

***GIRLS NOT BRIDES:
THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE***

**ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

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GIRLS NOT BRIDES: THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2019

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees:	Mabel van Oranje (Chair) Ann Cotton Nick Grono Clare Melford (resigned 16 September 2019) Tanuja Pandit (resigned 16 September 2019) Theresa Shaver (resigned 02 December 2019) Karin Forseke (appointed 16 September 2019) Georgia Arnold (appointed 02 December 2019)
Chief Executive Officer:	Dr. Faith Mwangi-Powell (appointed 30 September 2019)
Executive Director:	Lakshmi Sundaram (left 03 May 2019)
Interim Executive Director:	Dr. Rachel Yates (May – November 2019)
Key management personnel:	
Dr. Faith Mwangi-Powell, Chief Executive Officer	Dr. Rachel Yates, Head of Learning
Eleanor Munif, Head of Operations	Heather Barclay, Head of Policy and Advocacy
Fiona Sinclair, Head of Communications	Lara van Kouterik, Interim Head of Partnership Development
Ellen Travers, Head of Learning (left 21 November 2019)	
Beata Ekert, Head of Finance (left 17 October 2019)	
Leila Billing, Director of Partnership Development (left 24 May 2019)	
Lakshmi Sundaram, Executive Director (left 03 May 2019)	
Heather Hamilton, Deputy Executive Director (left 31 January 2019)	
Contact address and registered office:	Seventh Floor 65 Leadenhall Street London EC3A 2AD
Company Registration Number:	8570751
Charity Registration Number:	1154230
Auditors:	Critchleys Audit LLP Beaver House 23-38 Hythe Bridge Street Oxford OX1 2EP
Bankers:	HSBC Bank plc 21 Kings Mall King Street Hammersmith London W6 0QF

GIRLS NOT BRIDES: THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)

Solicitors: Bates, Wells and Braithwaite London LLP
2-6 Cannon Street
London
EC4M 6YH

STRUCTURE, GOVERNANCE AND MANAGEMENT

Girls Not Brides: The Global Partnership to End Child Marriage (Girls Not Brides) was registered as a charity in England and Wales on 17 October 2013. It transferred its assets and activities from what was once an initiative under The Elders Foundation to the independent entity on 10 December 2013.

Board of Trustees

Girls Not Brides is governed by a Board of Trustees (the Trustees) who are responsible for overseeing the management of all *Girls Not Brides*' affairs. The Trustees are selected and elected according to procedures set out in the Articles of Association. The Trustees ensure that all activities fall within the charitable objectives. The Trustees' main responsibilities are related to administrative and financial governance, management of reserves and investments as well as guiding and overseeing strategy development and planning. In particular, the Trustees are responsible for ensuring the legal and financial compliance of *Girls Not Brides*, including compliance with the Charity Commission's guiding principles and charity law.

The Trustees meet regularly throughout the year and acts on advice and information provided by the Executive Director / Chief Executive Officer (job title changed from Executive Director to Chief Executive Officer in September 2019) and the senior management of the Charity. All Trustees are provided with an individual induction covering all aspects of the *Girls Not Brides* organisational structure and roles and responsibilities of the Trustees within the organisation.

Company Members

Girls Not Brides is a charitable company and its Company Members have a constitutional role, including legal responsibility to approve the Articles of Association (and any amendments) and to appoint and, if necessary, dismiss the Trustees of *Girls Not Brides*. The term "Member" in this context has a specific legal meaning and should not be confused with the organisations working on child marriage that have joined the *Girls Not Brides* partnership.

Members of *Girls Not Brides*

The *Girls Not Brides* secretariat supports the global partnership of member organisations. Membership is open to non-governmental organisations that endorse its Mission Statement and agree to its Membership Principles. These organisations are publically and commonly referred to as members (as opposed to the Company Members described above).

Members contribute to the Partnership and engage with one another, as well as with the secretariat, in a variety of ways, depending on their interests and capacity. The work and interests of members help define the strategy of *Girls Not Brides*, and the secretariat requests feedback from them on various issues on a regular basis.

Secretariat

Girls Not Brides' day-to-day operations are run by its staff based in its London office, with additional individual staff members based in Dakar (Senegal), New Delhi (India), Nairobi (Kenya) and Mexico City (Mexico). The secretariat is made up of individual teams, with a Chief Executive Officer overseeing their work. The Chief Executive Officer reports to the Trustees. The Trustees delegate the day-to-day running of the organisation to the Chief Executive Officer.

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)**

Risk management

In December 2019, the Trustees conducted the annual review of the risk management register and were satisfied with the controls and procedures the secretariat had put in place. The Trustees were also satisfied with progress in monitoring and mitigating previously identified potential risks, including financial risks related to its ability to raise sufficient funds, impact of currency fluctuations and management risks.

Through 2019, *Girls Not Brides* reviewed and updated its key operational, financial and staff policies. *Girls Not Brides* continued to focus on diversifying its funder base and securing longer-term commitments from governments, international foundations and individuals. *Girls Not Brides* also focused on strengthening its safeguarding framework, including appointing a Senior Partnership and Safeguarding Officer to oversee its safeguarding and due diligence work.

OBJECTS

The Charity's objects are all regarded as exclusively charitable under the laws of England and Wales including, but not limited to:

- (a) The promotion of equality and human rights (as set out in the Universal Declaration of Human Rights and Subsequent United Nations Conventions and Declarations) throughout the world including but not limited to:
 - Raising awareness of human rights issues
 - Relieving need among the victims of human rights abuse
 - Research into and international advocacy of human rights
 - Providing technical advice to government and others on human rights matters
 - Promoting respect for human rights among individuals and corporations
 - Eliminating or preventing infringement of human rights
- (b) The prevention and relief of poverty
- (c) The advancement of health
- (d) The advancement of education, in particular but without limitation, by undertaking research and other educational activities and disseminating the results of that research
- (e) The relief of those in need by reason of youth and/or ill health

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)**

EXECUTIVE SUMMARY

Introduction

The vision of *Girls Not Brides* is a world without child marriage where girls and women enjoy equal status with boys and men, and are able to achieve their full potential in all aspects of their lives. We support a comprehensive approach to ending child marriage, and addressing the underlying economic and social drivers of child marriage, including harmful gender norms that deny girls opportunities and their rights. By taking a holistic approach we will not only contribute to ending child marriage, but also achieve progress across a number of global development goals including health, education and poverty reduction. Our belief is that addressing child marriage in a holistic and comprehensive manner will help create a safer world for girls, and lead to benefits far beyond simply delaying the age of marriage.

About child marriage

Every year, child marriage denies 12 million girls their rights to health, education, safety and control over their own lives. That is equivalent to one in five girls in the world. This human rights violation occurs across cultures, countries and religions. 45% of girls under 18 are married in South Asia, 38% in sub-Saharan Africa, 23% in Latin America and the Caribbean (LAC) and 17% in the Middle East.¹ Over 650 million women alive today were married as children, and every minute 23 more girls are married. Rooted in gender inequality and discrimination, child marriage disproportionately affects women and girls both in terms of sheer numbers of child brides, and the life-long impact.

Child brides face huge challenges. Isolated and with limited freedom, married girls often feel disempowered. They face more risks of experiencing dangerous complications in pregnancy and childbirth, and are at increased risk of domestic violence. With little access to education and economic opportunities, they and their families are more likely to live in poverty. Communities and nations also feel the impact of child marriage. Systems that undervalue the contribution and participation of girls and women limit their own possibilities for growth, stability and transformation. The World Bank and International Centre for Research on Women estimate that child marriage costs economies around the world [trillions of dollars](#). Girls affected by humanitarian contexts - including conflict, displacement or natural disasters - are more vulnerable to child marriage due to increased insecurity, greater poverty and weaker social networks. *Girls Not Brides* members have seen, for example, significant increases in child marriages among Syrian refugees in urban settings and in refugee camps in Jordan and Lebanon. They have also seen increased rates of child marriage following earthquakes in Nepal, floods in Bangladesh and droughts in Africa.

One of the fundamental beliefs of *Girls Not Brides* is that if we address child marriage in a holistic and comprehensive manner, it is possible to empower adolescent girls and transform societies. Ending child marriage is a global commitment enshrined in Target 5.3 of the Sustainable Development Goals (SDGs): to “eliminate all harmful practices, such as child, early and forced marriage and female genital mutilations”. It is also necessary to achieve [almost half of the SDGs](#), including those related to poverty, education, health and inequalities.

Child marriage is a complex issue with no single solution. We must work collectively across sectors - and from the local to global level - to change the perceptions, norms and experiences that shape and hinder girls' lives. In 2014, *Girls Not Brides* worked with 150 members and partners to develop our [Theory of Change](#), which identifies four strategies to end child marriage: working directly with girls; mobilising families and communities;

¹ For more information on child marriage prevalence rates across individual countries, please consult our [Child Marriage Atlas](#), which is the only source of consolidated data on the issue of child marriage. It also highlights numbers of girls affected, the legal/policy situation in each country and the distribution of *Girls Not Brides*' membership and National Partnerships/ civil society coalitions.

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FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)**

providing services (including health, education and child protection); and creating and sustaining an enabling legal and policy framework.

While our members and partners work across the four key strategies outlined in the Theory of Change, the *Girls Not Brides* secretariat plays a distinctive catalytic role within the movement. We mobilise collective action and support at the national, regional, and international level; support member organisations to build their capacity; advocate for financial resources; and synthesise and disseminate learning on ending child marriage. In this role, we create a supportive environment to enable greater change. Currently the *Girls Not Brides* Partnership comprises over 1300 members worldwide. 75% of our members work in communities, and 31% identify as youth-led. Less than 10% are international organisations.

Defining the role of the secretariat

In 2019, the *Girls Not Brides* secretariat underwent a strategic development process in order to gain clarity on the secretariat's specific role in achieving the wider Partnership Strategy. This allowed us space to define how to respond to the growing membership, and achieve greater impact in countries where we are most actively engaged. Through this process we considered how we tailor our responses to the different country and regional contexts where we work, and how to strengthen our regional teams' ability to respond to the needs and opportunities that arise. We also considered how we attract new members, particularly those in LAC, as well as more girl-led and women-led organisations and those working with marginalised populations. During our internal review we looked at how we build a culture of learning and reflection across the organisation, and adapt our approaches based on what we see from progress and hear from our members and partners.

Through this process, we have been exploring how we can strengthen our work across sectors that present real opportunities for driving progress to end child marriage, including the education, humanitarian and HIV sectors. We want to ensure that the programmes with the biggest potential impact on child marriage are implemented, whichever sector they are in. This means greater prioritisation in our advocacy, and working in broader coalitions. We defined our role as:

- A **central support and coordination body** for the only global civil society partnership to end child marriage.
- A **representative of and advocate for civil society** on efforts to end child marriage.
- An **expert resource** on child marriage supporting the generation and use of evidence on what works to end child marriage.
- A **catalytic influencer** of the global movement to end child marriage.

The secretariat strategy

Following the strategic development process we refined the secretariat's five-year objectives and outcomes as follows:

1. Effective civil society collective action to end child marriage at all levels.
2. The movement has evidence, information and learning to take effective action.
3. A diverse movement with voices amplified at all levels.
4. Governments and other decision-makers take effective action.
5. The movement to end child marriage has sufficient resources.
6. The secretariat is functional, effective and able to support the movement to end child marriage.

To deliver on our ambitious agenda, we recognised that some of our operational finance and systems needed to be strengthened to prepare us for future growth. In 2019 we updated the Staff Handbook, which will strengthen our positive working environment and ensure a fair and consistent experience for all staff. We carried out a financial systems review to clarify some of our financial procedures and delegated authorities, as well as processes to improve budgeting and continuously strive for value for money.

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Our achievements in 2019

1. Effective civil society collective action at all levels

As a secretariat we provide opportunities for *Girls Not Brides* member organisations, coalitions and National Partnerships to connect, learn and engage in collective actions to end child marriage.

In the past year we supported over 40 workshops, trainings and events in 36 countries, directly reaching more than 5,000 people. Some examples of our 2019 highlights include:

- *Girls Not Brides Uganda* held the second National Girls Summit, bringing together 275 representatives from Ugandan ministries, UN agencies, parliamentarians, cultural and religious leaders, and donors to share best practices on ending child marriage in Uganda. The event provided a platform for 85 girls to share their experiences of the risks and consequences of child marriage. It resulted in commitments from religious and cultural leaders to support the movement, and a call for action to engage partners in a nation-wide campaign to end child marriage.
- *The Girls Not Brides* secretariat created and convened the first meeting of the Africa Action Group to End Child Marriage. We brought together 19 advocates from 15 organisations working at subnational, national and regional levels to form a strategic and cohesive approach on working to end child marriage in Africa. We agreed on thematic areas to focus our work, and organisations to lead and support each theme.
- We supported members across the world to join the celebrations on International Day of the Girl (IDG). We developed a multimedia-rich campaign action toolkit in English, French and Spanish. The toolkit contains ideas for activities to engage with girls in their communities, as well as creative social media content, key messages and a press release. Over 200 members and 12 National Partnerships and coalitions used the materials for activities designed to take advantage of the global awareness day, including organising petitions, radio shows and a film festival. Our members reached thousands of girls across the world, and many member organisations connected directly with each other to join forces and celebrate IDG as part of the global movement to end child marriage.

2. The movement has evidence, information, and learning to take effective action

We support the movement to build a stronger evidence-based narrative on what it will take to end child marriage. We ensure our members are able to access the latest evidence, resources and guidance for their work. Examples of this work in 2019 include:

- *Girls Not Brides*, the WHO and UNICEF held a second joint research meeting on ending child marriage. We brought together 51 experts to align our shared understanding on the status of research available on child marriage, and to identify next steps for solutions-focused research. Outcomes highlighted the need for stronger co-ordination around the global learning agenda on child marriage, and for increased research on cost-effective interventions that work at scale to prevent child marriage and support married girls.
- We created and published new resources in a range of languages, including English, French, Hindi and Spanish. From briefs and reports, to infographics and toolkits, these resources are shared through targeted mailouts, newsletters and our online communities. They are freely available on our online Resource Centre, which received over 15,000 visitors in 2019. Notable publications in 2019 include:
 - “Tackling the Taboo,” a report that identified 23 programmes working at the intersection of sexuality of girls and women and child marriage, and highlighted key elements of gender transformative programming at the community level. The report was developed in partnership with a working group of 12 organisations co-led by American Jewish World Service (AJWS) and CARE. We contributed to the content, production, launch and ongoing

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dissemination of the publication, which is being used as both a learning tool for programme implementers, and to support advocacy work.

- A new publication on collaborating with religious leaders. The report includes insights from members and partners who have worked directly with religious leaders to end child marriage in their communities, and introduces resources and tools to support more effective work in this area.
- We were proud to launch a Spanish language version of the *Girls Not Brides* website in 2019, to improve access for our growing membership in LAC. We also translated and published key existing resources into Spanish, ensuring that regional needs are reflected in the materials we share with member organisations.

3. A diverse movement with voices amplified at all levels

Amplifying voices of change – including how, where and why child marriage is ending – is critical to inspire the Partnership, mobilise a global movement and bring in new actors and voices. We work to raise the visibility of under-represented groups within the movement to end child marriage, particularly community-based organisations (CBOs), young people and girls directly affected by the issue. We amplify their voices, and ensure their expertise and experiences inform broader efforts. We use diverse strategies for this, and examples in 2019 include:

- *Girls Not Brides* created opportunities for girls to engage in work to end child marriage across Africa, Asia and LAC. We sponsored over 100 young people to attend workshops, member engagement events, and global conferences. More than 50 youth activists participated in strategic consultations, workshops and meetings in LAC so that their voices can be heard and reflected through our work in the region.
- We put an emphasis on gathering and sharing compelling stories from LAC in 2019, meeting with and interviewing CBOs, women, girls and youth activists. As part of this we visited girls and their communities in the Dominican Republic and Guatemala, to capture individual stories of positive change and raise awareness of the issue in the region and worldwide. Our videos, photos and stories have been featured on both owned and earned channels, in the media, social media, as a long-form multimedia piece, and featured at major global events, including the Women Deliver conference.

4. Governments and other decision-makers take effective action

Girls Not Brides recognises that while change must ultimately happen within communities, ending child marriage needs action across different development sectors and at all levels. With our members, we advocate for important political commitments that lead to tangible change in girls' lives. Activities in 2019 included:

Global

- *Girls Not Brides'* advocacy contributed to the United Nations Human Rights Council (HRC) adopting a new Resolution on Child, Early and Forced Marriage, with a focus on married girls. The resolution included language on the right to sexual and reproductive health, a focus on informal unions, the importance of education for married and pregnant girls, and gender inequality – all within a human rights framework.
- We engaged with the G7 advocacy processes to ensure the issue of child marriage was raised, and to create and build strategic partnerships around the issue throughout the process. Our recommendations on child marriage were included in the final communiqués from the Gender Development Ministerial Meeting, the Development and Education Ministerial Meeting, the Gender Equality Advisory Council final report and the Women 7 final recommendations.
- By expanding international human rights standards and pushing governments to prioritise child marriage, we create consensus where the world acknowledges the harm that child marriage causes, and the steps that we all must take to end it. Activists, community groups and individual girls can use these government promises to hold their own leaders to account.

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Regional:

- *Girls Not Brides* was officially recognised by the African Union (AU) as a technical partner in the next phase of its regional campaign to end child marriage. We also worked with the Southern African Development Community (SADC) Parliamentary Forum and partners United Nations Population Fund East and Southern Africa Regional Office (UNFPA ESARO) and Plan International Zambia to review the effectiveness of different approaches to end child marriage within the region. Participants agreed to create a Community of Practice around the SADC Model Law as a key outcome of the meeting.
- *Girls Not Brides* continued work with members and stakeholders to develop a shared understanding of child marriage in LAC – the only region in the world where child marriage rates have not decreased in the last 30 years.
- As a result, political commitments – including responses to child, early and forced marriage and the drafting of national actions plans – were made by the governments of Argentina, Belize, Colombia, Dominican Republic, Ecuador, Mexico and Uruguay. *Girls Not Brides* also partnered with regional networks to include child, early and forced marriage within a key regional advocacy platform, *Mira que te Miro*. As a result, a module on laws and policies addressing child, early and forced marriage in the region has been included on the platform.

National

- *Girls Not Brides* influenced legal and policy changes in a number of countries in 2019.
- Belize became the first English-speaking country in LAC to develop a national roadmap to address child marriage, which *Girls Not Brides* provided recommendations for.
- In Indonesia, the age of marriage for girls was raised to 19 in line with the age for boys. *Girls Not Brides* supported national civil society advocacy network AKSI, to strengthen their collective advocacy work. We helped them to develop an advocacy plan on working with the provincial governments, as national law change was in process.
- *Girls Not Brides Nepal* worked closely with the Ministry of Women, Children and Senior Citizens to implement a national action plan to end child marriage at the district level.
- *Girls Not Brides Uganda* member organisations continue to be active advocacy partners in the sub-national implementation of the National Strategy to End Child Marriage and Teenage Pregnancy which has now reached 113 sub-counties and prompted 15 districts to make commitments to end child marriage in their 2019–20 district budgets.

5. The movement to end child marriage has sufficient resources

Despite increases over the last decade, there is still nowhere near enough funding at the scale needed to end child marriage. We advocate for increased funding - particularly for greatly under-resourced community level work - and help our members to access funds from diverse sources. In 2019 we achieved the following:

- *Girls Not Brides* continued to provide advice and expertise to two partner organisations we helped catalyse in 2018 - the Girls First Fund and VOW to End Child Marriage. The Girls First Fund made their first \$3 million worth of grants to 150 community-based organisations and locally-focused national organisations working to end child marriage in six countries. Meanwhile VOW, which leverages the wedding industry to raise funds for the Girls First Fund, continued to build its visibility and profile with over 1,000 couples aligning their wedding with VOW, and a dozen brand partners supporting their efforts.
- We worked closely with member Mundo Cooperante to develop a comprehensive grant scheme for civil society organisations working to address child marriage. In 2019, Mundo Cooperante awarded their second round of grants to 60 organisations across 23 countries – 38 of whom are *Girls Not Brides* members organisations. This marks €1.7 million contributed to the field by Mundo Cooperante since 2017.

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- The *Girls Not Brides* website provided a platform for member organisations to amplify their work across the globe, in partnership with crowdfunding platforms GlobalGiving, JustGiving, and W4 (Women's Worldwide Web). In 2019, 24 of our members were featured on the website, connecting supporters with members.

Spotlight on new work

Translating commitments into action

National strategies, laws and policies to end child marriage have a limited impact on girls' lives if they are not meaningfully costed, budgeted and implemented at the national and subnational level – especially in the departments of child protection, gender, health, education, justice and social protection.

In 2019, *Girls Not Brides* ran its first global Budget Advocacy workshop, attended by 35 members and experts in gender-responsive budgeting, public financing and budget advocacy. The workshop provided a space to discuss and share learnings on approaches to influencing governments to allocate resources within direct and indirect budget lines, and related to preventing and responding to child marriage across sectors.

As a result of this workshop, a *Girls Not Brides* member organisation in Nigeria successfully advocated for state-level budget lines on ending child marriage for 2020. Members in several other countries including Pakistan, Ghana, Bangladesh and Malawi also secured meetings with ministers and relevant government and parliamentary committees to discuss including child marriage in their budgets.

Child marriage in conflict, crisis and disasters

All ten countries with the highest child marriage rates are considered to be fragile, and there is growing evidence on how conflict and humanitarian crises increase the risk of child marriage. Despite growing investments in humanitarian response, child marriage often remains invisible, which results in many of the most vulnerable girls being left behind.

Girls Not Brides plays an important thought-leadership role synthesising evidence on child marriage in humanitarian contexts. We draw from the insights of civil society organisations as well as new research, and work with others towards a more holistic and evidence-based approach to ending child marriage.

- *Girls Not Brides* identified opportunities for greater civil society engagement on child marriage in different types of humanitarian contexts, and will continue to share the findings among humanitarian and development partners.
- We highlighted and amplified the work of our members in humanitarian settings. We published an article in the Humanitarian Exchange Magazine, which called for more locally-led and multi-sectoral humanitarian action, and encouraged donors to invest in initiatives in this context.
- We helped to develop a regional framework that guides UN agencies and international civil society organisations working together to end child marriage in the Middle East and North Africa. This has also demonstrated the need for new research that will contribute to collective understanding of the issue in humanitarian contexts in the region.
- *Girls Not Brides* worked with our member organisation the International Rescue Committee (IRC) to meet with married girls and their families in Lebanon. We collected their personal and inspirational stories of resilience on film, in photos and through interviews, to highlight how the issue affects girls in conflict, and increase the visibility of our members' work in the Middle East and other humanitarian settings.

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Growing our work in Francophone Africa

Some of the countries with the highest rates of child marriage are in West and Central Africa. In 2019 *Girls Not Brides* worked with member organisations and partners to increase our impact in Francophone Africa.

- Burkina Faso became the 11th *Girls Not Brides* National Partnership and the first in Francophone Africa. Through a partnership with Equilibres & Populations, *Girls Not Brides Burkina Faso* developed an advocacy action plan that focuses on community, traditional and religious leaders. In parallel, member organisations continued advocacy to raise the legal age of marriage to 18 for girls, already backed by the Ministry of Justice.
- The civil society coalition to end child marriage in Senegal successfully persuaded the Government to develop a national action plan to end the practice. This was a result of their collective advocacy over the past three years, and a very effective social media campaign that went viral.
- *Girls Not Brides* provided technical support to the Secretariat of the Economic Community of West African States (ECOWAS) to create a “Roadmap to Address Child Marriage” and Theory of Change. This framework was designed to structure the ongoing work of Member States to address child marriage.
- In Niger, *Girls Not Brides* collaborated with the West Africa Civil Society Institute (WACSI) to build the capacity of civil society organisations working to end child marriage. We focused specifically on strengthening learnings around engaging youth, and child marriage in humanitarian settings.

Stop Stealing Her Childhood: The global campaign

In 2019, *Girls Not Brides* launched the “Stop Stealing Her Childhood” campaign, holding governments accountable for their commitments to end child marriage under SDG 5.3. We used the campaign to open conversations with governments and global actors on the importance of taking action on child marriage, while demonstrating the force of public support behind it.

- 94,000 people from around the world signed *Girls Not Brides*-led petitions, which were handed to leaders from the African Union, European Union and UN agencies.
- We supported our members in creating their own national-level campaigns. 11 petitions were launched to call specific governments to action in Chad, the Democratic Republic of Congo, France, Ghana, Guatemala, India, Nigeria, Nepal, Rajasthan (State), Tanzania and Uganda. Activists drew attention to the campaign through activities such as a silent protest in Nepal, a press conference in Guatemala, TV events in Tanzania, and advocacy trips to visit high-level government representatives in Nigeria. Creative social media content driving action for these campaigns reached over 2 million people.
- The movement spoke as one with an open letter to the United Nations Secretary General signed by representatives of 428 *Girls Not Brides* member organisations. We asked António Guterres to stand up for adolescent girls by calling on countries to take comprehensive and strategic action to address child marriage.
- The campaign was complemented by a series of learning materials and infographics on violence against children, as well as an illustrated story which tells the personal account of Asha - a girl who had experienced child marriage - in her own words.

Legal training for 88 grassroots activists in India

Girls Not Brides developed a module in English and Hindi with Women Power Connect, to equip members with the legal knowledge and tools to support girls and advocate for legal change in India. 88 attendees – 60% of whom were youth – participated in workshops held in Jharkhand, Rajasthan and West Bengal states.

The workshops built capacity for grassroots youth workers, who are actively engaging and working with girls at a local level, and the module has initiated a state level legal dialogue on how to use knowledge of the law to advance efforts to address child marriage in India.

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New Chief Executive Officer

Dr Faith Mwangi-Powell joined us in 2019, and under her leadership we will be looking to accelerate progress on the pathway to zero girls married by 2030, guided by the [2017-20 Partnership strategy](#). We will refresh the Partnership Strategy in 2020 based on findings from our internal reviews in 2019, and planned discussions with members and partners in 2020. We will be considering both our “broad offer” to a large cross-section of members and partners to equip the broader movement with the tools, evidence and support they need to drive further change, as well as the decision to invest more time and resources in selected countries.

PUBLIC BENEFIT

The Board confirms that they have complied with the duty in section 17(5) of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission.

FINANCIAL REVIEW (OF YEAR AND POSITION AT YEAR END)

Income

Total income in 2019 increased to £5,159,266 (2018: £4,714,590), with the majority of the additional funding coming from government grants. Excluding restricted funding specifically for the VOW initiative, income for the work of the *Girls Not Brides* secretariat increased by £558,125 to £4,511,308 (2018: £3,953,186). Unrestricted income represented 82% of total income, which is a small increase on 2018 (78%).

In 2019, the work of *Girls Not Brides* was made possible through the generous support of many, including:

Ministry of Foreign Affairs, The Netherlands, Social Development Department, Health and Aids Division, the Ford Foundation, the Bill & Melinda Gates Foundation, the Swedish International Development Cooperation Agency (Sida), the Nationale Postcode Loterij, the IKEA Foundation, The Kendeda Fund, the Department of Foreign Affairs, Trade and Development – Government of Canada, the Skoll Foundation, the Government of the Grand Duchy of Luxembourg, the NoVo Foundation Fund of Tides Foundation, the David and Lucile Packard Foundation, Ignite Philanthropy: Inspiring the End to Violence Against Girls and Boys - a project of the New Venture Fund, the Jeremy Collier Foundation, the National Philanthropic Trust UK, Vintner's Daughter and the Sabanci Foundation.

Expenditure

Expenditure on charitable activities in the year decreased marginally to £4,866,126 (2018: £4,987,448), though 2018 included two significant events; the global meeting and the London office move.

VOW

The VOW initiative continued to develop in 2019 with the generous support of donors, including the Ford Foundation, the National Philanthropic Trust UK and the Bill & Melinda Gates Foundation. *Girls Not Brides* does not anticipate managing further restricted funding for activities related to VOW after the current grant agreements are completed in 2020.

PLANS FOR THE FUTURE

Looking forward to 2020 and beyond, we will be focusing on deepening our work so that we get to zero - zero girls married, and all girls fulfilling their potential. While we will continue to strengthen and increase the capacity of our members and the Partnership as a whole, we will increase the diversity of the Partnership to ensure we represent girls and women facing multiple deprivations.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)

This includes those working in humanitarian contexts, Indigenous communities in LAC, and smaller youth-led and women-led organisations.

We will deepen how we work in countries so that we deliver change for girls, and demonstrate where change is happening. We will strengthen relationships and be intentional in seeking global partners. We will work with a wider set of actors – through education, humanitarian and HIV sectors – to ensure that those programmes with the biggest potential impact on child marriage are implemented. This will mean greater prioritisation in our advocacy and working in broader coalitions.

We will be persistent in building our position as a thought leader on behalf of the movement. We will support the generation and uptake of evidence on what works to end child marriage throughout the movement. We will be bold in measuring our impact so that we can measure the difference we are making in girls' lives.

RESERVES POLICY

In order for *Girls Not Brides* to operate efficiently, the Board agreed to aim to build up a reserve equivalent of up to six months' core operational costs. Such a reserve would provide the organisation with reasonable financial flexibility and stability and contribute to longer-term sustainability. The aim of this policy is to ensure that *Girls Not Brides* meets all its obligations and contractual liabilities and that it continues to operate smoothly in case of unforeseen circumstances. The Board may decide to adjust the level of the reserve to ensure that the reserves kept are not insufficient or excessive.

As at 31 December 2019, unrestricted reserves were £1,896,944. £147,405 of unrestricted funds are represented by tangible fixed assets, leaving £1,749,539 of free reserves.

FUNDS HELD AS CUSTODIAN TRUSTEE

In 2018, the Charity received €2,000,000 to be transferred to "Capital for Good USA." In 2019 €500,000 (£446,130) was transferred and £1,269,143 (2018: £1,784,520) is included in creditors at the year-end.

GIRLS NOT BRIDES: THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and regulations.

Company law requires the Trustees to prepare accounts for each financial year. Under that law they have elected to prepare the accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Under company law the Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the profit or loss of the charitable company for that period. In preparing these accounts, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Trustees are aware, there is no relevant audit information (information needed by the charitable company's auditors in connection with preparing their report) of which the company's auditors are unaware; and each Trustee has taken all the steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

This report was approved by the Board on 2 June 2020 and signed on its behalf by


.....
Mabel van Oranje (Trustee)

3 June 2020

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF

GIRLS NOT BRIDES: THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE

Opinion

We have audited the financial statements of *Girls Not Brides* (the "Charity") for the year ended 31 December 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the accounts, 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 Charity's affairs as at 31 December 2019 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 Charity 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 Charity'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.

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF

GIRLS NOT BRIDES: THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE (CONTINUED)

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 the audit:

- the information given in the Trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report (incorporating the directors' report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in 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:

- sufficient accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.
- the Trustees were not entitled to take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF

GIRLS NOT BRIDES: THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE (CONTINUED)

Responsibilities of the Trustees

As explained more fully in the Trustees' responsibilities statement [set out on page 13], the Trustees 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charity'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 Charity 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 Charity'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 Charity'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 Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



04/06/2020

Robert Kirtland, Senior Statutory Auditor
For and on behalf of Critchleys Audit LLP, Statutory Auditor

Oxford

GIRLS NOT BRIDES: THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE

**STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Note	2019 Restricted £	2019 Unrestricted £	2019 Total £
Income and endowments from:				
Donations and legacies - grants	3	917,051	4,239,566	5,156,617
Investments		<u>-</u>	<u>2,649</u>	<u>2,649</u>
Total income		<u>917,051</u>	<u>4,242,215</u>	<u>5,159,266</u>
Expenditure on charitable activities				
Promotion of equality and human rights		733,876	2,638,660	3,372,536
Prevention and relief of poverty		<u>408,605</u>	<u>1,104,985</u>	<u>1,513,590</u>
Total expenditure	4	<u>1,142,481</u>	<u>3,743,645</u>	<u>4,886,126</u>
Net income/(expenditure)	7	(225,430)	498,570	273,140
Total funds brought forward		<u>298,066</u>	<u>1,398,374</u>	<u>1,696,440</u>
Total funds carried forward	14	<u>72,636</u>	<u>1,896,944</u>	<u>1,969,580</u>

**STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)
FOR THE YEAR ENDED 31 DECEMBER 2018**

	Note	2018 Restricted £	2018 Unrestricted £	2018 Total £
Income				
Donations and legacies - grants	3	1,056,718	3,657,338	4,714,056
Investments		<u>-</u>	<u>534</u>	<u>534</u>
Total income		<u>1,056,718</u>	<u>3,657,872</u>	<u>4,714,590</u>
Expenditure on charitable activities				
Promotion of equality and human rights		480,029	2,774,643	3,254,672
Prevention and relief of poverty		<u>323,907</u>	<u>1,408,869</u>	<u>1,732,776</u>
Total expenditure	4	<u>803,936</u>	<u>4,183,512</u>	<u>4,987,448</u>
Net (expenditure)/income	7	252,782	(525,640)	(272,858)
Total funds brought forward		<u>45,284</u>	<u>1,924,014</u>	<u>1,969,298</u>
Total funds carried forward	14	<u>298,066</u>	<u>1,398,374</u>	<u>1,696,440</u>

The results for the year derive from continuing activities and there are no gains or losses other than those shown above.

GIRLS NOT BRIDES: THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE
- company no 8570751

**BALANCE SHEET
AS AT 31 DECEMBER 2019**

	Note	2019 £	2018 £
Fixed Assets			
Tangible assets	8	<u>147,405</u>	<u>171,255</u>
Current Assets			
Debtors	9	214,025	195,695
Cash at bank and in hand		<u>5,021,260</u>	<u>4,474,628</u>
Total current assets		5,235,285	4,670,323
Creditors: amounts falling due within one year	10	<u>(3,413,110)</u>	<u>(3,145,138)</u>
Net current assets		<u>1,822,175</u>	<u>1,525,185</u>
Total assets less current liabilities		<u>1,969,580</u>	<u>1,696,440</u>
Income funds			
Restricted funds	12	72,636	298,066
Unrestricted funds	13	<u>1,896,944</u>	<u>1,398,374</u>
Total charity funds		<u>1,969,580</u>	<u>1,696,440</u>

These accounts were approved and authorised for issue by the Trustees on 2 June and signed on its behalf by: 2020

Mabel van Oranje
Mabel van Oranje (Trustee)

3 June 2020

GIRLS NOT BRIDES: THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Note	2019 £	2018 £
Cash flows from operating activities			
Net income/(expenditure) for the reporting period		273,140	(272,858)
Adjustments to cash flows from non-cash items			
Depreciation	8	58,272	49,263
Loss on disposal of assets		<u>424</u>	<u>27,403</u>
		331,836	(196,192)
Working capital adjustments			
(Increase)/decrease in debtors	9	(18,330)	53,071
Increase in creditors	10	<u>267,972</u>	<u>1,657,352</u>
Net cash provided by operating activities		<u>581,478</u>	<u>1,514,231</u>
Cash flows from investing activities			
Payments for property and equipment		<u>(34,846)</u>	<u>(175,084)</u>
Net cash used in investing activities		<u>(34,846)</u>	<u>(175,084)</u>
Net increase in cash and cash equivalents		546,632	1,339,147
Cash and cash equivalents at 1 January		<u>4,474,628</u>	<u>3,135,481</u>
Cash and cash equivalents at 31 December		<u>5,021,260</u>	<u>4,474,628</u>
Analysis of cash and cash equivalents		2019	2018
		£	£
Current accounts		3,569,491	3,672,796
Deposit accounts		<u>1,451,769</u>	<u>801,832</u>
		<u>5,021,260</u>	<u>4,474,628</u>

Of the cash balances held, £1,269,143 (2018: £1,784,520) is held by the Charity as custodian trustee and is not available for use by the Charity.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

1. CHARITY DETAILS

The Charity is a charitable company limited by guarantee, incorporated in England and Wales.

Its registered office is: Seventh Floor
 65 Leadenhall Street
 London EC3A 2AD

2. ACCOUNTING POLICIES

a) Basis of preparation

The financial statements have been prepared using the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The Charity is a public benefit entity.

b) Presentational and functional currencies

The accounts are presented in sterling. The functional currencies of the charity are sterling, US dollar and euro. The accounts are presented in sterling since that is the currency in which the Charity conducts most of its activities. No amounts have been rounded.

c) Fund accounting

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity. Restricted funds are only for use of the purposes prescribed by the donors. Designated funds are for use for specified purposes.

d) Income

Income is included in the Statement of Financial Activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.
- Any income received where the donor has specified that it is to be expended in a future accounting period is included within creditors as deferred income.
- Investment income is included when receivable.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)**

e) Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Costs of generating funds comprise the costs associated with attracting donations and grants.
- Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. These are split in accordance with the project codes used in the Charity's accounting system. Support costs consist of the Charity's administration budget heading. Support costs are allocated equally between the Charity's two charitable activities.

f) Tangible fixed assets and depreciation

Tangible fixed assets are capitalised at cost and are depreciated over their useful economic lives.

Depreciation is provided at a rate calculated to write off the cost of each asset over its expected useful life as follows:

Computers and software	- over 3 years
Furniture and equipment	- over 3 to 5 years
Leasehold improvements	- over length of lease

Fixed assets with a value less than £1,000 are not capitalised.

g) Pension costs

The company operates a defined contribution scheme for the benefit of its employees. The costs of contributions are charged to the Statement of Financial Activities in the year in which they are payable.

h) Foreign currencies

Transactions in foreign currencies are recorded at the rate as at the date of the transaction. Monetary assets and liabilities are re-translated at the rate of exchange ruling at the balance sheet date. Any differences are taken to the Statement of Financial Activities.

i) Operating leases

Rentals payable under operating leases are charged in the income and expenditure account on a straight line basis over the lease term.

j) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

GIRLS NOT BRIDES: THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)**

k) Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charitable company does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised at the transaction price.

l) Provisions

Provisions are recognised when the company has an obligation at the reporting date as a result of a past event, it is probable that the company will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

m) Going concern

There are no material uncertainties that cast significant doubt upon the Charity's ability to continue as a going concern.

3. GRANTS

	2019	2018
	£	£
Government grants	1,835,276	1,428,347
Other grants and donations	<u>3,321,341</u>	<u>3,285,709</u>
	<u>5,156,617</u>	<u>4,714,056</u>

Other grants income includes income from the IKEA Foundation of £396,040, which includes a deferred income amount of £198,020.

GIRLS NOT BRIDES: THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)

4. CHARITABLE ACTIVITIES

	Human Rights			Relief of Poverty			Total	Total	2019
	Direct	Support	Total	Direct	Support	Total	Direct	Support	Total
	£	£	£	£	£	£	£	£	£
2019									
Staff costs (note 5)	1,062,433	159,389	1,221,822	318,571	159,389	477,960	1,381,004	318,778	1,699,782
Premises costs (rent & utilities)	4,506	96,662	101,168	4,506	96,662	101,168	9,012	193,324	202,336
Staff/members travel & workshops/meetings costs	561,070	2,128	563,198	132,350	2,128	134,478	693,420	4,256	697,676
Consultancies	877,959	94,121	972,080	348,783	94,121	442,904	1,226,742	188,242	1,414,984
Grants to VOW	51,370	-	51,370	51,370	-	51,370	102,740	-	102,740
Professional fees (governance costs £11,100)	42,822	26,176	68,998	42,822	26,176	68,998	85,644	52,352	137,996
IT support and telecommunications	50,598	55,867	106,465	8,570	55,867	64,437	59,168	111,734	170,902
Office and other costs	<u>175,933</u>	<u>111,502</u>	<u>287,435</u>	<u>60,774</u>	<u>111,501</u>	<u>172,275</u>	<u>236,707</u>	<u>223,003</u>	<u>459,710</u>
	<u>2,826,691</u>	<u>545,845</u>	<u>3,372,536</u>	<u>967,746</u>	<u>545,844</u>	<u>1,513,590</u>	<u>3,794,437</u>	<u>1,091,689</u>	<u>4,886,126</u>
2018									
	Direct	Support	Total	Direct	Support	Total	Total	Total	2018
	£	£	£	£	£	£	Direct	Support	Total
							£	£	£
Staff costs (note 5)	1,127,014	218,982	1,345,996	305,428	218,982	524,410	1,432,442	437,964	1,870,406
Premises costs (rent & utilities)	4,130	118,537	122,667	4,129	118,537	122,666	8,259	237,074	245,333
Staff/members travel & workshops/meetings costs	722,189	18,237	740,426	437,226	18,237	455,463	1,159,415	36,474	1,195,889
Consultancies	690,947	36,440	727,387	369,466	36,441	405,907	1,060,413	72,881	1,133,294
Professional fees (governance costs £7,516)	33,464	20,864	54,328	33,464	20,864	54,328	66,928	41,728	108,656
IT support and telecommunications	45,290	46,877	92,167	8,408	46,877	55,285	53,968	93,754	147,452
Office and other costs	<u>143,452</u>	<u>28,249</u>	<u>171,701</u>	<u>86,467</u>	<u>28,250</u>	<u>114,716</u>	<u>229,919</u>	<u>56,499</u>	<u>286,418</u>
	<u>2,766,486</u>	<u>488,186</u>	<u>3,254,672</u>	<u>1,244,588</u>	<u>488,188</u>	<u>1,732,776</u>	<u>4,011,074</u>	<u>976,374</u>	<u>4,987,448</u>

The 2018 staff costs are restated as training and workshop costs are now included under other costs.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)**

5. STAFF COSTS

	2019	2018
	£	£ restated
Wages and salaries	1,340,090	1,487,922
Benefits (medical, life and travel insurance)	57,404	93,719
Relocation	8,000	231
Social Security costs	159,529	136,649
Pension costs (defined contribution scheme)	<u>134,759</u>	<u>151,885</u>
	<u>1,699,782</u>	<u>1,870,406</u>

The 2018 staff costs are restated by £26,430 as organisational training and workshop costs are not categorised as staff costs in 2019.

The 2019 staff costs include a termination payment of £28,067.

Girls Not Brides makes contributions to a defined contribution scheme. The amount of contributions due to the scheme at the year ended 31 December was £11,631 (2018: £1,345).

Retirement benefits are accruing to one Trustee (2018: 1) under a money purchase pension scheme.

	2019	2018
	No.	No.
The average monthly number of employees during the year was:		
The Executive	3	7
Communications Team	3	5
Learning Team	4	5
Finance and Operations Team	6	5
Partnership Team	7	7
Policy and Advocacy Team	5	3
Africa Team	<u>1</u>	<u>1</u>
	<u>29</u>	<u>33</u>

The number of employees whose remuneration for the year fell within the following bands was:

£60,001 to £70,000	2	-
£70,001 to £80,000	1	2
£80,001 to £90,000	1	1
£90,001 to £100,000	-	1
£100,001 to £110,000	1	-
£110,001 to £120,000	<u>1</u>	<u>1</u>

The total paid to key management personnel, including pension contributions and Employer's National Insurance, was £971,859 (2018: £563,685). In 2019 the full management team, including the Heads of Team were responsible for planning, directing and controlling the activities of the Charity.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)**

6. TRUSTEES' REMUNERATION AND EXPENSES

Mabel van Oranje, Chair of Trustees, received remuneration of £102,874 (2018: £111,293) in the year, as permitted by the Charitable Company's Articles of Association. The Charitable Company also paid pension contributions of £10,004 (2018: £10,732) and reimbursed or paid on her behalf travelling, accommodation and office expenses of £72,439 (2018: £77,619).

Clare Melford received £Nil (2018: £728) for travelling expenses reimbursed or paid on her behalf. *Girls Not Brides* paid £1,691 (2018: £4,924) on behalf of Teresa Shaver for travelling and accommodation expenses related to our activities. Tanuja Pandit was paid £Nil (2018: £91), Ann Cotton £227 (2018: £235) and Karin Forseke £697 (2018: £Nil) for travelling expenses reimbursed. Travelling and accommodation expenses are associated with the Trustees attending national and international meetings on behalf of *Girls Not Brides*.

Remuneration to the Chair and payments to Trustees are permitted by the Charity's Articles of Association.

Related party transactions: during the year *Girls Not Brides* paid grants to VOW totalling \$130,000 (£102,740) from restricted funding received for activities related to VOW. Mabel van Oranje is Chair of the VOW Board of Trustees.

7. NET INCOME/(EXPENDITURE)

	2019	2018
This is stated after charging:	£	£
Depreciation	58,272	49,263
Auditors' remuneration – audit of the accounts	11,100	7,414
Auditors' remuneration – payroll services	5,218	3,841
Foreign exchange (gains)/losses	(37,164)	(83,619)
Rent (payable under operating lease)	<u>153,177</u>	<u>160,625</u>

8. TANGIBLE ASSETS

	Short Leasehold Improvements	Computer & Software	Furniture & Equipment	Total
	£	£	£	£
Cost				
Brought forward 01.01.2019	106,514	97,497	53,257	257,268
Additions	-	26,847	7,999	34,846
Disposals	<u>-</u>	<u>(13,988)</u>	<u>-</u>	<u>(13,988)</u>
Carried forward 31.12.2019	<u>106,514</u>	<u>110,356</u>	<u>61,256</u>	<u>278,126</u>
Depreciation				
Brought forward 01.01.2019	12,705	59,796	13,512	86,013
Charge for the period	21,303	24,601	12,368	58,272
Disposals	<u>-</u>	<u>(13,564)</u>	<u>-</u>	<u>(13,564)</u>
Carried forward 31.12.2019	<u>34,008</u>	<u>70,833</u>	<u>25,880</u>	<u>130,721</u>
Net book value				
Carried forward 01.01.2019	<u>72,506</u>	<u>39,523</u>	<u>35,376</u>	<u>147,405</u>
Brought forward 31.12.2019	<u>93,809</u>	<u>37,701</u>	<u>39,745</u>	<u>171,255</u>

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)**

9. DEBTORS

	2019	2018
	£	£
Prepayments	90,512	81,140
Other debtors	<u>123,513</u>	<u>114,555</u>
	<u>214,025</u>	<u>195,695</u>

Included in other debtors is an amount of £58,470 (2018: £58,470) due in more than one year.

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019	2018
	£	£
Trade creditors	51,091	151,339
Deferred income	1,815,283	968,566
Taxation and social security	37,248	84,736
Unpaid pension contributions	11,631	27,890
Funds held as agent (see below)	1,269,143	1,784,520
Other creditors and accruals	<u>228,714</u>	<u>128,087</u>
	<u>3,413,110</u>	<u>3,145,138</u>

Deferred income

Movements in deferred income during the year are as follows:

Deferred income brought forward 1 January	968,566	1,142,982
Income deferred in the year	1,815,283	968,566
Released to income in the year	<u>(968,566)</u>	<u>(1,142,982)</u>
Deferred income carried forward 31 December	<u>1,815,283</u>	<u>968,566</u>

Deferred income represents grants received where the donor has specified this is to fund 2020 expenditure. This will be released to income in the 2020 accounts.

Funds held as agent

In 2018, the Charity received €2,000,000 to be transferred to "Capital for Good USA." In the year £446,130 (2018: £Nil) was transferred and £1,269,143 (2018: £1,784,520) is included in creditors at the year end.

11. COMMITMENTS UNDER OPERATING LEASES

	2019	2018
	£	£
Total amount payable in respect of non-cancellable operating leases:		
Payable within one year	179,429	100,135
Payable after one year and within two years	140,779	179,429
Payable in two to five years	<u>-</u>	<u>140,779</u>
	<u>320,208</u>	<u>420,343</u>

GIRLS NOT BRIDES: THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)**

12. RESTRICTED FUNDS

	Human Dignity Foundation £	Swedish Postcode Foundation £	Skoll Foundation £	Skoll Foundation £	VOW £	New Venture Fund £	French Government £	Total £
2019								
Balance 01.01.2019	-	-	92,766	-	205,300	-	-	298,066
Income	-	-	197,054	15,362	647,958	56,677	-	917,051
Expenditure	<u>-</u>	<u>-</u>	<u>(277,436)</u>	<u>(15,362)</u>	<u>(817,210)</u>	<u>(32,473)</u>	<u>-</u>	<u>(1,142,481)</u>
Balance 31.12.2019	<u>-</u>	<u>-</u>	<u>12,384</u>	<u>-</u>	<u>36,048</u>	<u>24,204</u>	<u>-</u>	<u>72,636</u>
2018								
Balance 01.01.2018	45,031	253	-	-	-	-	-	45,284
Income	246	88,303	185,526	-	761,404	-	21,239	1,056,718
Expenditure	<u>(45,277)</u>	<u>(88,556)</u>	<u>(92,760)</u>	<u>-</u>	<u>(556,104)</u>	<u>-</u>	<u>(21,239)</u>	<u>(803,936)</u>
Balance 31.12.2018	<u>-</u>	<u>-</u>	<u>92,766</u>	<u>-</u>	<u>205,300</u>	<u>-</u>	<u>-</u>	<u>298,066</u>

In 2018, the Skoll Foundation awarded *Girls Not Brides* a grant of \$500,000 towards supporting and building a movement to end child marriage in Latin America and the Caribbean over two years. In 2019, the second instalment of £197,054 was received and £277,436 was expensed. In May 2019 the Skoll Foundation awarded an additional grant of \$20,000 (£15,362) towards Cyclone Idai activities. This grant was fully expensed in the year.

In 2019, *Girls Not Brides* received additional grants and donations of \$825,040 (£647,958) from donors, including the Ford Foundation, the Bill & Melinda Gates Foundation and the National Philanthropic Trust UK, towards the continuing development and setting up of VOW as its own standalone entity. £817,210 was expensed in 2019 leaving a balance of £36,048 of the Ford Foundation Grant towards 2020 VOW related activities.

In July 2019 *Girls Not Brides* received a grant of \$69,160 (£56,677) from the New Venture Fund through its Ignite Philanthropy: Inspiring the End to Violence Against Girls and Boys.

GIRLS NOT BRIDES: THE GLOBAL PARTNERSHIP TO END CHILD MARRIAGE

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019 (CONTINUED)**

13. UNRESTRICTED FUNDS

Unrestricted funds at 31 December 2019 were as follows:

	2019	2018
General funds	<u>1,896,944</u>	<u>1,398,374</u>
	<u>1,896,944</u>	<u>1,398,374</u>

14. ANALYSIS OF NET ASSETS BY FUNDS

	Unrestricted	Restricted	Total
	£	£	2019
Fixed assets	147,405	-	147,405
Net current assets	<u>1,749,539</u>	<u>72,636</u>	<u>1,822,175</u>
	<u>1,896,944</u>	<u>72,636</u>	<u>1,969,580</u>

	Unrestricted	Restricted	Total
	£	£	2018
Fixed assets	171,255	-	171,255
Net current assets	<u>1,227,119</u>	<u>298,066</u>	<u>1,525,185</u>
	<u>1,398,374</u>	<u>298,066</u>	<u>1,696,440</u>