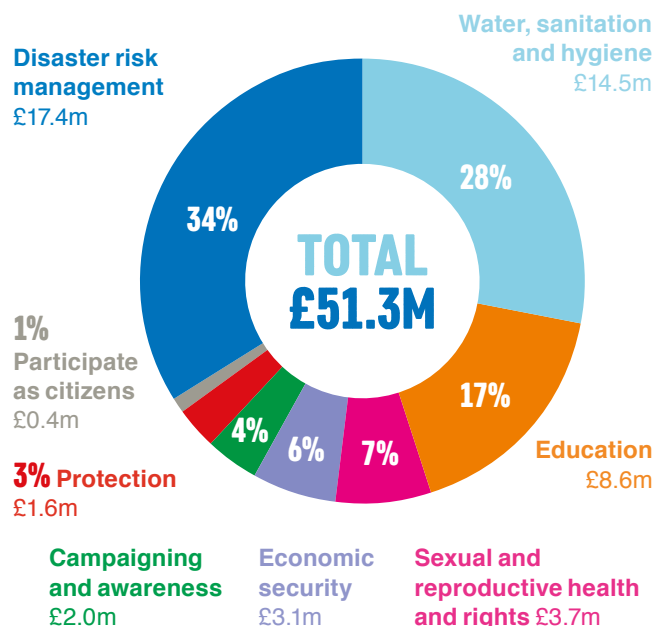
In the year to 30 June 2018, we spent £62.2m to help build a better future for children in some of the world's poorest countries. Of this, £51.3m was spent on our charitable activities, representing 82.5% of our expenditure for the year. The Water, Sanitation and Hygiene (WASH) Results Programme in Bangladesh and Pakistan was successfully concluded in March 2018, and an extension phase will continue to 2021, delivering WASH facilities, information and training in Bangladesh.

Other key projects during 2017/2018 included phase two of the Girls' Education Challenge project supporting marginalised girls in Sierra Leone, our work on the DFID BRACED project building resilience in Myanmar, our response to Typhoon Haiyan in the Philippines, and the DFID Flood Recovery and Empowerment project in Bangladesh. We also continued our advocacy and campaigning work promoting girls' rights and equality.

When the support costs shown above are allocated across the areas of work they support, as required by charity accounting rules, 82.5% of our expenditure was on charitable activities, with 12.4% of expenditure on fundraising activities, and 5.1% on support costs.

Of our spend on charitable activities, 62% was on our long-term development work, emergency response and disaster preparedness work made up 34%, with 4% on campaigning and awareness.

BREAKDOWN OF CHARITABLE ACTIVITIES IN 2017/2018



The total of £51.3m given above matches the total charitable activities expenditure given on the consolidated Statement of Financial Activities (p59).

RESERVES AND FUNDS

Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Reserves are also known as general funds. Our general funds increased in the year from £5.5m to £7.3m, putting them above our reserves range. This is mainly due to our new relationship with PPL where we were able to use PPL funding in lieu of general funds (for more details, see our reserves policy, p51).

We have two designated funds, the tangible fixed asset fund and the Programmatic and Strategic Development fund.

Our tangible fixed asset fund represents long-term assets such as leasehold property improvements and this has decreased slightly from £1.6m to £1.4m during the year.

The Programmatic and Strategic Development fund represents funds received from the People's Postcode Lottery (PPL) which were not spent by year end. The Board of Trustees have agreed that these funds will be spent on specific programmatic areas, organisational excellence initiatives and strategic development. The fund was established during the year and was £2.9m as at 30 June 2018 and these funds will be spent in full next year.

Together, general funds and designated funds form our unrestricted funds.

Restricted funds of £4.7m (2017: £4.6m) represent donations and grants that will be spent in the following year on our programme work. Most of our programmes are delivered through Plan International Inc, and we remit funds to them monthly.

PRINCIPAL RISKS AND UNCERTAINTIES

Plan International UK recognises that there are risks inherent in delivering our charitable objectives.

Plan International UK operates in highly unpredictable environments. Consequently, our work is often shaped and influenced by the taking or avoidance of risk.

The expectation is not to eliminate all risk but rather to set out a management system and governance oversight whereby significant risks can be identified, assessed, mitigated, monitored and reported across the organisation.

In 2018 a revised Plan International Global Risk Policy applicable to all Plan International members was introduced. This includes a global risk appetite statement, which defines the level and nature of risk considered acceptable to achieve our objectives.

Recognising and analysing our risks is a key part of understanding how we operate and it is therefore important that we manage our risks effectively in order to promote the achievement of our objectives.

Our organisational risk register is kept up-to-date by senior management and reviewed quarterly by our Management Board, our Audit, Finance and Risk Committee and our Board of Trustees.

The trustees consider the principal areas of risk to include:

The safety of the children we support

- We work to advance children's rights and the foundation of this is to safeguard them from harm. This includes keeping our policies and practices under review, and making changes to reflect our learning and changes in our strategy and how we work with children and young people.
- We were shocked and saddened by revelations made in 2018 about misconduct by staff working for aid and development agencies. We are fully committed to efforts among NGOs, Government and the United Nations to make sure we do everything within our power to prevent and stop abuse, including strengthening our approaches to safeguarding and creating a culture that encourages staff to speak out.
- In October 2017, the Board of Trustees approved a revised and improved safeguarding children policy which was extended to include young people (aged 18–24) for the first time. We have made it clearer how staff can report any concerns and provided further information about our responsibilities on safeguarding within programmes. We also refreshed our statement on safeguarding children and adults, published on our website.
- We continue to work closely with Plan International Inc to ensure compliance with global safeguarding standards. These include carrying out disclosure and barring service checks for all employees and volunteers working with children, and

mandatory safeguarding training for all our staff. In 2018 safeguarding refresher training was implemented and an internal audit of our safeguarding practices was undertaken by BDO LLP.

Maintaining high quality and effective programmes

- We work to ensure delivery of a high quality, effective programme portfolio, increasing our focus on measuring and reporting the impact and value for money of our work, and maintaining transparency through, for example, International Aid Transparency Initiative (IATI) reporting.

Ensuring a sustainable financial model

- We work to ensure that our finance and funding model maximises our impact for our beneficiaries and provides long term sustainability. We continue to monitor the impact of the result of the EU referendum and will work with other charities to seek a means of continuing to access European Commission (EC) funds that help bring lasting change to the lives of the world's poorest girls and boys.

Continued compliance with all legal and regulatory requirements

- We are committed to complying with all UK legal and regulatory requirements. We will not be used as a vehicle for money laundering, terrorist fundraising or tax evasion and will continue to ensure we have appropriate policies and procedures in place. We continue to engage with ongoing management of the changes to fundraising compliance to

ensure we remain compliant. As a gambling licence holder (licence obtained by our trading subsidiary FPPI UK) we are committed to ensuring compliance with the Gambling Commission's Licence Conditions and Codes of Practice (LCCP).

- Our Board of Trustees approved our refreshed anti-slavery and human trafficking statement which is published on our website. We continue our programme of work to review and monitor our policies, procedures, agreements and training, to ensure that contributing to modern slavery and human trafficking has no place in Plan International UK.
- We established a Data Protection project and took forward a programme of work to ensure our readiness for the General Data Protection Regulation (GDPR) and the Data Protection Act 2018 which came into effect from 25 May 2018. The Board of Trustees was updated on progress at each board meeting and recorded their commitment to compliance with GDPR and all data protection requirements.

Plan International UK credit risk is addressed under the Financial Risk Management section (p52).

GOVERNANCE AND MANAGEMENT

HOW PLAN INTERNATIONAL UK IS GOVERNED AND MANAGED

Plan International UK is a charitable company limited by guarantee, incorporated under the name Plan International (UK). The members of Plan International UK are our trustees, whose liability is limited to £10 each. None of them has any personal financial interest in Plan International UK's contracts or its funds.

Plan International UK is governed by our Board of Trustees. The Board meets regularly and is responsible for setting Plan International UK's strategic direction, as well as for our overall governance, including signing the Trustees' Annual Report. The Board also oversees Plan International UK's management, with day-to-day responsibility delegated to the Management Board. The Management Board is made up of the Chief Executive and directors as listed on p55.

New trustees are appointed by the Board making sure that, collectively, the Board has the skills and experience needed to enable us to operate effectively. Our new trustee appointments are dependent on the suitability of their skills and experience and are made after a formal selection and interview process. All new trustees are invited to attend a comprehensive induction with a full agenda covering all areas of our activities. Trustees receive ongoing training throughout the year. In 2018 we updated our website with short

biographies of our Board of Trustees to highlight the skills and experience they bring to the Board and their motivation for joining.

A two-year Board Effectiveness Plan was reviewed and completed in April 2018. This plan included resilience planning for the Chair role through the creation of a Deputy Chair role, increased trustee interactions with staff and increased procedures regarding trustee accountability for programme quality.

The Board of Trustees welcomed the new charity governance code introduced in July 2017. The Board reviewed the code noting that the charity applies the principles of good governance. The Board of Trustees also identified areas for improvement which will inform a Board Development Plan. Plan International UK has an Audit, Finance and Risk Committee (AFRC) which is made up of three trustees and one independent member. The AFRC receives regular updates on Plan International UK's financial position, monitors the performance of our internal and external auditors, and reviews internal financial control, the audit process, risk-management processes and the annual budget and the Trustees' Annual Report.

In the financial year to 30 June 2018, the AFRC oversaw the implementation of the audit plan of BDO LLP, our internal auditors. Four internal audits were conducted during this year. The audits covered our risk management, treasury management, safeguarding, and staff security arrangements for travel in high risk countries. In addition to this, a follow-up audit was conducted

to review progress made on recommendations arising from previous year audits. Actions arising from these audits have been logged and addressed by management and reported to and monitored by the AFRC.

Plan International UK also has a Remuneration Committee made up of two trustees. It sets Management Board salaries and approves the annual pay review proposal as well as any significant issues relating to the development and review of our pay policy.

Plan International UK forms a Nominations Committee as and when required to oversee the appointment of trustee and Youth Observer posts. In 2017 a Nominations Committee was formed to oversee the appointment of a new Chair of the Board of Trustees.

The members of the Board of Trustees, the AFRC, the Remuneration Committee and the Management Board are shown on p55.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of Plan International UK for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have prepared the financial statements in accordance with United Kingdom Accounting Standards, comprising FRS 102, the

Financial Reporting Standard applicable in the UK and Republic of Ireland, and applicable law (United Kingdom Generally Accepted Accounting Practice). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2015).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible

for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken as trustees to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

HOW PLAN INTERNATIONAL UK OPERATES WITHIN THE PLAN INTERNATIONAL GLOBAL FAMILY

Plan International is an international development organisation that works with children, families and communities in the world's poorest countries. We strive for a just world that advances children's rights and equality for girls.

To enable us to do this, Plan International is organised into separate legal entities which, in the year ended 30 June 2018, included 20 National Organisations, Plan International Inc, and their

subsidiaries. Both the National Organisations and Plan International Inc have subsidiaries, usually because they are required under tax law; for example, in the case of Plan International UK, to carry out non-charity trading.

Programme delivery is carried out through country offices in 51 countries by Plan International Inc, a not-for-profit organisation incorporated in the USA. Plan International UK and the other National Organisations raise funding for these programmes from a range of donors (e.g. institutional donors, corporates, trusts, foundations, major donors), signing contracts with the donors as applicable and then providing grant management support to the country offices which directly implement the programmes. The National Organisations also represent Plan International's work in their countries through raising funds from individual giving, through campaigning, and through managing the relationship between child sponsors and their sponsored children.

The 20 National Organisations are the members of Plan International Inc. The Members' Assembly, which takes place twice every year and to which each National Organisation sends delegates, is Plan International's highest decision-making body and sets high-level strategy and direction for the global organisation. The Members' Assembly also elects the Board of Directors of Plan International Inc, which is accountable to the Members' Assembly for all its decisions.

The Board of Directors of Plan International Inc monitors the compliance of National Organisations and Plan International Inc

with global standards as set by the Members' Assembly.

Plan International UK's financial results are included in the worldwide combined financial statements prepared by Plan International Inc. Although these are not statutory statements, and are not authorised as such by either the Board of Plan International UK or the Board of Plan International Inc, they are prepared in accordance with International Financial Reporting Standards and can be downloaded at: www.plan-international.org

PUBLIC BENEFIT

Our Trustees' Annual Report clearly sets out in detail our charitable activities, which we have carried out in line with our charitable objectives.

These objectives are:

- to prevent and/or relieve poverty
- to advance education
- to advance health

In each case for the public benefit particularly by, but not limited to, providing social and development services to advance those objects and/or financial and material assistance for the benefit of children, their families and communities in charitable need.

As such, the trustees are confident that Plan International UK has complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

GRANT-MAKING POLICY

Through its country offices, Plan International carries out programmes which create a better future for millions of children in developing countries. Most of our programmes take place in the countries and communities where Plan International sponsored children live. Plan International UK's funds are granted to Plan International Inc to be sent on to Plan International country offices and local partners in accordance with grant agreement documents between Plan International UK and Plan International Inc.

Occasionally, where it is the best way to reach the communities we work with, we make grants to other charities. These charities are selected based on their experience, governance and ability to contribute positively to our work with children in developing countries. Performance is monitored closely to ensure grants are spent appropriately in line with our charitable objectives.

RESERVES POLICY

Each year, the trustees review the reserves range, i.e. the level of general funds that should be held in reserves, rather than spent on our charity's activities. With a significant proportion of income arising from child sponsorship, we can predict much of our total monthly income with a reasonable degree of confidence. However, income from appeals and grants is more difficult to predict and holding some general funds in reserve is essential, e.g. to ensure we have sufficient liquidity to manage our business and to ensure that our ability to carry out our work is protected against any unexpected negative financial events.

Our reserves range is based on maintaining sufficient general funds to cover our anticipated working capital needs for three months, this being considered sensible both operationally and from an analysis of risks to our unrestricted income fundraising streams and our expenditure commitments. General funds are therefore expected to be in the range of £4.3m to £5.3m. At 30 June 2018, our general funds were £7.3m, which is £2.0m above the top of our reserves range, mainly due to our new relationship with PPL where we were able to use PPL funding in lieu of general funds. We intend to spend down this surplus over the next few years to bring us in line with our reserves policy.

FINANCIAL RISK MANAGEMENT

Goods and services purchased are subject to contracts with suppliers based on market prices. Plan International UK has no exposure to investment price risk as it holds no listed or other equity investments, with the exception of the investment in FPPI UK Ltd referred to below.

Most of Plan International UK's transactions are denominated in sterling and therefore we do not face significant currency risks. The purchasing power of funds transferred to Plan International Inc is affected by the strength of the donor currency against the local currencies in the countries in which those funds are spent. This risk is managed by Plan International Inc. Plan International UK does not enter into foreign exchange contracts for speculative reasons.

The majority of amounts receivable at year-end relate to institutional donors, and the associated

credit risk is therefore considered to be low. Plan International UK keeps the credit rating of its banks under review and has no external borrowings. Our reserves policy, combined with our remitting funds to Plan International Inc only after receipt, results in a low exposure to liquidity risk.

GOING CONCERN

With general funds at 30 June 2018 of £7.3m, and net current assets at year-end of £15.9m, it is considered by trustees that Plan International UK has sufficient resources and liquidity to continue, for the foreseeable future, to manage our operations efficiently whilst maintaining a suitable flow of funds to Plan International Inc to be spent fulfilling our charitable objectives.

Our planning process, including financial projections and reserves policy, has taken into consideration the current economic and political climate and its potential impact on future income. We believe that there are no material uncertainties that call into doubt our ability to continue in operation. Accordingly, these financial statements have been prepared on a going concern basis.

REMUNERATION POLICY

All roles within Plan International UK are evaluated and assigned a grade. We aim to pay at the median market rate and each role has a spot rate assigned to it which then sits within the wider salary band.

Each year, spot rates are reviewed, based on market changes, using a range of sources and taking account of affordability. Management

consult with our Staff Council, and a pay review proposal is submitted to the Remuneration Committee. The committee reviews this proposal and any significant issues relating to the development and review of the pay policy and makes the decision on the proposal. Staff costs are set out in note 7 of the financial statements.

Plan International UK is a London Living Wage employer and ensures that everyone, including interns and apprentices, are paid at this level or above. This also applies to contractors, e.g. cleaners and security staff.

STAFF AND VOLUNTEERS

The number of staff employed by Plan International UK changed from 168 full-time and 22 part-time at the start of the financial year to 167 full-time and 29 part-time employees at the end.

The ratio of the gross salary of the lowest paid staff member (excluding interns and apprentices) to that of the highest paid is 1:5.6.

The ratio of the gross salary of the median salary (excluding interns and apprentices) to that of the highest paid is 1:3.2.

We are also very fortunate to benefit from the support of volunteers and people on work placements, who provided 3,684 working hours based on recorded attendance (2017: 3,349 hours). Their dedication has helped us to carry out research and improve our administration. They have also provided essential support to all parts of the organisation, meaning that we've been able to enhance our relationship with our supporters and our beneficiaries.

We are renewing our accreditation through Investing in Volunteering and seek to continuously improve our work with volunteers. The Board of Trustees of Plan International UK would like to thank all staff and volunteers for their commitment to Plan International and their efforts over the year.

GENDER PAY GAP

Though we are not required to calculate and report on our gender pay gap, as champions of girls' rights and as a responsible employer we wanted to carry out this important analysis and communicate the results in an open and transparent way.

In February 2018 Plan International UK's median gender pay gap was 3.2% and the mean gender pay gap was 9.0%.

Our median gender pay gap is significantly below national levels; 8.8% lower than the national average of 12.0%*. Our mean gender pay gap is also below national levels; 5.5% lower than the national average of 14.5%*.

Analysis by The Guardian newspaper has shown the median gender pay gap in the charity sector is 5.4%; meaning Plan International UK's median gender pay gap is 2.2% lower than the charity sector median.

The Management Board and Senior Management Team will work over the coming year to seek ways to reduce the gender pay gap further.

*National averages are based on April 2017 data

THE ENVIRONMENT

We are very aware of the environmental impact of our activities, and the fact that it is the most vulnerable communities in developing countries who are most impacted by climate change. We monitor gas, electricity, water and paper use in our Finsgate office, and air and train travel, in order to measure our environmental impact, with a particular focus on our carbon footprint, as per our Environmental Sustainability Policy.

FOSTER PARENTS PLAN INTERNATIONAL (UK) LTD

Plan International UK has a subsidiary company (note 10 of the financial statements), Foster Parents Plan International (UK) Ltd (FPPI UK), to carry out trading activities on behalf of Plan International UK. FPPI UK's results are consolidated into Plan International UK's group financial statements in accordance with the requirements of Financial Reporting Standard 102. At 30 June 2018, the directors of FPPI UK comprised one member of Plan International UK's Management Board and Plan International UK's Company Secretary as shown on p55. Plan International UK owns 100% of the issued share capital (£2) of FPPI UK.

The activities of the trading subsidiary are conducting society lotteries (Gambling Commission licence numbers 000-049158-N-326958-002 and 000-049158-R-326957-002), licensing of the use of Plan International trademarks to third parties, primarily corporate partners of Plan International UK, and carrying out other non-primary purpose trading activities. Turnover of the trading subsidiary in 2018 was £4,633,000 (2017: £65,000). The subsidiary's taxable profits are donated under a deed of covenant to Plan International UK. In 2018 this was £4,613,000 (2017: £43,000). The large increases against prior year are because income from the society lotteries (operated through the People's Postcode Lottery (PPL) and new in 2018), are accounted for as trading income within FPPI UK.

The directors of FPPI UK Ltd have signed its 2018 directors' report and financial statements and believe it is a going concern. The company has few expenses and projected income in 2019 will ensure the company is able to meet its liabilities as they fall due.

LEGAL AND ADMINISTRATIVE INFORMATION

ROYAL PATRON

- HRH the Duke of Edinburgh KG, KT

TRUSTEES

- Professor Sir Ian Diamond – Chair (appointed 25 April 2018)
- Lady Amanda Ellingworth (resigned as Chair on 24 April 2018 but remains a trustee¹)
- Richard Laing – Deputy Chair^{2,3}
- Olivia Beecham
- Hanah Burgess²
- Jane French^{2,3}
- Javaid S Khan (resigned 6 March 2018)
- Spencer McHugh
- Meredith Niles
- Lara Oyesanya
- Gillian Smith
- Richard Street
- Adam Wood

MANAGEMENT BOARD

- Tanya Barron – Chief Executive
- Simon Bishop – Deputy CEO (appointed 1 January 2018) and Director of Policy & Programmes
- Bill Cunningham – Director of Finance & IT⁴
- Mike Thiedke – Director of Public Engagement⁴ (resigned 13 April 2018)
- Sarah West – Interim Director of Communications & Campaigns (appointed 1 April 2018)
- Alan Gosschalk – Interim Director of Fundraising (appointed 9 April 2018)

COMPANY SECRETARY

- Kristen Morgan⁴

REGISTERED OFFICE

Finsgate, 5–7 Cranwood Street,
London EC1V 9LH

Tel: 0300 777 9777 (UK)
+(44) 20 7608 1311 (Non-UK)
Fax: 0300 777 9778 (UK)
+(44) 20 7253 9989 (Non-UK)

INDEPENDENT AUDITORS

PricewaterhouseCoopers LLP
1 Embankment Place, London WC2N 6RH

SOLICITORS

Russell-Cooke LLP
2 Putney Hill, London SW15 6AB

BANKERS

Barclays Bank PLC
Church Street East, Woking GU21 6AE

The Trustees' Annual Report, including the Strategic Report, was approved by the Board of Trustees on 4 October 2018 and signed on its behalf by:



Professor Sir Ian Diamond
Chair, Plan International UK
Date: 4 October 2018

¹ Also a Trustee of Plan International Inc

² Member of the Audit, Finance and Risk Committee, which also includes Beverley Tew as an independent member

³ Member of the Remuneration Committee ⁴ Director of Plan International UK's trading subsidiary, FPPI (UK) Ltd

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PLAN INTERNATIONAL UK

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Opinion

In our opinion, Plan International UK's group financial statements and parent charitable company financial statements (the 'financial statements'):

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 30 June 2018 and of the group's incoming resources and application of resources, including its income and expenditure, and of the group's cash flows, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Plan International UK Trustees' Annual Report 2018 (the "Annual Report"), which comprise: the consolidated and charity balance

sheets as at 30 June 2018; the consolidated statement of financial activities (incorporating the income and expenditure account) for the year ended 30 June 2018; the consolidated statement of cash flows for the year ended 30 June 2018; and the notes to the financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the *Auditors' responsibilities for the audit of the financial statements* section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (UK) require us to report to you when:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the

group's and parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the group's and parent charitable company's ability to continue as a going concern.

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we

conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (UK) require us also to report certain opinions and matters as described below.

Strategic Report and Trustees' Report

In our opinion, based on the work undertaken in the course of the audit, the information in the Strategic Report and the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and the Strategic Report and the Trustees' Report have been prepared in accordance with applicable legal requirements.

In addition, in light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we are required to report if we have identified any material misstatements in the Strategic Report and the Trustees' Report. We have nothing to report in this respect.

Responsibilities for the financial statements and the audit

Responsibilities of the trustees for the financial statements

As explained more fully in the Statement of Trustees' Responsibilities set out on p49 and p50, the trustees are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that

they give a true and fair view. The trustees are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group and parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the charity's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

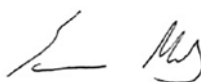
OTHER REQUIRED REPORTING

Companies Act 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- we have not received all the information and explanations we require for our audit; or
- adequate accounting records have not been kept by the parent charitable company or returns adequate for our audit have not been received from branches not visited by us; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns.

We have no exceptions to report arising from this responsibility.



Simon Morley (Senior Statutory Auditor)

for and on behalf of PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
London

4 October 2018

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

(incorporating the income and expenditure account) for the year ended 30 June 2018

	Note	Unrestricted funds £000	Restricted funds £000	2018 Total £000	Unrestricted funds £000	Restricted funds £000	2017 Total £000
INCOME FROM:							
Donations	2						
Sponsorship		16,884	-	16,884	17,524	-	17,524
Gift Aid		3,941	-	3,941	4,094	19	4,113
Other donations and appeals		5,208	2,473	7,681	4,471	4,170	8,641
		26,033	2,473	28,506	26,089	4,189	30,278
Charitable activities							
Institutional donors	3	-	26,056	26,056	2,051	22,959	25,010
Major partnerships	4	-	6,890	6,890	110	8,092	8,202
		-	32,946	32,946	2,161	31,051	33,212
Trading activities	5	4,662	-	4,662	65	-	65
Other	5	597	-	597	707	-	707
Total income		31,292	35,419	66,711	29,022	35,240	64,262
EXPENDITURE ON:							
Raising funds	6	10,210	236	10,446	9,875	497	10,372
Charitable activities	6	16,173	35,127	51,300	18,158	34,490	52,648
Other		409	-	409	440	-	440
Total expenditure		26,792	35,363	62,155	28,473	34,987	63,460
Net income		4,500	56	4,556	549	253	802
Funds brought forward		7,084	4,616	11,700	6,535	4,363	10,898
Funds carried forward	15	11,584	4,672	16,256	7,084	4,616	11,700

All income and expenditure relates to continuing activities. There are no recognised gains or losses other than those included above and therefore no separate statement of comprehensive income has been prepared. There is no material difference between the net income and movement in funds stated above and their historical cost equivalents.

CONSOLIDATED AND CHARITY BALANCE SHEET

as at 30 June 2018

	Note	Group 2018 £000	Group 2017 £000	Charity 2018 £000	Charity 2017 £000
Fixed assets					
Tangible assets	9	1,393	1,562	1,393	1,562
Total fixed assets		1,393	1,562	1,393	1,562
Current assets					
Debtors	11	8,100	7,466	8,134	7,506
Cash at bank and in hand		16,782	11,019	16,725	10,969
Total current assets		24,882	18,485	24,859	18,475
Current liabilities					
Creditors: amounts falling due within one year	12	(8,938)	(7,327)	(8,915)	(7,317)
Net current assets		15,944	11,158	15,944	11,158
Total assets less current liabilities		17,337	12,720	17,337	12,720
Provisions for liabilities and charges	13	(1,081)	(1,020)	(1,081)	(1,020)
Total net assets		16,256	11,700	16,256	11,700
Funds					
General funds	15	7,251	5,522	7,251	5,522
Designated funds	15	4,333	1,562	4,333	1,562
Unrestricted funds	15/16	11,584	7,084	11,584	7,084
Restricted funds		4,672	4,616	4,672	4,616
Total funds		16,256	11,700	16,256	11,700

The charity's net surplus for the year was £4,556,000 (2017: £802,000). The notes on pages 62 to 85 form part of the financial statements. Approval of the financial statements on pages 59 to 85 was delegated by the Board of Trustees to the below trustees on 4 October 2018, who have signed on their behalf on 4 October 2018.



Professor Sir Ian Diamond
Chair of Plan International UK



Richard Laing
Chair of the Audit, Finance and Risk Committee

Registered Company No 1364201 Registered Charity No 276035

CONSOLIDATED STATEMENT OF CASH FLOWS

for the year ended 30 June 2018

	2018 £000	2017 £000
Cash flows from operating activities:		
Net cash inflow from operating activities	5,851	530
Cash flows from investing activities:		
Dividends, interest and rents from investments	36	17
Purchase of property, plant and equipment	(152)	(431)
Change in cash and equivalents due to exchange rate movements	28	(261)
Change in cash and cash equivalents in the year	5,763	(145)
Cash and cash equivalents at the beginning of the year	11,019	11,164
Cash and cash equivalents at the end of the year	16,782	11,019
Reconciliation of net income to net cash flows from operating activities		
Net income for the year	4,556	802
(Losses)/gains on investments	(28)	261
Investment income	(36)	(17)
Depreciation charges	321	181
Loss on disposal of fixed assets	-	7
(Increase)/decrease in debtors	(634)	452
Increase/(decrease) in creditors	1,611	(2,001)
Increase in provisions	61	845
Net cash inflow from operating activities	5,851	530

NOTES FORMING PART OF THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

(a) Basis of preparation

The financial statements have been prepared on a going concern basis under the historical cost convention and in accordance with the Charities Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in May 2014, the Companies Act 2006, the Charities Act 2011 and applicable UK accounting standards, including FRS 102. The Charity has adapted the Companies Act formats to reflect the Charities SORP and the special nature of the Charity's activities. The principal accounting policies are set out below and have been applied consistently throughout the year.

(b) Basis of consolidation

The consolidated statement of financial activities (SOFA), group balance sheet and statement of cash flows consolidate the financial statements of the Charity and its wholly-owned subsidiary, Foster Parents Plan International (UK) Ltd. The financial statements of the subsidiary are consolidated with the Charity on a line-by-line basis. Transactions and balances between the entities are eliminated on consolidation. Details on the subsidiary are given in note 10.

No separate SOFA has been presented for the Charity alone, as permitted by s408 of the Companies Act 2006. The total income of the Charity for the year was £62,079,000 (2017: £64,196,000) and the net result of the Charity was a surplus of £4,556,000 (2017: surplus of £802,000).

(c) Fund accounting

General funds are unrestricted funds that are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. Plan International UK has two designated funds: the tangible fixed asset fund and the Programmatic and Strategic Development Fund (see note 15).

The tangible fixed asset fund represents the net book value of tangible fixed assets originally funded from general funds. The transfer made between the general and designated funds represent capital additions less depreciation charges and disposal losses.

The Programmatic and Strategic Development fund represents funds received from the People's Postcode Lottery (PPL) which were not spent by year end. The Board of Trustees have agreed that these funds will be spent on specific programmatic areas, organisational excellence initiatives and strategic development.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. Expenditure is charged against the specific fund in accordance with donor rules. An analysis of these funds is set out in note 16.

(d) Income

All income is included in the SOFA when the Charity is legally entitled to the income, receipt is probable and the amount can be measured reliably.

Donations and legacies

Sponsorship

Income from sponsors is accounted for on a receipts basis.

Gift Aid

Income from Gift Aid tax reclaims on donations is recognised on an accruals basis. All donations are covered under a valid Gift Aid declaration.

Other donations and appeals

Other donations and appeals income includes income from Plan Ltd (see note 2), corporates, trusts, foundations and major donors. This is accounted for on a receipts basis (e.g. Girls Fund) and/or on an accruals basis (e.g. legacies) as per the conditions of the contracts.

Pecuniary legacies are recognised once probate has been granted and notification of entitlement has been received. Residuary legacies are recognised when probate is granted and there is sufficient information to value them and any conditions attached to the legacy are either within the control of the charity or have been met. An allowance is made against the amounts receivable to reflect the uncertainty inherent in estate administration.

Charitable activities

Income from charitable activities is earned under grants and contracts with governments, other agencies, corporates, trusts and foundations, and major donors for the specific provision of goods and services in the furtherance of our purpose. Grants that provide core funding, or are of a general nature, are included as 'Donations'.

Grant and contract income is accrued once all conditions that would permit entitlement have been met. Where payments are received in advance of this point, they are held on the balance sheet as deferred income.

Income earned under contracts with donors where payments are contingent on the achievement of pre-agreed results is recognised in the SOFA in proportion to the stage of completion of the project. Where it is probable that total contract costs exceed total contract income, the expected deficit is recognised immediately. Income and expenditure in relation to

these contracts are recognised within restricted funds, with any resulting surplus or deficit shown as a transfer to or from unrestricted funds.

Gifts in Kind

Gifts in Kind donated for distribution to beneficiaries are included at fair value and recognised as income from charitable activities when they are received.

Gifts in Kind also include services received in relation to campaigning, fundraising and professional advice. These have been included within 'Donations' at fair value at the time that the service is received. In accordance with the SORP, no amounts are included in the financial statements for services donated by volunteers, although their work is considered vital to the activities of Plan International UK.

Trading Activities

Income from Trading Activities is accounted for on an accruals basis and represents the net proceeds from the society lottery managed by People's Postcode Lottery (PPL) on behalf of Foster Parents Plan International UK (FPPI UK), and the amounts charged to customers for goods and services supplied, excluding VAT (see note 5).

Lottery income is the proceeds of lotteries held by the external lottery manager, PPL. FPPI UK has no ability to alter the price of tickets, determine the prizes, or set the management fee. PPL is the acting principal for these draws, and therefore net proceeds received are recognised within trading activities in the Consolidated Statement of Financial Activities.

Other

Rental income

Rental income represents income from sub-tenants which share the Finsgate building with Plan International UK as their landlord and is recognised on an accruals basis.

(e) Expenditure

All expenditure is accounted for on an accruals basis, and is classified in the SOFA according to the activity to which it relates. Direct costs, including attributable staff costs, are allocated on an actuals basis to the key strategic areas of activity.

Expenditure on charitable activities includes both costs incurred directly by Plan International UK and grants payable to Plan International Inc and to partner organisations in furtherance of Plan International UK's charitable objectives. Grants payable are accounted for once all conditions that would limit recognition of the funding commitment have been met. Expenditure in relation to Gifts in Kind is recognised on distribution to country offices, for goods, or at the point that a service is received by Plan International UK.

Support costs, such as governance, general management, financial management, information technology, human resources, and facilities, are allocated between activities on the basis of staff numbers employed during the period.

Governance costs are the costs associated with the governance arrangements of Plan International UK and include an estimate of management time spent on strategic activities as well as direct costs associated with governance.

(f) Pension costs

Pension contributions paid by the Charity in respect of employees to a defined contribution scheme are charged to the SOFA as they become payable and are allocated to the same funds as the salary costs to which they relate.

(g) Operating leases

Operating lease rentals are charged to the SOFA on a straight-line basis over the life of the lease.

(h) Tangible fixed assets and depreciation

Fixed assets are stated at cost less accumulated

depreciation. Items costing less than £3,000 are not capitalised.

Depreciation for all fixed assets is calculated on a straight-line basis to write off the cost of the assets over their estimated useful lives as follows:

Leasehold property improvements	Lease period remaining
Office equipment	5 years
Computer hardware	5 years
Computer software	3 years

The carrying value of fixed assets is annually reviewed for impairment if events or changes in circumstances suggest that their carrying amount may not be recoverable. Fixed assets are annually reviewed for disposals, which are disposed of at their net book value.

(i) Financial instruments

Plan International UK has financial assets and liabilities that qualify as basic financial instruments. They are measured as follows:

Cash	Cash held at bank and in hand
Debtors	Initially at settlement amount after any trade discounts. Subsequently at cash or other consideration expected to be received
Creditors	Initially at settlement amount after any trade discounts. Subsequently at cash or other consideration expected to be paid

(j) Provisions for liabilities and charges

Provisions for future liabilities are recognised when Plan International UK has a legal or constructive financial obligation as a result of a past event for which it is

probable that a transfer of economic benefits will be required to settle the obligation, and where the amount can be reliably estimated.

(k) Foreign currencies

Transactions in foreign currencies are recorded at the monthly book rate at the date of the transaction. Monetary assets and liabilities are retranslated at the rate of exchange at the balance sheet date. All exchange differences are taken to the SOFA.

(l) Company status

The Charity is a public benefit entity and a company limited by guarantee. The members of the Company are the trustees named on p55. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per trustee.

(m) Taxation status

Plan International UK is a registered charity within the definition of Section 202 of the Corporation Tax Act 2010 and is thus exempt from taxation on its charitable activities. The trading subsidiary of Plan International UK, Foster Parents Plan International (UK) Ltd, makes a charitable donation under deed of covenant of its taxable profits each year to Plan International UK, leaving no UK corporation tax payable.

Irrecoverable VAT is not separately analysed and is charged to the SOFA when the expenditure to which it relates is incurred or invoiced and is allocated as part of the expenditure to which it relates.

(n) Critical accounting judgements and key sources of estimation uncertainty

In the application of the group's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. These judgements, estimates and assumptions are made based on a combination of past experience, professional expert advice and other relevant evidence. The following

areas are considered to involve the critical judgements and sources of estimation uncertainty when applying the group's accounting policies.

Revenue recognition

Due to the range and complexity of the group's funding streams, revenue recognition is deemed to be an area that requires judgement to appropriately apply the income accounting policies explained in accounting policy 1d.

Cost allocation

The cost allocation methodology requires judgement as to what are the most appropriate bases to use to apportion support costs; these are reviewed annually for reasonableness. Support costs, and other expenditure judgements, are detailed in accounting policy 1e.

Provisions

Provisions such as dilapidations and grant provisions involve assumptions and estimation techniques. These are based on the experience and knowledge of key management and evidence from past experience. These are detailed in accounting policy 1j.

Sponsorship

Child sponsorship is wholly aligned with the charity's objects and as such is deemed to be unrestricted income. Income from sponsors is detailed in accounting policy 1d.

Locally received income

Locally received income is income where the contract signatories are the donor and the relevant Plan International country office. However, the de facto fund manager is Plan International UK, who provide support and oversight to the country office. The income arising from such awards is thus recognised by Plan International UK. Income from charitable activities is detailed in accounting policy 1d.

2. DONATIONS

	Unrestricted funds £000	Restricted funds £000	2018 Total £000	2017 Total £000
Sponsorship	16,884	-	16,884	17,524
Gift Aid	3,941	-	3,941	4,113
Plan Ltd	3,450	-	3,450	3,100
Other individual giving	915	385	1,300	1,405
Girls Fund	-	1,132	1,132	1,138
Legacies	587	79	666	580
Disasters Emergency Committee (DEC)	-	536	536	1,946
Gifts in Kind	-	177	177	174
Emergency appeals	-	164	164	264
Major donors	143	-	143	5
Trusts and foundations	78	-	78	26
Corporates	35	-	35	3
Total	26,033	2,473	28,506	30,278

The donation from Plan Ltd, a trading subsidiary of Plan International Inc (see note 18), of £3,450,000 (2017: £3,100,000) is a donation received under deed of covenant in order to support Plan International UK's charitable activities.

Plan International UK has received notification of entitlement for one legacy which has been accrued, with an estimated value of £10,000 (2017: two, £217,000).

3. CHARITABLE ACTIVITIES: INSTITUTIONAL DONORS

a) Included in income from charitable activities are grants received from the following institutional donors

	Unrestricted funds £000	Restricted funds £000	2018 Total £000	2017 Total £000
Department for International Development (DFID)	-	15,407	15,407	15,726
European Civil Protection and Humanitarian Aid Operations (ECHO)	-	3,773	3,773	2,352
European Commission (EC)	-	2,620	2,620	3,003
UN Agencies	-	2,230	2,230	1,359
Big Lottery Fund	-	1,364	1,364	(2)
Gifts in Kind – World Food Programme	-	-	-	380
Gifts in Kind – UNICEF	-	-	-	279
Gifts in Kind – Book Aid International UK	-	-	-	51
Comic Relief	-	(9)	(9)	1,476
Other	-	671	671	386
Total	-	26,056	26,056	25,010

b) The following table summarises all contributions received from the UK Department for International Development (DFID) in the year ended 30 June 2018 totalling £15,407,000 (2017: £15,726,000).

Country	Project name	2018 Total £000	2017 Total £000
Bangladesh and Pakistan	Water Sanitation and Hygiene (WASH) Results Programme	4,451	3,178
Bangladesh	Water Sanitation and Hygiene (WASH) Results Programme Extension	2,976	-
Sierra Leone	GEC2 Partners Expansion: Supporting Primary School Girls and Children with Disabilities in the Context of the Government's Ebola Transition and Recovery Plan	2,117	2,857

Bangladesh	Flood Recovery and Empowerment	1,497	-
Myanmar	Building Resilience and Adaptation to Climate Extremes and Disasters (BRACED)	1,232	1,826
Philippines	TUKLAS Innovation Lab	1,151	-
Sudan	Access to WASH – Red Sea/Kassala/Gedaref	724	(102)
Kenya	Adolescent Girls Initiative	400	534
Nigeria	DFID Nigeria NENTAD Programme Education	365	-
Sudan	Integrated Improvement of Household Food	188	-
Various	Youth for Change	133	146
Various	Regional Surge Capacity Project	102	201
Zambia	Zambia Financial Inclusion Project	36	63
Sudan	People Affected by Floods Kassala State	23	190
Timor Leste	Support Drought Affected Families in Lautem	10	40
Sierra Leone	Supporting Marginalized girls in Sierra Leone to Complete Basic Education with improved Learning Outcomes (Girls' Education Challenge Fund)	6	2,918
Sierra Leone	Girls' Education Challenge (GEC) GATE	(4)	129
Various	UK Programme Partnership Agreement	-	2,051
Guinea Bissau	Zika Prevention & Reproductive Health	-	245
Ghana	Complementary Education in the Upper West Region	-	184
Ecuador	Emergency Response for Winter Season in Ecuador	-	130
Sierra Leone	Agreement for Improving Schools in Sierra Leone	-	766
Togo	Emergency Response Lassa Fever in Togo	-	128
Tanzania	Wash Service in Kagera in Tanzania	-	100
Colombia	Emergency Response – Landslide in Mocoa	-	67
Pakistan	Community led Response Disaster – Layyah	-	55
Dominican Republic	Emergency Response in Puerto Plata	-	21
	Total	15,407	15,726

Negative figures represent funds returnable where we have either been unable to spend funds in accordance with donor wishes, where we have completed the programmes under budget or where we have adjusted the income recognisable within the financial year.

4. CHARITABLE ACTIVITIES: MAJOR PARTNERSHIPS

	Unrestricted funds £000	Restricted funds £000	2018 Total £000	2017 Total £000
Corporates	-	4,617	4,617	5,075
Trusts and foundations	-	1,140	1,140	1,962
Major donors	-	1,099	1,099	1,120
Corporate Gifts in Kind	-	34	34	45
Total	-	6,890	6,890	8,202

5. TRADING ACTIVITIES AND OTHER INCOME

a) Trading activities

	Unrestricted funds £000	Restricted funds £000	2018 Total £000	2017 Total £000
Society lottery income	4,583	-	4,583	-
Other trading income	79	-	79	65
Total	4,662	-	4,662	65

Society Lottery Income	2018 Total £000	2017 Total £000
PPL ticket value	14,494	-
PPL prize fund	(5,958)	-
PPL management fee	(3,937)	-
Prize indemnity insurance	(16)	-
Net People's Postcode Lottery income	4,583	-

Lottery income is the proceeds of lotteries held by the external lottery manager, People's Postcode Lottery. FPPI UK has no ability to alter the ticket price, prizes or management charges and therefore does not act as principal for these draws. Proceeds have therefore been recognised in the Consolidated Statement of Financial Activities as net of prizes and other expenditure. Financial year 2018 was the first year of this PPL arrangement. All net income raised from ticket proceeds is donated to Plan International UK under a deed of covenant and wholly spent in the pursuit of the aims of the charity.

b) Other income

	Unrestricted funds £000	Restricted funds £000	2018 Total £000	2017 Total £000
Rental income	495	-	495	572
Investment income	36	-	36	17
Other income	66	-	66	118
Total	597	-	597	708

c) The Charity as lessor

At the year end, the Charity had contracted with sub-tenants for the following future minimum lease payments under non-cancellable operating leases:

	2018 Total £000	2017 Total £000
Less than one year	408	408
Between two and five years	983	1,235
After five years	226	383
Total	1,617	2,026

These payments relate to the sub-lease of space within the Finsgate building to sub-tenants, with Plan International UK as their landlord. In addition to these lease payments, variable service charges are payable to Plan International UK based on an apportionment of shared building costs. There are no significant restrictions imposed by the lease arrangements.

6. TOTAL EXPENDITURE

a) Analysis of total expenditure

	Grants paid £000	Staff costs £000	Direct costs £000	Support costs £000	2018 Total £000	2017 Total £000
Expenditure on raising funds						
Sponsorship	-	997	3,229	877	5,103	4,924
Other donations and appeals	-	910	692	708	2,310	2,731
Major partnerships	-	797	171	657	1,625	1,388
Institutional donors	-	712	193	503	1,408	1,329
	-	3,416	4,285	2,745	10,446	10,372
Expenditure on charitable activities						
Disaster risk management	16,547	185	56	566	17,354	11,018
Water, sanitation and hygiene	12,562	842	609	473	14,486	9,763
Education	7,419	563	337	281	8,600	17,942
Sexual and reproductive health and rights	2,187	743	673	122	3,725	4,397
Economic security	2,966	43	9	102	3,120	4,130
Campaigning and awareness	71	710	630	568	1,979	2,486
Protection	1,428	60	60	52	1,600	2,729
Participate as citizens	421	-	1	14	436	183
	43,601	3,146	2,375	2,178	51,300	52,648
Other expenditure						
Rental costs	-	-	393	-	393	418
Trading subsidiary costs	-	-	16	-	16	22
	-	-	409	-	409	440
Sub total	43,601	6,562	7,069	4,923	62,155	63,460
Reallocation of salaries ¹	-	2,278	-	(2,278)	-	-
Total	43,601	8,840	7,069	2,645	62,155	63,460

¹ Staff costs initially included within 'support' are reallocated to 'staff costs' in order to match the total shown in note 7.

	2018 £000	2017 £000
Net income is stated after charging:		
Services provided by the Charity's auditors:		
Fees payable for the audit of the consolidated financial statements ¹	62	57
Fees payable for other services:		
• Taxation and VAT	5	2
• Grant certification	-	5
	67	64
Exchange rate losses/(gains)	28	(261)
Depreciation	321	181
Operating lease rentals – buildings	705	705

¹ 2018 total includes £8,000 in respect of fees for the audit of the prior year consolidated financial statements. 2017 total includes £4,000 in respect of fees for the audit of the prior year consolidated financial statements.

b) Grants paid

During the year Plan International UK made grants to Plan International Inc which designs and delivers programmes through regional, country and programme offices. The programme offices are located in areas where Plan International programmes are implemented, allowing Plan International to work effectively with local communities.

Grants are also made to other partner organisations to deliver programmes to help children, their families and communities and to respond in emergency situations. No grants are made directly to individuals.

A list of grants paid is given below:

Partner Organisation	Country	2018 £000
Payments to Plan International Inc	Various	40,859
Payments to Plan International National Organisation	India	458
Payments to Plan International National Organisation	Colombia	69
Payments to Plan International National Organisations	Various	26
Payments to Plan International members		41,412

Handicap International UK	Sierra Leone	576
Action Aid	Sierra Leone	391
CARE International UK	Philippines	236
Action Against Hunger UK	Philippines	226
Accion contra el Hambre Espana	Philippines	177
CARE Nederland	Philippines	162
Relief International	Ethiopia	122
The Open University	Sierra Leone	112
Stars Foundation	Various	71
Fundacion Save the Children	Bolivia	32
University of Sussex	Ethiopia	18
International Rescue Committee	Sierra Leone	10
Payments to non-Plan International organisations		2,133
Total		43,545

c) Analysis of support costs

	Raising Funds	Charitable activities	2018 Total	2017 Total
	£000	£000	£000	£000
Information technology	726	576	1,302	986
Office and premises	607	482	1,089	1,229
Human resources	424	337	761	593
General management	378	299	677	648
Finance	285	226	511	558
Depreciation	179	142	321	181
Governance	146	116	262	356
Loss on disposal of fixed assets	-	-	-	7
Total	2,745	2,178	4,923	4,558

Support costs have been allocated to each of the above activities on the basis of the number of staff employed during the year by the relevant activity.

d) Analysis of governance costs

	2018	2017
	£000	£000
Legal and other professional fees	91	46
Legal and other professional fees – Gifts in Kind	40	174
External audit fees	62	57
Apportionment of staff costs	45	47
Internal audit fees	15	24
Other	9	8
Total	262	356

7. STAFF COSTS

	2018	2017
	£000	£000
Staff costs		
Wages and salaries	7,342	7,336
Social security costs	799	787
Pension costs	555	480
Sub total	8,696	8,603
Agency staff	144	51
Total	8,840	8,654

Plan International UK has a defined contribution pension scheme, which matches employee contributions up to a maximum of 7.5% of pensionable salary. The resulting fund belongs to the employee and can be transported when leaving Plan International UK. No employees receive benefits under a defined benefit pension scheme.

In line with government legislation, Plan International UK automatically enrolls all eligible staff into this defined contribution pension scheme with all new joiners being enrolled into the scheme in the third pay period after the start of their employment.

A salary sacrifice scheme is in place, giving employees the opportunity to vary their employment terms and conditions such that they receive a lower gross salary, with Plan International UK paying additional employer pension contributions on the employee's behalf.

The number of employees whose emoluments, as defined for taxation purposes (i.e. net of salary sacrifice), amounted to £60,000 or more in the year were as follows:

	2018 Number	2017 Number
£60,000–£69,999	6	-
£70,000–£79,999	-	2
£80,000–£89,999	2	-
£90,000–£99,999	-	-
£100,000–£109,999	1	-
£110,000–£119,999	-	1
Total	9	3

Total employer pension contributions for these employees were £94,144 (2017: £50,144).

The increase in the number of employees whose emoluments were £60,000–£69,999 was mainly because of five employees whose emoluments fell below £60,000 in 2017 crossing this reporting threshold in 2018.

The highest paid employee in 2018 was the Chief Executive, who received £116,500, including salary sacrifice, in the year (2017: £126,814) made up of a gross salary of £101,156 (2017: £110,100) and salary sacrifice of £15,344 (2017: £16,714), as well as employer pension contributions of £23,968 (2017: £26,216), and received no benefits in kind (2017: nil).

The Management Board are the key management personnel of the charity. Emolument as defined for taxation purposes (i.e. net of salary sacrifice) paid to the Management Board in the year were £382,202 (2017: £338,980) as disclosed below:

Position	Gross amount paid in year to 30 June 2018 £	Gross annual salary as at 30 June 2018 £
Chief Executive ¹	101,156	91,182
Deputy CEO and Director of Policy & Programmes ²	95,377	87,419
Director of Finance & IT	81,626	83,016
Director of Fundraising (interim)	20,187	78,625
Director of Communications & Campaigns (interim) ³	16,173	64,693
Director of Public Engagement	67,683	-
Total	382,202	404,935

¹ The CEO reduced their contracted hours from 5 to 4 days a week starting 1 January 2018.

² The gross amount paid in year for the Director of Policy and Programmes includes an amount to cover parental leave

³ Where internal staff have been promoted into Interim Director positions the gross amount paid in the year to 30 June 2018 only covers the period that the interim position was held.

Differences between gross amount paid in the year to 30 June 2018 and gross annual salary as at 30 June 2018 arise due to annual pay reviews that take effect in January each year and as a result of individuals joining or leaving Plan International UK and/or as a result of individuals changing their contracted hours.

None of the above received any benefits in kind.

Redundancy payments in the year to staff totalled £34,604 (2017: £11,287).

The average headcount and average number of employees, calculated on a full-time equivalent (FTE) basis, analysed by activity was:

	2018 Headcount	2017 Headcount	2018 FTE	2017 FTE
Public Engagement	95	98	87	88
Policy and Programmes	50	60	45	54
Support	47	46	44	45
Total	192	204	176	187

Public Engagement includes fundraising, sponsorship, other individual giving, major partnerships and campaigning and awareness.

8. TRUSTEES' REMUNERATION

None of the trustees received any remuneration during the year for services to Plan International UK (2017: none). Directly-incurred expenses of the trustees borne by Plan International UK in the year ended 30 June 2018 were £3,777 (2017: £5,567). These expenses related to costs incurred by seven trustees (2017: four) to attend Board meetings, the Bond Conference and overseas travel to view our Programmes.

Plan International UK has purchased indemnity insurance for the trustees at a cost of £2,890 (2017: £2,838).

9. TANGIBLE FIXED ASSETS

GROUP AND CHARITY	Leasehold property improvements	Office equipment	Computer hardware	Computer software	Total
	£000	£000	£000	£000	£000
Costs					
At 1 July 2017	1,654	354	229	1,489	3,726
Additions	7	19	51	75	152
Disposals	-	-	(6)	-	(6)
At 30 June 2018	1,661	373	274	1,564	3,872
Accumulated depreciation					
At 1 July 2017	684	293	126	1,061	2,164
Charge for the year	136	19	38	128	321
Disposals	-	-	(6)	-	(6)
At 30 June 2018	820	312	158	1,189	2,479
Net book value					
At 30 June 2017	970	61	103	428	1,562
At 30 June 2018	841	61	116	375	1,393

10. INVESTMENTS

CHARITY	2018	2017
	£	£
Shares in subsidiary undertakings	2	2

Plan International UK owns the entire issued share capital of Foster Parents Plan International (UK) Ltd, a trading company registered in England and Wales as company number 02457093, whose main activities are managing a society lottery, the licensing of the use of Plan International UK trademarks to third parties, and carrying out other non-primary purpose trading activities. Each year the subsidiary makes a charitable donation under a deed of covenant of any taxable profits to Plan International UK.

SUBSIDIARY	2018	2017
	£000	£000
Total turnover	4,633	65
Total expenditure	(20)	(22)
Donation to Plan International UK	(4,613)	(43)
Net result for the year	-	-

The aggregate of assets, liabilities and funds was:

	2018	2017
	£000	£000
Total assets	57	53
Total liabilities	(57)	(53)
Total funds	-	-

11. DEBTORS

	Group 2018 £000	Group 2017 £000	Charity 2018 £000	Charity 2017 £000
Amounts owed by institutional donors	5,330	2,766	5,330	2,766
Accrued income	2,068	3,406	2,068	3,406
Prepayments	385	202	385	202
Other debtors	307	261	307	258
Amounts owed by Plan International Inc	10	831	10	831
Amounts owed by subsidiaries	-	-	34	43
Total debtors	8,100	7,466	8,134	7,506

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

a) Analysis of creditors

	Group 2018 £000	Group 2017 £000	Charity 2018 £000	Charity 2017 £000
Accruals of transfers to Plan International Inc	5,962	4,576	5,962	4,576
Accruals of transfers to other partners	304	38	304	38
Deferred income	1,657	749	1,642	744
Other accruals	548	1,150	543	1,146
Taxation and social security	271	268	271	268
Trade creditors	136	408	136	408
VAT payable	45	35	42	34
Amounts owed to Plan International organisations	15	103	15	103
Total creditors	8,938	7,327	8,915	7,317

The classification of accruals of transfers to other partners and other accruals was reviewed in 2018 and the 2017 comparative figures have been adjusted accordingly.

b) Deferred income

GROUP	As at 1 July 2017 £000	Income deferred £000	Deferrals released £000	As at 30 June 2018 £000
Institutional donors	744	945	(439)	1,250
Other	5	416	(14)	407
Total	749	1,361	(453)	1,657

Deferred income for the charity comprised £945,000 (2017: £744,000) institutional donor income and £416,000 (2017: £5,000) other income.

13. PROVISIONS FOR LIABILITIES AND CHARGES

GROUP	As at 1 July 2017 £000	Provision created £000	Provision released £000	Provision utilised £000	As at 30 June 2018 £000
Dilapidations	200	40	-	-	240
Grants	820	782	(174)	(587)	841
Total	1,020	822	(174)	(587)	1,081

Dilapidations represent the estimated cost required to make good Plan International UK's headquarters upon the termination of the lease with our landlord. The provision will be utilised on termination of the lease.

Grants represent the estimated funds returnable to donors where the group has not been able to spend funds received in accordance with donor wishes, including losses incurred from fraud and disallowances at country office level. Any losses will be recovered from Plan International Inc such that Plan International UK suffers no net loss.

Contingent Liability: a legacy gifted to Plan International UK in 2011 has been contested, with a value of £113,000, and we are currently liaising with our solicitors on this matter. In the prior year (2017) we disclosed a contingent liability with an unknown value pertaining to an investigation into an alleged fraud at a Plan International Inc country office. The discussions with the affected donors were concluded and the funds repaid in 2018 (and reimbursed to Plan International UK by Plan International Inc, with no net loss suffered by Plan International UK). The donors have not opted to review further.

14. COMMITMENTS

a) Commitments under operating leases

Total future minimum lease payments under non-cancellable operating leases are as follows:

GROUP	Land and buildings	Other	Total	Land and buildings	Other	Total
	2018	2018	2018	2017	2017	2017
	£000	£000	£000	£000	£000	£000
Operating lease expiring:						
Less than one year	758	22	780	758	25	783
Between two and five years	3,656	66	3,722	3,482	52	3,534
After five years	1,321	-	1,321	2,253	-	2,253
Total	5,735	88	5,823	6,493	77	6,570

Property lease commitments are in respect of Plan International UK's headquarters and will be partly offset by sub-tenant rental income.

b) Programme commitments

At year end, the group had undertaken to deliver projects which will be completed over a number of years. The majority of the funds needed for these projects are subject to legal agreements with donors to ensure that Plan International UK will be reimbursed. For some of these projects, Plan International UK is required to provide additional funding to match that provided by the main donor. At 30 June 2018, donors had yet to be found for programme commitments totalling £2,402,000 (2017: £2,829,000) as detailed below.

GROUP	Total 2018 £000	Total 2017 £000
Less than one year	597	1,947
Between two and five years	1,805	882
After five years	-	-
Total	2,402	2,829

No provision has been recognised as we expect to be able to find donors for these commitments over the remaining life of the projects.

c) Capital commitments

The value of group contracts placed in the year for future capital expenditure not provided for in the financial statements was nil (2017: nil).

15. STATEMENT OF FUNDS

GROUP AND CHARITY	Balance 1 July 2017 £000	Total Income £000	Total Expenditure £000	Transfers £000	Balance 30 June 2018 £000
General funds	5,522	26,708	(25,148)	169	7,251
Designated funds: Programmatic and Strategic Development fund	-	4,584	(1,644)	-	2,940
Designated funds: Tangible fixed asset fund	1,562	-	-	(169)	1,393
Unrestricted funds	7,084	31,292	(26,792)	-	11,584
Restricted funds	4,616	35,419	(35,363)	-	4,672
Total funds	11,700	66,711	(62,155)	-	16,256

16. RESTRICTED FUNDS

Restricted funds comprise unexpended balances on donations and grants and contracts given for specific purposes. These funds will be expended in future years in accordance with donor wishes.

GROUP AND CHARITY	Balance 1 July 2017 £000	Income £000	Expenditure £000	Balance 30 June 2018 £000
Girls Fund	850	1,132	(1,543)	439
DEC – East Africa Appeal	931	246	(1,154)	23
DEC – Emergency appeal for people fleeing Myanmar	-	290	(290)	-
Other voluntary income including appeals	643	805	(1,231)	217
Donations	2,424	2,473	(4,218)	679

DFID – Water Sanitation and Hygiene (WASH) Results Programme Extension	-	2,976	(2,564)	412
DFID – Water Sanitation and Hygiene (WASH) Results Programme	194	4,450	(4,590)	54
DFID – TUKLAS Innovation Lab	-	1,151	(1,140)	11
DFID – Girls' Education Challenge Fund Phase 2	-	2,113	(2,113)	-
DFID – Flood Recovery and Empowerment	-	1,498	(1,498)	-
DFID – BRACED	-	1,232	(1,232)	-
DFID – Access to WASH	-	724	(724)	-
DFID – Others	19	1,264	(1,268)	15
ECHO – HIP 2018 Integrated Protection & Education	-	560	(555)	5
ECHO – Burundi Refugee Camps – Tanzania	-	560	(557)	3
ECHO – Tanzania (Burundi & Congo Refugees)	-	701	(701)	-
ECHO – Moving Urban Poor Communities – Move Up 2	-	501	(501)	-
ECHO – Others	27	1,451	(1,478)	-
European Commission – Building Resilience: Education Opportunities in Fragile and Crisis Affected Environments	-	1,508	(984)	524
European Commission – Others	42	1,112	(1,121)	33
Big Lottery Fund – People affected by Typhoon Haiyan	4	1,399	(1,389)	14
Big Lottery Fund – Sierra Leone: My Body My Right	-	(35)	35	-
UN Agencies	-	2,230	(2,111)	119
Other institutional donors	116	661	(544)	233
Institutional donors	402	26,056	(25,035)	1,423
Corporates	1,208	4,650	(3,966)	1,892
Trusts and foundations	364	1,140	(1,387)	117
Major donors	218	1,100	(757)	561
Major partnerships	1,790	6,890	(6,110)	2,570
Total restricted funds	4,616	35,419	(35,363)	4,672

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

GROUP AND CHARITY	Unrestricted Funds		Restricted	Total
	General £000	Designated £000	Funds £000	Funds £000
Fund balances at 30 June 2018 are represented by:				
Tangible fixed assets	-	1,393	-	1,393
Current assets	8,468	2,940	13,474	24,882
Current liabilities	(977)	-	(7,961)	(8,938)
Provisions for liabilities and charges	(240)	-	(841)	(1,081)
Total net assets at 30 June 2018	7,251	4,333	4,672	16,256
Total net assets at 30 June 2017	5,522	1,562	4,616	11,700

18. RELATED PARTIES

Plan International Inc

Plan International UK is a member of Plan International Inc as set out on p50. During the year Plan International UK transferred cash totalling £35,450,000 (2017: £45,343,000) directly to Plan International Inc and other Plan International entities to undertake international development programme activities in overseas countries.

In line with our approach of accruing transfers once all conditions that would limit recognition of the funding commitment have been met, there was an accrual of £5,962,000 (2017: £4,576,000) of transfers to Plan International Inc outstanding at year-end. This gives a total of £41,412,000 (2017: £49,919,000) as per note 6b.

Plan International UK does not have a controlling interest in Plan International Inc and therefore has not disclosed detailed transactions between the two entities.

Plan Ltd

Plan Ltd is a wholly-owned trading subsidiary of Plan International Inc. Income in the year was received by Plan International UK from Plan Ltd under deed of covenant as set out in note 2.

Disasters Emergency Committee

Plan International UK is a member of the Disasters Emergency Committee (DEC) and Plan International UK's Chief Executive is a trustee of the DEC. In the year Plan International UK made a membership donation of £51,000 (2017: £69,000) to the DEC. Plan International UK's income in the year included £536,000 (2017: £1,946,000) receivable from DEC appeals. Of this £465,000 was outstanding at year-end (2017: £1,739,000).

Foster Parents Plan International (UK) Ltd

The below table shows the transactions that took place between Foster Parents Plan International (UK) Ltd and Plan International UK in the year ended 30 June 2018.

Party	Nature of Relationship	Transaction	Income for the year ended 30 June 2018	Expenditure for the year ended 30 June 2018	Debtor balance for the year ended 30 June 2018	Creditor balance for the year ended 30 June 2018
			£000	£000	£000	£000
Foster Parents Plan International (UK) Ltd	Wholly-owned subsidiary	The subsidiary's taxable profits are donated under a deed of covenant to Plan International UK	4,613	-	34	-

Plan International UK Trustees

In the year donations were received from trustees totalling £3,446 (2017: £8,854).

THANK YOU

We wish to thank every one of our supporters. Whether through sponsorship, donating to our emergency appeals or leaving a gift in their will every supporter makes our work possible and helps us to change lives around the world.

Plan International UK would in particular like to thank the following for their support over the period July 2017–June 2018.

PATRONS

HRH The Duke of Edinburgh K.G. K.T., Baroness Gardner of Parkes, Virginia McKenna OBE, Baroness Morris of Yardley, Lord Paul, and Dr Miriam Stoppard

SUPPORTERS

Julia Bradbury, Natalie Dormer, Lisa Eldridge, Girls' Day School Trust (GDST), Girls' School Association (GSA), Shobna Gulati, Trish Halpin, Beverley Knight MBE, Sheila Reid, Katherine Ryan, Alastair Stewart OBE, Timothy Spall OBE, and Kevin Whateley

INSTITUTIONS

Big Lottery Fund, Department for International Development (DFID), Disasters Emergency Committee (DEC), European Commission (EC), European Commission Humanitarian Aid and Civil Protection Office (ECHO), Guernsey Overseas Aid & Development Commission, Isle of Man International Development Committee, Jersey Overseas Aid, and Start Network

TRUSTS AND FOUNDATIONS

Ennismore Foundation, The Galvani Charitable Foundation, Happy Charitable Trust, The Hodge Foundation, Latin American Children's Trust, The Leach Fourteenth Trust, Masonic Charitable Foundation, Mercury Phoenix Trust, The Owen Highway Trust, The Paul Foundation, Sir Halley Stewart Trust, Souter Charitable Trust, ViiV Healthcare's The Positive Action for Children Fund, The Waterloo Foundation and support received from players of People's Postcode Lottery

CORPORATE SUPPORTERS

Allen & Overy LLP, AstraZeneca, BGL Group, Brides Do Good, CBRE Ltd, The Chelsea FC Foundation, The Costa Foundation, Credit Suisse, GIC London, Johnson Matthey, Kaplan International, Lee & Thompson, Perform Group, Prudential Plc, Reckitt Benckiser (RB), Study Group, and Sugarhill Boutique

DONORS

Richard Buxton, William Roger and Noleen Charlesworth, Mr and Mrs Collins, Helen and Colin David, Mr and Mrs Dennis, The Goswell Family, Mr Horwich, Anthony and Sue Jordan, Jenny Lawrence, Mr and Mrs Letcher, Annette Lynton Mason, Anne and Jim O'Byrne, Paul and Diane Sinnett, Katherine and David Soanes, Paul and Rosemary Tyndall, Ms van Almsick, Steve and Joanne Vaughan, Peter Williams and several other anonymous donors


We would also like to say thank you to all our volunteers for their hard work and commitment, which we couldn't do without.



Girl smiling at school supported by Plan International in Vietnam

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Plan International UK