

RESTLESS DEVELOPMENT

(A Company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2015

Registered Company Number: 6741123
Registered Charity Number: 1127488

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TRUSTEES

Hannah Bronwin	Appointed 28 th July 2015
Affan Cheema	Appointed 28 th July 2015
Jennifer Duvalier	
Juliano Fiori	Resigned 20 th March 2015
Jonathan Gorrie	
Sarah Greenall	
Martin Hayman, Chairman	
Lucy Johnson	Resigned 27 th January 2015
Saffi Jones	
Tom Kabuga	
Carol Monoyios	
Matthew Otubu	Appointed 28 th April 2015
Paul Owers	
Amisha Patel	
James Sewell	
Barbara Stocking	Resigned 28 th July 2015
Myles Wickstead	Appointed 28 th July 2015

FINANCE & AUDIT COMMITTEE

Jonathan Gorrie, Chairman	
Tom Kabuga	
Paul Owers	
Hannah Bronwin	Appointed 28 th July 2015
Juliano Fiori	Resigned 20 th March 2015

CHIEF EXECUTIVE

Nik Hartley OBE

CHIEF OPERATING OFFICER

Perry Maddox

FINANCE DIRECTOR

Ben Sheahan

INVESTMENT AND PARTNERSHIPS DIRECTOR

Gemma Graham

PEOPLE AND PERFORMANCE DIRECTOR

Natasha Kate Muhwezi

PROGRAMMES DIRECTOR

Ed Francis

POLICY AND PRACTICE DIRECTOR

Mark Nowottny

REGISTERED ADDRESS

7 Wootton Street
London
SE1 8TG

BANKERS

Barclays Bank Plc
1 Churchill Place
London E14 5HP

AUDITORS

haysmacintyre
26 Red Lion Square,
London WC1R 4AG

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 30th September 2015.

ORGANISATIONAL STRUCTURE, GOVERNANCE AND MANAGEMENT

Restless Development is a youth-led development agency committed to mobilising young people as an effective human resource in social development efforts, and in empowering young people to take up a leadership role in addressing the most urgent issues facing them, at community, national and global levels. Its present global strategy has three primary goals all focused on young people: civic participation, sexual & reproductive health and livelihoods & employment.

Restless Development continued to be active with a full-time presence and set of programmes during 2014/15 in India, Nepal, Sierra Leone, South Africa, Tanzania, Uganda, UK, Zambia and Zimbabwe. In each country there is a Country Director who serves as Restless Development's representative, managing a Country Office and staff who implement the work of the Charity and support Volunteer Peer Educators and alumni in the implementation of programmes. The Country Director reports through a line management structure to Restless Development International, the management unit responsible for providing direction and support for all of the organisation's activities. Restless Development International is led by a Chief Executive, based in London, who is supported by a Senior Management Team of six Directors and a team of salaried employees and volunteers. The policy of Restless Development is that Country Offices should be self-sufficient financially, sourcing funds from government, private sector, bi-lateral and multi-lateral institutions, with support as necessary for fundraising from Restless Development International.

GOVERNING DOCUMENTS

Restless Development as a Charitable Trust is governed by its Memorandum and Articles of Association dated 9 February 2012. It is registered with the Charity Commission (No 1127488). Restless Development is also a company limited by guarantee; the company's registered number is 6741123.

RECRUITMENT AND APPOINTMENT OF TRUSTEES

Restless Development's Trustees conduct an annual review of the board's skills and networks. This information is then used to identify potential gaps during the recruitment of new Trustees. Restless Development has a People Committee which has responsibility to recommend new Trustees to the board. New potential Trustee candidates can be put forward by any Trustee, Patron, the Chief Executive or Senior Management Team. Once put forward, prospective Trustees are interviewed by a minimum of two current Trustees, including the Chairman, and also meet with the Charity's Chief Executive. The interview process is meant to inform both parties, providing the individual with a solid grounding in Restless Development's strategic aims, programmes and priorities, as well as familiarity with the Trustees' Terms of Reference, meetings schedule and expectations. If the prospective Trustee is assessed to be a good fit with the Charity's aims, values and the existing mix of Trustee skills and networks, the current Trustees vote on whether the individual should join the group.

TRAINING OF TRUSTEES

Trustees are recruited for their specific skills and experience to meet organisational priorities and ensure a wide range of specialist areas. Training for Trustees is conducted in two ways:

- 1) **Trustees Induction:** Each Trustee, following appointment, has an induction meeting with the Chair, the Chief Executive and members of the Senior Management Team covering the organisation's background, current focus and strategy and key documents.
- 2) **Trustees Away Days:** Trustees hold an annual Away Day where a wide variety of topics are covered, depending on priority areas for Trustee training identified by the Chairman, the Trustees and the Chief Executive.

Restless Development operates planning and budgeting systems with an annual budget reviewed by the Finance & Audit Committee and approved by the Trustees. Any significant changes to these plans are subject to Trustees' approval. Revised forecasts are undertaken quarterly during the course of the year, and reviewed by the Finance & Audit Committee and the Trustee Board. Restless Development's financial reporting system compares actual performance to approved budgets on a monthly basis.

OBJECTIVE AND ACTIVITIES

PUBLIC BENEFIT

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the Charity.

MISSION

Restless Development's mission is to place young people at the forefront of change and development.

OBJECTIVES

In its present five-year strategy which runs until 30 September 2016, Restless Development is focusing on three goals:

1. **Civic Participation:** to give young people the platform to be significant contributors to development processes, resulting in government policy and practice that is beneficial and accountable to young people.
2. **Livelihoods and Employment:** to enable young people to take up productive livelihoods and employment opportunities that contribute to their household income and the economies of their communities and countries.
3. **Sexual and Reproductive Health:** to ensure young people are engaging in safe sexual & reproductive practices that lead to healthy lives free of HIV.

APPROACHES

Restless Development achieves these goals primarily through five approaches:

- 1) **Direct Delivery:** in 2014/15 Restless Development recruited and trained more than 1,800 volunteer peer educators who worked in over 680 communities across 8 countries;
- 2) **A Generation of Leadership:** developing a network and opportunities for Restless Development's alumni that include full or part-time programmes implemented by former Volunteer Peer Educators, usually focusing on youth in urban areas;
- 3) **Shaping Policy and Practice:** Staff-led and volunteer-led work to advocate to and work with governments and aid agencies to better engage and target young people in their policies and practices;
- 4) **Building a strong youth sector:** developing the capacity of national and local youth organisations that focus on young people;
- 5) **Sharing and learning:** sharing best practice through evaluations, research and developing guides and modules in the areas of youth sexual and reproductive health, livelihoods and employment and civic participation.

CONTRIBUTION BY VOLUNTEERS

One of the distinguishing features of Restless Development, and essential to the unique youth-led approach, is the fact that all programmes are led by energetic, talented and motivated young people, aged 18-28, who volunteer their time and energy to work with Restless Development as Volunteer Peer Educators (VPEs) living full-time in underserved communities leading programmes addressing the issues outlined in Restless Development's Mission and Objectives detailed above. Restless Development VPEs receive no monetary compensation for their work, beyond a simple food and transport allowance, and host communities provide accommodation and access to water. While the particular structure of each programme varies depending on the programmatic objectives and local needs, in general VPEs receive 4-6 weeks comprehensive training and then are placed in target communities for 6-11 months conducting and organising a range of activities, such as the following:

- Teaching weekly age-appropriate health, sexual health or life skills lessons in school using interactive non-formal education methods – music, dance, drama, and interactive games and lessons.
- Creating after-school youth leadership clubs to build local youth capacity to lead health, education and livelihoods promotion activities.
- Reaching out to out-of-school young people.
- Developing and managing school or community-based youth resource centres, providing access to youth friendly information and resources on health, life skills and livelihoods topics.
- Organising sexual health, livelihoods and civic-focused community workshops and festivals to increase awareness amongst teachers and parents of the needs and challenges experienced by young people.
- Training teachers in the use of non-formal education and participatory learning methods, and the delivery of health, sexual health and environmental education.
- Strengthening links between communities and local health and support services, including visits to local health clinics and training for local health service providers in how to make their services youth-friendly.

Alongside mainstream VPE-led direct delivery, Restless Development continues to participate in the UK Government's International Citizen Service (ICS) programme. The ICS programme not only makes a significant contribution to impact in Restless Development's country programmes and the achievement of National Strategic Frameworks but it also contributes to the personal and professional development of both the UK and in-country volunteers and increases their long-term active citizenship.

Restless Development's youth-led approach allows programmes to be flexible according to the specific needs of a country, district or community. For example:

In Nepal Restless Development's staff and volunteers were instrumental in providing immediate support to survivors of the earthquakes of 25th April and 12th May 2015. Restless Development has worked closely with UNICEF, the Nepalese Government and other partners to create over 345 Temporary Learning Centres, supporting over 2,000 children and young people, so that they can remain safe and continue with their education in the aftermath of the earthquakes. In addition, during this difficult time, our VPEs continued to run programmes focused on education for girls, promoting IT, financial and social skills;

In Sierra Leone, Restless Development volunteers took up a leading role at a national level in response to the rapid spread of the Ebola virus disease in West Africa, initially running emergency Ebola training and later playing a leading role in a nationwide social mobilisation, reaching 700,000 people in 10 districts in the areas of Sierra Leone hardest hit by Ebola. Working in pairs, these social mobilisers were trained in the Community Led Ebola Action (CLEA) response to ensure community members across the country understood how they were responsible for stopping the spread of Ebola;

In South Africa where up to 30% of the girls in Eastern Cape target communities are living with or directly affected by Aids, Restless Development VPEs worked with over 4,000 young people to increase their understanding of gender-based violence, also focusing on HIV prevention and tackling gender inequality.

STRATEGIC REPORT

1) ACTIVITIES AND ACHIEVEMENTS DURING THE YEAR

Now in its thirtieth year, Restless Development continues to demonstrate the effectiveness of youth-led development in improving young people's lives in each of our three key goal areas: civic participation, livelihoods and employment and sexual and reproductive health and rights. We train young Volunteer Peer Educators to improve knowledge, develop skills and address priority issues within their countries and communities. Through classroom activities, out-of-school sessions, youth clubs and resource centres, public awareness, peer education and community outreach, our volunteers demonstrate that young people's energy and commitment produce tangible results.

These Volunteers are the foundation of the direct delivery work and, guided by national staff teams, lead the implementation and monitoring of many programmes. Volunteers are selected taking into account their age (18-28 years old), school level, a selection day including team activities and individual interviews. Volunteers typically receive five weeks of training which covers technical knowledge on our key programmatic areas, facilitation skills, mentoring and management and life skills. In 2014/15 Restless Development recruited a total of 1,800 volunteers from target communities nationally and internationally, 51% of whom were male, 49% female. They reached more than 400,000 young people.

2014/15 stands out, not for the work and model that Restless Development has been implementing during the past 30 years, but for what was achieved through the work Restless Development did when called upon in emergency situations. In West Africa and South Asia volunteers gave up their time to work together to face the biggest tests in their country, while being true to Restless Development's values and ways of working.

In Sierra Leone Restless Development trained 2,581 volunteer Community Mobilisers who worked as part of the Social Mobilisation Action Consortium working on Ebola prevention throughout the country. Working in pairs, these mobilisers were trained in the Community Led Ebola Action (CLEA) response to ensure community members across the country understood how they were responsible for stopping the spread of Ebola. By working at depth within these communities, the Mobilisers worked to prevent traditional practices such as the washing of bodies before burial. By the end of the year, the work of Mobilisers across the country made a significant contribution to the outbreak finally coming to an end. Restless Development's attention now turns to supporting young Sierra Leoneans in the post-Ebola period by ensuring the continuation and expansion of core activities: supporting young people with their sexual health, supporting them in civic participation and helping them gain employment.

In Nepal a massive earthquake occurred on 25th April 2015. That and the subsequent aftershocks resulted in the deaths of 9,000 people, many thousands more being displaced and made homeless. In the first few days after the initial earthquake, Restless Development staff and volunteers led part of the initial fact-finding and rescue effort, as well as providing tents, food and medicines to displaced people and leading calls for blood donation through the extended network of alumni.

Over the following weeks it became clear that many thousands of schools had been destroyed or badly damaged in the earthquake – up to 90% of schools in the 14 districts the quake affected. This halted formal education in those areas; a situation which could have very quickly led to serious downward trends in literacy in the country. Working in partnership with UNICEF, Restless Development created Temporary Learning Centres (TLCs); safe spaces for children and young people to continue with their education, as well as to receive psycho-social support and feel safe with their friends and peers. Since the initial earthquake Restless Development has set up 345 TLCs across 9 Village Development Councils in 4 of the districts hardest hit by the earthquakes. The creation of the TLCs has benefits beyond education and keeping children safe. As the headmaster of one secondary school said, 'Parents will be busy planting rice for one and half months. When they go for work, they will not have to worry about their children. They know that their children will be safe with the teachers and volunteers in the TLC.'

Restless Development's works hard to connect volunteers' activity at community and national level to policy and decision makers at a global level. 2015 was a critical year for international development, marking the transition from the Millennium Goals to the New Strategic Development Goals and Restless Development ensured that the voice of young people continued to be heard throughout the year. Restless Development co-chaired the global Youth Action Team of Action/2015, a coalition of over 2,000 international organisations, allowing the voices of young people to be heard by world leaders as well as asking them to keep young people involved in the decisions being made. This culminated at the United Nations General Assembly in September 2015, where eight Restless Development youth delegates from around the world ran a high level event, and stood alongside Malala Yousafzai at the opening event as young people addressed world leaders for the first time at the United Nations.

Volunteering is at the heart of Restless Development's work and Restless Development is a proud member of the International Citizen Service (ICS) consortium, led by VSO. The ICS programme represents a significant investment by United Kingdom Government's Department for International Development and offers volunteering opportunities open to all 18-25 year olds in the UK. The first three-year programme came to an end in 2015 but has already been replaced by a second ICS programme, using the same partners as in the original consortium, allowing the experience from the previous programme to continue to build over the next three years.

A full summary of Restless Development's activities is available in the Restless Development 2015 Global Annual Report, available from our website.

2) FINANCIAL REVIEW

Financial objectives

Restless Development's financial objectives are to maintain a strong and effective control framework whilst ensuring that programmes have the resources they need to be completed effectively. In line with the organisation's values, Restless Development strives to ensure that resources are deployed efficiently and transparently.

Principles and financial management policies adopted in the year

It is the policy of Restless Development to maintain effective financial management systems and programmes, to continually improve financial operations and systems and to identify the most efficient methods of operation regarding budgeting, accounting and financial reporting. Restless Development seeks to be responsive to the financial reporting and other requirements of its donors, as well as to the restrictions imposed by governments under whose rules of law Restless Development operates.

Restless Development manages the use of available resources through its planning and budgeting systems described on page 3 under Organisational Structure, Governance and Management. To monitor the use of resources it uses an accounting system and chart of accounts maintained in accordance with principles of fund accounting to ensure appropriate allocation in keeping with the charity's objectives and the commitments made to donors. Additionally Restless Development ensures that the company accounts give a true and fair view of the organisation's operations as well as complying with statutory reporting requirements. The Trustees present their report along with the Financial Statements of the charity for the year ended 30th September 2015. The Financial Statements comply with applicable law and the requirements of the Charities Statement of Recommended Practice.

Financial performance in 2014/15

Restless Development has grown considerably over recent years and this growth accelerated in 2014/15 as illustrated in the table below:

	Incoming Resources	Expended Resources
	£000's	£000's
2014/15	£15,655	£14,713
2013/14	£10,173	£9,515
2012/13	£8,896	£8,707
2011/12	£8,244	£7,849
2010/11	£6,691	£5,985

A significant part of the increased growth in income and expenditure in 2014/15 was due to Restless Development's community-led response work addressing the Ebola emergency in Sierra Leone: Restless Development Sierra Leone's expenditure increased from £0.8 million in 2013/14 to £5.1 million in 2014/15. Beyond this, it is encouraging to note that the underlying growth in organisational income is coming from an expansion in Restless Development's donor base and an increase in the proportion of income raised directly by Country Programmes.

Reserves Policy

Restless Development is working in high-risk areas in sub-Saharan Africa and South Asia, and relies on funding from donors which can be delayed or denied with little available recourse for the organisation. In considering the reserves policy, the Trustees have identified the need to hold free reserves (unrestricted reserves excluding designated reserves and fixed asset reserves) which may sometimes be needed to cover necessary expenses associated with:

- Emergencies that could not have been anticipated by realistic budgets, and are not covered immediately by insurance.
- Financial commitments anticipated in realistic budgets prudently expected to be covered by contracted donor funds.

Restless Development has a reserves policy which is regularly reviewed by Trustees against the current risks faced by the organisation. During 2014/15 the Finance & Audit Committee conducted a review of the reserves policy and Trustees agreed to revise the way the free reserves target is calculated, moving from a target for unrestricted reserves of 3 months of core expenditure, to an approach that aligns the unrestricted reserves target more closely with the risks the organisation faces by basing the calculation on specific risks identified in the organisation's Risk Register.

Based on the Risk Register as at 30th September 2015 the target for Free Reserves is £1,065,251 (for comparison, based on 3 months of core expenditure using the 2015/16 budget, the target would have been £1,182,717). The actual Free Reserve balance as at 30th September 2015 was £976,794. The Finance & Audit Committee has reviewed the current level of reserves against the target and taking account of the anticipated risk profile of the organisation has concluded that, although lower than the targeted amount, the level of reserves held at 92% of the target is acceptable and will continue to be monitored on a quarterly basis.

Trustees agreed to identify two separate reserves from within unrestricted funds held on 30th September 2015. The reserves identified are: a Fixed Asset Reserve which represents funds held as fixed assets, the balance on which was £452,322 on 30th September 2015, and a Designated Reserve to represent funds received in 2014/15 that are planned for expenditure in 2015/16. The balance on this reserve was £505,428 at 30th September 2015.

Fundraising Objectives

While Restless Development's core programmes are focused on mobilising people – a human resource as opposed to a financial resource – this work requires appropriate and consistent funding in order to operate effectively. A Fundraising and Partnerships Strategy is developed by each Country Programme, as well as by Restless Development International. Restless Development aims to secure the funding it needs to deliver its programmes effectively, from sources and partners who fully support the mission and values of the organisation, without becoming over-reliant on any single donor. Restless Development strives to engage each of its supporters in work in the field, and so maintains a full and transparent reporting and communications system to ensure that donors are well informed of the successes and challenges being faced in the programmes which they are supporting.

3) PLANS FOR FUTURE PERIODS

Restless Development has celebrated its thirtieth year with a vision already set on the future. It is looking to 2030, to the end of the Sustainable Development Goals, and to the young people Restless Development will work with over the next fifteen years to play a part in implementing those goals, and to ensuring that governments are accountable to them. Not only did Restless Development mobilise young people to carry out remarkable development and humanitarian work in 2015, but also galvanized thousands more to participate in the decisions world leaders were taking, giving young people a voice at the very highest level of the United Nations General Assembly. Through close working with the UK Government's Department for International Development, Restless Development ensured there was a youth representation on the UK delegation to the United Nations for the first time.

In the more immediate future, in October 2016 a new global five-year strategy will be launched by Restless Development. As ever, it puts the needs and views of young people first and foremost. As a values-led agency, a full participatory consultation was conducted in 2015 to inform this new strategy. This consultation was used to increase Restless Development's existing expertise, leveraging both deep access to young people and wide partnerships to draw in more insights into this process, to allow the best ideas for a radical yet tangible vision and strategy to be developed and guide the agency beyond 2016. Through what was known as the Big Conversation, participatory consultations were conducted with young people, staff, alumni, networks, communities, partners, the youth sector and boards as well as broader social media campaigns to draw many voices into the process of developing the strategy. Over 5,000 responses were received - 5,000 opinions on how to make a better world. Restless Development's Youth Strategy Team worked tirelessly to ensure those opinions were measured in a detailed report that is becoming the foothill of the new strategy thus ensuring that Restless Development will continue to work with young people to create positive change at a community and global level.

4) PRINCIPAL RISKS AND UNCERTAINTIES

Restless Development works in areas that can carry a high risk, often as a result of difficult communications, logistics, financial and security challenges. Restless Development has developed robust procedures to assess risk and to design and implement effective measures to reduce both the likelihood and the potential impact of identified risks occurring.

Risk Control

Regular risk assessments are carried out to manage the activities of Restless Development and focus its resources. The Trustees have assessed the major risks that the charity faces, in particular in relation to its operations and finances, and are satisfied that the charity is taking the action necessary to mitigate its exposure to the key risks identified.

A formal Risk Register is reviewed on a quarterly basis by the Senior Management Team and the relevant Trustee Committees, with any significant changes in circumstances brought to the full Board of Trustees as necessary. The Trustees are satisfied that systems are in place to monitor and manage exposure to major risk. Due to the financial and political instability of some countries where Restless Development works, the organisation requires active acceptance and management of some risks when undertaking activities in order to achieve the objectives of the charity. Restless Development uses its Risk Register to monitor the principal risks identified. Trustees are satisfied that this is an appropriate means of managing risks and uncertainties that might have the potential to seriously affect the performance, future prospects or reputation of the charity, including its viability. The organisation has a sound financial base which is supported by strong controls and an established fundraising strategy.

Major Risks

The following major risks were identified at an organisational level in 2014/15. For each risk, systems have been developed to mitigate the risk. These risks and associated systems are monitored each quarter through the Risk Register by Senior Management Team and by Trustees:

<u>Risk</u>	<u>Management approach to mitigate risk</u>
Safety & Security <i>Political instability, terrorism or natural disasters resulting in national level or local level conflict or breakdown of infrastructure and deteriorating security in areas of our operation.</i>	<ul style="list-style-type: none"> • National level risk assessments conducted annually • Placement level risk assessments conducted annually • Systems in place for assessing risk more regularly in areas of potential instability • Policies and procedures in place to manage risk • Incident management plans in place • Evacuation plans in place in areas of high risk • Insurance cover maintained
Donor Reliance <i>Lack of new investors leads to over dependence on a single donor</i>	<ul style="list-style-type: none"> • Fundraising strategy and revenue model of diversification in place • Focus on increasing newer revenue streams • Increased capacity in international fundraising team • Increased focus on opportunity scanning and global prospect cultivation
Fraud & Bribery <i>A major fraud or bribery incident</i>	<ul style="list-style-type: none"> • Annual internal audit with follow-up on control improvements • Fraud and anti-bribery policy • Mandatory annual training in fraud and associated policies for all staff • Cash management controls between and within operating units
Partner Performance <i>Reputational and financial risk arising from increased number and type of partnerships: potential for underperformance</i>	<ul style="list-style-type: none"> • Due diligence undertaken for partners, Risk Register in place at partner Steering Committees • Relationship management carried out at Senior Management level • Regular financial and performance forecasts
Management under-performance <i>Under-performance leading to drain on resources, and instability</i>	<ul style="list-style-type: none"> • Support Visits and Transition Planning with Directors • Recruitment tools, induction guidance, end of probation reviews • Performance management training, dashboard tracking performance management, coaching/mentoring for Directors • Annual review visits against standards • Flexible contract options for successful directors
Reporting & Compliance <i>Inadequate reporting; legal non-compliance or breach of contract</i>	<ul style="list-style-type: none"> • Global reporting timetable in place to track deadlines • Quarterly support and performance calls • Monthly monitoring of minimum standards across the organisation
Delivery & Results <i>Under-delivery against output/outcome targets</i>	<ul style="list-style-type: none"> • Monthly reporting against targets to Management Committees • Quarterly data reporting against agreed targets to SMT & Trustees • Targeted programme quality support visits • Annual evaluation calendar with quarterly updates • Programme Quality Compendium guiding expected standards of activity delivery • Annual programme quality audit and follow up

Unrestricted Income

Lack of unrestricted income leads to potential going concern risk

- *Positioning with partners for new funding mechanisms*
- *Unrestricted income fundraising strategy*
- *Focus on cultivating strategic funding from bi-lateral agencies*
- *Full Cost Recovery in place and integrated into budgets*

Managing Growth

Risk to delivery and the organisation from significant, rapid growth that requires greater resources than are available

- *All two year plans signed off by Senior Management*
- *Performance Tracking through 1) management for all Directors 2) dashboard to identify emerging risks*
- *Support to Directors: coaching, leadership development, annual visits*
- *Annual performance review for each unit*
- *Proposal sign-off protocol in use*
- *Quarterly update of operational plans & budgets*

Restless Development also faces some inherent risk resulting from the locations that it works in and the way that services are delivered. Restless Development mitigates this risk by completing annual safety and security reviews within each of its country programmes, by maintaining insurance cover and by ensuring that staff members and volunteers receive training in safety and security relevant to the programmes that they will be working on.

Approved by the Trustees and signed on their behalf by:

Martin Hayman, Chair of Trustees, Restless Development

Date 27 January 2016.



TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity 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 judgements 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 financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

AUDITORS

A resolution proposing the appointment of auditors to the Charity will be put to the annual general meeting.

Approved by the Trustees and signed on their behalf by:



Jonathan Gorrie, Chair of Finance & Audit Committee

Date 27 January 2016

We have audited the financial statements of Restless Development for the year ended 30 September 2015 which comprise the Statement of Financial Activities, the Charitable Company Balance Sheet, and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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.

Respective responsibilities of trustees and auditor

As explained more fully in the Trustees' Responsibilities Statement set out on page 10, 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.

We have been appointed auditor under the Companies Act 2006. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2015 and of the charitable company's incoming resources and application of resources, including the 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.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

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

- the charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company 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.



Murtaza Jessa (Senior Statutory Auditor)
for and on behalf of haysmacintyre
26 Red Lion Square, London WC1R 4AG
Chartered Accountants and Statutory Auditors

27 January 2016

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30th SEPTEMBER 2015**

**RESTLESS
DEVELOPMENT**

		Unrestricted Funds	Restricted Funds	2015 Total	2014 Total
	Notes	£000's	£000's	£000's	£000's
INCOMING RESOURCES					
Incoming resources from generated funds					
<i>Voluntary income</i>					
Grants and donations	2	3,494	11,739	15,233	9,935
Donations in kind	1b	85	-	85	53
<i>Activities for generating funds</i>					
Project recoveries		335	-	335	183
Incoming resources from charitable activities					
Volunteers' contributions, including Schools		2	-	2	2
Total incoming resources		<u>3,916</u>	<u>11,739</u>	<u>15,655</u>	<u>10,173</u>
RESOURCES EXPENDED					
Cost of generating funds					
Fundraising costs of grants and donations		(67)	-	(67)	(128)
Charitable activities		(2,978)	(11,642)	(14,620)	(9,358)
Governance costs	4	(26)	-	(26)	(29)
Total resources expended	3	<u>(3,071)</u>	<u>(11,642)</u>	<u>(14,713)</u>	<u>(9,515)</u>
Net incoming resources		845	97	942	658
Foreign exchange gains/(losses)		64	(66)	(2)	(71)
Net incoming resources after foreign exchange gains/(losses)		909	31	940	587
Reconciliation of funds					
Fund balance brought forward		1,025	1,588	2,613	2,026
Total funds carried forward	10	<u>£1,934</u>	<u>£1,619</u>	<u>£3,553</u>	<u>£2,613</u>

The Statement of Financial Activities includes all gains and losses recognised in the year.

All incoming resources and resources expended derive from continuing activities.

The notes on pages 15 to 22 form part of these financial statements.

		2015	2014
	Notes	£000's	£000's
FIXED ASSETS	6	452	189
CURRENT ASSETS			
Stock		1	1
Debtors	7	1,550	1,275
Bank and cash		3,113	2,601
		<u>4,664</u>	<u>3,877</u>
TOTAL ASSETS		5,116	4,066
CREDITORS: amounts falling due within one year	8	(1,563)	(1,453)
NET ASSETS		<u>£3,553</u>	<u>£2,613</u>
REPRESENTED BY:			
Funds			
Restricted	9	1,619	1,588
Unrestricted	10		
Fixed Asset Reserve		452	189
Designated Reserve		505	-
Free Reserves		977	836
		<u>£3,553</u>	<u>£2,613</u>

The financial statements were approved by the Trustees and authorised for issue and signed on their behalf, by:



Jonathan Gorrie, Chair of Finance & Audit Committee

Date 27/1/2016

The notes on pages 16 to 22 form part of these financial statements.

Registered Company Number: 6741123
Registered Charity Number: 1127488

CASHFLOW STATEMENT
FOR THE YEAR ENDED 30th SEPTEMBER 2015

**RESTLESS
DEVELOPMENT**

		2015		2014	
	Notes	£000's	£000's	£000's	£000's
Cash generated from operations	A		970		(80)
CASHFLOWS FROM INVESTING ACTIVITIES					
Additions to property, plant and equipment		(471)		(155)	
Proceeds from the disposal of fixed assets		13		2	
Net cash used in investing activities			(458)		(153)
Net (decrease)/increase in cash and cash equivalents			512		(233)
Cash and cash equivalents on 1 October			2,601		2,834
Cash and cash equivalents on 30 September	B		<u>£3,113</u>		<u>£2,601</u>

NOTES TO THE CASHFLOW STATEMENT

**A RECONCILIATION OF SURPLUS TO CASH
(SPENT ON)/ GENERATED FROM
OPERATIONS**

Net incoming resources	940	587
Adjusted for:		
Depreciation	238	135
Revaluations	(32)	2
(Profit)/loss on disposal of fixed assets	(11)	2
Operating surplus before working capital changes	1,135	726
Decrease/(increase) in inventories	-	1
(Increase)/decrease in amounts receivable	(275)	(629)
Increase/(decrease) in amounts payable	110	(178)
Cash (spent on)/generated from operations	<u>£970</u>	<u>(£80)</u>

B CASH AND CASH EQUIVALENTS

Cash and cash equivalents consists of cash on hand and balances with banks. Cash and cash equivalents included in the cashflow statement comprise the following balance sheet amounts:

Cash and cash equivalents	<u>£3,113</u>	<u>£2,601</u>
----------------------------------	---------------	---------------

1. ACCOUNTING POLICIES

The financial statements have been prepared in compliance with the Companies Act 2006, the Statement of Recommended Practice "Accounting and Reporting by Charities" issued in March 2005 (revised in 2008) and with applicable accounting standards in the United Kingdom. The principal accounting policies adopted are set out below:-

- a) These financial statements have been prepared under the historical cost convention and have been prepared on the going concern basis as the Trustees consider that, based on projected cash flow information, the charity will be able to meet its liabilities as they fall due.
- b) Voluntary income, including donation, grants, legacies and volunteer contributions is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is carried forward as a restricted fund to be spent in future periods when:
 - The donor specifies that the grant or donation must only be used in future accounting period; or
 - The donor has imposed conditions which must be met before the charity has unconditional entitlement;

Recognition of legacy income is dependent on the type of legacy, with pecuniary legacies recognized when notification is received and residuary legacies when the final accounts under the will are received. Reversionary legacies are not recognised during the lifetime of the original beneficiary under the will.

Donated services and facilities are included as 'Voluntary income' at their estimated value to the charity when received, and under the appropriate expenditure heading depending on the nature of service or facility provided, at the same value and time.

- c) Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration on each activity, comprising salary and other central costs, is apportioned on the basis of staff time attributable to each activity. All expenditure is accounted for on the accruals basis.
 - **Fundraising costs** represent all expenditure incurred to raise income from various sources.
 - **Volunteer-led activity costs** and expenses represent all expenditure incurred in order to implement our charitable activities. It also represents a proportion of support costs based on the input to the charitable activities from central costs.
 - **Support and administration costs** represent a percentage of the central costs incurred in the management of a decentralised organisation.
- d) Individual fixed assets costing £100 or more are capitalised at cost. Tangible assets are depreciated on a straight line basis over their estimated useful lives using the following rates:

Asset category	International	UK
IT assets	33%	25%
Office furniture	20%	20%
Vehicles	20%	20%
Used vehicles	50%	50%

Grants received in respect of the acquisition of fixed assets are treated as Deferred Capital Grants and are released to income in line with depreciation over the life of the asset.

- e) The Trust is a registered charity and therefore is not liable to corporation tax in accordance with charity law.
- f) Balances denominated in foreign currencies from overseas branches are translated at the exchange rate prevailing at the year end.
- g) Stock, which consists of pre-purchased consumables, is accounted for at the lower of cost and net realisable value.

2. GRANTS AND DONATIONS

	2015 £000's	2014 £000's
UK grants and donations	6,431	4,416
Overseas grants and donations	8,802	5,519
	<u>£15,233</u>	<u>£9,935</u>

Included in Unrestricted Income is £2,903,404 (2013/14: £2,755,439) from a UK Government Department for International Development Partnership Programme Arrangement. Restless Development acts as lead partner in a consortium including Warchild and Youth Business International. Restless Development subsequently donated £1,151,648 (2013/14: £1,316,051) to these partners in the form of an unrestricted grant.

3. TOTAL RESOURCES EXPENDED

	Direct costs £000's	Indirect costs £000's	2015 Total £000's	2014 Total £000's
Volunteers' costs and other expenses	9,158	-	9,158	4,442
Grants made to consortium partners	1,152	-	1,152	1,316
Overseas & Programme staff costs	3,197	-	3,197	2,623
Head office staff costs	-	883	883	872
Support costs – Finance, HR, IT	-	230	230	105
Governance	-	26	26	29
Fundraising	-	67	67	128
	<u>£13,507</u>	<u>£1,206</u>	<u>£14,713</u>	<u>£9,515</u>

4. GOVERNANCE COSTS

	2015 £000's	2014 £000's
Statutory audit	13	13
Grant audits & other audit costs	12	15
Trustee indemnity insurance	1	1
	<u>£26</u>	<u>£29</u>

No expenses were reimbursed to Trustees during the year.

5. STAFF COSTS

	2015 £000's	2014 £000's
Wages and salaries	3,793	3,232
Social security costs	287	263
	<u>£4,080</u>	<u>£3,495</u>

The average number of employees in the year was:

	Volunteer-led Activity No.	Fundraising No.	Governance No.	2015 Total No.	2014 Total No.
UK	37	12	13	62	66
Overseas	154	12	78	244	228
	<u>191</u>	<u>24</u>	<u>91</u>	<u>306</u>	<u>294</u>

STAFF COSTS (continued)

Restless Development operates a published Global Salary Scale the purpose of which is to ensure that all staff across the organisation are paid equitably, irrespective of nationality or location: the Global Salary Scale comprises a set of economically equivalent salaries for a set of defined staff grades across each country where Restless Development operates. Staff grades are defined internationally based on standard Job Descriptions which set out roles and responsibilities. The Global Salary Scale is benchmarked periodically against external market data to ensure that salaries are competitive in all the countries where Restless Development operates.

Restless Development defines its key management personnel as being its Senior Management Team, a team of six Directors led by the Chief Executive. Under the Global Salary Scale the total amount of salary and other benefits paid to its seven key management personnel for their services to the charity was £384,128.

Two employee's emoluments were in the band from 60,000 - £70,000 in this year: one employee's emoluments exceeded £60,000 in the previous year.

The Trustees received no remuneration in either this year or the previous year. There were no redundancy payments made in the year.

The charity operates a defined contribution workplace pension scheme in the UK. Pension contributions are charged to the Statement of Financial Activities as they are incurred. The charity has no obligations other than the contributions payable in the year.

6. TANGIBLE FIXED ASSETS

	Office Furniture £000's	IT Assets £000's	Motor Vehicles £000's	Total £000's
Cost				
At 1 October 2014	61	252	412	725
Additions	26	275	170	471
Revaluations & foreign exchange	2	34	6	42
Disposals	-	-	(26)	(26)
At 30 September 2015	89	561	562	1,212
Depreciation				
At 1 October 2014	44	187	305	536
Charge for the period	13	114	111	238
Revaluations & foreign exchange	(1)	9	2	10
Disposals	-	-	(24)	(24)
At 30 September 2015	56	310	394	760
Net Book Value				
At 30 September 2015	£33	£251	£168	£452
At 30 September 2014	£17	£65	£107	£189

7. DEBTORS

	2015 £000's	2014 £000's
Other debtors	1,365	975
Prepayments and accrued income	185	300
	<u>£1,550</u>	<u>£1,275</u>

8. CREDITORS: amounts falling due within one year

	2015 £000's	2014 £000's
Sundry creditors and accrued expenses	1,563	1,453
	<u>£1,563</u>	<u>£1,453</u>

Average annual commitments under operating leases are:

Operating lease expiring:	Property £000's	Office Equipment £000's	2015 Total £000's	2014 Total £000's
Between 2 and 5 years	<u>£163</u>	<u>£5</u>	<u>£168</u>	<u>£168</u>

Property lease and office equipment commitments are in respect of Restless Development's UK office.

9. RESTRICTED FUNDS

	Balance 1 October 2014 £000's	Incoming Resources 2015 £000's	Outgoing Resources 2015 £000's	Balance 30 September 2015 £000's
Australian Volunteers International	1	18	14	5
Band Aid Trust	-	53	53	-
Big Lottery Fund	19	219	153	85
Bill & Melinda Gates Foundation	229	139	343	25
British Council	-	102	38	64
British High Commission	2	-	22	(20)
CAFOD	18	-	18	-
Children's Investment Fund Foundation	-	586	586	-
Cida Canada	6	-	8	(2)
Comic Relief	232	369	365	236
Dance4Life	119	186	257	48
DFID Sierra Leone	-	78	78	-
DFID Tanzania	-	227	249	(22)
DFID UK	(35)	199	164	-
Dutch Embassy	-	66	54	12
Egmont Trust	(2)	14	1	11
Erasmus	-	116	49	67
European Union	195	184	209	170
GlZ Germany	-	12	15	(3)
Help Age International	-	440	448	(8)
ICS	193	2,722	2,705	210
International Youth Foundation	13	-	9	4
Irish Aid	31	74	76	29
KPMG	26	40	53	13
Mastercard Foundation	-	27	7	20
Mercury Phoenix Trust	(95)	179	75	9
National Aids Commission/Secretariat	8	48	56	-
Norwegian Agency for Development Cooperation	-	172	141	31
Other donors	81	171	200	52
Porticus Foundation	13	47	29	31
PSI	-	53	55	(2)
Samworth Foundation	43	-	35	8
Save the Children	-	107	104	3
Sida	148	486	623	11
Sigrid Rausing Trust	10	-	10	-
Social Mobilisation Action Consortium	-	1,895	2,050	(155)
Stars Foundation	13	1	10	4
Staying Alive Foundation	(11)	61	38	12
Students Stop Aids Campaign	(29)	29	-	-
Other Trusts & Foundations	116	173	106	183

9. RESTRICTED FUNDS (continued)

	Balance 1 October 2014 £000's	Incoming Resources 2015 £000's	Outgoing Resources 2015 £000's	Balance 30 September 2015 £000s
UNDP	21	32	50	3
UNFPA	21	503	609	(85)
UNICEF	114	1,573	1,258	429
UN Trust	-	110	26	84
USAID	45	-	45	-
Vitol Foundation	-	82	67	15
VSO	-	66	39	27
Waterloo Trust	21	-	21	-
Zambia Governance Foundation	20	76	87	9
Zing Foundation	2	5	1	6
TOTAL RESTRICTED FUNDS	£1,588	£11,740	£11,709	£1,619

Name of Fund

Description of Fund

Australian Volunteers International

Funded volunteer-led health education work in India.

Band Aid Trust

Provided funding for Ebola virus disease prevention through social mobilisation work in Sierra Leone.

Big Lottery Fund

Funded programmatic work in the Karamoja region of Uganda. The programme supports young people to access sustainable livelihoods and play an active leadership role in peace-building initiatives.

Bill & Melinda Gates Foundation

Funded a pilot joint programme with VSO promoting pro-poor action in the UK through volunteers amplifying southern voices and leveraging their experiences of development. In addition the Foundation funded Ebola virus disease prevention in Sierra Leone.

British Council

Provided core programmatic funding in Zambia.

British High Commission

Funded research into youth engagement in council decision-making in Sierra Leone.

CAFOD

Funded livelihoods training for Orphans and Vulnerable Children in Zimbabwe.

Children's Investment Fund Foundation

CIFF provided funding for Ebola virus disease prevention through social mobilisation work in Sierra Leone.

Cida

Funded programmatic activities in Tanzania.

Comic Relief

Funded a number of mainly urban livelihoods programmes in Sierra Leone, Zambia and Zimbabwe.

Dance4Life

Provided funding to support the roll-out of a youth and music initiative engaging young people in a global campaign to address HIV and AIDS.

DFID

Provided consortium funding to our Tanzania programme, supporting youth participation in developing a new national constitution, as well as programmes in Sierra Leone and Youth Summit events.

Dutch Embassy

Funds programmatic work in Uganda.

Egmont Trust

Funds work in Zimbabwe with children affected by HIV and AIDS.

Erasmus

Provided funding for our Global Policy and Practice work.

9. RESTRICTED FUNDS (continued)

<u>Name of Fund</u>	<u>Description of Fund</u>
European Union	Provided funds for our youth programmatic work in Uganda and Zimbabwe.
GIZ Germany	Funded work on youth participation in advocacy and local governance in South Africa.
Help Age International	Provided funding for programmes in Sierra Leone.
ICS	Funded UK youth on development placements across our country programmes, through which they gain valuable experience and build local youth capacity through peer education.
International Youth Foundation	Funds programmatic work in Zimbabwe.
Irish Aid	Funds work on sexual reproductive health education in schools in Zambia.
KPMG	Partners with us on the Bright Programme, a partnership providing technical placements and support.
Mastercard Foundation	Provided funding for a Youth Think Tank project in Uganda.
Mercury Phoenix Trust	Supported our Girls Leadership Programme in Ruvuma, Tanzania. The programme supports girls in rural communities with income-generation projects and SRH education. In addition the Trust provided funding for projects in Sierra Leone and Uganda.
National Aids Commission/Secretariat	Funds work on HIV and AIDS with young people in Uganda.
Norwegian Agency for Development Cooperation	Funded the Have you Seen my Rights campaign as part of our Policy & Practice work.
Porticus Foundation	Fund our programmes in Uganda and Zimbabwe.
PSI	Provides funding for a family planning programme in Tanzania.
Samworth Foundation	Funds livelihoods work targeting orphans and vulnerable children in Zimbabwe.
Save the Children	Funds programmatic activity in Uganda.
SIDA	Funds programmatic activity in rural communities in the Southern Highland region of Tanzania.
Sigrid Rausing Trust	Funds programmatic activity in Tanzania.
Social Mobilisation Action Consortium	A consortium led by Goal under which we received funding for implementing community-led mobilisation to stop the spread of Ebola.
Sperry Fund	Funds generation of leadership in Uganda, Sierra Leone, Zambia and the UK, as well as establishing a full time presence in the US.
Stars Foundation	Recipient of the 2011 STARS Impact Award for health in Nepal.
Staying Alive Foundation	Funds capacity-building for youth-led and youth-focussed organisations across over thirty developing countries.
Students Stop Aids Campaign	Funding contribution to run the Student Stop AIDS Campaign
UNDP	Funds Restless Development to run and manage a Youth-friendly Business Development Centre in Newton, a peri-urban community in

9. RESTRICTED FUNDS (continued)

<u>Name of Fund</u>	<u>Description of Fund</u>
	Western Rural about 1 hour from Central Freetown, Sierra Leone, as well as our graduate internship programme.
UNFPA	Funds a number of our programmes, mainly direct delivery in Sierra Leone but also programmes in Nepal, South Africa and Zambia.
UNICEF	Funds a number of our sexual and reproductive health programmes in India, Nepal, Tanzania, Sierra Leone, Zambia and Zimbabwe.
UN Trust Fund	Funded projects in Sierra Leone and Nepal
USAID	Funds programmatic activity in Uganda.
Other Donors	Funding youth livelihoods work in the Karamoja region of Uganda and other projects.
Vitol Foundation	Funded projects in Uganda and Sierra Leone.
VSO	Funds an education programme in a consortium in Tanzania.
Waterloo Trust	Funds Ebola prevention work in Sierra Leone.
Zambia Governance Foundation	Funding to train young Zambian volunteers to assess their communities' access to services and start-up grants, to enable them to hold their governments to account for service delivery.
Zing Foundation	Provides funds for programmatic work and supports our infrastructure.

10. ANALYSIS OF FUNDS

	Restricted Reserves £000's	Unrestricted Fixed Assets Reserve £000's	Unrestricted Designated Reserve £000's	Unrestricted Free Reserves £000's	2015 Total £000's	2014 Total £000's
Tangible fixed assets	-	452	-	-	452	189
Current assets	1,619	-	505	2,540	4,664	3,877
Current liabilities	-	-	-	(1,563)	(1,563)	(1,453)
	<u>£1,619</u>	<u>£452</u>	<u>£505</u>	<u>£977</u>	<u>£3,553</u>	<u>£2,613</u>

The Designated Reserve Fund represents unrestricted income which was received in the 2014/15 budget year which was marked for use in 2015/16 remained unspent at 30th September 2015 and in line with the budget will be spent in early 2015/16.

11. RELATED PARTY TRANSACTIONS

Restless Development has taken advantage of the exemption provided by Financial Reporting Standard No 8 not to disclose balances with or transactions between related parties eliminated on consolidation.

12. OVERSEAS ORGANISATIONS

In order to operate in some countries, Restless Development is required by local legislation to establish 100% controlled locally registered organisations. These organisations are treated as branches of Restless Development and their accounts are included within the accounts of Restless Development.

A list of all overseas organisations controlled by Restless Development is as follows:

Organisation name	Country of Registration	Incoming Resources 2015	Expended Resources 2015	Surplus/ (deficit) 2015	Net Assets 2015
		£000's	£000's	£000's	£000's
Restless Development (Nepal)	Nepal	1,168	(718)	450	532
Restless Development – Tanzania	Tanzania	1,041	(1,115)	(74)	96
Restless Development Uganda	Uganda	1,110	(962)	148	262
Restless Development Sierra Leone	Sierra Leone	5,073	(4,960)	113	418
Restless Development - SPW India Project Trust	India	426	(467)	(41)	137
Restless Development South Africa	South Africa	298	(323)	(25)	9
Restless Development Zambia	Zambia	967	(791)	176	315
Restless Development Zimbabwe	Zimbabwe	493	(686)	(193)	479
		<u>£10,576</u>	<u>£(10,022)</u>	<u>£554</u>	<u>£2,248</u>

Organisation name	Country of Registration	Incoming Resources 2014	Expended Resources 2014	Surplus/ (deficit) 2014	Net Assets 2014
		£000's	£000's	£000's	£000's
Restless Development (Nepal)	Nepal	362	(353)	9	82
Restless Development Tanzania	Tanzania	984	(954)	30	170
Restless Development Uganda	Uganda	845	(844)	1	114
Restless Development Sierra Leone	Sierra Leone	965	(825)	140	305
Restless Development SPW India Project Trust	India	469	(392)	76	178
Restless Development South Africa	South Africa	256	(224)	32	34
Restless Development Zambia	Zambia	694	(542)	152	139
Restless Development Zimbabwe	Zimbabwe	944	(778)	166	672
		<u>£5,519</u>	<u>£(4,912)</u>	<u>£607</u>	<u>£1,694</u>