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Humanity & Inclusion UK

(a charitable company limited by guarantee)

Report and Financial Statements Year ended 31st December 2019

Company number: 4010383
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Legal and Administrative Information

Legal Name	Handicap International UK
Operating Name	Humanity & Inclusion UK (HI UK)
Board of Trustees	Peter Burdin (Chair) Chloe Marshall (Vice-Chair) Vhernie Manickavasagar (Treasurer) - appointed 15th May 2019 David Rouane - resigned as Treasurer 15th May 2019 Benjamin Cohen Richard Elliott Joyce McNeill - resigned 11th September 2019 Nicolas Ponset - resigned 21st November 2019 Lynette Eastman - appointed 11th September 2019 Caroline Dove - appointed 11th September 2019
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Company number	4010383
UK registered charity number	1082565
Website	humanity-inclusion.org.uk

Welcome to Humanity & Inclusion UK's 2019 annual report

As we sign off our 2019 annual report, we are in the midst of a global crisis like no other, caused by COVID-19. This crisis is hitting at home and abroad, and sadly not one part of the world will be spared from the impact of this deadly disease. Despite facing major challenges due to containment measures, border closures and a drop in income, our colleagues all around the world are rising to the challenge, doing their utmost to limit the impact on COVID-19 on our beneficiaries, many of who are extremely high-risk due to their age and/or their underlying health condition.

However, before we look forward, we must look back. 2019 has been another year characterised by many disasters, both man-made and natural, and HIUK has stepped up. We have worked on large scale responses including the Syrian Crisis and supporting Rohingya refugees in Bangladesh, and we have also responded to smaller crises such as the earthquake last September in Pakistan.

HIUK is excited to be a partner in the UK government funded Disability Inclusive Development programme, the world's largest programme to test, scale and evidence what works to improve disability inclusion. The programme aims to achieve long term improvements for the well-being and inclusion of people with disabilities from low- and middle-income countries by improving access to quality health and education services, access to jobs and improved livelihoods, and combatting negative stereotyping of disability. This programme runs very much in line with our strategy of working in partnership and helping other organisations become inclusive, to amplify the impact on people with disabilities around the world.

2019 was the first year we have had a Special Award from Postcode Global Trust. We'd like to say a huge thank you to players of People's

Postcode Lottery for their generosity in supporting injured and traumatised Syrian refugees and our campaign to protect civilians. Having laid the groundwork this year, 2020 is going to be crucial, with plans for an international agreement among States to end the use of explosive weapons in populated areas. This would be a landmark moment for the protection of civilians in conflict.

We are delighted to have the support of three truly inspiring individuals as ambassadors: Jack Hunter-Spivey and Ross Wilson are champion table tennis players and GB Paralympians. And Eddie Ndopu is an internationally acclaimed activist and humanitarian from South Africa, working at the highest level to promote the rights of children with disabilities in developing countries.

Finally, we want to thank all of our supporters and partners for following HI's journey in 2019 and enabling us to deliver our life-changing work for people who would otherwise be forgotten. We are confident that 2020 will continue in this vein, and we will continue to make a positive impact on the lives of people living with disabilities and other vulnerable groups, to ensure no one is left behind.

On behalf of our trustees, our staff, and our beneficiaries across the globe, we would like to express our deepest gratitude to all our supporters, donors, partners and volunteers.



Peter Burdin
Chair, Humanity & Inclusion UK



Aleema Shivji
CEO, Humanity & Inclusion UK



The Humanity & Inclusion network

Our vision

Outraged at the injustice faced by people with disabilities and vulnerable populations, we aspire to a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity.

Our mission

HI is an independent and impartial aid organisation working in situations of poverty and exclusion, conflict and disaster. We work alongside people with disabilities and vulnerable populations, taking action and bearing witness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

Our values

Humanity

Our work is underpinned by the value of humanity. We include everyone, without exception and champion each individual's right to dignity. Our work is guided by respect, benevolence and humility.

Inclusion

We advocate inclusion and participation for everyone, upholding diversity, fairness and individual choices. We value difference.

Commitment

We are resolute, enthusiastic and bold in our commitment to developing tailored, pragmatic and innovative solutions. We take action and rally those around us to fight injustice.

Integrity

We work in an independent, professional, selfless and transparent manner.



About HI

On 24th January 2018, the global Handicap International network became Humanity & Inclusion (HI).

The HI organisation is comprised of a Federation, created in 2009, and eight national associations, founded between 1982 and 2006: Belgium, Canada, France, Germany, Luxembourg, Switzerland, the United Kingdom, and the United States.

The Federation implements the network's social missions in around 60 countries, either under the name 'Humanity & Inclusion' or 'Handicap International', depending on the country.

The national associations are called 'Handicap International' in Belgium, France, Germany, Luxembourg, and Switzerland, and 'Humanity & Inclusion' in Canada, the United States, and the United Kingdom.

Since 2015, the HI Institute for Humanitarian Action has been responsible for defining the ethical framework that underpins HI's actions. The Institute analyses the ethical and political issues facing the HI movement and the aid sector in general.

Institutional policies and code of conduct

HI's institutional policies set out the principles to be respected by all of its employees and partners. Its gender, protection of beneficiaries and child protection policies are accompanied by a code of conduct which applies to all those representing HI (employees, people accompanying expatriate staff, consultants, service providers, partner organisations, interns and voluntary workers. Whenever local legislation permits, HI incorporates this Code of Conduct into employment contracts and internal rules of procedure.

Our Code of Conduct and institutional policies are available at: www.hi.org

- Code of Conduct
- Policy for the Protection of Beneficiaries against Sexual Exploitation and Abuse
- Child protection policy
- Gender policy
- Policy for the Prevention of and Fight against Bribery and Corruption
- Safety and Security policy



International recognition

HI was made co-laureate of the 1997 Nobel Peace Prize for its role in the International Campaign to Ban Landmines. In 1999, we obtained special consultative status with the United Nations. In 1996, the United Nations High Commissioner for Refugees awarded HI the Nansen prize "for its outstanding work with refugees". In 2008, the Nansen prize was awarded to the United Nations Mine Action Coordination Centre for South Lebanon in recognition of the work carried out by its deminers, including three HI teams. In 2011, HI received the Conrad N. Hilton Humanitarian prize for its actions in support of people with disabilities.

In NGO Advisor's 2019 ranking of the world's top non-governmental organisations, HI rated 12th. The criteria used to evaluate NGOs are transparency and accountability, governance, impact and innovation.



Our ambassadors

We are lucky to have the kind support of our UK ambassadors for HI's programmes and advocacy efforts.

Eddie Ndopu (pictured below) is an internationally acclaimed, award-winning activist and humanitarian from South Africa. His support for HI focuses on the rights of children with disabilities living in developing countries.

Ross Wilson and Jack Hunter-Spivey are two renowned table tennis players and GB Paralympians. They support Humanity & Inclusion's work alongside people with disabilities living in situations of poverty and exclusion, conflict, and natural disaster.

We are so proud to have such talented and inspiring individuals as HI ambassadors.



STRATEGIC REPORT



Summary of Humanity & Inclusion UK's Focus Areas

As part of the HI Network, HI UK fully adheres to HI's aims and contributes to supporting HI's actions overseas. HI UK is part of the global Humanity & Inclusion network (HI), composed of a Federation, an Institute and eight national associations including HI UK. Our core values are humanity, inclusion, commitment and integrity.

The people we support:

- Populations at risk of diseases, violence or accidents liable to cause disability;
- Disabled people and people living with chronic disabling diseases;
- Refugees, people living in disaster areas or people displaced by crises, conflicts and catastrophes, especially those among them who are particularly vulnerable, injured or disabled;
- People threatened by weapons, munitions and explosive devices during or in the aftermath of conflicts.

Targeting in particular disabled and vulnerable populations, HI aims to:

- Rapidly and sustainably improve the living conditions of people, communities and populations, with the aim of attaining the highest possible level of well-being;
- In the context of a crisis, protect the life, health, and dignity of affected people by providing appropriate relief and offering adapted solutions.

HI's overseas programmes carried out for the public benefit can be grouped in the following areas:

Overseas Activities: Emergencies

Disabled and vulnerable people often struggle to access vital aid and services during crises such as conflicts and natural disasters. Our emergency teams work to make sure that no-one is forgotten. We provide healthcare, rehabilitation and psychosocial services, ensure that water, sanitation and shelters are accessible, and distribute emergency aid. We also raise awareness of other organisations about the needs of disabled people and other vulnerable groups in an emergency, and work with them to make their programmes inclusive.

Overseas Activities: Long-term development

People with disabilities are often the poorest of the poor, subjected to exclusion and denied their fundamental human rights. We work with disabled people of all ages to make sure that they are included in every aspect of society. Our projects give disabled children the chance to get an education, help create better job opportunities for disabled adults, promote inclusive sports and improve accessibility in communities. We work alongside local disabled people's organisations to help them advocate for their rights and get their voices heard.

We also transform people's lives by fitting artificial limbs, providing rehabilitation and psychosocial services and mobility aids. By changing attitudes towards disability, setting up rehabilitation centres and training local professionals, we make a long-lasting difference to communities. Our teams also raise awareness about HIV & AIDS, and non-communicable and neglected tropical diseases. By supporting health and social care systems, and working alongside local partners, we make sure that disabled people can access the services they need in a sustainable way.

Overseas Activities: Explosive weapons and armed violence

Explosive weapons including landmines and cluster munitions continue to injure and kill civilians in countries all around the world. We help survivors rebuild their lives through counselling, artificial limb fitting, physiotherapy, inclusive education, income-generating and community activities. Our experts train local teams of deminers to clear land of unexploded weapons. We also reduce the number of accidents by educating local communities about the risks. At the international level, we campaign for a ban on these deadly weapons and work alongside survivors to ensure their voices are heard.

For more details on our overseas activities, please see pages 11 to 21.

Domestic Activities

In the UK, our programmes carried out for the public benefit include:

- Raising awareness of the general public about the impact of explosive weapons (such as landmines and cluster munitions) and armed violence, through our Stop Bombing Civilians campaign.
- Influencing and advising on policies and practice, particularly on disability inclusion, with government and non-governmental partners.
- Managing Source, an online resource centre which provides key resources on disability and development issues.
- Carrying out research to collect and use disability data in humanitarian crises.
- Training UK rehabilitation professionals to prepare them for overseas deployment with the UK Emergency Medical Team (UK-EMT).
- Partnering with other institutions and organisations to further our charitable objectives.

For more details on our domestic activities, please see page 22.

Key facts and figures

- Over **15%** of the world's population, or one billion people, live with a disability.^[1]
- More than **32 million** children with disabilities in low and middle-income countries are out of school and denied an education.^[2]
- In many countries only **5% to 15%** of people who require assistive devices have access to them. There are 35 to 40 million people globally who require prosthetics and orthotics services.^[3]
- Every year, **tens of thousands** of civilians are killed and injured by the use of explosive weapons in towns and cities. When explosive weapons are used in populated areas, a shocking **90%** of casualties are civilians^[4]

1. World Report on Disability. World Health Organization (WHO) and World Bank, 2011.

2. The Education commission report, 2016.

3. WHO standards for prosthetics and orthotics. Geneva: World Health Organization, 2017

4. Action on Armed Violence, based on media monitoring.



Objectives and Key Achievements in 2019

Here are some highlights from our achievements in 2019 against our 3 over-arching strategic objectives:

1. Bring tangible improvement to the living conditions of people with disabilities and vulnerable populations through key opportunities linked to our organisational mission.

- We expanded our reach overseas, working in the sectors of mental health, sexual and reproductive health, education, livelihoods and emergency response. Details of our achievements can be found in the overseas programmes section.
- We progressed on our objective of working with the World Health Organisation to have the Spinal Injury Cell we developed in 2017 as part of the UK Emergency Medical Team verified to global standards.
- We strengthened engagement with parliamentarians and the general public on our Stop Bombing Civilians campaign, gaining 52,119 new signatories and a number of supporters across most political parties. Details can be found in our UK projects section.

2. Be an innovative fundraising organisation, responding to the funding opportunities available to meet the needs of our programmes.

- We welcomed 2 new Ambassadors, Paralympians Ross Wilson and Jack Hunter-Spivey, to the HI UK family.

- We implemented an exciting new partnership with the Postcode Global Trust to support Syrian refugees and host communities, and our Stop Bombing Civilians campaign.
- We invested in the digital space both to build momentum for our Stop Bombing Civilians campaign, and to gain new supporters.

3. Have a diverse, happy and connected workforce, in an innovative, compliant and tech-savvy environment, which results in the effective delivery of our UK plans and HI's 10 year strategy.

- We launched a new programme called BeHInclusive, with the objective of increasing the diversity of our workforce and having the support mechanisms in place to support different needs.
- We launched an exciting new innovation project in Uganda, to test the use of 3D printing in prosthetic and orthotic production.

Humanity & Inclusion's 2016-25 Strategy "For More Solidarity and Inclusion in the World" is available on our website at: humanity-inclusion.org.uk/en/the-hi-network.

The following sections of this report highlight some of our key achievements in further detail.

Overseas programmes

During the 2019 financial year, HI UK supported a number of HI's overseas programmes.

The HI Network mobilises resources and manages projects around the world. Our programmes are

implemented with a wide range of local, national and international partners.

The following section is a snapshot of some of the major programmes HI UK has supported.

Strengthening rehabilitation services

The project

In 2016, HI UK launched the Every Step Counts campaign to raise essential funds to help disabled and injured people walk again, by supporting sustainable rehabilitation care in Democratic Republic of Congo (DRC) and Nepal. Many of the donations to the campaign were matched by the UK government's Department for International Development (DFID), through the UK Aid Match initiative.

Thanks to these funds, from April 2018 to June 2019, Humanity & Inclusion was able to support rehabilitation services in Nepal and DRC, reduce stigma and discrimination against people with disabilities, and improve the independence and overall quality of life of children and adults with disabilities.

HI supported people with disabilities to be more independent and participate in society through the provision of physical and functional rehabilitation services such as prosthetic and orthotic devices, physiotherapy, corrective surgery, community-based rehabilitation, and outreach mobile rehabilitation camps.

The situation

Physical rehabilitation is the vital first step towards regaining independence, giving disabled people the opportunity to be self-sufficient and lead independent lives.

In both Nepal and DRC, rehabilitation service delivery was either low or non-existent, due to past conflicts and natural disasters.

The quality of rehabilitation services was poor both clinically and in terms of service management - either there were too few resources to meet the demand, or the services were too far away from disabled and injured people who required them.

Humanity & Inclusion worked with the national health services to address these gaps through outreach activities, training, awareness raising and advocacy.

Our activities

In Nepal, the project increased access to services through outreach mobile rehabilitation camps in different provinces of the country, and increased

the capacity of 6 targeted service providers through training sessions for their technical staff which improved the quality of rehabilitation services. HI also increased the capacity of managerial staff so that they could finance, coordinate and manage their services more efficiently.

Additionally, HI supported people with disabilities with income-generating activities through vocational and livelihood training (291 people with disabilities were supported to create new businesses and 42 people to expand existing businesses).

In DRC, HI provided physiotherapy and orthopaedic devices to 367 children. The organisation also supported and encouraged children and youth with disabilities from the most marginalised families to follow the full rehabilitation process by providing a Solidarity Fund.

As a result, stigma and discrimination against people with disabilities were reduced and the independence and overall quality of life of persons with disabilities including children were improved.

HI's teams also increased the number of women attending pre-natal consultations with trained medical staff, as a way to support the early diagnosis and treatment of potential impairments in newborn babies.



This project was funded by UK aid from the UK government as part of the UK Aid Match programme.

Impact

10,851 people with disabilities reached by the project (9,530 in DRC and 1,321 in Nepal).

1,567 children and adults with disabilities and injuries access rehabilitation care from targeted services in Nepal and DRC.

80% satisfaction rate with the rehabilitation services provided.

8 trainings for technical staff, community disability workers and counsellors in partner rehabilitation services in Nepal and DRC.

8 outreach mobile rehabilitation camps held in remote areas in Nepal.

65% of community members showing reduced stigma and discrimination towards people with disabilities, in DRC.



Physiotherapist Leon Kimvangu treating a 5-year-old child in Makala hospital, Kinshasa.

Leon's story

"I am thirty five years old and I work at Makala Hospital as a physiotherapist. I work with Humanity & Inclusion because they improve health and wellbeing.

I started working with HI as a trainee in 2016. I work for them because they support children and the wellbeing of children. Before working for HI I did not know about the children's disabilities but now I am able to take care of disabled children.

Before Humanity & Inclusion, we had problems with the perception of the children in the community. Parents were hiding their disabled children, but with HI the parents have found a new hope. They are bringing their children to the hospital. Before HI, people thought that disabled children were witches. It even led to divorces between parents, and children were abandoned in the street.

I have helped more than a hundred children here. We start working here at eight, then we clean the area. The first parents arrive at 8.30 with their children. We then work until 3pm.

There is one case I remember of a boy, he was around 3 years old. He came here and he had cerebral palsy. He could not walk and when he left here, he was running.

We hope Humanity & Inclusion support us and help to pay for the children as many parents cannot afford the services."

Syrian crisis response

The project

The aim of HI's response to the Syrian crisis is to support Syrian refugees and their host populations in Jordan and Lebanon.

After 8 years of conflict, 11.7 million Syrians (70% of the population) are in need of emergency humanitarian assistance. Access to basic services (health, food, clean water, shelter, etc.) remains an absolute priority, while the country's contamination with explosive remnants - unprecedented in the history of mine clearance - prevents the return of populations and will considerably complicate the country's reconstruction.

The situation

Families trapped under rubble, children maimed by bombs, hospitals destroyed by air strikes...The tragedy happening in Syria highlights the devastating impact of explosive weapons.

Besides killing and causing horrific injuries, explosive weapons spread terror, make people fear for their lives and destroy vital infrastructures.

In Syria, shelters, hospitals and schools are being destroyed by bombs. Water and electricity networks are also ruined leading to food and water insecurity.

Civilians exposed to the conflict in Syria are marked for life. The impact on the mental health of civilians exposed to the effects of explosive violence is extremely worrying. Half of Syrians are in need of mental health support.

In 2019, HI's report "The Waiting List", showed the devastating impact the use of explosive weapons is having in Syria. There is a never-ending waiting list of Syrian men, women and children are trapped in conflict and unable to access their basic human rights: to walk again, to eat and drink, to play, to go to school, to work.

The report details the fact that even more Syrians are estimated to have died from the breakdown of the health system than have died directly from the fighting. Parents of sick children are being forced to take the impossible decision as to whether it is riskier to travel to a hospital or do nothing because of the bombings.

Our activities

Since 2013, Humanity & Inclusion's teams have been assisting Syrian refugees in Jordan and Lebanon. Our activities include:

- Providing rehabilitation and psychosocial care to Syrian refugees and local communities through HI's teams of physiotherapists, occupational therapists, psychologists, and social workers.
- Building the capacity of existing health care services. This way, not only are they more able to provide appropriate care for Syrian refugees, but can also continue to help the local community in host countries.
- Delivering risk education sessions in schools and community groups to raise awareness about the risks of explosive weapons and ensure a safe return home for thousands of Syrian refugees.



Supported by players of



Awarded funds from



This project is funded by UK aid from the UK government, and supported by players of People's Postcode Lottery and the Ajahma Charitable Trust.

Impact so far

During the course of 2019:

39,325 people benefitted from emergency rehabilitation and psychosocial support sessions.

27,171 assistive devices (e.g. crutches, wheelchairs, walkers) were distributed.

404,131 people were reached by our risk education activities, of whom **236,674** were children.



Amira and her son in their apartment in Tripoli, Lebanon.

Amira's story

"It is suffering that cannot be described in words, the words cannot describe the horror we have been through."

"War destroyed the best years of my life, it took my son, my brothers, it took my existence, it made me sick, because of fear and stress. I lost of my identity and I am a hostage of loneliness."

These are the words of Amira, a 44-year-old woman from a rural town in Syria, where she was a teacher. From 2012 to 2015, she witnessed the bombing and shelling of her town, until she finally had to flee to Turkey, and then on to Lebanon in 2016.

One of her sons was killed during a bombing, leaving her traumatised, and especially afraid of the sound of planes. She now lives alone with her younger son in an apartment building in the outskirts of Tripoli, and struggles with depression. Our team in Lebanon is trying to alleviate Amira's suffering by providing her with psychosocial support sessions.

The tragedy behind Amira's story is shared by millions of Syrian displaced by the ongoing conflict. Bombing destroys everything: shelters, hospitals, schools, water and electricity networks but most of all, bombing destroys lives.

3D Printing orthopaedic devices

The project

The aim of this project is to develop innovative and effective solutions to increase access to orthopaedic devices in emergency and remote settings. HI is using an innovative approach combining tele-rehabilitation and 3D printing in Northern Uganda, where the needs are huge as people with physical disabilities struggle to access healthcare.

Running from October 2018 to September 2020, this project is part of AT2030, a programme funded by UK Aid and led by the Global Disability Innovation Hub. AT2030 will test 'what works' to improve access to assistive technology and will invest £20m to support a range of solutions to scale.

The situation

According to the World Health Organisation, over one billion people (largely older people and people with disabilities) are currently in need of Assistive Technology (AT). This number is predicted to rise to two billion by 2030. Yet, only about one in ten of the people who need AT have access to it.

This is especially the case in areas that are remote or dangerous, such as in and around the refugee camps of Northern Uganda. Here, specialised health professionals can be scarce and materials expensive.

Poorly made or unadjusted prostheses and orthoses can make life uncomfortable by causing skin sores, pressure wounds and muscle fatigue. The lack of AT can prevent people from having the same opportunities to learn, to work and to fully participate in their communities and families.

Our activities

This project encompasses three sets of different activities.

Firstly, there is the production and provision of orthopaedic devices. Here, our project staff and community volunteers identify persons in need of orthotic devices and then provide them with a comprehensive rehabilitation process, where they receive a 3D printed device and learn how to use it.

Secondly, the project aims to set up a complete process of fitting using

digital technologies. This includes adapting existing health care facilities and designing treatment protocols for each device.

Finally, there is a strong capacity building component to this project. For example the prosthetics and orthotics technical adviser provides on-the-job training for physiotherapists, psychologists, the 3D technician and community based volunteers.

The focus of the project so far has been building the capacity of community volunteers and local partners and raising awareness of this innovative technology within the communities. This ensures that when the 3D printing machines are ready, the right knowledge and processes are in place to effectively start printing and distributing orthoses.

To date, community volunteers have identified the first project beneficiaries in need of assistive devices. Soon, these people will receive orthoses produced using 3D printing technology.



This project is funded by UK aid from the UK government.

Impact so far

The design of **protocols for 8 orthoses** and their validation by all relevant stakeholders was completed in 2019. HI and hospital staff as well as community volunteers are following the established processes.

In 2019, community volunteers identified the **first beneficiaries** in need of assistive devices.

The **two 3D printing machines** and related materials arrived in Northern Uganda in October 2019. HI staff were able to install the sensitive equipment in a protected environment that keeps the room temperature constant and free from dust.

As soon as the 3D printing machine is completely set up and ready, HI and the community volunteers will identify more people in need of orthotic fitting.

Over the lifetime of the project, at least **50 orthoses** will be delivered to people identified as being in need.



Tabita (centre) with Tabu Jane (left), a community-based volunteer, and Frederic Marse (right), HI prosthetics & orthotics technical advisor

Tabita's story

Tabita is an 11-year-old little girl from South Sudan. Having fled the conflict in her country with her family, she now lives in Omugo refugee camp in Uganda, which is where she met the team from HI.

Tabita was born without any medical complications and developed well up until she was 3 years old. Then, both of her legs became noticeably weaker until Tabita could no longer support herself to stand or walk. The little girl had contracted polio.

The polio virus has significantly affected Tabita's legs and she needs crutches to walk around the camp and go to school. Without them, she is unable to move around and has little freedom or independence.

Right away, the HI team provided her with properly fitted crutches that made it easier for her to get to school and gave her a chance to interact with her friends.

An HI psycho-social support worker is helping to improve Tabita's and her family's well-being, supporting her to cope with her daily challenges, and build her self-esteem.

Tabita is one of the first patients being assessed for the 3D Printing project, and will soon receive knee and ankle orthoses to support her lower limbs.

Girls' Education Challenge - Transition

The project

This project aims to support girls who are marginalised, and children with disabilities. The focus is on improving attendance in school, improving self-esteem and confidence, improving the economic empowerment of learner's families, and to shift community attitudes to reduce stigma. The final focus is to promote inclusive education across all schools.

Running from April 2017 to July 2021, the programme consists of a consortium made up of five organisations including Plan International, Humanity & Inclusion, Action Aid, Forum for African Women Educationalists and The Open University.

The situation

Sierra Leone's education sector plan (2018-2020) highlights a number of challenges in the country: under-qualified teachers, overcrowded classrooms, and a lack of school materials, as well as a lack of ramps for children with disabilities, poor water facilities and inadequate toilet facilities. In some districts there are no secondary schools at all.

The situation is even more of a challenge for children with disabilities.

HI is tackling these issues by training Community Based Rehab Volunteers (CBRVs) to identify children with disabilities at community level and refer them to relevant services. We have provided assistive devices such as hearing aids, crutches and wheelchairs for example.

We are also improving the accessibility of school buildings, and rolling out teacher training in inclusive education methodology.

Our activities

HI supports marginalised girls and children with disabilities, to attend school, learn, and transition from primary to secondary school. For example, we have established informal and inclusive study groups for catch up learning after school.

We encourage parents to take part in Village Saving and Loan Associations to try to reduce poverty, a reason many children drop out.

HI trains community Based Rehab Volunteer (CBRVs) to identify potential children with disabilities in the

communities and refer them for follow up assessment and treatment. CBRVs also work closely with families to break down the stigma.

The project has introduced Programme Volunteers, Learning Assistants, and Student Teachers and leads on training these groups so they can support children with disabilities more easily.

HI also works alongside the Sierra Leonean education sector, inviting government officials on joint monitoring visits, or to training and consortium events.

The recent review of the project, at its mid-way stage, has shown many positive impacts. The attitudes of people in the communities towards children with disabilities and their education, has improved. This was noted by students themselves too.

More children with disabilities are now attending the target schools, which demonstrates the impact of the awareness raising in the communities. There has also been a clear impact on teachers' skills and knowledge already.

"Our ideas on children with disabilities' education are gradually changing because of the project. Prior to this we thought that they should be separated from their peers, but now the project has created a space for both children with disabilities and girls in the learning environment."
- Teacher participant



This project is funded by UK aid from the UK government.

Impact

On average, teachers in the project are using around **75%** of the inclusive teaching methods that they have learnt in trainings, which shows that the training is having a direct impact on the teaching and learning that's taking place. This should lead to clear improvements in the students' learning outcomes and attendance by the end of the project.

All head teachers who were interviewed said that they encouraged "child-centred" teaching at their school. **38%** of head teachers used at least 4 different inclusive education methods. A larger proportion use one or two different methods.

The classroom observations show that on average the Programme Volunteer teachers are already using around **75%** of inclusive and gender sensitive teaching methods expected of them, showing good progress. It is important to note that this is supported by feedback from students.



Aimee in the playground of her primary school in Kenema, Sierra Leone.

Amie's story

Amie is an engaging and lively 7-year-old girl who is keen to go to school and join her friends in the classroom. She lives in a rural area in Sierra Leone, where she lives in a small hut with no running water.

Amy attends one of the model schools that is part of the Girls Education Challenge Transition project. It has been renovated with accessibility modifications including ramps, accessible toilets, wider doorways, larger windows to improve the light source in the classrooms, and painted brightly to make it easier to see for students with low vision.

Amie has a physical disability, with weakness affecting both her hands, her right arm, and her left leg. She has difficulty walking and with using her hands for certain tasks - for example she has trouble gripping a pen.

As part of the project, Amie has been allocated an itinerant teacher called Abdul who has been trained to work with different children with disabilities identified as needing support in the classroom. Abdul visits Amie at school twice a month and pays weekly home visits to check how she is getting on at home. He also organises a monthly community meeting to make sure Amie's parents are on board and to update her individual education plan.

Amie is now learning to read and write, with some modifications and adaptations, thanks to the help from Abdul. She is also feeling more supported and encouraged that she will be able to succeed which is building her confidence. The community meetings have helped her parents and teacher to understand why she has the difficulties that she has, and how best they can support her.

Disability-inclusive poverty graduation

The project

This project aims to implement an inclusive poverty graduation programme throughout poor and ultra-poor households in Bangladesh. We are doing this by empowering people with disabilities to maximise their physical and economic independence through practical, sustainable support.

The project is running from April 2018 to February 2022.

The situation

The government of Bangladesh reported that it had, in 2013, met Millennium Development Goal 1, halving the number of people living in poverty. However, the number of people with disabilities graduating out of poverty is well behind this curve.

A joint study by HI and Nossal Institute (University of Melbourne) in 2017 across two districts of Bangladesh showed that 72% of people with any disability reported a need for assistive devices which they didn't currently have, and less than 2% of women with disabilities were enrolled in vocational training.

Few people with disabilities have received assistive devices, can access maternity or widow allowances, or receive health or sanitation support. All of this contributes to the extreme poverty of people with disabilities living in deprived regions of Bangladesh.

Our activities

HI is giving people with disabilities access to medical services, accompanying them to appointments and covering the cost of the services they need, which would not otherwise be available to them.

We provide tailor-made assistive devices to people with disabilities, followed by training on how to use them. This leads to the beneficiaries' increased capacity to participate in economic and social activities. HI also provides the people who receive mobility devices with structural adaptations to their home and work environments, along with needs-based tools and modifications.

We also support people with disabilities to create individual business plans, along with providing skills training, business tools and start up

support, with a specific focus on the economic empowerment of women.

We have also worked with beneficiaries to set up a self-help savings group, encouraging communities to save together towards a Risk Fund, in order to better equip households to recover from shocks and natural disasters. Any amount saved is match funded, maximising the reduction of risk posed to vulnerable families by unexpected shocks.

HI has been carrying out a poverty graduation project in Bangladesh since 2011. In the pilot, 100% of beneficiaries showed positive growth toward sustainably graduating out of poverty, and approximately 80% of participants had graduated out of poverty by the end of that phase. In the second phase running up until 2018, the overall graduation rate reached 98%.

Based on the lessons-learned and experiences of the pilot project phases we initiated the third phase of our disability-inclusive poverty graduation project in April 2018.

The provision of assistive devices has enabled a remarkable number of beneficiaries to be more directly involved in income generation and social activities.

By significantly increasing the independence and autonomy of people with disabilities, more opportunities become available to them, and fewer barriers hinder their access to an inclusive livelihood within their community.



This project is funded by UK aid from the UK government, and the Ajahma Charitable Trust.



Impact

At the end of 2019, we had reached over **76%** of the beneficiaries we aim to reach by the end of the project in 2022.

1,433 people with disabilities received rehabilitation support in 2019, far exceeding the target of 937, showing the urgent and widespread need for services.

40% of the target households that we reached have already demonstrated their preparedness to withstand natural disasters and household shocks.



Rukeya (right) in her adapted wheelchair with her father and mother.

Rukeya's story

In Kurigram, Bangladesh, six-year-old Rukeya has cerebral palsy. Her father is also disabled and the family find it hard to make ends meet.

When HI's team found the family, the household was classified as "ultra-poor". Rukeya's mother had to carry her around all day and was not able to work.

We ensured that Rukeya received physiotherapy sessions to help improve her strength and mobility. And we designed a special chair that properly supported her back and neck, allowing her to sit up independently and play at her table.

This simple support meant that Rukeya's mother was able to attend a sewing course and, before long, she decided to set up own sewing business.

As part of the project, the family was also given a cow and some leased land which Rukeya's father works on.

The family's income has grown to the point where they have now moved out of extreme poverty, and the future is looking a lot brighter.

UK projects

Disability Data

From July 2016 to June 2019, HIUK ran a project to improve data collection on people with disabilities in humanitarian crises, as a step towards ensuring disabled people are not left behind in a crisis response and that the response is adapted to their needs.

As part of this project, a tool called the Washington Group Questions was tested and assessed for use in humanitarian responses. The findings were used to develop learning on the use of this data collection tool by humanitarian actors. The Questions are a way to generate reliable and comparable data on disability, and our project was the first ever to test them in humanitarian crises.

Our action-research helped the UK Department for International Development further their strategic objective of improving the collection of data on disability. Our learning toolkit is now being used by humanitarian stakeholders around the world, such as UNHCR and Save the Children.

Inclusive Futures

Source is HI's international online resource centre on Disability and Inclusion featuring resources that reflect the experiences and priorities in developing countries. Source gives access to a multitude of resources that can be filtered by different thematic areas (e.g. education, livelihoods and health), allowing practitioners and researchers to find and share resources to match the situation and their needs.

From 2019-21, as a partner in the UK Aid-funded Inclusive Futures programme, HI will use Source to disseminate innovative approaches that have been developed to improve the long-term economic empowerment and inclusion of people with disabilities in Bangladesh, Kenya, Nigeria and Uganda. Visit asksource.info

UK EMT

We have continued to train up specialised rehabilitation responders as part of the UK Emergency Medical Team, including four new dedicated rehabilitation teams and four new spinal cord injury teams in 2019.



Samoan physiotherapist Rube Une (centre) with UKEMT members Susie Wolstenholme and Maeve Tohill.

Our work as part of the UKEMT project has included our continued collaboration with HI Myanmar to deploy UKEMT teams to strengthen preparedness in Yangon and Mandalay hospitals, and also two deployments:

- 1) In March, the rehabilitation project manager deployed with a small team of UKEMT specialists to Mozambique to support the overall emergency medical team coordination of the cyclone response.
- 2) In December, HI supported the deployment of 3 highly specialised respiratory physiotherapists to the measles outbreak in Samoa – the first time ever that an international outbreak response team has included rehabilitation professionals.

Early Rehabilitation

In association with the UK EMT project, we have been coordinating the development of the “Early Rehabilitation in Conflict and Disasters” field handbook.

This handbook and accompanying eLearning (including clinical videos made in Haiti, Gaza and Bangladesh) will be a globally relevant resource for rehabilitation professionals in preparing for and responding to humanitarian emergencies.

The handbook launched on 31st January 2020, with the eLearning available from April 2020. This project has been funded by the AO Foundation.

Stop Bombing Civilians

2019 was an important year for the campaign with the first international meetings of States about the protection of civilians in urban warfare. We continued to pressure the UK Government to engage positively.

HIUK supporters were key, writing and emailing their MPs to gain meetings with individuals such as former MP Stephen Twigg, the Scottish National Party and Baroness Anelay amongst others. This led to statements in a Westminster Debate and a written Parliamentary question focused on the diplomatic process and the need for victim assistance in urban warfare.

Just over 52,500 petition signatures were collected online and in person. The online campaign resulted in 11,844,670 impressions for messages raising awareness about the impact of explosive weapons in populated areas.

How supporters can get involved

- Individuals can support HI's work by making a one-off donation or a regular gift, organising a fundraising event or personal challenge, or signing the Stop Bombing petition on our website.
- Schools, clubs and community groups can fundraise and get involved with our campaigns. Our team are happy to provide free resources and advice.
- If you are a philanthropist, or represent a company or trust, you can call us to arrange a meeting to explore how you can make the biggest difference through a bespoke partnership.
- Anyone can leave a legacy and help change lives. Please consider remembering HI UK in your will, so you can continue to make a difference for generations to come. Even the smallest gift can help.

Please visit humanity-inclusion.org.uk
email supportercare.uk@hi.org
or call us on **0870 774 3737** to find out more.



© ISNA Agency/HI

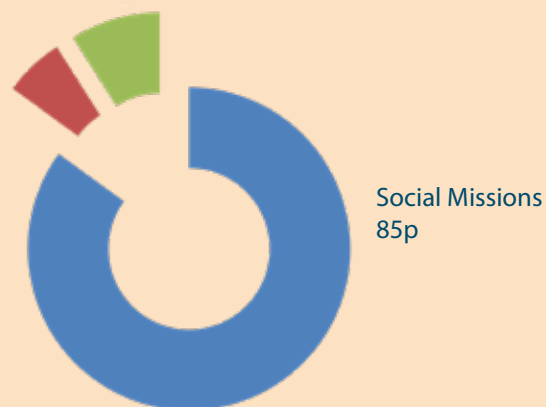
How we spend your money

For every pound spent by the HI Organisation (including HIUK) in 2018^[6]:

85p	was spent on our social missions
9p	was spent on fundraising costs
6p	was spent on administrative costs.

Administrative Costs 6p

Fundraising 9p



6. The HI Organisation includes the HI Federation and the eight National Associations (Belgium, Canada, France, Germany, Luxembourg, Switzerland, the United Kingdom and the United States of America). The 2019 Federal accounts will only be available in June 2020 and therefore these figures relate to the 2018 financial year.

Future Prospects

We continue to work towards our strategic framework, across these three pillars:

1. Bring tangible improvement to the living conditions of people with disabilities and vulnerable populations through key opportunities linked to our organisational mission.
2. Be an innovative fundraising organisation, responding to the funding opportunities available to meet the needs of our programmes.
3. Have a diverse, happy and connected workforce, in an innovative, compliant and tech-savvy environment, which results in the effective delivery of our UK plans and HI's 10-year strategy.

Here are some highlights from our focus areas for 2020:

- Work with the World Health Organisation to finalise the process of having the Spinal Injury Cell we developed in 2017, as part of the UK Emergency Medical Team, verified to global standards.
- Strengthen engagement with parliamentarians and the general public on our Stop Bombing Civilians campaign, focusing on encouraging the UK government to sign the declaration against the use of explosive weapons in populated areas that will be open for signature in 2020.
- Work as an implementing partner in the project 'Women's Integrated Sexual Health 2 Access, Choice, Together, Innovation and Ownership, Now' (WISH2ACTION). HI will be responsible for disability inclusion across six of the project's 16 countries of implementation, ensuring people with disabilities have access to quality sexual and reproductive health services.
- Implement the second year of our exciting partnership with Postcode Global Trust to support Syrian refugees and host communities, and our Stop Bombing Civilians

campaign.

- Scale up our focus on digital campaigns and fundraising, building new networks of supporters across the UK.
- Strengthen our focus on diversity in the workplace by scaling up our new BeHInclusive programme.

Principal Risks and Uncertainties

The risk management process has identified the following principal risks to HI UK that could have a large impact on the organisation if they occurred:

- That a staff member, volunteer or beneficiary of HI UK is the victim of some form of harm, including, but not limited to, abuse. (Likelihood: low, Impact: high). In the last year together with the wider HI organisation, we have taken a number of actions to reduce this risk including further rolling out our Code of Conduct across the organisation, reviewing our recruitment processes, and improving our induction for new staff and Trustees. HI UK also participated in a safeguarding audit carried out by DFID - the findings (due in early 2020) will inform further actions to take.
- That as a result of changing government priorities and mechanisms for accessing funding, as well as increasing competition, HI UK may be unable to secure the right level of funding to maintain delivery of all of the programmes it currently funds at existing levels. (Likelihood: medium, Impact: high). To mitigate this risk, we continue to work in collaboration with other stakeholders to bid jointly for funding, we are prioritising multi-year opportunities, we continue to focus on diversifying our income, and we continue to skill up our team and HI organisation colleagues in managing new forms of funding, principally commercial contracts.
- That as a result of the evolving nature of how we work, and changes in the external

environment, HI UK may find itself not in compliance with relevant regulatory and legislative changes. (Likelihood: high, Impact: high).

To mitigate this risk, we review regulatory and legislative changes at least quarterly, we work closely with our auditors and solicitors and attend external events to stay abreast of changes, and we review changes to our operating model against regulatory and legislative frameworks regularly.

- That as a result of the current COVID-19 global crisis, HI UK may find itself in financial difficulty. While the likelihood of there being a financial impact on the HI Federation is high, the scale of that impact on the Federation and HI UK is as yet uncertain. To mitigate this emerging risk, we have reduced costs through temporary pay cuts, freezing new recruitment and stopping all discretionary spend. We are also collectively advocating towards the UK government for adequate reliefs for international charities, and renegotiating all our existing grants and contracts. Finally, we are regularly reviewing our income and adjusting our plans as new information comes to light.

Raising voluntary income

HI UK is a member of both the Institute of Fundraising and the Fundraising Regulator, as we believe in maintaining the highest standards in our fundraising. We also comply with best practice in fundraising through the Code of Fundraising Practice. HI UK is also adhering to a plan for GDPR compliance. Our donor promise has been updated and can be found on the website at: humanity-inclusion.org.uk/en/our-promise-to-you.

We have a vulnerable persons policy in line with GDPR requirements. We ensure that any third party organisations we work with adhere to all the above.

To enable HI UK to continue to work towards delivering the HI 2016-25

Strategy to meet the growing and evolving needs of our beneficiaries, we are continually reviewing and honing our plans for raising voluntary income from individual donors including grassroots supporters and major donors, also trusts and foundations and corporate partners. As in 2018, our priority continues to be in diversifying and increasing long-term, sustainable sources of income in an ethical and sustainable way, and endeavouring to be open and transparent with our supporters at all times. This approach has continued to deliver some exciting results and outcomes for the organisation.

We have had our most successful year ever for fundraising and achieved some excellent mainstream media coverage for our work around the world. In 2019, we continued to invest in fundraising tests, putting an investment of £193,714 into digital fundraising and print media inserts. This is a planned investment and results are being monitored in real-time to maximise both short and long-term returns.

We are also continuing to develop our Major Giving programme: In 2019 we grew our Trusts & Foundations and Corporate Partnerships income to £514,000, an increase of 73% in one year. We are particularly grateful for and proud of our new partnerships with Postcode Global Trust, Fondation Ipsen and NGA HR; and our renewed partnerships with the Ajahma Charitable Trust, the Philip King Charitable Trust and Euromonitor International. Thank you to all of you for the invaluable impact you are making. We are also indebted to our Development Board who are building support from Major Donors, including through a successful event at The Reform Club in October 2019, kindly sponsored by Mark Glover.

In 2019 HIUK received 1 complaint (related to a supporter communication). All complaints were responded to and resolved.

Financial review

HI UK income in 2019 was £13.80m, which represents a 95% increase from 2018 where we had an income of £7.08m.

This significant growth has enabled us to respond positively to the needs of our programmes worldwide. The majority of this growth was from Institutional Funding which grew by 120% from 2018 to £11.59m. We were able to benefit from our growing reputation as a reliable partner and grow our outreach around the globe.

Donations from individuals, groups, trusts, and corporates increased by 81% from 2018 to £1.26m. This is the first year HI UK's voluntary income has exceeded the £1m milestone. We have received growing support from major donors, and during this year we received our first ever major legacy and crowdfunding donations.

Income raised allowed us to support 23 countries, 3 regional and 8 global programmes. Charitable activities represented 94% of the expenditure incurred from total income. For further information on the programmes HI UK supported this year, please see pages 11 to 22.

HI Federation continued its strategy to maintain investment in HI UK, providing in total £933.5k (2018: £1,053k) to support HI UK's strategy to grow, invest in UK projects, diversify our income sources and support our running costs.

For further details, please see the accounts on pages 33 to 45.

We are proud to be part of the global HI Network which takes value for money seriously. In 2018, 85p from every pound raised across the network was spent on HI's programmes.

Reserves policy

HI UK has a reserves policy which states that HI UK retains the equivalent of three months of UK activity, based on budget projections. The amount is reviewed as budget projections are revised. HI UK's reserves are intended to act as a sensible contingency against unexpected expenditures or shortfalls in fundraising, and to facilitate cash flow.

At the end of the year, HI UK's total reserves stood at £281,540. Based on budget projections for 2019, the minimum reserve levels should equal £120k. This minimum reserve level is a guide, and taking into consideration the size of our organisation, and the investments we are making in new activities, the Trustees feel these higher reserves are appropriate at this time. These reserves have been established at HI UK by the HI Federation and are held with Unity Trust Bank Plc.

Going concern

HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants and major gifts already having been secured for 2020 and beyond. In addition, HI Federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the company. Having considered the above as well as our fixed costs in light of the COVID-19 crisis, the Trustees believe that it is appropriate to continue to adopt the going concern basis in preparing the annual trustees report and financial statements.

TRUSTEES' REPORT



The Trustees present our report and accounts for the year ended 31st December 2019.

The accounts have been prepared in accordance with the accounting policies set out in note 1 of the accounts and comply with the charity's Articles of Association. The accounts follow accounting standards issued or adopted by the Accounting Standards Board or its successors and adhere to the recommendations of applicable Statement of Recommended Practices for Charities.

Constitution of the Charity

Handicap International UK (HI UK) was founded in 1999, registered as a company limited by guarantee on 8th June 2000 and as a charity on 22nd September 2000. In 2018, the charity adopted a new operating name, Humanity & Inclusion UK, which is the name referred to throughout this document, alongside HI UK.

The organisation is governed by its Articles of Association, a copy of which is available at the registered office. HI UK is part of the global Humanity & Inclusion Network (HI), composed of a Federation, an Institute and eight national associations including HI UK.

Charitable objects and Public Benefit

Co-winner of the Nobel Peace Prize, HI is an international aid organisation working in situations of poverty, exclusion, conflict and disaster. Outraged by the injustice faced by people with disabilities and vulnerable populations, we aspire to a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity.

The charitable objects of HI UK are to relieve and assist people in charitable need, particularly (but not exclusively) in situations of deprivation or disability, and to improve the living conditions of those in need irrespective of the nature or cause and irrespective of the religious, ethnic or political origin of beneficiaries, both nationally and globally. We also work to preserve life and promote the health and well-being of those in need, in particular of those who are victims of conflict, natural or other disaster.

We carry out those charitable objects for the public benefit by working alongside people with disabilities and other vulnerable populations, by taking action and raising awareness in order to

respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

HI UK has taken into consideration the Charity Commission's guidance on public benefit when outlining the objectives and activities for the year being reported on, as well as for subsequent years within our strategy.

How we manage our affairs

Governance and internal control

HI UK is governed by its Board of Trustees which is responsible for ensuring a strong strategic focus in line with the charitable aims of the organisation and with the Humanity & Inclusion global strategy. In line with governance best practice, the Board aspires to follow the principles of the voluntary Charity Governance Code as proportionate to the charity's circumstances, with an in-depth review of the Code launched in the year.

Board meetings are held a minimum of four times per year and additionally if required. The Finance and Audit sub-committee and the Human Resources sub-committee of the Board meet as necessary between board meetings, at least four times a year, and make recommendations to the full Board. The Risk sub-committee meets as necessary between board meetings, at least two times a year, to review and monitor key risks faced by HI UK, and to provide oversight to the Executive Director and senior management who implement prevention and mitigation measures, as well as monitor risks on a regular basis. Recommendations made and actions agreed by all Board subcommittees are ratified at Board meetings.

Day-to-day management of the organisation is devolved to the Chief Executive, who reports to the Board and has frequent contact with the Chair and Trustees. None of the Board members have any beneficial interest in the charity. There is a delegated authority which formalises the delegation of powers to the Chief Executive and senior staff and sets out the matters that are expressly reserved for determination by the Board and cannot be delegated. The Chief Executive remains responsible for the matters delegated and is required to report to the Board as the Board deems appropriate.

All of the Trustees are members of the charity and guarantee to contribute £1 in the event of a winding up of HI UK.

Appointment of trustees

HI UK aims to select trustees in a manner consistent with its equal opportunities policy. Trustee vacancies are advertised where relevant, all applicants are interviewed by a panel of the Board, and appointments are made on merit against objective criteria and considering the benefit of diversity. Trustees are appointed for a three year term and are subject to a re-election procedure.

On formal acceptance of the invitation to join the Board, new trustees are given an induction which includes information about HI and HI UK's work policies and procedures, governance (including trustees' roles and responsibilities) and an explanation of the relationships with the Federation and other national association members, as well as the Federal and national strategic plans. Trustees also have induction training in our global HQ in Lyon, France.

The current trustees are shown on page 3.

Organisational structure

During 2019, HI UK employed a team of 21 full-time and part-time staff to achieve its charitable objectives. HI UK was also supported by volunteers and secondments from the civil service with varied roles across the organisation.

HI UK strives to be a median employer against a comparable market. Salary increases are based on a combination of cost of living and performance-related measures, and are reviewed annually. A review was carried out in early 2018, overseen by the HR committee of the Board. Working with an external agency, the salary scale and benefits were benchmarked against a comparable market. A revised salary scale was agreed by the Trustees, and the Trustees also approved the introduction of childcare vouchers and a policy offering two paid days per year to undertake volunteering.

During 2019 we continued to qualify as a Disability Confident Employer.

HI Network

As a member of the HI Network, HI UK supports and contributes to the work of the wider network. An international governance structure and

operational framework has been agreed within the network in order to rationalise and share resources and the Federation has agreed to meet any shortfall of funds as agreed in our joint strategy. In 2019, the HI UK Board was represented on the Federal General Assembly with three seats. This General Assembly has ultimate governance oversight of the HI Organisation.

Since 2010, the Federation has been allocating reserves to each national association, and in the case of HIUK, has been contributing to private fundraising investment, UK charitable activities and support costs.

For the amounts outstanding between HI UK and the other national associations at year end, see note 18.

Trustee's responsibilities

The Trustees (who are also directors of HI UK for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Company law requires the Trustees to prepare financial statements for each financial year. 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 affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the provisions of the charity's constitution.

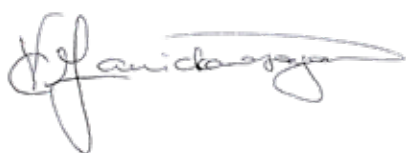
They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

Insofar as each of the trustees of the charity at the date of approval of this report is aware there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charity's auditor is unaware. Each trustee has taken all of the steps that he/she should have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Registered office:
9 Rushworth Street
London, UK
SE1 0RB

Signed on behalf of Trustees

A handwritten signature in black ink, appearing to read 'Vhernie Manickavasagar', with a long horizontal flourish extending to the right.

Treasurer: Vhernie Manickavasagar

Date: 21st May 2020

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF HANDICAP INTERNATIONAL UK
FOR THE YEAR ENDED 31ST DECEMBER 2019



Opinion

We have audited the financial statements of Handicap International UK (operating as Humanity & Inclusion UK) for the year ended 31 December 2019 which comprise the Statement of Financial Activities, Balance sheet, Cashflow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2019 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

- 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 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.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion 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 such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in 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 in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 28, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 auditor's 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 auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Redwood
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
St Bride's House
10 Salisbury Square
London EC4Y 8EH, UK

Date: 2 June 2020

FINANCIAL STATEMENTS



STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure account)
For the year ended 31st December 2019

	Note	Unrestricted Funds £	Restricted Funds £	TOTAL 2019 £	TOTAL 2018 £
INCOME AND ENDOWMENTS FROM:					
Donations & Legacies (including Contribution from HI Federation)	2	1,475,351	568,694	2,044,045	1,510,946
Charitable activities	3	1,976,773	9,765,743	11,742,516	5,568,790
TOTAL INCOME AND ENDOWMENTS		3,452,124	10,334,437	13,786,561	7,079,736
EXPENDITURE ON:					
Raising funds	4	822,284	-	822,284	1,016,691
Charitable activities					
Overseas Programmes					
Grant funding: Humanitarian emergencies		21,915	2,870,865	2,892,780	1,610,576
Grant funding: Long-term development		1,909,074	6,414,071	8,323,145	3,340,865
Funded by voluntary donations		475,772	493,694	969,466	417,174
UK Projects		223,079	555,807	778,886	694,430
Total Charitable activities	5	2,629,840	10,334,437	12,964,277	6,063,045
TOTAL EXPENDITURE		3,452,124	10,334,437	13,786,561	7,079,736
NET INCOME / (EXPENDITURE)	8	-	-	-	-
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		-	-	-	-
RECONCILIATION OF FUNDS:					
Total funds at 1st January 2019		281,540	-	281,540	281,540
TOTAL FUNDS at 31st December 2019		281,540	-	281,540	281,540

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

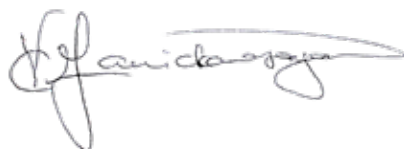
BALANCE SHEET

At 31st December 2019

	Note	TOTAL 2019 £	TOTAL 2018 £
Fixed Assets			
Tangible assets	12	77,445	20,799
Total Fixed Assets		<u>77,445</u>	<u>20,799</u>
Current Assets			
Debtors	13	4,859,756	2,438,941
Cash at bank and in hand		1,074,738	760,005
Creditors: Amounts falling due within one year	14	(5,730,399)	(2,938,205)
Net Current Assets		<u>204,095</u>	<u>260,741</u>
TOTAL NET ASSETS		<u>281,540</u>	<u>281,540</u>
THE FUNDS OF THE CHARITY:			
Unrestricted funds: General fund		281,540	281,540
TOTAL FUNDS	16	<u>281,540</u>	<u>281,540</u>

These financial statements are prepared in accordance with part 15 of the Companies Acts 2006.

These financial statements were approved and authorised for issue by the Board of trustees on 6th May 2020 and signed on its behalf by :



Trustee: Vhernie Manickavasagar
Date: 21st May 2020

The notes on pages 37 to 46 form part of these financial statements.

STATEMENT OF CASH FLOWS

At 31st December 2019

	Note	TOTAL 2019 £	TOTAL 2018 £
NET INCOME / (EXPENDITURE) FOR REPORTING PERIOD			
(as per the STATEMENT OF FINANCIAL ACTIVITIES)		-	-
Adjustments for:			
Depreciation charges	12	17,321	26,202
Gain on disposal		442	-
Net unrealised exchange loss	8	(1,043)	(4,289)
Increase in debtors		(2,420,816)	(635,940)
Increase in creditors		2,792,194	1,000,621
NET CASH (USED IN) / PROVIDED BY OPERATING ACTIVITIES		388,098	386,594
NET CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of fixed assets		(74,408)	(11,034)
NET CASH PROVIDED BY / (USED IN) INVESTING ACTIVITIES		(74,408)	(11,034)
CHANGE IN CASH AND CASH EQUIVALENTS IN REPORTING PERIOD		313,690	375,560
Cash and cash equivalents at the beginning of the reporting period		760,005	380,156
Change in cash and cash equivalents due to exchange rate movements		1,043	4,289
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		1,074,738	760,005

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2019

1. ACCOUNTING POLICIES

Handicap International UK (HI UK) was founded in 1999, incorporated in England and Wales as a company limited by guarantee on 8th June 2000, and as a charity on 22nd September 2000. As of the 24th of January 2018, the organisation has adopted a new operating name, Humanity & Inclusion UK. HI UK is a public benefit entity. The Registered Office is 9 Rushworth Street, London SE1 0RB.

a) Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice for charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (Charities SORP (FRS 102), which applicable from 1 January 2015, and the Companies Act 2006. All figures are rounded to the nearest whole pound and presented in the charities functional currency which is (GBP).

HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants having been secured for 2020 and beyond. In addition, HI Federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the company. The Trustees believe that it is, therefore, appropriate to continue to adopt the going concern basis in preparing the annual trustees report and financial statements.

b) Fund accounting

The charity maintains various types of funds as follows:

Restricted funds: Restricted funds represent

- Grants and donations received which are allocated by the donor for specific purposes as defined by the donor; and
- Some contributions from HI Federation, which are allocated by HI Federation for use for specific purposes.

Expenditure that meets these criteria is charged to the fund, together with a fair allocation of support costs.

Unrestricted funds: Unrestricted funds represent income which is expendable at the discretion of the trustees in the furtherance of the objects of the charity.

c) Income

Donations and similar income are included in the year in which they are receivable, which is when the charity becomes entitled to the resource.

Grants receivable are credited to the Statement of Financial Activities (SOFA) in the year for which they are entitled to be receivable.

Income from commercial contracts is recognised in line with the performance of the contractual obligations.

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received.

Investment income is included in the SOFA in the year in which it is receivable.

d) Expenditure and basis of allocation of costs

Expenditure is recognised on an accrual basis when the charity has a legal or constructive obligation.

Resources expended are allocated direct to the particular activity where the cost relates to that activity.

Support costs have been allocated between charitable activities and raising funds. Costs that are not wholly attributable to an expenditure category have been apportioned to each activity on an estimate of staff time.

Governance costs include those costs associating with meeting the constitutional and statutory requirements of the charity such as the cost of board meetings, statutory compliance and costs linked to the strategic management of the charity.

Governance costs have been allocated on basis of relative income (excluding Contribution from HI Federation) between Donations and legacies and Charitable activities.

e) Expenditure on raising funds

Expenditure on raising funds include the cost of recruiting and retaining new donors, costs relating to private and/or institutional grant applications, and associated communication and PR costs. These include an apportionment of support costs and governance costs, as shown in Note 4.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2019

f) Expenditure on charitable activities

Expenditure on charitable activities comprise all costs incurred in the pursuit of the charitable objects of the charity. These costs, where not wholly attributable, are apportioned between the categories of charitable expenditure in addition to the direct costs. Expenditure on charitable activities includes an apportionment of support costs and governance costs, as shown in Note 5.

g) Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation, which is provided in annual instalments over the estimated useful lives of the assets. The rates of depreciation applied to the assets are:

Leasehold improvements	5 years or less over period of lease
Computer equipment	3 to 5 years on straight line basis
Office equipment	4 years on straight line basis
Fixtures & fittings	3 years on straight line basis

h) Pension costs

The charity contributes on behalf of employees to their stakeholder defined contribution pension scheme. The cost of the contribution is charged to the Statement of Financial Activities (SOFA) when the cost is incurred.

i) Donated services and gifts in kind

Donated services and gifts in kind include secondments of personnel, pro bono services and other services. These have been valued at the cost the charity would have otherwise have paid for these services; or where a specific price is not available, this is at market rate.

Items gifted to the charity are included either as income in the SOFA or as an asset in the Balance Sheet. The valuation of such items is as deemed reasonable by the Trustees.

j) Foreign currencies

Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. Monetary assets and liabilities are translated at the rate of exchange ruling at the balance sheet date. All exchange differences are recorded in the SOFA.

k) Liability of the guarantors

The charity does not have a share capital and is limited by guarantee. In the event of the charity being wound up the maximum amount which each member is liable to contribute is one pound. There were 8 (2018: 8) such members at 31st December 2019.

l) Operating lease

Total operating lease rentals are charged as an expense in the Statement of Financial Activities over the lease term.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2019

2. DONATIONS AND LEGACIES (including CONTRIBUTION from HI FEDERATION)

	Unrestricted Funds £	Restricted Funds £	2019 Total £	2018 Total £
Contribution from HI Federation	829,227	-	829,227	839,592
Donations	475,776	568,694	1,044,470	417,176
Donated services and gifts in kind	165,648	-	165,648	249,655
Other income	4,700	-	4,700	4,523
	1,475,351	568,694	2,044,045	1,510,946

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	2019 Total £	2018 Total £
Support for overseas programmes				
<i>Institutional funding: Public bodies</i>	-	8,305,433	8,305,433	4,088,449
<i>Institutional funding: Private organisations</i>	1,855,012	979,502	2,834,514	784,697
Support for UK projects				
<i>Institutional funding: Public bodies</i>	-	387,771	387,771	391,182
<i>Institutional funding: Private organisations</i>	-	58,194	58,194	926
<i>Support from HI Federation for UK projects</i>	69,475	34,843	104,318	270,578
<i>Other Income</i>	52,286	-	52,286	32,958
UK & overseas programmes Note 9	1,976,773	9,765,743	11,742,516	5,568,790

4. EXPENDITURE ON RAISING FUNDS

	Direct Costs £	Staff Costs £	Support Costs £	2019 Total £	2018 Total £
Private fundraising investment	180,366	104,202	30,985	315,553	389,308
Institutional fundraising activities	19,427	69,961	26,946	116,334	242,338
Other fundraising activities	144,294	83,362	46,881	274,537	191,473
Communication & PR	24,646	67,438	23,776	115,860	193,572
Total expenditure on raising funds	368,733	324,963	128,588	822,284	1,016,691

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2019

5. TOTAL EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	2019 Total £	2018 Total £
<u>COSTS OF CHARITABLE ACTIVITIES</u>				
<u>Overseas programmes</u>				
Emergencies	21,915	2,870,865	2,892,780	1,610,576
Long-term development	1,909,074	6,414,071	8,323,145	3,340,865
<u>Multi-sector overseas programmes funded by voluntary donations</u>				
Bangladesh	6,479	105,500	111,979	3,333
Burkina Faso	-	50,000	50,000	-
Colombia	13,333	-	13,333	-
Democratic Republic of Congo	13,333	8,333	21,666	66,670
East Africa	-	-	-	3,333
Haiti	13,333	-	13,333	3,334
Iraq	66,667	-	66,667	-
Laos	20,000	78,470	98,470	3,332
Mali	-	30,000	30,000	-
Middle East	166,335	-	166,335	33,333
Mozambique	66,667	3,871	70,538	-
Palestine	-	11,183	11,183	-
Philippines	13,333	-	13,333	13,334
Rwanda	-	-	-	53,334
Sierra Leone, Liberia	-	29,087	29,087	-
South Sudan	-	-	-	7,165
Syrian crisis	73,146	177,000	250,146	164,137
Vietnam	-	-	-	50,424
Yemen	23,146	250	23,396	15,445
Total multi-sector programmes	475,772	493,694	969,466	417,174

<u>UK projects</u>				
	Unrestricted Funds £	Restricted Funds £	2019 Total £	2018 Total £
UK Emergency Medical Team	1,089	278,725	279,814	160,394
Inclusive Education	4,931	67,721	72,652	71,130
Research, Policy and Awareness Raising	217,059	209,361	426,420	462,906
Total UK project costs	223,079	555,807	778,886	694,430

	Direct Costs £	Staff Costs £	Support Costs £	2019 Total £	2018 Total £
Overseas programmes	11,133,107	74,830	7,988	11,215,925	4,951,441
Multi-sector overseas programmes funded by voluntary donations	622,793	-	346,673	969,466	417,174
UK projects	439,118	281,518	58,250	778,886	694,430

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2019

6 GOVERNANCE COSTS	2019	2018
	£	£
Meeting costs & others	16,792	8,789
Professional fees	21,000	18,600
Staff costs	27,302	31,947
	65,094	59,336

7 SUPPORT COSTS	Charitable Activities	Generating Funds	2019 Total	2018 Total
	£	£	£	£
Staff costs	60,706	101,335	162,041	180,317
General costs	263,529	19,835	283,364	184,028
Depreciation	16,109	1,212	17,321	26,202
Governance costs	58,888	6,206	65,094	59,336
	399,232	128,588	527,820	449,883

8 NET RESOURCES FOR THE YEAR	2019	2018
This is stated after charging / (crediting):	£	£
Depreciation	17,321	26,202
Auditor's remuneration - statutory audit	21,000	18,600
Auditor's remuneration - tax services	1,950	4,530
Operating lease payments	157,390	77,760
Realised exchange loss	-	246
Realised exchange gain	-	(229)
Unrealised exchange gain	(1,043)	(4,289)
	196,618	122,820

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2019

9. MOVEMENT IN RESTRICTED FUNDS	Income 2019 £	Expenditure 2019 £
HUMANITARIAN		
Department for International Development		
Myanmar: Improving living conditions of people with disabilities affected by conflicts	187,500	187,500
Myanmar: Towards a more Inclusive Humanitarian action	58,053	58,053
ACTED		
Middle East: Inclusive Humanitarian response	261,986	261,986
The International Organisation for Migration		
Middle East: Integrated Protection for vulnerable migrants and people affected by conflict	575,441	575,441
Start Network		
Burkina Faso: Psychosocial emergency response	36,993	36,993
Morocco: Reduce migrants' vulnerability in the camp in Casablanca Phase I	477,223	477,223
Morocco: Reduce migrants' vulnerability in the camp in Casablanca Phase II	265,000	265,000
Pakistan: Earthquake urgent response	88,886	88,886
Philippines: Anticipatory action for Lahar risks	42,138	42,138
Philippines: Inclusive response to typhoon emergency	8,390	8,390
Sierra Leone: Inclusive emergency response	11,926	11,926
Tunisia: Cross border migration	8,682	8,682
IDEO		
Innovation to promote inclusive employment	88,839	88,839
Action Against Hunger UK		
Myanmar: Aid the relief of malnutrition	153,227	153,227
International Rescue Committee (IRC)		
Lebanon: Humanitarian Protection Programme	606,581	606,581
Total Humanitarian	2,870,865	2,870,865

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2019

	Income 2019 £	Expenditure 2019 £
LONG-TERM DEVELOPMENT		
Department for International Development:		
Bangladesh: Disability Inclusive graduation out of poverty	965,387	965,387
Jordan: Towards sustainable rehabilitation services	1,976,335	1,976,335
Jordan: Improving the national early detection & early intervention	13,134	13,134
Nepal and DR Congo: Strengthening rehabilitation services for vulnerable communities	62,024	62,024
South Sudan: Inclusive mental health and humanitarian response	1,340,531	1,340,531
Uganda: AT2030: Life changing orthopedic devices -3D printing through emergency tele rehab access	363,224	363,224
Norwegian Refugee Council		
Kenya: Support for Protection and Assistance of Refugees (SPARK)	391	391
Plan International UK		
Sierra Leone: Inclusive Girls Education	1,003,618	1,003,618
VSO		
Nepal: Empower Adolescent Girls with Education	210,169	210,169
Guernsey Overseas Aid Commission		
Togo: Access for detainees in Lome Prison	3,255	3,255
Elrha		
Evidence for impact of rehab in humanitarian settings	72,200	72,200
Mott Macdonald		
Sierra Leone Secondary Education Improvement Programme	4,199	4,199
Population Council		
Ethiopia: No girl left behind	237,910	237,910
Options Consultancy Services		
Nepal: Developing physiotherapy skills to integrate into the Ministry of Health's training for paramedics	125,628	125,628
BRAC UK		
Uganda: Disability-Inclusive Ultra-Poor Graduation Initiative	36,066	36,066
Total Long-Term Development	6,414,071	6,414,071
TOTAL	9,284,936	9,284,936
International Organisations (support for UK projects)		
Department for International Development:		
UK Emergency Medical Team	204,584	204,584
Enhancing the availability and use of quality disability data by humanitarian actors	154,992	154,992
AO Foundation		
Early rehabilitation during disasters and conflicts	58,194	58,194
Sightsavers		
Development of website to disseminate information on Inclusion & Disability	28,195	28,195
IASC		
Australian government via HI Federation	16,155	16,155
HI FEDERATION		
Global and regional workshop on 'Collection of data on persons with disabilities in humanitarian action'	32,583	32,583
TOTAL	494,703	494,703
TOTAL	9,779,639	9,779,639

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2019

10. TRUSTEES AND STAFF INFORMATION

a) Trustees

No trustee received emoluments in the year (2018: nil)

To enable them to attend meetings three trustees were reimbursed a total of £328.30 for travel to: (2018:

three trustees were paid £1,194) and costs paid directly to third parties totalled £140.74 (2018: £151)

Trustees voluntarily donated a total amount of £545 (2018: £98)

b) Staff

Staff costs were as follows:	2019 £	2018 £
Salaries and wages	764,425	737,463
Social security costs	67,224	73,148
Pension costs	39,004	29,869
Agency and seconded staff	-	35,800
	870,653	876,280

1 employee received emoluments in range of £60,000 to £70,000 on an annualised basis during the year (2018: 1)

The total compensation for key management personnel (including Employer social security costs) is £75,741 (2018: £74,439).

There is £4,588 (2018: £8,901) owing to the contributory pension scheme at year-end subsequently paid in 2020.

The average full-time equivalent of staff employed by the charity during the period, including seconded staff, calculated in full-time equivalents was:

	2019	2018
Generating funds	15.1	12.0
Charitable activities	15.9	9.1
Governance	0.6	0.7
	31.6	21.8

11. TAXATION

The charitable company is exempt from corporation tax on its charitable activities and trading activities carried out in the year.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2019

12. TANGIBLE FIXED ASSETS

	Leasehold Improvements	Fixtures, Fittings, Equipment	Total Fixed Assets
Cost	£	£	£
At 1 January 2019	65,596	87,394	152,990
Additions	30,166	44,242	74,408
Disposals	(53,303)	(9,096)	(62,399)
at 31 December 2019	<u>42,459</u>	<u>122,540</u>	<u>164,999</u>
Depreciation			
At 1 January 2019	64,243	67,948	132,191
Charge for period	3,811	13,510	17,321
Depreciation on disposal	(53,303)	(8,655)	(61,958)
at 31 December 2019	<u>14,751</u>	<u>72,803</u>	<u>87,554</u>
Net book value			
At 31 December 2019	<u>27,708</u>	<u>49,737</u>	<u>77,445</u>
At 31 December 2018	<u>1,353</u>	<u>19,446</u>	<u>20,799</u>

13. DEBTORS

	Unrestricted Funds	Restricted Funds	2019	2018
	£	£	£	£
Trade Debtors	105,265	-	105,265	45,534
Receivable from other HI Network	45,230	-	45,230	314,387
Accrued income	1,593,301	2,714,045	4,307,346	2,056,551
Prepayments	397,527	-	397,527	18,111
Other receivables	4,388	-	4,388	4,358
	<u>2,145,711</u>	<u>2,714,045</u>	<u>4,859,756</u>	<u>2,438,941</u>

14. CREDITORS: Amounts falling due within one year

	Unrestricted Funds	Restricted Funds	2019	2018
	£	£	£	£
Money due to HI Federation for programs	157,114	4,002,883	4,159,997	2,073,982
Money due to Donors	-	-	-	53,542
Trade payables	29,354	2,202	31,556	51,356
Deferred income	373,972	652,708	1,026,680	645,400
Accruals & other creditors	472,061	3,724	475,785	91,561
Social security costs	13,730	5,884	19,614	22,364
Taxation	16,767	-	16,767	-
	<u>1,062,998</u>	<u>4,667,401</u>	<u>5,730,399</u>	<u>2,938,205</u>

Deferred income comprises the aggregate of amounts received in advance for future periods for specific grant agreements.

All of the income deferred in 2018 has been recognised as income in 2019.

15. COMMITMENTS UNDER OPERATING LEASE

At 31 December 2019, the charity had annual commitments under operating leases as set out below:	2019	2018
	£	£
Not later than one year	130,800	6,391
Later than one year and not later than five years	130,800	-
	<u>261,600</u>	<u>6,391</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2019

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total Funds
2019	£	£	£
Total fixed assets	77,445	-	77,445
Current assets	1,267,093	4,667,401	5,934,494
Creditors: amount falling due within 1 year	(1,062,998)	(4,667,401)	(5,730,399)
Net assets at 31 December 2019	<u>281,540</u>	<u>-</u>	<u>281,540</u>
2018	£	£	£
Total fixed assets	20,799	-	20,799
Current assets	394,769	2,804,177	3,198,946
Creditors: amount falling due within 1 year	(134,028)	(2,804,177)	(2,938,205)
Net assets at 31 December 2018	<u>281,540</u>	<u>-</u>	<u>281,540</u>

17. MOVEMENT IN FUNDS

	Brought forward	Incoming resources	Outgoing resources	Carried forward
2019	£	£	£	£
Restricted funds	-	10,334,437	(10,334,437)	-
Unrestricted funds				
General fund	281,540	3,452,124	(3,452,124)	281,540
TOTAL FUNDS	<u>281,540</u>	<u>13,786,561</u>	<u>(13,786,561)</u>	<u>281,540</u>
2018	£	£	£	£
Restricted funds	-	5,508,091	(5,508,091)	-
Unrestricted funds				
General fund	281,540	1,571,645	(1,571,645)	281,540
TOTAL FUNDS	<u>281,540</u>	<u>7,079,736</u>	<u>(7,079,736)</u>	<u>281,540</u>

18. RELATED PARTY TRANSACTIONS

Handicap International UK is an independent National Association of the international charity Handicap International Federation (HI). A "Federal Handbook" manual has been agreed within the federal network in order to rationalise and share resources, and formalise working arrangements. The Federation has identified the UK as a source of significant future growth in Private Fundraising and so has invested funds in Handicap International UK in order to achieve this. It has also agreed to meet any shortfall of funds whilst the charity becomes established in the UK. During the period, HI Federation contributed £884,807 (2018: £1,053,485). See notes 13 & 14 for the amount outstanding between the UK and the other organisations at year end.

	Overseas programme expenditure	Invoiced to HI UK	Invoiced by HI UK	Owed to HI UK	Owed by HI UK
2019	£	£	£	£	£
HI Federation	11,672,451	9,894	18,287	45,230	(4,159,998)
HI United States	-	1,557	-	-	-
2018					
HI Federation	4,469,717	11,432	20,851	314,387	(2,073,982)
HI United States	-	805	170	-	-



Acknowledgements

Humanity & Inclusion UK's donors, partners and memberships for 2019

Ambassadors

- Eddie Ndopu
- Jack Hunter-Spivey
- Ross Wilson

Donors and Partners

- ACTED
- Action Against Hunger UK
- Ajahma Charitable Trust
- Amanda Davie
- AO Foundation
- Association of Physiotherapists in International Health and Development (ADAPT)
- Association of Chartered Physiotherapists in Neurology (ACPIN)
- BRAC
- British Association of Chartered Physiotherapists in Amputee Rehabilitation (BACPAR)
- British Association of Hand Therapists (BAHT)
- Care UK
- CBM
- Cecil Pilkington Charitable Trust
- Christian Aid
- Department for International Development (DFID)
- Dorfred Charitable Trust
- Elrha
- Euromonitor International
- French Chamber of Great Britain
- Giles Duley
- Global Disability Innovation Hub
- Google AdWords
- Guernsey Overseas Aid & Development Commission
- IDEO.org
- International Committee of the Red Cross (ICRC)
- International Disability Alliance

- International Organisation for Migration (IOM)
- International Planned Parenthood Federation (IPPF)
- International Society of Physical and Rehabilitation Medicine (ISPRM)
- International Society for Prosthetics and Orthotics (ISPO)
- Interactifs UK
- Interburns
- International Rescue Committee (IRC)
- International Spinal Cord Injury Society (ISCoS)
- Ipsen Foundation
- Laurie & Gillian Marsh Charitable Trust
- Legacy of War Foundation
- Livability
- Maria Bjornson Memorial Fund
- Mark Glover, Newington Communications
- Morgan, Lewis and Bockius LLP
- Mott MacDonald
- MSF-France
- NGA HR/ Alight Solutions
- N. Smith Charitable Trust
- Options Consultancy Services
- Palladium
- Pascal Rey Herme
- Players of People's Postcode Lottery
- Peter & Teresa Harris Charitable Trust
- Philip King Charitable Trust
- Physionet
- Plan International UK
- Population Council
- Relief International
- Staff of Savannah Resources
- Sightsavers
- Sorooptimist International UK Programme Action Committee
- St Georges University of London
- The Start Network
- Stephen Coldrick
- Third Bridge
- Tilehouse Trust
- The Tula Trust
- UK Fire and Rescue Service

- UK-Med
- Vera Outhwaite Charitable Trust
- Voluntary Service Overseas (VSO)
- The Washington Group on Disability Statistics
- The Whitehall and Industry Group (Civil Service Fast Stream Programme)
- World Confederation for Physical Therapy
- World Federation of Occupational Therapists (WFOT)
- World Health Organisation

Organisational Memberships and Networks in the UK

- Association of Chief Executives of Voluntary Organisations (ACEVO)
- Bond
- Cluster Munition Coalition
- Enabling Education Network (EENET)
- French Chamber of Great Britain
- Fundraising Regulator
- Global Campaign for Education UK (Send my Friend to School)
- Global Partnership for Education (GPE) Civil Society Platform
- Institute of Fundraising
- International Broadcasting Trust
- International Campaign to Ban Landmines
- International Network on Explosive Weapons
- National Council for Voluntary Organisations (NCVO)
- Remember a Charity
- Start Network

Humanity & Inclusion UK is positive about employing disabled people and is proud to be accredited as a Disability Confident Employer.



Humanity & Inclusion UK
(a charitable company limited by guarantee)

Report and Financial Statements
Year ended 31st December 2019

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