

DISABILITY AFRICA
REGISTERED CHARITY NUMBER: 1172163

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE PERIOD
1st JANUARY 2019 TO 31st DECEMBER 2019



Disability Africa Albany House 6-8 Woodbridge Meadows Guildford GU1 1BA

www.disability-africa.org



**DISABILITY AFRICA REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED
31st DECEMBER 2019**

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2019

The trustees present their report with the financial statements of the charity for the period from January 1st 2019 to 31st December 2019. The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard (FRS 102) (effective 1 January 2016).

REFERENCE AND ADMINISTRATIVE DETAILS:

Registered Charity number
1172163

Principal address
Albany House
6-8 Woodbridge Meadows
Guildford
Surrey
GU1 1BA

Trustees

Mr. Ken Tyrrell (Chair - resigned November 28th 2019)
Mr. Ric Law (Chair - appointed November 28th 2019)
Mr. Adrian Abbott (Hon Treasurer)
Mr. Adam Edwards
Dr. Penny Gibson
Mrs. Sue Haworth-Edwards
Dr. David Monk (resigned September 5th 2019)
Mr. Andrew Nowak (appointed September 5th 2019)

Patrons

Mr. Christopher Brewer DL
Mr. Damon Hill OBE
Mr. Ken Tyrrell

Hon Independent Accounts Examiner

Mr Samuel Spriggs



"I support Disability Africa because they focus on real partnership with local people and they recognise that changing hearts and minds is as crucial in the fight against prejudice as providing practical help to children that need it."

Damon Hill OBE

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a charitable incorporated organisation.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

**REPORT OF THE TRUSTEES FOR THE YEAR ENDED
31ST DECEMBER 2019**

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charitable objects as set out in the Trust Deed are:

1. To advance education and promote and protect health among people living in Africa, in particular children and young people with disabilities, through the provision of grants, items and services and by such other means as the trustees may determine.
2. To provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Charity law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law.) The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing those financial statements, the trustees are required to

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity SORP;
- Make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charity and to 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.

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

The trustees are content that the activities of the charity during the reporting period comply with the requirement for those activities to be of public benefit.

Trustees are recruited in accordance with Charity Commission guidelines laid out in document CC30. As vacancies arise, new trustees are sought and recruited with regard to skills and experience and the appropriate vetting and interview procedures are applied. All new trustees will be given a full induction prior to assuming their duties.

ON BEHALF OF THE BOARD



Ric Law - Chairman of Trustees

Date: 08/07/2020

Our Mission:

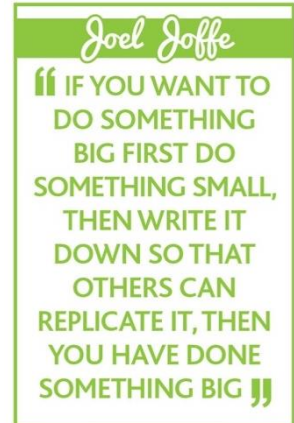
To work with communities to explore causes which exclude disabled young people. To challenge conventional attitudes and practice, to inform, inspire and deliver change because we believe that an approach that includes disabled children will be better for all children.

Our Vision:

Disability Africa is working towards an inclusive global society in which the attitudes of the non-disabled are no longer barriers to the life-chances of those with impairments; where equity of opportunity exists for disabled people and societies recognise the benefits to all of inclusive thinking and action.

A Message from Our Chairman

The long-term strategy of Disability Africa was inspired by a conversation we had with the late, great Joel Joffe back in 2010, even before Disability Africa was founded. After seven years of developing projects which model our “template for Inclusion” in various parts of Africa, we are now adding a focus to develop an ME&L strategy to measure the impact of our work. This is with a view to preparing for the next phase of the charity’s activity i.e. replication of the template to other ‘actors’ and interested parties so that, ultimately, this practical and highly effective strategy can be rolled out by many organisations and thereby maximise the chances of reaching every disabled young person and sustaining their future through inclusive attitudes and services.



To this end, we recruited a third member to our team in 2019 to develop the strategies and tools to produce an evidence-based document which shows the impact of the ‘DA template’ in ‘real life’ situations. This ‘*Proof For Inclusion*’ will be shared alongside our ‘*Case for Inclusion*’ and ‘*Play for Inclusion*’ documents. Together, these papers will explain the rationale behind DA’s template, provide a practical guide to others on how to begin an Inclusion Project and detail the effectiveness and demonstrable impact of Inclusive Community Development. Our eventual aim is to make these resources available to any and every agency who requests support across the entire continent.

2019 was a year of changes within the DA team; aside from adding Tom Wright as ME&L officer we were very pleased to welcome Lex Rosenthal to our team. Lex has taken on our social media, communications, project monitoring and safeguarding tasks.

On the ‘other side of the scales’ we were very sorry to say goodbye to our founding Chairman, Mr Ken Tyrrell who decided to retire as Chair. Ken played a vital and influential role in the establishment and running of Disability Africa since its inception eight years ago. Although retired as Chair, Ken has kindly agreed to maintain his close association with the charity in the capacity of Patron. We also said goodbye to another founding trustee, Dr. David Monk who was our resident education expert for disabled young people. David tells us he is looking forward to a retirement full of unknown, but completely new challenges! In his place, we welcome to our Trustee team, Andy Nowak who is deputy-headteacher of a school for young people with autism. We also said goodbye to Tom Barton, who left after nearly three years of sterling work supporting the development of our projects in East Africa. Mike Carr has assumed responsibility for developing all projects across Africa allowing me to step back from my executive role to assume the Chair from Ken.

A handwritten signature in black ink that reads "Ric Law".

Ric Law Chairman

Achievements This Year

This year, Disability Africa has been working with local partners in four African countries, The Gambia, Zambia, Kenya and Sierra Leone, to run our Inclusive Community Development projects. Across the continent, we are now supporting close to 500 disabled young people and their families; this number continues to grow.

Disabled people comprise the poorest and worst-served group in the world. Disabled children and young people in low and middle-income countries (LMICs), are the most disadvantaged people on our planet. In many communities across the globe, disabled children are considered to be less than human. Sometimes they are seen as possessed or a curse and are subject to stigma, discrimination and isolation. This isolation means disabled young people are comprehensively deprived of social interaction, education, healthcare, opportunities for meaningful employment, self-determination and even the right to life. The infanticide of disabled children has become more widely discussed since the publication of a paper by Disability Rights International in 2018 entitled *“Infanticide and Abuse - Killing and Confinement of Children with Disabilities in Kenya”*. Sadly, this is not a new issue for DA and it is a widespread issue in Africa.



We know it doesn't have to be that way. That's why we developed a template which would immediately and sustainably change lives. In many circumstances, it has saved lives. For example, in one country, 20 children 'scheduled' to be killed by traditional healers, found safety and a life-supporting environment on one of our playschemes. They are still being supported and are thriving. In 2019, we were able to support more children than ever before. DA works alongside local partners in helping to provide them with life-supporting services and providing parents with an alternative to the damaging outcomes of taking their children to orphanages or traditional healers.

In April 2019, the DA team began working on tools and strategies to improve our Monitoring, Evaluation and Learning strategy and we have already developed some impact measurement systems. This information will not only help to improve the service for the children attending our projects, but it will also help to spread the template and the 'power of play'. By showing what can be done for disabled young people and what its impact is, we are encouraging other organisations to adopt it. Since developing materials to share our template with others, we have supported 14 other organisations across 12 African countries who have expressed an interest in our work.

The goal over the next few years is to have an evidence-based document which shows the impact of the template in 'real life' situations. Each year, we will gather more data and this document will be progressively enhanced and expanded. This *'Proof For Inclusion'* will be shared alongside our *'Case for Inclusion'* and *'Play for Inclusion'* documents. Together, these papers will explain the rationale behind DA's template, provide a practical guide to others on how to begin an Inclusion Project and detail the effectiveness and demonstrable impact of Inclusive Community Development.



Activities

Disabled children and young people in low and middle-income countries are some of the most disadvantaged and vulnerable people on our planet. This is primarily due to the strength of the stigma that surrounds disability. Negative traditional beliefs mean that disabled children are frequently seen as cursed or less than human. The result is that disabled children experience varying degrees of isolation. They may not be known to the world outside of their homes, confined to single rooms, left behind. They suffer comprehensive deprivation of social interaction, exclusion from education, lack access to basic medical care and are even deprived of food. In many African countries, where large numbers of people live in poverty, families can consider a disabled child a long-term liability that they do not have the resources to support. The conditions faced by disabled children are unimaginably hard and the levels of poverty they are subjected to are extreme. They are deprived of the very basics of a normal childhood and, if they survive, their lives are profoundly limited.

Across low and middle-income countries (LMICs), infanticide is widespread; anecdotes from local actors, journalists, and academics alike affirm this. Parents are often pressured to ‘return their child to the devil’ or ‘remove a curse from the child’, because their child has an impairment. Such negative traditional beliefs mean that families are often driven to seek traditional healers whose actions occur largely underground and are cloaked in euphemisms. In one country where we operate, a traditional healer openly admitted to our partners that they had killed a disabled child and had “20 more waiting”.

Disability Africa exists to respond to this desperate situation. As part of the 2030 Agenda for Sustainable Development, UN Member States pledged to ensure “no one will be left behind” and to “endeavour to reach the furthest behind first.” We are proud that our projects embody these aspirations and model a practical template to reach the most disenfranchised young people.



We provide services to meet the urgent needs of disabled young people and their families, offering educational services and free medical and social care. Simultaneously, we work to dismantle the traditional barriers and prejudices that prevent the inclusion of disabled children at home, in education and in the community. Fortunately, thanks to some rapid interventions, we were able to register the 20 at-risk children mentioned above, and they are now accessing all of the benefits of a local Playscheme. We work with local people and organisations so that we can mobilise sustainable local support for our projects. By working at a grassroots level, combining locally-led advocacy with community-based service delivery, we have shown that we can make profound improvements to disadvantaged young lives. In the process, we are building stronger, more inclusive communities from which everyone can benefit.

We have a simple, two step approach:

1. Raising awareness of the rights and needs of disabled young people

2. Develop and deliver services to meet identified needs

Playschemes

Our central strategy for inclusion and our initial interventions for the establishment of our projects are Playschemes. These can be run easily by local people, with little expertise, at a minimal cost. But they make rapid progress in both of the above objectives.

A playscheme can:

- Provide an inclusive, safe, life-supporting environment for children at risk
- End a disabled child's isolation
- Provide a fun, stimulating and appropriate educational environment
- Help disabled children develop coordination and communication skills
- Provide informal assessment of needs so we can support children with nutrition, medical and other services to help them thrive
- Create chances for parents to view their children in a different light; through play parents can see what their children can do, and their expectations begin to change
- Change negative attitudes in the community - when non-disabled people share positive experiences with disabled children, attitudes change

Playschemes drastically improve the mental health of disabled young people and ease the pressure on their families. Our model keeps proving to be a powerful agency to dismantle barriers and create Inclusive Communities.



Medical Support Programme

We currently offer the following medical support in The Gambia, Zambia, Kenya and Sierra Leone:

- Medical Assessment - both in the community and at appropriate healthcare facilities
- Life-changing Surgery (and all necessary aftercare) - to prevent or alleviate impairments and allow children to lead pain free lives in which their development is supported
- Regular Physiotherapy - Working with local physiotherapists we provide a base for community-based physiotherapy to take place
- Medical Information for Parents - many parents have a limited understanding of their children's impairments; our local staff will discourage the use of traditional healers and help parents care for their children more effectively at home
- Harmful healing practices become less common, and superstition and stigma are reduced
- Provision of Mobility Equipment - when available and appropriate, we work with local government, physiotherapists and other healthcare providers to adapt, service and provide mobility equipment. With their mobility enhanced many children will be able to attend school and participate as valued members of their communities
- Regular Health Visits and Check-Ups - medical/social care and delivery of medication (many healthcare facilities are beyond the reach of poor families)

It is important to understand the role of the Medical Support Programme Coordinator (MSPC) as one of a facilitator, ensuring each child receives the healthcare they need. In countries where there is an absence of specialist healthcare services, with barriers such as travelling distances and healthcare system complexity and costs, the MSPC ensures children have access to the correct medical facility for surgery, treatment and after-care whether this is by providing transport or using their connections at these facilities. The MSPC helps families of disabled children navigate this system and access the correct provider for their needs. They ask the questions of doctors/other professionals that parents might not feel able or willing to ask and cross-checks treatments proposed by healthcare professionals by remotely consulting with DA's medical colleagues in the UK, so that the best possible outcome for the child is always achieved.

In low-and-middle-income countries (LMIC'S), aspects of the healthcare infrastructure are often poorly developed or non-existent. For example, we have children registered with us who have hydrocephalus. Providing the treatment that they need, without the procedure being too high-risk and life-threatening, can be challenging. It is also the role of the MSP Coordinator to manage these issues and continue to explore practical options. If treatment is not possible, then the MSPC will help the family to provide palliative care and other support where it is needed.

All children that are registered to a DA project have access to the Medical Support Programme yet for many of them, it is not necessary for them to have continual treatment due to their respective impairments. However, as it is common for families to see the healthcare needs of their disabled children as a low priority, some of the children not receiving regular support from the MSP Coordinator will still require medical assistance on an ad hoc basis. The Playscheme provides a setting for the MSPC to carry out regular, informal health checks on all the children attending to ensure no child is being deprived of the help they need.

Typically around 30% of disabled children registered with us will require the MSP at some stage, while around 5% are acute cases which need frequent (sometimes daily) monitoring. At present, we regularly support 40 children on the MSP in The Gambia, 53 children in Zambia, 18 children in Kenya and 67 children in Sierra Leone. Demand for our services is increasing all the time.



Inclusive Education Programme

Despite international efforts to increase the number of children in schools, disabled children continue to be left behind. Fewer than 10% of disabled children attend schools across the continent, compared to 90% of non-disabled children. For those disabled children in school, the experience is, in many instances, appalling. With class numbers often as high as 80-90 per class, a lack of support, bullying and abuse contribute to an ineffective and, at times, cruel experience for disabled students. Creating the conditions to deliver a meaningful educational experience for these children within mainstream education will be a lengthy and challenging process. **For many children, the supportive, stimulating and immersive environment provided by a playscheme will be the most appropriate educational experience available.**

However, we have started the process of establishing Inclusive Education programmes in all the countries in which we work.

We currently provide:

- 🌱 **Playschemes:** which deliver a wide range of educational benefits. They can serve as a bridge between isolation at home and formal education, or for some children they can represent the most appropriate available educational experience. Playschemes can also facilitate and support the implementation of other educational initiatives in collaboration with schools
- 🌱 **Classroom Support:** Our aim is to ensure all disabled children who would benefit from help in the classroom, are supported in lessons by local playworkers and continually assessed. Currently, In The Gambia we support 16 children in the classroom. Our playworkers work closely with the teachers to deliver educational objectives. We hope to be able to expand this work in The Gambia and across our other projects.
- 🌱 **Training for Teachers:** in local schools on disability and inclusion; exploring the barriers that prevent disabled children from accessing education and providing school staff with the skills and resources to address this problem. We regularly do this training in Kenya, The Gambia and Sierra Leone. We are hoping to replicate this training in Zambia.
- 🌱 **School Materials:** for disabled children whose family cannot or will not buy the necessary materials to enable them to attend school. A number of registered disabled children have already been supported to access mainstream education. In 2019, we provided school materials to 85 children.
- 🌱 **'Inclusion Clubs':** will be established to inspire non-disabled students to help us locate their absent and isolated disabled peers. Children's natural inquisitiveness, absence of prejudice and unrivalled access to and knowledge of their communities will be harnessed to seek out hidden children through school project 'village surveys'. In this pioneering 'child-to-child' approach to inclusive education, non-disabled inclusion club members will become responsible for supporting their disabled peers in the classroom. We have already begun this innovative approach in The Gambia.
- 🌱 **Community Engagement:** awareness-raising activities are also carried out to engage the wider community and address negative attitudes.

By providing an effective demonstration of a replicable model for inclusive education in low-income countries, we hope that this approach will have a much wider impact on the lives of disabled children. All the countries that we operate in have governments that are legislatively committed to the full inclusion of disabled children in education, but are unable to deliver this for a variety of reasons, e.g. inappropriate curricula, limited resources, discrimination etc. **This project will demonstrate an achievable, alternative strategy for the inclusion of disabled children in the education system.**

Projects

The Gambia

The Gunjur Inclusion Project (GIP) covers the Kombo South region of The Gambia. It is Disability Africa's oldest and largest project; the GIP has been running since 2012. It started as a small **playscheme**, run from a local pre-school with some ancillary programmes. It now supports 190 disabled young people with a full range of services throughout the Kombo South region.

In 2016, the **playscheme** moved from the pre-school to a purpose-built facility, The Gunjur Inclusion Centre. However, 12 months after opening, the roof developed some substantial problems. Cracking was observed both inside and outside, and when the rains arrived in June 2017, it was devastatingly apparent that there were major leaks and potential stability issues. We enlisted the services of structural engineers and specialist roofers in the UK, the Netherlands and The Gambia to help resolve the issues and get the centre back up-and-running. Fortunately, a new stronger and lighter 'cold-pressed' steel roof has now been designed, and construction is imminent.



Gambian staff have worked hard to maintain the same level of service to the disabled children registered on the programme, and the team have been reoriented to deliver an 'Outreach Play Programme' where disabled children are regularly visited by the play project in their own homes. In 2018, the team established two more remote playschemes at Madina Salaam and Kunkujang, ensuring disabled children were able to attend a lively playscheme in their location. This year, the team expanded the reach of the project even further, establishing another two new playschemes in the central Gunjur area. This has guaranteed that all children registered with us have received a high-quality, life-supporting service while more 'hard to reach' children have benefitted from the Outreach Play Programme and the remote playschemes. A recent report from our partners described the benefits of this: *"taking play to the door steps of very remote communities gave us unique opportunities to gain the trust of the communities and broke into their backyards which served as the "hiding corners" for the disabled young people."*

The purpose of the template is that it can be easily replicated by local people, in their own communities and we are delighted that the team in The Gambia has replicated playschemes across the region. This year we recorded 1, 249 attendances as part of the play programme. As we continue to expand and reopen the centre, we can confidently expect even greater numbers in the coming years.

Our **Medical Support Programme** continued to support 40 children. We provided six individuals with medication to help control their epilepsy, two children had surgery to mend their broken legs and avoid them becoming permanently impaired, and 32 children were given mobility aids, taken to a local health facility and/or provided with regular health check-ups. We also provided extra nutritional support to children who were suffering from severe malnutrition.

Leaving a genuine and sustainable change is the ultimate goal of Disability Africa. This is what led us to contribute towards the operating theatre refurbishments at Edward Francis Small Teaching Hospital in Banjul this year, helping develop long-term health infrastructure in The Gambia.

Over the course of the year, our **Inclusive Education Programme** grew. We supported 16 disabled children in the classroom. After getting to know children at the playschemes, our playworkers went on to become ‘classroom assistants’.

Our playworkers work closely with the teachers to deliver educational objectives and ensure the child is happy. We have also established ‘Inclusion Clubs’ of non-disabled children where they act as ‘play mates’ at the playscheme and ‘classroom buddies’ at school, where they assist and support their disabled peers. This programme has faced some difficulties because schools are stretched, as are the teachers, who often have other priorities. It is now our aim to find a dedicated teacher in local schools who can become the ‘Inclusive Education Coordinator’.

We continue to hear stories of attitudes, lives and communities being changed for the better across Kombo South.

Zambia

DA has worked with Wukwashi Wa Nzambi (WWN) to set up a community group in Kawama to support the disabled children and their parents who live there. Kawama is a ‘peri-urban’ environment in the Copperbelt. Currently the programme supports around 40 disabled young people and their families, with around 8 - 15 disabled children attending each ‘play day’.



Disability Africa has supported WWN to establish a **playscheme** and physiotherapy programme; parents of disabled children have been taught basic physiotherapy techniques and each play session starts with a ‘group physio’ session. All children attending are also provided with a nutritious meal during the sessions. DA in partnership with WWN also run a project in Ngwerere, near Lusaka which provides identical services, supporting 33 children and their families.

As well as physiotherapy, the **Medical Support Programme** has provided disabled children with mobility aids, as appropriate. In addition, two children have had surgery to improve their impairment. Our **Inclusive Education Programme** has also supported a girl with hemiplegic cerebral palsy into Eighth Grade at school, where she has been thriving. We have found it challenging to expand our programmes in Zambia and are continually looking at ways to support a greater number of disabled children, but we are pleased that over 70 disabled children are benefiting from our two Inclusion Projects in Zambia.

We receive a number of impact reports throughout the year, including one which stated:

Alice’s* mother is excited to have a new family [the volunteers, parents and children at the playscheme] **as she felt burdened and alone before she came to the playscheme, but now she can see other children who are disabled and feels relieved and has hope for her daughter’s progress.**

*Name changed



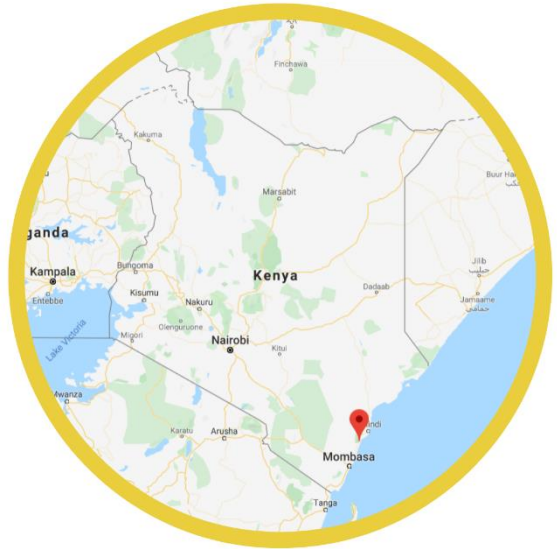
This highlights how play changes attitudes and leads to more inclusive communities.

Kenya

Malanga is an isolated, poor, rural area in Kilifi County, Kenya, East Africa and is the location of our third project in Africa which was started in 2017.

As with our other projects, the **playscheme** is the central strategy for inclusion here but unlike the projects elsewhere, the Malanga Inclusion Project (MIP) began in three primary schools (Bahati, Malanga and Yembe Primary Schools). They started running in parallel to the 'school day' twice a week but we quickly recognised that expanding to three days a week was necessary. This year, we were able to refurbish a classroom at Ngamani Primary School so that we could use it to house a fourth playscheme in Malanga.

The MIP team has shown how easy replication of the template is and we are now serving every area of Malanga that has a primary school. This means we have a rapidly growing register of 95 disabled young people. Our playschemes in Malanga all offer a breakfast and lunch to each attendee because we have noticed cases of malnutrition to be particularly high in Malanga (although it is something we encounter everywhere, which is why we always provide a lunch).



By having the disabled children attend during school hours we are aiming to achieve a number of important outcomes. These include, changing the negative attitudes to disabled young people by encouraging non-disabled students to take part in the playscheme, and preparing disabled children to be included in mainstream classes through this easy introduction to the school environment. The playscheme is the hub from which we develop our other key services and will prove to be a vital aspect of our **Inclusive Education Programme**. This year, the programme covered school fees for two disabled young people, whose parents were unable to pay for them.

Our **Medical Support Programme** is now run by a qualified physiotherapist, Grace, who visits each playscheme several times a week treating disabled young people and giving parents instruction on physiotherapy routines. She also provides information about the nature of their child's impairment. We have supported a number of disabled children to access treatment at hospitals and health clinics for a variety of impairments and conditions such as epilepsy, malnutrition, fractures, infections and digestion issues.

The MIP has already had a profound impact and is providing an unprecedented level of service.

Sierra Leone

Our newest project is in Makeni, Sierra Leone's fifth biggest city, and the project started offering a full service to disabled young people and their families in April this year. Following a brutal civil war which ended in 2002 and the Ebola crisis in 2014, Sierra Leone ranks 184 out of 189 countries on the Human Development Index: it is one of the poorest countries in the world and the poorest people in Sierra Leone are invariably disabled young people and their families.

Originally, Disability Africa had targeted Freetown, the capital of Sierra Leone, as an area which needed our urgent intervention but in conversation with our partners, the Sierra Leone Autistic Society (SLAS), we realised there was an equally acute need in other areas of the country. An area that needed an urgent intervention was Makeni where our partners have quickly established a **playscheme**, supporting a register of 123 disabled young people. The playscheme runs five days a week. A register of disabled children has been created and is being maintained by the project; the first register of disabled children in Makeni. Unfortunately, due to the high costs of operating in Makeni, we have had to cap the numbers of children we support. Makeni is notoriously difficult place to 'do business'. By capping numbers, we are guaranteeing support to those who need our urgent help first. We hope to expand the numbers in the coming months and years.

SLAS has a strong working relationship with Dr Rodgers, a trusted General Practitioner who conducts frequent visits to the Playscheme in Makeni. As part of the **Medical Support Programme**, she provides treatment and/or refers children to appropriate services, as possible. This level of support is unprecedented, especially considering that only 200 doctors serve the country of more than seven million people.

The playscheme serves as the hub from which physiotherapy also takes place. Currently, 67 children benefit from the services of the Enable the Children physiotherapy team. Funded by DA, these experienced physiotherapists show the playworkers what exercises are best for each child so that they conduct them at the playscheme every day. We also provide splints, standing frames, tilted chairs and other equipment for children who need them. We continue to receive reports of substantial improvement in the conditions and health of many disabled children.

Parent Support Groups provide opportunities for parents to support each other, allow SLAS to deliver information about children's impairments, challenge traditional negative beliefs, and share experiences. SLAS currently hold a Parents' Support Group in Makeni each month and a trained counsellor attends to provide parents with therapy and much-needed psycho/social support. Currently, 70 parents benefit from this programme each month.

As part of the **Inclusive Education Programme**, workshops have been delivered at local schools. These workshops centred on play as an essential, effective foundation for learning and for building inclusive communities. Despite the project being less than a year old, it has already had a phenomenal and lasting effect on Makeni.



A recent impact report from our partners in Sierra Leone outlined initial outcomes from the playscheme. They recorded information gathered from parents. This case-study is of Mrs Kamara and her disabled child Fatmata*:*



This example illustrates how simple but effective the SLIP is, and why playschemes are DA's central strategy for inclusion.

** Names changed*

"Mrs Kamara explained that her daughter was not talking and was isolated from other children in their community, even from her siblings.

She added that Fatmata now plays at home with her siblings, she recites the songs and rhymes she learns at the playscheme, and that, though Fatmata's speech is not clear, she is very appreciative of the fact that she has started to talk.

She went on to explain that since the establishment of SLIP, her perception about her daughter's impairment has changed. Mrs Kamara further added that SLIP is a real blessing to her as a parent; she can now go out and do normal activities before picking Fatmata up from the centre."

And Thanks to you . . .

We are, as always, extremely grateful to those individuals and trusts who support our work. We continue to be deeply indebted to Mr Chris Brewer for all the support he offers as Patron of Disability Africa and to his family trust, the **CP Trust** who have supported DA from its inception. Their ongoing support funds much of our core costs in the UK and allows the vast majority of other donors' funds to be directed to our Africa projects.

We are enormously grateful to those trusts who have given grants or pledged grants over more than one year. These donations allow us to develop projects with confidence and make a significant difference to our ability to plan ahead. **The Brian Murtagh Charitable Trust** which has been the mainstay of our Medical Support Programme since 2016, the **CRH Trust** which has supported our projects across Africa, **The Alan & Nesta Ferguson Foundation** for their generous support of our four playschemes in Kenya, the wonderful **Chalk Cliff Trust** who have been regular supporters since 2015, **The Fore** and the **Big Lottery Fund**, for their support of our ME&L systems and the projects in Kenya and Zambia. We are extremely grateful to **The Souter Charitable Trust** who first supported us in 2014 and continued their support in 2019, **The Green Room Charitable Trust** and **The Alchemy Foundation** who have supported our projects every year since 2015. **The Thalassa Trust** have helped fund vehicles to transport disabled young people to playschemes in Kenya and Sierra Leone for the last two years. We thank one of our newer donors **The MPM Charitable Trust** for their support to expand our projects in The Gambia. **The Zoe Carss Education Trust**, **The Late Frances Crabtree Charitable Trust** and the **MJB Charitable Trust** made generous grants to our work along with many other kind donors, individuals and organisations, some of whom have asked to be anonymous. On behalf of the young people in Africa whom we serve, we are grateful to you all.

Of course, we are always seeking further support. Almost everywhere on the African continent the rights of disabled young people go unrecognised and their basic needs are neglected. With the continued support of all our donors, we will continue to improve outcomes for this most underprivileged section of our global society.

Coronavirus Covid19

At the time of writing, most schools in the UK have been closed and similar steps have been taken in our partners' countries. As a small charity providing life-supporting services for children with impairments, we know that the coronavirus pandemic will be a challenge for us and even more for our partners in Africa.

We are acutely aware that, in the coming days, we may need to adapt our services and ways of working, to provide as safe and effective a service as we can, following government and WHO guidance.

Right now our priority is the need to preserve local infrastructure in the countries in which we work and the livelihoods of our African partners in these extremely challenging times. We need to continue to pay the wages of these dedicated workers even while the projects may be running with minimal activity. Of course, the **Medical Support Programmes** will continue to operate for those that need it and we will do all we can to support our teams in country to look after the disabled young people in their communities.

Your support and understanding in 2020 is doubly appreciated; your help now will sustain our African partners to a time when normality is once again restored. Whilst the above report faithfully reflects our activities for 2019 and our aspirations for the future, we cannot predict the impact of this crisis on our projects, but, whatever unfolds in the coming months, we pledge to continue to work towards our aim of ending the stigma, poverty, and exclusion of disabled young people.

Financial Review

The accompanying accounting statements are for the year ended 31st December 2019, with comparative figures for the nine months from 1st April 2018 to 31st December 2018.

Income

Income for the year was significantly down (-33%) from that achieved in the previous 9 month period. Key to this was the loss of our main fundraiser in the Autumn of 2018, initially through extended sickness and then in early 2019 through resignation. This coincided with expansion in the projects in Africa. As a result, it was decided to recruit two members of staff to provide additional monitoring and evaluation support for the expanding projects as well as to build resilience into the fundraising effort. Inevitably, the number of fundraising applications fell while recruitment and training were undertaken. There was then the inevitable time lag before grants began to arrive.

Expenditure

The decision to expand the number of staff obviously had cost implications for both the charity's projects and fundraising. The most significant change though was the increase in grants made to the projects in 2019, (£97,000 compared to £39,000 in the previous period). The project in Sierra Leone was still being planned in 2018, but once established in April 2019, grants of £43,000 were made to establish and then support the main activities and a further £5,000 to develop the Medical Support Programme there. The Kenyan project also expanded considerably with costs doubling to £20,000.

The costs of developing, visiting, monitoring and evaluating the projects during the year amounted to nearly £60,000.

Cash Balances

Building up good cash reserves in 2018 enabled the charity to cover the increased level of expenditure on projects and, despite the lower income achieved, still leave £71,000 at the year end, with no fund in deficit.

The year-end balance represented 4.7 months' costs which is above the old target figure of three months but below the revised target figure of six months running costs.

Post Balance Sheet Issues

Since the year end the charity has been hit like every other by the effects of the Coronavirus pandemic. Having spent years building up its projects in Africa and then seeing most elements of them being closed by governments, it has taken the decision to continue to fund the basic project costs including staff's wages for the foreseeable future to sustain essential interventions such as medical support and social care monitoring for children 'at risk'. and to preserve staff teams in preparation for a full resumption of services as soon as possible.

Reserves Policy

In view of recent experience, the trustees have reviewed this policy and decided to increase the target cash reserves from three to six months of normal project expenditure.

Public Benefit Statement

The trustees have complied with their duty to have due regard to the guidance of public benefit published.

Independent Examination of Trustees Annual Report and Accounts

The trustees are satisfied that the charity meets the requirements for an Independent Examination.

Independent Examiner's Report On The Accounts Year Ended 31st December 2019

I report to the trustees on my examination of the accounts of Disability Africa for the year ended 31st December 2019 set out on pages 19 to 26 below.

Responsibilities and basis of report

The charity's trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report to enable a proper understanding of the accounts to be reached.

Signed: 

Date: 14/7/20

Name: Samuel Spriggs

DISABILITY AFRICA
REGISTRATION NUMBER -1172163
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2019

	Notes	9 MONTHS to 31ST DECEMBER 2018					
		Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
		£	£	£	£	£	£
Income and endowments from:							
Grants	3	61,100	51,558	112,658	75,154	73,750	148,904
Donations and Gift in Kind	4	10,699	-	10,699	33,426	-	33,426
Total		<u>71,799</u>	<u>51,558</u>	<u>123,357</u>	<u>£108,580</u>	<u>£73,750</u>	<u>£182,330</u>
Expenditure on:							
Raising funds	5	12,167	-	12,167	9,475	-	9,475
Charitable activities	6	6,927	162,247	169,174	5,749	96,627	102,376
Total		<u>19,094</u>	<u>£162,247</u>	<u>£181,341</u>	<u>£15,224</u>	<u>£96,627</u>	<u>£111,851</u>
Net income/(expenditure)		52,705	(110,689)	(57,984)	93,356	(22,877)	70,479
		-	-	-	-	-	-
Net Income (Expenditure) before Transfers		<u>52,705</u>	<u>(110,689)</u>	<u>(57,984)</u>	<u>93,356</u>	<u>(22,877)</u>	<u>70,479</u>
Transfers between funds	8	(94,682)	94,682	-	(38,949)	38,949	-
Net movement in funds		<u>(£41,977)</u>	<u>(£16,007)</u>	<u>(57,984)</u>	<u>£54,407</u>	<u>£16,072</u>	<u>£70,479</u>
Reconciliation of funds:							
Transfers from DA charity		-	-	-	47,307	10,549	57,856
Brought forward balances		101,714	26,621	128,335	-	-	-
Fund balances carried forward		<u>£59,737</u>	<u>10,614</u>	<u>£70,351</u>	<u>101,714</u>	<u>£26,621</u>	<u>£128,335</u>

DISABILITY AFRICA
REGISTRATION NUMBER - 1172163
BALANCE SHEET AT 31ST DECEMBER 2019

AS AT
31/12/2018

	Notes	£	£	£	£
FIXED ASSETS					
Tangible Assets	2		2,636		453
CURRENT ASSETS					
Debtors	9	921		2,546	
Cash at Bank and in Hand		71,121		125,336	
		-----		-----	
		72,042		127,882	
CREDITORS (Amounts Falling Due Within One Year)					
	10	4,327		-	
		-----		-----	
NET CURRENT (LIABILITIES)/ASSETS			67,715		127,882
NET ASSETS			<u>£70,351</u>		<u>£128,335</u>
Represented by:					
Unrestricted Funds	8		59,737		101,714
Restricted Funds	8		10,614		26,621
			<u>£70,351</u>		<u>£128,335</u>

Signed: Ric Law, Chairman



Date: 08/07/2020

DISABILITY AFRICA
REGISTRATION NUMBER - 1172163
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

1 ACCOUNTING POLICIES

Accounting convention

(a) Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

No material prior year errors have been identified in the reporting period (3.47 FRS 102 SORP).

(b) Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 a restatement of comparative items was needed. No restatements were required.

Income and Endowments

Voluntary income, including donations, gifts and legacies are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Where the charity receives assistance in the form of donated services, such incoming resources are included in the Statement of Financial Activities where the benefit to the charity is reasonably quantifiable and measurable. Where donated services are recognised an equivalent amount is included as expenditure in the Statement of Financial Activities.

Income derived from events is recognised as earned (that is, when the event takes place). Amounts received in respect of events which have not taken place are deferred to future periods.

There has been no offsetting of assets and liabilities, or income and expenses.

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Investment income is recognised on a receivable basis.

No government grants have been received.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants are made to partner organisations in Africa with the requirement for full accountability of expenditure, the records for which are checked on a monthly or quarterly basis by the charity's staff, and audited during their periodic visits to the projects.

Costs of generating funds are those incurred in attracting voluntary income and incurred in trading activities that raise funds.

Charitable activities costs are those incurred in providing the services to disabled children in Africa.

All Governance requirements were dealt with by trustees and the director on a voluntary basis, with no costs incurred.

The charity has incurred expenditure in respect of support costs which are allocated to activities on the bases set out in the Notes to the Accounts.

Assets and Liabilities

The charity has minimal fixed assets consisting of IT and office equipment and furniture. Items are written down over 3 years.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

DISABILITY AFRICA
REGISTRATION NUMBER - 1172163
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

	<u>Furniture & Equipment UK</u>		<u>Total</u>	9 MONTHS to 31/12/2018		
	<u>Equipment UK</u>			<u>Furniture & Equipment UK</u>		<u>Total</u>
	£	£		£	£	
2 FIXED ASSETS						
Gross Book Value Balances at 1st January 2019	3,567		3,567	-		-
Transfers from Disability Africa (charity)			-	3,297		3,297
Additions in period	3,345		3,345	270		270
Gross Book Value Balances at 31st December 2019	<u>£6,912</u>		<u>£6,912</u>	<u>£3,567</u>		<u>£3,567</u>
Depreciation Balances at 1st January 2019	3,114		3,114	-		-
Transfers from Disability Africa (charity)			-	2,222		2,222
Depreciation charge for period	1,162		1,162	892		892
Depreciation Balances at 31st December 2019	<u>£4,276</u>		<u>£4,276</u>	<u>£3,114</u>		<u>£3,114</u>
Net Book Values at 31st December 2019	<u>£2,636</u>		<u>£2,636</u>			
Net Book Values at 31st December 2018				<u>£453</u>		<u>£453</u>
	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
3 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES						
Grants received from Trusts and Foundations	61,100	51,558	112,658	75,154	73,750	148,904
	<u>£61,100</u>	<u>£51,558</u>	<u>£112,658</u>	<u>£75,154</u>	<u>£73,750</u>	<u>£148,904</u>
4 VOLUNTARY INCOME						
Donations from Individuals and other supporters *	10,699	-	10,699	9,426	-	9,426
Donated services - Director's time see Note 12	-	-	-	24,000	-	24,000
Totals	<u>£10,699</u>	<u>£0</u>	<u>£10,699</u>	<u>£33,426</u>	<u>£0</u>	<u>£33,426</u>

* including Gift Aid

DISABILITY AFRICA
REGISTRATION NUMBER - 1172163
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

9 MONTHS to 31/12/2018

		<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
5 COSTS OF GENERATING FUNDS							
Staff costs		10,647	-	10,647	5,810	-	5,810
Director's Fees (Notional)	Note 12	-	-	-	2,400	-	2,400
Support costs - Note 7		1,520	-	1,520	1,265	-	1,265
Totals		<u>£12,167</u>	<u>£0</u>	<u>£12,167</u>	<u>£9,475</u>	<u>£0</u>	<u>£9,475</u>
6 CHARITABLE ACTIVITIES							
Grants to Disability Africa (The Gambia)		-	19,266	19,266	-	21,995	21,995
Grants to Other service providers		-	77,722	77,722	-	16,913	16,913
Staff costs		-	45,510	45,510	-	21,786	21,786
Consultants' fees		-	4,674	4,674	-	-	-
Field trips to African projects		-	14,436	14,436	-	14,963	14,963
Director's Fees (Notional)	Note 12	-	-	-	-	20,400	20,400
Support costs - Note 7		6,927	639	7,566	5,749	570	6,319
		<u>6,927</u>	<u>162,247</u>	<u>169,174</u>	<u>£5,749</u>	<u>£96,627</u>	<u>£102,376</u>

All the grants to support the work in The Gambia are paid to Disability Africa (The Gambia). This is a Gambian registered charity, set up to run the entire project. Currently, that charity's trustees consist of all Disability Africa's trustees in the UK and five of Gambian nationality. We agree budgets in advance and closely monitor how the money is spent but all expenditure is controlled by the Gambian trustees.

The other service providers are carefully vetted partners in each country, selected as outlined below.

Staff costs are for the Project Development officers who develop, support, monitor and evaluate each of the projects.

Four monitoring trips were organised during the year; two to The Gambia and one each to Kenya and Sierra Leone.

These trips are a crucial element of the Disability Africa methodology. Before we establish any project we visit the area under consideration and ensure that we meet the key personnel within our prospective partner organisations, together with relevant community leaders and local government officials wherever possible. We go through the proposed project in detail to ensure that our prospective partners fully understand the DA model and how it works. During this process the project leaders are made aware of the records and documentation that will be required to be scrutinised by us before grants will be confirmed. Field trips enable us to support our partners with further direction and training, and audit the supporting documentation behind the figures submitted by each project.

As Restricted income was only for the direct costs of projects, all support costs, except for travel insurance, have been allocated against Unrestricted income.

DISABILITY AFRICA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

	Alloc'n				9 MONTHS to 31/12/2018		
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
7 SUPPORT COSTS							
Property costs	Staff time	1,080	-	1,080	810	-	810
IT costs	Staff time	754	-	754	1,456	-	1,456
General office costs	Staff time	1,942	-	1,942	513	-	513
Staff costs and fees	Staff time	2,662	-	2,662	1,452	-	1,452
Director's Fees (Notional)	Time	-	-	-	1,200	-	1,200
Insurances	Type	847	639	1,486	691	570	1,261
Depreciation	Time	1,162	-	1,162	892	-	892
		<u>£8,447</u>	<u>£639</u>	<u>£9,086</u>	<u>£7,014</u>	<u>£570</u>	<u>£7,584</u>
Allocated to:							
Charitable Activities		6,927	639	7,566	5,749	570	6,319
Generating Funds		1,520	-	1,520	1,265	-	1,265
		<u>£8,447</u>	<u>£639</u>	<u>£9,086</u>	<u>£7,014</u>	<u>£570</u>	<u>£7,584</u>

Travel insurance is all allocated to Charitable activities. Other costs on a Staff time basis as the same staff perform all functions.

8 FUNDS	Unrestricted			Restricted			Unrestricted			Restricted		
	Funds	Funds	Total	Funds	Funds	Total	Funds	Funds	Total	Funds	Funds	Total
Balances b/f	101,714	26,621	128,335	47,307	10,549	57,856	47,307	10,549	57,856	47,307	10,549	57,856
Movements in	71,799	51,558	123,357	108,580	73,750	182,330	108,580	73,750	182,330	108,580	73,750	182,330
Movements out	(19,094)	(162,247)	(181,341)	(15,224)	(96,627)	(111,851)	(15,224)	(96,627)	(111,851)	(15,224)	(96,627)	(111,851)
Transfers	(94,682)	94,682	-	(38,949)	38,949	0	(38,949)	38,949	0	(38,949)	38,949	0
Balances at 31st December 2019	<u>£59,737</u>	<u>10,614</u>	<u>70,351</u>	<u>£101,714</u>	<u>£26,621</u>	<u>£128,335</u>	<u>£101,714</u>	<u>£26,621</u>	<u>£128,335</u>	<u>£101,714</u>	<u>£26,621</u>	<u>£128,335</u>
Consisting of:												
Fixed Assets	2,636	-	2,636	453	-	453	453	-	453	453	-	453
Debtors	921	-	921	1,096	1,450	2,546	1,096	1,450	2,546	1,096	1,450	2,546
Cash at Bank	57,988	13,133	71,121	100,165	25,171	125,336	100,165	25,171	125,336	100,165	25,171	125,336
Creditors	(1,808)	(2,519)	(4,327)	-	-	-	-	-	-	-	-	-
Totals	<u>£59,737</u>	<u>10,614</u>	<u>£70,351</u>	<u>£101,714</u>	<u>£26,621</u>	<u>£128,335</u>	<u>£101,714</u>	<u>£26,621</u>	<u>£128,335</u>	<u>£101,714</u>	<u>£26,621</u>	<u>£128,335</u>

DISABILITY AFRICA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

9 MONTHS to 31/12/2018

	Unrestricted			Restricted		
	Funds	Funds	Total	Funds	Restricted	Total
9 DEBTORS						
Advance payments for flights to Africa	-	-	-	-	1,450	1,450
Insurance prepayments	737		737	862		862
Gift Aid debtor	184		184	234		234
	<u>£921</u>	<u>£0</u>	<u>£921</u>	<u>£1,096</u>	<u>£1,450</u>	<u>£2,546</u>
10 CREDITORS						
Accrued expenses	1,808	2,519	4,327	-	-	-
	<u>£1,808</u>	<u>£2,519</u>	<u>£4,327</u>	<u>£0</u>	<u>£0</u>	<u>£0</u>

11 COMMITMENTS

As we are fully funding the project in The Gambia at present and there is no local fundraising infrastructure, we are determined to continue this support until other funding is available but there is no legal commitment in place.

We are continuing to search for an appropriate resolution to the roof problem for the Centre in The Gambia and have provisionally allocated £40,000 in the budget to cover the costs of the necessary work. We will review the situation once we are clearer on what those costs will be.

12 DONATIONS IN KIND

In the previous accounting period, a notional 'cost' and a corresponding notional 'Donation in Kind' were shown in the accounts.

This was intended to comply with SORP regulations and reflect the considerable amount of time spent by the Director in performing his duties for which he wanted no recompense.

The Director assumed the role of trustee and Chairperson in this period and therefore this SORP condition no longer applies.

13 TRUSTEE REMUNERATION AND BENEFITS

None

14 TRUSTEE EXPENSES

None

15 TRUSTEES DONATIONS

A total of £360 was donated by Trustees without conditions (2018 - £270)

16 INDEPENDENT EXAMINER FEES

None

17 RELATED PARTY TRANSACTIONS

None requiring disclosure

18 STAFF COSTS AND NUMBERS

Salaries - Three/Two staff	57,634	28,525
Social security costs - NEST	1,185	523
Other employee benefits	-	-
Total	<u>£58,819</u>	<u>£ 29,048</u>

See Notes 5,6 & 7

Employment allowance has been applied against National Insurance contributions

19 REMUNERATION OF KEY MANAGEMENT PERSONNEL

Nil