



Company number: 4010383  
UK Registered Charity number: 1082565

Handicap International UK  
operating as **Humanity & Inclusion UK**  
(a charitable company limited by guarantee)

## Report and Financial Statements

Year ended 31<sup>st</sup> December 2017



## Trustees' Report for the year ended 31<sup>st</sup> December 2017

Handicap International UK (operating as Humanity & Inclusion UK)

Company limited by guarantee, UK Registered Charity no. 1082565

### Legal and administrative information

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<b>Legal Name</b>	Handicap International UK
<b>Operating Name</b>	Humanity & Inclusion UK (HI UK)
<b>Board of Trustees</b>	Peter Burdin ( <b>Chair</b> since 18/05/2017) Chloe Marshall ( <b>Vice-Chair</b> ) Richard Elliott (Chair until 18/05/2017) David Rouane ( <b>Treasurer</b> ) Joyce McNeill Benjamin Cohen Berangere Hassenforder Nicolas Ponset John Nurse (Resigned 08/11/2017)
<b>Chief Executive</b>	Aleema Shivji
<b>Registered Office</b>	9 Rushworth Street London SE1 0RB +44 (0)870 774 3737
<b>Auditors</b>	Ernst & Young LLP 1 More London Place London SE1 2AF
<b>Legal Advisors</b>	Morgan, Lewis & Bockius LLP 5-10 St. Paul's Churchyard London EC4M 8AL
<b>Bankers</b>	Unity Trust Bank plc Nine Brindley Place Birmingham B1 2HB
<b>Company number</b>	4010383
<b>UK registered charity number</b>	1082565
<b>Website</b>	<a href="http://humanity-inclusion.org.uk">humanity-inclusion.org.uk</a>

## REPORT AND FINANCIAL STATEMENTS

For the year ended 31<sup>st</sup> December 2017

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## Chairman's introduction

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Welcome to our first annual report under our new name. After thirty-five years as Handicap International we became Humanity & Inclusion on the 24<sup>th</sup> January 2018 to fully reflect the wide range of our work which spans across fifty-five countries around the world.

We believe that this new name of Humanity & Inclusion embodies our values to help create a world of solidarity and inclusion where everyone can live in dignity, and that this new beginning will enable us to grow to meet the challenges posed by conflicts, the mass displacement and movement of people, and the rising number of natural and man-made disasters.

For thirty-five years we've been working to promote the inclusion of people with disabilities and vulnerable groups; helping people meet their essential needs and achieve their rights by improving access and living conditions. This work continues and this year our teams in the field have been busy implementing our global 2016-25 Strategy: For More Solidarity and Inclusion in the World.

This entails promoting the needs of people with disabilities and vulnerable populations by improving universal access to services, responding in an inclusive way to disasters, and reducing the impact of conflicts on civilians.

Our new name is an intrinsic part of this strategy as we seek to strengthen our ability to take greater action in the field and increase the size of our programmes to respond to growing needs. It holds high the fundamental value of humanity as reflected by our teams at the frontline who work closely with the most vulnerable to implement our programmes with respect and benevolence.

In the UK, we are supporting tangible improvement in the lives of people with disabilities and vulnerable populations around the world. We have grown consistent and sustainable income from a diverse range of donors and raised our profile through developing key relationships and becoming known as experts in all areas of disability for funders, government, media and partners alike.

We are confident that with your support we will continue to make a positive difference to the lives of people living with disabilities and other vulnerable groups.

On behalf of the Trustees, our staff and our beneficiaries across the world, I would like to express our sincere gratitude to all of our supporters, donors, partners and volunteers.



Peter Burdin,

Chair, Humanity & Inclusion UK

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### Trustees' report

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The Trustees present our report and accounts for the year ended 31<sup>st</sup> December 2017.

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

### Constitution of the Charity

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Handicap International UK (HI UK) was founded in 1999, registered as a company limited by guarantee on 8<sup>th</sup> June 2000 and as a charity on 22<sup>nd</sup> September 2000. As of the 24<sup>th</sup> of January 2018, the organisation has adopted a new operating name, Humanity & Inclusion UK, which will be the name referred to throughout this document, alongside HI UK.

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

### Charitable objects

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

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

We carry out those charitable objects for the public benefit by working alongside people with disabilities and other vulnerable populations, by taking action and raising awareness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

Our core values are humanity, inclusion, commitment and integrity.



A child in Mae La refugee camp in Thailand where HI is assisting vulnerable and disabled children.

© W. Huyghe/HI

The people we support:

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

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

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

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

### Overseas Activities: Emergencies

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

### Overseas Activities: Long-term development

People with disabilities are often the poorest of the poor, subjected to exclusion and denied their fundamental human rights. We work with disabled people of all ages to make sure that they are

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included in every aspect of society. Our projects give disabled children the chance to get an education, help create better job opportunities for disabled adults, promote inclusive sports and improve accessibility in communities. We work alongside local disabled people's organisations to help them advocate for their rights and get their voices heard.

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

### Overseas Activities: Landmines, cluster munitions and armed violence

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

As part of the HI Federation, HI UK fully adheres to HI's aims and contributes to supporting HI's actions overseas.

### Domestic Activities

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

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

Further details of our UK charitable activities are set out on page 17.

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

### Key facts and figures

- **Over 15%** of the world's population, or one billion people, live with a disability.<sup>1</sup>
- **93 million children** worldwide live with a moderate or severe disability. A disability can more than **double** the likelihood of a child not being in school.<sup>2</sup>
- **Only 5-15%** of people needing a wheelchair have access to one; **200 million people** needing visual devices do not have access to them.<sup>3</sup>
- Every year, **tens of thousands** of civilians are killed and injured by the use of explosive weapons in towns and cities.<sup>4</sup> Handicap International estimates that **more than 50%** of injuries sustained by Syrian refugees are caused by the use of explosive weapons.<sup>5</sup>

## How we manage our affairs

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### Governance and internal control

HI UK is governed by the Board of Trustees which is responsible for ensuring a strong strategic focus in line with the charitable aims of the organisational and with the Humanity & Inclusion global strategy. Board meetings are held a minimum of four times per year and additionally if required. The Finance and Audit sub-committee and the Human Resources sub-committee of the Board meet as necessary between board meetings, at least four times a year, and make recommendations to the full Board. The Risk sub-committee meets as necessary between board meetings, at least two times a year, to identify and monitor risks on behalf of the Board. Recommendations made and actions agreed by all Board sub-committees are ratified at Board meetings. Day-to-day management of the organisation is devolved to the Chief Executive, who reports to the Board and has frequent contact with the Chair and Trustees.

None of the Board members have any beneficial interest in the charity. All of the Trustees are members of the charity and guarantee to contribute £1 in the event of a winding up of HI UK.

### Appointment of trustees

HI UK aims to select trustees in a manner consistent with its equal opportunities policy. Trustee vacancies are advertised where relevant, and all applicants are interviewed. Trustees are appointed for a three year term, renewable.

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<sup>1</sup> *World Report on Disability*. World Health Organization (WHO) and World Bank, 2011.

<sup>2</sup> *Equal right, equal opportunity report*. Global Campaign for Education and Handicap International, 2014.

<sup>3</sup> *Why should Rehabilitation be integrated into health systems?*, Handicap International, 2015.

<sup>4</sup> *Action on Armed Violence*, based on media monitoring.

<sup>5</sup> *Syria, A Mutilated Future*, Handicap International, June 2016. (This report is based on an analysis, conducted between June 2013 and December 2015, of the situation of 25,000 HI beneficiaries, both inside Syria and refugees in Jordan and Lebanon).

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

Peter Burdin (appointed as a Trustee in 2016) took over from Richard Elliot as Chair of Trustees on May 18<sup>th</sup> 2017, with Richard remaining on the Board. On 8th November 2017, John Nurse resigned from the Board.

The current trustees are shown on page 2.

### Organisational structure

During 2017, HI UK employed a team of 21 full-time and part-time staff to achieve its charitable objectives. HI UK additionally welcomed two secondments from the Civil Service working on a pro-bono basis, one as a Contracting and Procurement Officer working with the Institutional Relations and Finance and Resources teams, and one as a Contracting Officer working with the Institutional Relations and Major Giving teams. HI UK was also supported by 16 volunteers with varied roles across the organisation.

HI UK continues its commitment to staff support with the provision of an employee assistance programme for all paid staff, along with the continued offer of training and professional development opportunities. We also offer a variety of benefits to our employees, including an auto-enrolment pension scheme.

In 2015, HI UK undertook a review of its pay policy. Working with an external agency, all jobs were benchmarked against a comparable market. A revised salary scale and job evaluation scheme was agreed by the Trustees to replace the past system. All salaries are set using this scheme. A review of benefits was also launched. In 2017, sickness benefit was revised and a loan scheme for cycles was introduced.

HI UK strives to be a median employer against a comparable market. Salary increases are based on a combination of cost of living and performance-related measures, and are reviewed annually. At the end of 2017 the HR committee of the Board commissioned a new reward review, to be carried out in early 2018.

During 2017 we continued our relationships with local volunteer bureaux, and continue to qualify as a Disability Confident Employer.

### Related party

As a member of the HI Federation, HI UK supports and contributes to the work of this international network. An international governance structure and operational framework has been agreed within the federal network in order to rationalise and share resources and the Federation has agreed to meet any shortfall of funds as agreed in our joint strategy. In 2017, the HI UK Board was represented on the

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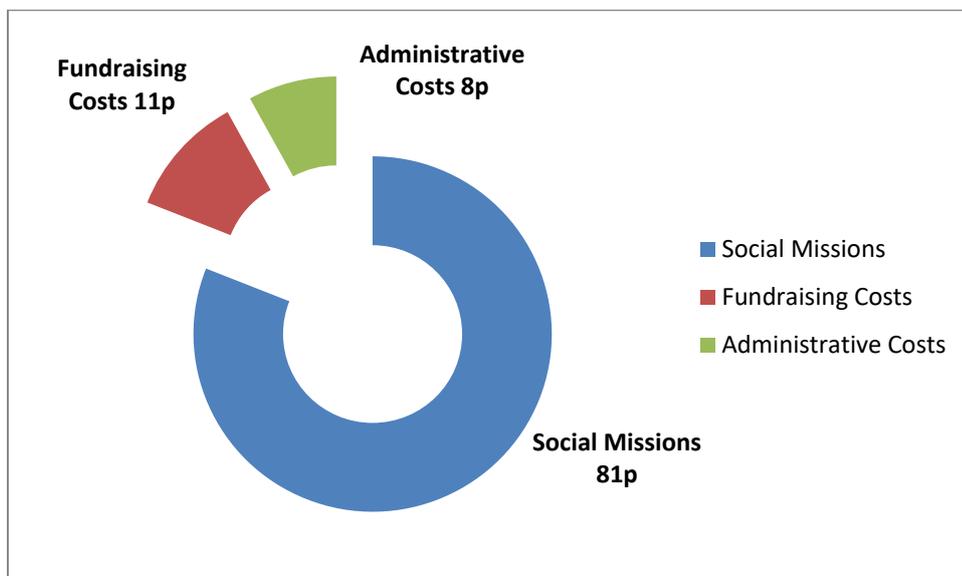
Federal General Assembly with three seats. This General Assembly has ultimate governance oversight of the HI Federal Network.

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

For the amounts outstanding between HI UK and the other national associations at year end, see notes 13 and 14.

For every pound spent by the HI network (including HIUK) in 2016<sup>6</sup>:

- 81p** was spent on our social missions
- 11p** was spent on fundraising costs
- 8p** was spent on administrative costs



<sup>6</sup> The Federal Network includes the HI Federation and the eight National Associations (Belgium, Canada, France, Germany, Luxembourg, Switzerland, the United Kingdom and the United States of America). The 2017 Federal accounts will only be available in June 2018 and therefore these figures relate to the 2016 financial year.

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### Strategic Report -

#### Key Achievements in 2017

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2017 was the second year of our new strategy (2016-25). On 31<sup>st</sup> January, 2017, the Trustees approved the 2017-19 three-year development plans for delivery of the new strategy. In 2017, we built on plans started in 2016, and achieved the following:

- Created, tested and now have ready to deploy overseas a Spinal Cord Injury Cell, ready to respond in a disaster situation to support people with spinal injuries
- Carried out field-work and organised a conference in New York to enhance collection and use of data on disability in humanitarian crisis situations
- With partners, and chaired by the UK Department for International Development (DFID), successfully ran an event with major international charities to mark progress one year on from the launch of the Humanitarian Disability Charter
- Continued to engage with the UK government's Department for International Development on their commitments to improve disability inclusion across all their programmed world-wide. This included supporting our country programmes to engage with DFID and engaging directly in London on various policy issues
- Worked with schools, local partners and grassroots supporters to organised 36 events attended by over 7000 people, to raise awareness of and funds for our work
- Secured broad-reaching coverage in local and national media, including a BBC Radio 4 Appeal, and filming of our work in Laos for the BBC series "Earth's Natural Wonders", to air in March 2018.
- Joined the Fundraising Regulator and took steps to prepare for forthcoming changes to data protection regulations in 2018, both of which are part of our efforts to ensure donors give with confidence
- Continued our engagement with the Start Network, a consortium of 42 leading international aid organisations, leading for change in humanitarian aid
- Prepared for the roll-out of our new brand in January 2018

The Humanity & Inclusion 2016-25 Strategy: "For More Solidarity and Inclusion in the World" is available on our [website](#).

The remaining section of this Trustees report to page 22 constitutes the Strategic Report.

## Overseas programmes

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During the 2017 financial year, HI UK has supported a number of HI Federation's overseas programmes;

Together the eight national associations of the HI Federation mobilise resources and manage projects around the world. Our programmes are implemented with a wide range of local, national and international partners.

With the generous support of the UK public and UK institutional donors, in 2017 HI UK supported 23 countries, 2 regional and 6 global programmes: Afghanistan, Bangladesh, Cambodia, China, Democratic Republic of Congo, Egypt, Haiti, Iraq, Jordan, Kenya, Laos, Lebanon, Liberia, Nepal, North Korea, Philippines, Rwanda, Sierra Leone, Somalia, Somaliland, South Sudan, Sri Lanka, Syria and Middle East, West Africa programme

Below is a snapshot zooming in on some of the major programmes we have supported.

### Emergencies - The Syrian Crisis, Refugees in Bangladesh and the East Africa Food Crisis

In a crisis it is important to ensure that no one is left behind. This is why HI's teams are doing everything we can to identify vulnerable and disabled people and make sure that they have access to life-saving and practical help. In 2017 HI's teams have responded to a number of humanitarian crises all over the world including in Syria and surrounding countries, Bangladesh and East Africa.

**The Syrian crisis** is amongst the worst conflicts of our era. 13.1 million people are in need of humanitarian assistance and 5.5 million people have fled Syria.<sup>7</sup> More than 650 professionals are currently working for HI in four countries of intervention (Lebanon, Jordan, Syria and Iraq) to support people affected by the conflict. HI's actions include fitting beneficiaries with prostheses and orthotics, providing physical and function rehabilitation sessions and psychosocial support. HI also distributes mobility aids and special equipment as well as food and essential household items and provides financial assistance. Since 2012 more than 680,000 people have been assisted by HI, and more than 750,000 people have participated in our risk education sessions on the explosive remnants of war.



Amira, aged 44, lived in a rural town in Syria, where she was a teacher. From 2012 to 2015 she witnessed the bombing and shelling of her town before she could flee first to Turkey, and then to Lebanon in 2016. One of her sons was killed during a bombing. She now lives alone with her younger son, and suffers from depression. Our team is working with her to alleviate her suffering by providing her with psychosocial support.

© Benoit Almeras/HI

<sup>7</sup> <http://www.unocha.org/syria> as of December 2017.

<sup>7a</sup> [ISCG Situation Update: Rohingya Refugee Crisis, Cox's Bazar | 11 February 2018](#)

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**The Rohingya refugee crisis** - Since August 2017 688,000 Rohingya have fled to Bangladesh from neighbouring Myanmar<sup>7a</sup>. A team of 300 HI staff and volunteers has been responding to the urgent needs of the Rohingya refugees since the outbreak of the crisis. HI runs mobile teams, each with 8 specialist members, who are working within the camps to provide assistance to the most vulnerable people. HI provides basic medical assistance, rehabilitation and psychological care as well as signposting people to other services who can offer them help. HI also runs reception centres located at key points in the camps which provide similar services.

**The East Africa food crisis** - In response to the dramatic increase in numbers of refugees affected by the food crisis in East Africa, HI has been implementing various activities in South Sudan, Somaliland, Ethiopia, Uganda and Kenya to ensure that vulnerable and disabled people have access to humanitarian assistance. For example, HI works to improve accessibility to water points, latrines and food distribution in refugee camps. HI's specialists are also providing physical stimulative therapy to malnourished children. This encourages the children to start moving, thinking and playing again, which facilitates their recovery and reduces the chances of long-term disabilities. Simply providing the calories and nutrients is not enough; physical stimulative therapy breaks the cycle of malnutrition.

Rose listens attentively as a physiotherapist from HI shows her some exercises to practice with her four year old son, Samuel, who has cerebral palsy. The lesson takes place in the family's small tarpaulin lined shelter at Kakuma refugee camp in Kenya.

© P.Meinhardt/HI



## Inclusive Education – Sierra Leone

Across the lowest income countries within Africa, only an estimated 13% of children with disabilities attend school<sup>8</sup>. We work on three levels in Inclusive Education: direct support to children and families, service level support (mainly to schools), and national level advocacy. We also work on three main principles: the right for all children to access a quality inclusive education, that learning environments must respond to the physical, social, intellectual and emotional needs of individual children and that education policy and practice must reflect and respect the diversity of learners especially children with disabilities. The HI programme in Sierra Leone is now very active in Inclusive Education. In 2017 we ran

<sup>8</sup> UN 2007

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three concurrent projects covering most corners of the country. One of these projects, now in its second phase, is funded by the UK government as part of their Girls' Education Challenge fund. HI is part of a consortium of other UK based NGOs and organisations (alongside the Open University, Plan International and Action Aid), each bringing its own experience and niche focus to make this project work. Shared learning and collaboration is a key theme of this project. Overall, the project aims to improve attendance rates of targeted girls and children with disabilities, improve effective inclusive education teaching skills of targeted teaching staff and improve the self-esteem and empowerment of targeted girls and children with disabilities.

Importantly there is also a focus on increasing economic empowerment of targeted beneficiaries' households, as it is acknowledged that abject poverty is a major barrier with respect of school attendance in Sierra Leone.

In 2017 we have been working on the verification of beneficiaries, which is the first step to assessing the needs of the different children covered by the project. A network of community based rehabilitation volunteers, trained by HI, screen the children and refer them for relevant follow up assessments. Some children may then go on to receive rehabilitation support and assistive devices for example, to enable them to access school. Alongside this, we are heavily involved in teacher training for both teachers and learning assistants (an innovation in this project), so that they are able to put in place the changes needed in order to support children with a range of disabilities in their classes.

### Livelihoods – Kenya, Philippines and Bangladesh

A large majority of people with disabilities in low and middle income countries are either not employed, under-employed or earn lower wages and up to 80%-90% of people with disabilities are estimated to be unemployed in some countries.<sup>9</sup> Many people with disabilities face significant obstacles and are less likely to benefit from economic growth than people without disabilities.

In 2017 HI were undertaking 33 ongoing livelihoods projects in 23 countries. These projects build livelihoods through a combination of activities at the individual, household, and community level. At the individual level, they build skills relevant to market demands (vocational training, business skills training, literacy, financial literacy etc.) ensuring support to access new livelihood opportunities to enter the



Fanta is 7 years old and lives with cerebral palsy. She has benefitted from the Girls' Education Challenge funded project in Sierra Leone.

Fanta has received a wheelchair from HI enabling her to attend school and receive an education.

© Julia McGeown/HI

<sup>9</sup> World Report on Disability, 2011

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labour market or establish small businesses. With support from UK Aid and the Big Lottery Fund (with Plan International), HI UK have funded programmes running in Kenya, the Philippines and Bangladesh.

Mainstream development actors often lack the understanding, knowledge and capacity to fully integrate disability into their work to ensure people with disabilities increase income in line with other beneficiaries. So HI is working with disabled persons organisations to fill this gap by conducting disability mainstreaming: working with mainstream actors to provide opportunities for disabled people in their programmes. Our work with these actors supports households in Bangladesh with a comprehensive set of interventions that aim to graduate people from ultra-poverty into sustainable livelihoods.

In 2015, Kenya hosted the seventh largest number of refugees globally with a refugee population of more than 593,000. Livelihood opportunities for new arrivals are limited; particularly as their literacy and numeracy skills tend to be low and they have limited access to markets. 75% of women are unemployed<sup>10</sup> and discrimination prevents them from gaining much-needed livelihood skills<sup>11</sup>.

Putting community participation and consultation at the heart of the Programme, five INGOs with expertise in livelihoods have come together to deliver the Support for Protection and Assistance of Refugees in Kenya (SPARK) programme. HI lead the Consortium in social inclusion, ensuring that approaches are designed to include people with disabilities and other vulnerable groups as well as building the capacity of local DPOs.

### Mental Health – The Syrian Crisis and Rwanda

**Rwanda** - Poor mental health, mainly resulting from the devastating genocide in 1994 in which more than 800,000 people were tragically killed in just 100 days, has caused a major public health crisis in Rwanda, with 54% of the Rwandan population suffering from depression and post-traumatic stress. Poor mental health can be both the cause and the consequence of sexual violence, unemployment, exclusion, isolation and poverty. There is a lack of mental health operators in Rwanda able to provide psychosocial support to the large numbers of people who need it. The size of the problem has had serious repercussions on society - the development of individuals, communities and the whole country.

HI has provided life-changing psycho-social support to 7,220 of the most vulnerable individuals and will continue to provide this support to those most in need, including:

- Victims of the genocide, such as widows who have lost their families;
- Victims of sexual violence;
- Women who have become mothers after being raped;
- Children born as the result of rapes;
- Orphans who may also be heads of families;
- Families in crisis as a result of violence or alcohol abuse, etc.

<sup>10</sup> The research was commissioned by the Danish Refugee Council and Action Africa Help International and funded by UNHCR, Sept 2015.

<sup>11</sup> Rapid assessment undertaken with representative groups of refugees with disabilities, since above mentioned research side-lined disability as a discriminate and characteristic for disaggregation of subpopulation groups at risk of marginalization and none-access. See also UNHCR/WFP: Joint Assessment Mission report 2014.

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Agnes witnessed the tragic and violent death of her husband and two of her three children during the Rwandan genocide.

HI's teams met Agnes and invited her to attend their weekly psycho-social support sessions in Gihango, a village in the west of Rwanda. With HI's support Agnes has slowly begun to deal with the trauma she experienced.

© Wendy Huyghe / HI

Our specialised psychosocial support helps both the individual and their family, and enables communities to overcome the impact of the genocide. Our approach is based on the recognition of each individual's needs, taking into account their situation, experience, environment and the local services available to them.

We are also working to strengthen the social cohesion of communities, to combat gender-based and sexual violence, and to strengthen local mental health services. Through capacity building and training, we are helping 200 health, law enforcement, legal and education professionals develop in their roles to support individuals and society.

**Syria Crisis** - Since 2011, more than one million Syrians with half of them children, have fled the fighting in their home country to seek refuge in Lebanon. The majority of these refugees are living in tiny apartments, makeshift shelters and unoccupied houses, with no resources at all. We have been helping victims of the conflict since spring 2012 and we continue to provide this critical support.

At least 1.4 million children under 18, including Lebanese, Syrians and Palestinians, are currently growing up at risk and are deprived. A study we have done in one of the camps has shown a huge prevalence of mental health problems among children in the camps: 64% of children present signs of psychological distress, and a very limited number of them are receiving care.

We have supported nearly 5,500 beneficiaries, many of them children, with psychosocial support sessions on a one to one basis and in discussion groups. The sessions help people to talk about what has happened to them with those around them, helping them to rebuild ties within their communities. The mental health care that we provide is based on each individual's needs, taking into account their situation, the experience they have had and the environment they are living in. We have also supported 10,800 additional children with mental health problems and their families living in the camps through our awareness raising and training sessions.

The trauma of war can have a damaging and lasting effect on victims. Psychosocial support from specialised psychological and social services helps both the individual and their families.

## UK Charitable Activities

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### UK Emergency Medical Team (UKEMT)

2017 has been another busy year for the UKEMT project, with the expansion of our rehabilitation team, development of our 20 bedded spinal injury unit, the publication of new global guidance and training missions to Lebanon and Myanmar.

The start of the year saw the formal culmination of a project that was born during our 2015 response to the Nepal earthquake, with the launch of the WHO Minimum Technical Standards for Rehabilitation. This document builds on existing standards that will now require all medical teams with surgical capacity to include rehabilitation, and provides them with guidance on how to do this. This publication and its supporting materials are an excellent demonstration of how our work in the UK is influencing policy and practice in rehabilitation in emergencies globally, and joins the suite of resources we have already published that are all now available in one place on our [website](#).

Over the year we have continued to run clinical training for staff drawn from the National Health Service in the UK, bringing the total number of rehabilitation professionals trained in humanitarian response to 157. Four new Rehabilitation Specialist teams also underwent full field training at the Lincolnshire Fire and Rescue Training Centre, bringing the total now trained to 6 teams. Combining medical, nursing and rehabilitation expertise, teams practice in a simulated disaster environment to learn how to establish the specialist cell, how to embed into a national facility, and are then put through their paces in a continuous 24 hour exercise.

At the end of the summer we undertook the first full field test of our 20 bed Spinal Injury Cell, with participation from DFID, UK-Med and the Fire and Rescue Service and valued input from the International Spinal Cord Injury Society (ISCoS) and Stoke Mandeville Hospital. The exercise has helped us to further refine the unit on the way to its formal launch in the coming year.

Over the year we provided support to our team in Lebanon, and with our partner UK-Med sent 2 teams from the UKEMT to Myanmar to work on a HI emergency preparedness project with Yangon General Hospital.



The UKEMT Rehabilitation Specialist Cell Team, trainers, and University of Lincoln Volunteers at the Waddington Fire and Rescue Training Centre.

© Peter Skelton/HI

## Trustees' Report for the year ended 31<sup>st</sup> December 2017

Handicap International UK (operating as Humanity & Inclusion UK)  
Company limited by guarantee, UK Registered Charity no. 1082565

### Inclusive education

In 2017, HI supported 37 projects in 29 different countries from Central America to the Middle East, Africa and Asia. In 2017, we also worked on changing policies at national level in countries, such as developing the Inclusive Education Policy in Liberia and the final version of the Inclusive Education policy in Nepal.

We were involved in lobbying for the inclusion of children with disabilities in a number of high profile platforms and events in the UK. This included providing expert input as an oral witness in the UK parliament on behalf of the BOND Disability and Development Group for the International Development Committee and co-organising a round table meeting with the UK Department for International Development in support of their new education policy, to ensure there was sufficient focus on children with disabilities.

Children with visual impairment in Nepal, having extra classes to learn braille and how to use tactile materials.

© Julia McGeown / HI



### Research, Policy and Awareness-Raising

We launched a new project, together with UNICEF and the International Disability Alliance, to develop guidance for international humanitarian agencies on how to effectively include people with disabilities in disaster response interventions.

We continued our action-research project to improve the collection and use of data on disability in humanitarian crises. We continued field-work, and started developing learning materials that will be shared with the humanitarian community starting in 2018, with a goal of improving service provision for disabled people in disasters.

Jointly with our colleagues in France, we continued to manage Source, an international online resource centre on disability and inclusion issues, which provides free access to key resources, tools, manuals and policy papers across development and humanitarian contexts.

In May, with partners and chaired by DFID, we successfully ran an event with major international charities to mark progress one year on from the launch of the Humanitarian Disability Charter.

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We supported the UK government to refresh their education policy (released in February 2018), started contributing to the plans for the UK government's Global Disability Summit in 2018, and continued our ongoing support to various teams within the Department for International Development achieve their ambitious commitments towards better inclusion of disabled people in their programmes of work.

Finally, we continued to raise awareness about the forgotten victims of conflict, working in partnership with local schools, clubs, community groups and individuals. In total, 36 awareness raising events took place around the UK, with over 7,000 people taking part. In parallel, we continued to gather support for our Stop Bombing Civilians campaign, successfully gathering a further 3,668 signatures for our petition this year.

## Raising funds

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HI UK is a member of both the Institute of Fundraising and the Fundraising Regulator, as we believe in maintaining the highest standards in our fundraising. We also comply with best practice in fundraising through the Code of Fundraising Practice.



Channa, aged 8, had a congenital amputation of her left leg.

She lives near Kampong Cham in Cambodia where HI is supporting her, including by providing a prosthetic leg.

© Lucas Veuve/Hi

## Raising voluntary income

To enable HIUK to continue to work towards delivering the HI Federal 2016-25 Strategy to meet the growing and evolving needs of our beneficiaries, we are continually reviewing and honing our plans for raising voluntary income from individual donors including grassroots supporters, major givers, trusts and foundations, and corporate partners. Our priority continues to be increasing and diversifying our income, whilst showing the impact of our work and being transparent with our supporters.

We have started investing in testing new forms of fundraising accessing new technology, namely digital fundraising; and have started to develop a legacy program, while still continuing to invest in traditional means of fundraising such as mailings. The focus of our individual giving programme this year has been

## Trustees' Report for the year ended 31<sup>st</sup> December 2017

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on our existing supporters, and the development of an ambitious fundraising strategy to make the most of our new name in 2018 and beyond. We are also trying to develop our major giving programme and in 2017 we held two private dinners for prospective and existing major givers, to bring them closer to our work. Our investment plan has been jointly developed with and funded by the HI Federation, thereby enabling us to expand our fundraising portfolio and increase our support from UK donors, whilst balancing risks through diversification of fundraising methods. Fundraising performance is carefully monitored, both at UK and federal levels.

In 2017 we started Telephone Fundraising with an agency called NTT Fundraising who ran a small cash conversion campaign where we spoke with existing donors and invited them to be Regular Givers to HIUK. The campaign generated no complaints. There was careful monitoring of the activity internally; call recordings were listened to weekly to ensure they were of a high quality and in line with Fundraising Regulations.

In 2017 we had a successful appeal with BBC Radio 4 that allowed us to access new donors and talk about our work. As part of our growing investment in raising our profile in the UK, we were delighted to feature in a BBC documentary, the second series of Natural Wonders, which will air in February 2018. This feature is alongside various other media mentions, interviews and blogs.

In 2017 HIUK generated 4 complaints (2x donor care, 1x can't afford to give, 1x communication sent to a deceased supporter). All complaints were responded to and resolved.

### How supporters can get involved

- **Individuals** can make a donation, sign our petition, support us at work through payroll giving, or organise a fundraising event in their community or office.
- **Teachers** can use our free educational resources.
- **Community groups** can become actively involved with our campaigns.
- **Major Donors, Companies & Trusts** can call us to arrange a meeting to explore how they can make the biggest difference through a bespoke partnership.
- **Anyone can leave a legacy and help save lives.** Please consider remembering HI UK in your will, so you can continue to repair lives all over the world for generations to come. Even the smallest gift can help.

Please visit [humanity-inclusion.org.uk](http://humanity-inclusion.org.uk) or call us on 0870 774 3737 to find out more.

### Raising institutional funds

The launch of the long awaited review of civil society undertaken by the UK Department for International Development (DFID) eventually arrived at the very end of 2016. The review announced several new funding lines which we pursued throughout 2017. This resulted in winning funding for our work on livelihoods in Bangladesh and successful bids for significant funding for our Livelihoods and Inclusive Education programmes. A number of grants have taken longer to move from approval to implementation this year, which has negatively impacted this year's anticipated income, but the outlook for 2018 is very positive.

## Trustees' Report for the year ended 31<sup>st</sup> December 2017

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We continued to receive funding in 2017 for emergency and post-crisis interventions, as well as long-term development work covering inclusive education, electoral participation, livelihoods, disabled people's network strengthening and research to enhance the availability and use of quality disability data by humanitarian actors

Our growing reputation as both a reliable emergency response and a development partner continues to support this diversification of our funders. We benefited from ongoing funding partnerships with DFID, Start Network, Big Lottery Fund, and the Foreign and Commonwealth Office (FCO), ELRHA (a humanitarian research funder) as well as a number of other donors.

Sinat is 18 months old. Her family fled the fighting in Mosul and found refuge in Khazer camp.

Sinat has cerebral palsy and needs regular care which is difficult to get in the camp. She was visited by one of HI's staff, who immediately began providing her with physiotherapy care

© E. Fourt/HI



A few major highlights include:

- Inclusive livelihoods and strengthening of disabled people's networks in Bangladesh, with support from DFID's Aid Direct
- Syrian crisis: continued support from DFID to support disabled and vulnerable refugees and host communities in Jordan, promoting access to protection and specialised health services.
- The Big Lottery Fund, through Plan International, continued to support recovery and livelihoods work in the Philippines in collaboration with Plan International.
- Funding from the FCO allows us to uphold the rights of people with mental health problems in China through empowering civil society, and to protect the rights of people with disabilities in Egypt.

The Start Fund continued to be an invaluable partner, providing funding for us to respond to smaller crises in Sierra Leone, Sri Lanka, Bangladesh, the Philippines and Nepal.

## Trustees' Report for the year ended 31<sup>st</sup> December 2017

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### Financial review

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HI UK income in 2017 was £6.86 million, which represents a 11% increase from 2016 where we had an income of £6.2 million.

In 2017 we were able to respond positively to the need of our programmes worldwide and Institutional funding grew by 19% from 2016 to £5.4mn. We were able to benefit from our growing reputation as a reliable partner and development partner and diversify our funding.

Donations from individuals, groups, trusts and corporates reduced by 21% from 2016 to £453k. This was partly due to high results in 2016 thanks to our UK Aid Match campaign, and partly due to a limited fundraising programme in the year, in anticipation of a more ambitious strategy from 2018 after our rebrand.

Income raised allowed us to support 23 countries, 2 regional and 6 global programmes. Charitable activities represented 89% of the expenditure incurred from total income. For further information on the programmes HI UK supported this year, please see pages 12 - 19.

HI Federation continued its strategy to maintain investment in HI UK, providing in total £941k (2016: £1,030k) to support HI UK's strategy to grow, invest in UK projects, diversify our income sources and support our running costs.

For further details, please see the accounts on pages 28 to 38.

We are proud to be part of the global HI Federal Network which takes value for money seriously. In 2016, 81p from every pound raised across the network was spent on HI's programmes. See page 10 for details of these related party transactions.

### Future prospects

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2018 will be the third year of our new strategy. We will build on work carried out in 2017, and look to focus on:

- Working with the World Health Organisation to have the Spinal Injury Cell we developed in 2017 as part of the UK Emergency Medical Team verified to global standards
- Continuing field-work for our exciting project to enhance collection and use of data on disability in humanitarian crisis situations, and start disseminating knowledge
- Amplifying the impact of our new brand, to increase and diversify our supporter base, in order to carry out more charitable activities
- Supporting the UK Government with preparations for their Global Disability Summit to be held in July 2018

## Trustees' Report for the year ended 31<sup>st</sup> December 2017

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- Looking at new and different funding models and funding partners to diversify our income streams to enable us to respond to the most urgent and important needs. This includes strengthening engagement with UK government offices overseas, increasing our focus on trusts and foundations, and bidding for commercial contracts for activities within our core charitable purpose
- Continuing to strengthen effective engagement with relevant partners and networks to influence UK and global policy debates, reinforce cohesion within the international development sector, improve the quality of our work, and increase access to funding

### Trustee's responsibilities

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The Trustees, who are also statutory directors of HIUK, are responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the Trustees are required to:

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

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

There is no relevant audit information of which the auditors are unaware. Trustees have taken all the steps necessary in order to make themselves aware of relevant audit information and have established that the auditors are aware of such information.

### Going concern

HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants having been secured for 2018 and beyond. In addition, HI Federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the company.

## Trustees' Report for the year ended 31<sup>st</sup> December 2017

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The Trustees believe that it is, therefore, appropriate to continue to adopt the going concern basis in preparing the annual trustees report and financial statements.

### Reserves policy

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

At the end of the year, HI UK's total reserves stood at £281,540. Based on budget projections for 2018, the minimum reserve levels should equal £134,000. This minimum reserve level is a guide, and taking into consideration the size of our organisation and the investments we are making in new activities, the Trustees feel these higher reserves are appropriate at this time. These reserves have been established at HI UK by the HI Federation and are held with Unity Trust Bank plc.

### Risk management

The Trustees have established a Risk Management subcommittee who on behalf of the Board meet regularly to review and monitor key risks faced by HI UK, and to provide oversight to the Executive Director and senior management who implement prevention and mitigation measures, as well as monitor risks on a regular basis. The Risk Management subcommittee reports to the Board regularly and makes appropriate recommendations.

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

- That a staff member, volunteer or beneficiary of HI UK is the victim of some form of harm, including, but not limited to, abuse.
- That as a result of changing government priorities and mechanisms for accessing funding, as well as increasing competition, HI UK may be unable to secure the right level of funding to maintain delivery of all of the programmes it currently funds at existing levels.

HI UK already has systems in place to proactively manage and monitor these risks, including actions that will minimise their impact or likelihood and to report risks to the Trustees for assessment and oversight.

### Auditors

It is the intention of the trustees to invite tenders for an auditor for the financial year ending 31<sup>st</sup> December 2018.

Registered office:

9 Rushworth Street  
London, UK  
SE1 0RB

Signed on behalf of Trustees



Treasurer: David Rouane  
Date: 26<sup>th</sup> April, 2018

Independent auditor's report to the members of Handicap International UK for the year ended 31<sup>st</sup> December 2017

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HANDICAP INTERNATIONAL UK**

**Opinion**

We have audited the financial statements of Handicap International UK for the year ended 31 December 2017 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and the related notes 1 to 17 including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- ▶ give a true and fair view of the state of the charitable company's affairs as at 31 December 2017 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- ▶ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- ▶ have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

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

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Use of our report**

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

**Conclusions relating to going concern**

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

- the trustees' use of the going concern basis of accounting in the preparation of the financial

- statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### **Other information**

The other information comprises the information included in the annual report set out on pages 4 - 24, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in this report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

### **Opinion on other matter prescribed by the Companies Act 2006**

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

- ▶ the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purpose of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ▶ The strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements

### **Matters on which we are required to report by exception**

In light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have identified no material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- ▶ adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- ▶ the financial statements are not in agreement with the accounting records and returns; or

## Independent Auditor's report for the year ended 31<sup>st</sup> December 2017

- ▶ certain disclosures of trustees' remuneration specified by law are not made; or
- ▶ we have not received all the information and explanations we require for our audit.

### Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 23 – 24, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

### Auditor's responsibilities for the audit of the financial statements

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

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

*Ernst & Young LLP*

Claire Johnson (Senior statutory auditor)

for and on behalf of Ernst & Young LLP, Statutory Auditor

London

Date: 26<sup>th</sup> April, 2018

Notes:

1. The maintenance and integrity of the Handicap International UK website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the web site.
2. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure account)**  
**For the year ended 31st December 2017**

	Note	Permanent Endowment £	Unrestricted Funds £	Restricted Funds £	TOTAL 2017 £	TOTAL 2016 £
<b>INCOME AND ENDOWMENTS FROM:</b>						
Donations & Legacies (including Contribution from HI Federation)	2	-	1,060,612	134,339	1,194,951	1,428,467
Charitable activities	3	-	144,289	5,526,195	5,670,484	4,761,918
Investments		-	-	-	-	363
<b>TOTAL INCOME AND ENDOWMENTS</b>		<b>-</b>	<b>1,204,901</b>	<b>5,660,534</b>	<b>6,865,435</b>	<b>6,190,748</b>
<b>EXPENDITURE ON:</b>						
<u>Raising funds</u>	4	-	742,762	-	742,762	864,061
<u>Charitable activities</u>						
<b>Overseas Programmes</b>						
Grant funding: Humanitarian emergencies		-	43,743	2,719,077	2,762,820	2,287,611
Grant funding: Long-term development		-	39,642	2,464,121	2,503,763	2,154,154
Funded by voluntary donations		-	235,581	134,339	369,920	489,718
<b>UK Projects</b>		-	143,173	342,997	486,170	395,204
<u>Total Charitable activities</u>	5	<u>-</u>	<u>462,139</u>	<u>5,660,534</u>	<u>6,122,673</u>	<u>5,326,687</u>
<b>TOTAL EXPENDITURE</b>		<b>-</b>	<b>1,204,901</b>	<b>5,660,534</b>	<b>6,865,435</b>	<b>6,190,748</b>
<b>NET INCOME / (EXPENDITURE)</b>	8	-	-	-	-	-
Transfers between funds		(93,023)	93,023	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>(93,023)</b>	<b>93,023</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>RECONCILIATION OF FUNDS::</b>						
Total funds at 1 <sup>st</sup> January 2017		93,023	188,517	-	281,540	281,540
<b>TOTAL FUNDS at 31<sup>st</sup> December 2017</b>		<b>-</b>	<b>281,540</b>	<b>-</b>	<b>281,540</b>	<b>281,540</b>

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

All income and expenditure derive from continuing activities.

**BALANCE SHEET**  
**At 31st December 2017**

	Note	TOTAL 2017 £	TOTAL 2016 £
<b>Fixed Assets</b>			
Tangible assets	12	35,967	50,122
Investments		-	93,023
		<u>35,967</u>	<u>143,145</u>
<b>Total Fixed Assets</b>			
<b>Current Assets</b>			
Debtors	13	1,803,001	1,655,904
Cash at bank and in hand		380,156	986,393
<b>Creditors: Amounts falling due within one year</b>			
	14	(1,937,584)	(2,503,902)
		<u>245,573</u>	<u>138,395</u>
		<u>281,540</u>	<u>281,540</u>
<b>Net Current Assets</b>			
<b>TOTAL NET ASSETS</b>			
		<u>281,540</u>	<u>281,540</u>
<b>THE FUNDS OF THE CHARITY:</b>			
Permanent endowment		-	93,023
Unrestricted funds: General fund		281,540	188,517
		<u>281,540</u>	<u>281,540</u>
<b>TOTAL FUNDS</b>			
	16	<u>281,540</u>	<u>281,540</u>

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

These financial statements were approved by the Board of trustees on 26th April 2018 and signed on its behalf by :



Trustee: David Rouane  
 Date: 26th April 2018

The notes on pages 31 to 38 form part of these financial statements.

**STATEMENT OF CASH FLOWS**  
**At 31st December 2017**

	Note	TOTAL 2017 £	TOTAL 2016 £
<b>NET INCOME / (EXPENDITURE) FOR REPORTING PERIOD</b> <b>(as per the STATEMENT OF FINANCIAL ACTIVITIES)</b>		-	-
<b>Adjustments for:</b>			
Depreciation charges	12	25,723	23,130
Net unrealised exchange loss (gain)	8	175	(191)
Interest from investments		-	(363)
Loss on sale of fixed assets		-	-
Fixed assets written-off		-	199
(Increase) / decrease in debtors		(147,097)	355,420
Increase / (decrease) in creditors		(566,318)	(749,253)
<b>NET CASH (USED IN) / PROVIDED BY OPERATING ACTIVITIES</b>		<b>(687,517)</b>	<b>(371,058)</b>
<b>NET CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Interest from Investments		-	363
Transfer of investments held in cash funds to cash at bank		93,023	-
Purchase of fixed assets		(11,568)	(13,943)
<b>NET CASH PROVIDED BY / (USED IN) INVESTING ACTIVITIES</b>		<b>81,455</b>	<b>(13,580)</b>
<b>CHANGE IN CASH AND CASH EQUIVALENTS IN REPORTING PERIOD</b>		<b>(606,062)</b>	<b>(384,638)</b>
Cash and cash equivalents at the beginning of the reporting period		986,393	1,370,840
Change in cash and cash equivalents due to exchange rate movements		(175)	191
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD</b>		<b>380,156</b>	<b>986,393</b>

**NOTES TO THE FINANCIAL STATEMENTS**  
**For the year ended 31st December 2017**

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**1. ACCOUNTING POLICIES**

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

**a) Basis of accounting**

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

HI UK has adequate resources to continue its operational existence for the foreseeable future, with a number of institutional grants having been secured for 2018 and beyond. In addition, HI Federation has confirmed it will provide sufficient funds to continue to support the charitable activities of the company. The Trustees believe that it is, therefore, appropriate to continue to adopt the going concern basis in preparing the annual trustees report and financial statements.

**b) Fund accounting**

The charity maintains various types of funds as follows:

**Endowment funds:** Endowment funds represent a Permanent Endowment from HI Federation to help HI UK meet their working capital requirement and have the equivalent of 3 months' worth of their operational budget. In 2017, HI Federation permitted the permanent endowment to be released to General Funds to make funds readily available.

**Restricted funds:** Restricted funds represent

- Grants and donations received which are allocated by the donor for specific purposes as defined by the donor; and
  - Some contributions from HI Federation, which are allocated by HI Federation for use for specific purposes.
- Expenditure that meets these criteria is charged to the fund, together with a fair allocation of support costs.

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

**c) Income**

Donations and similar income are included in the year in which they are receivable, which is when the charity becomes entitled to the resource. Grants receivable are credited to the Statement of Financial Activities (SOFA) in the year for which they are entitled to be receivable. Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received. Investment income is included in the SOFA in the year in which it is receivable.

**d) Expenditure and basis of allocation of costs**

Expenditure is recognised on an accrual basis as a liability is incurred. Other resources expended are allocated direct to the particular activity where the cost relates to that activity. Support costs have been allocated between charitable activities and raising funds. Costs that are not wholly attributable to an expenditure category have been apportioned to each activity on an estimate of staff time. Governance costs include those costs associating with meeting the constitutional and statutory requirements of the charity such as the cost of board meetings, statutory compliance and costs linked to the strategic management of the charity. Governance costs have been allocated on basis of relative income (excluding Contribution from HI Federation) between Donations and legacies and Charitable activities.

**e) Expenditure on raising funds**

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

**f) Expenditure on charitable activities**

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

**NOTES TO THE FINANCIAL STATEMENTS**  
**For the year ended 31st December 2017**

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**g) Tangible fixed assets**

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

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

**h) Pension costs**

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

**i) Contributions in kind**

Contributions in kind include secondments of personnel, pro bono services and other services. These have been valued at appropriate rates; or where an appropriate rate is not available, at market value.

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

**j) Foreign currencies**

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

**k) Liability of the guarantors**

The charity does not have a share capital and is limited by guarantee. In the event of the charity being wound up the maximum amount which each member is liable to contribute is one pound. There were 8 such members at 31st December 2017.

**l) Operating lease**

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

**m) Related parties**

Handicap International UK is an independent National Association of the international charity Handicap International Federation (HI). A "Federal Handbook" manual has been agreed within the federal network in order to rationalise and share resources, and formalise working arrangements. The Federation has identified the UK as a source of significant future growth in Private Fundraising and so has invested funds in Handicap International UK in order to achieve this. It has also agreed to meet any shortfall of funds whilst the charity becomes established in the UK. During the period, HI Federation contributed £941,084 (2016: £1,029,734). See notes 13 & 14 for the amount outstanding between the UK and the other organisations at year end.

**NOTES TO THE FINANCIAL STATEMENTS**  
**For the year ended 31st December 2017**

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

	Unrestricted Funds £	Restricted Funds £	2017 Total £	2016 Total £
Contribution from HI Federation	741,651	-	741,651	851,238
Voluntary Income	235,581	134,339	369,920	489,717
Contributions in kind and services	83,011	-	83,011	67,582
Other income	369	-	369	19,930
	<b>1,060,612</b>	<b>134,339</b>	<b>1,194,951</b>	<b>1,428,467</b>

**3. INCOME FROM CHARITABLE ACTIVITIES**

	Unrestricted Funds £	Restricted Funds £	2017 Total £	2016 Total £
<b><u>Support for overseas programmes</u></b>				
<i>Institutional funding: Public bodies</i>	-	3,721,478	3,721,478	3,481,259
<i>Institutional funding: Private organisations</i>	-	1,461,720	1,461,720	885,455
<b><u>Support for UK projects</u></b>				
<i>Department for International Development</i>	-	274,293	274,293	216,708
<i>Support from HI Federation for UK projects</i>	138,932	68,704	207,636	178,496
<i>Other Income</i>	5,357	-	5,357	-
<i>UK &amp; overseas programmes</i> <b>Note 9</b>	<b>144,289</b>	<b>5,526,195</b>	<b>5,670,484</b>	<b>4,761,918</b>

**4. EXPENDITURE ON RAISING FUNDS**

	Direct Costs £	Staff Costs £	Support Costs £	2017 Total £	2016 Total £
<i>Private fundraising investment</i>	17,560	27,506	30,599	75,665	277,512
<i>Institutional fundraising activities</i>	5,861	98,716	81,338	185,915	123,330
<i>Other fundraising activities</i>	78,438	122,867	91,798	293,103	314,951
<i>Communication &amp; PR</i>	52,264	73,974	61,841	188,079	148,268
<i>Total expenditure on raising funds</i>	<b>154,123</b>	<b>323,063</b>	<b>265,576</b>	<b>742,762</b>	<b>864,061</b>

**NOTES TO THE FINANCIAL STATEMENTS**  
**For the year ended 31st December 2017**

**5. TOTAL EXPENDITURE ON CHARITABLE ACTIVITIES**

	Unrestricted Funds £	Restricted Funds £	2017 Total £	2016 Total £	
<b><u>COSTS OF CHARITABLE ACTIVITIES</u></b>					
<b><u>Overseas programmes</u></b>					
<i>Emergencies</i>	43,743	2,719,077	2,762,820	2,287,611	
<i>Long-term development</i>	39,642	2,464,121	2,503,763	2,154,154	
<b><u>Multi-sector overseas programmes funded by voluntary donations</u></b>					
<i>Afghanistan</i>	26,532	135	26,667	36,352	
<i>Bangladesh</i>	26,667	-	26,667	-	
<i>Democratic Republic of Congo</i>	-	5,000	5,000	90,528	
<i>Haiti</i>	1,435	47	1,482	37,977	
<i>Iraq</i>	62,303	4,364	66,667	-	
<i>Jordan</i>	13,110	223	13,333	83,362	
<i>Kenya, Somalia</i>	10,156	3,178	13,334	-	
<i>Laos</i>	-	-	-	30,360	
<i>Lebanon</i>	-	30,000	30,000	-	
<i>Nepal</i>	-	6,388	6,388	93,647	
<i>Rwanda</i>	-	23,405	23,405	12,611	
<i>Sierra Leone, Liberia</i>	200	14,851	15,051	-	
<i>South Sudan</i>	13,580	4,815	18,395	-	
<i>Syria</i>	81,598	41,933	123,531	104,881	
<i>Total multi-sector programmes</i>	<b>235,581</b>	<b>134,339</b>	<b>369,920</b>	<b>489,718</b>	
<b><u>UK projects</u></b>					
	Unrestricted Funds £	Restricted Funds £	2017 Total £	2016 Total £	
<i>UK Emergency Medical Team</i>	4,241	106,776	111,017	206,917	
<i>Inclusive Education</i>	34,561	55,384	89,945	64,630	
<i>Research, Policy and Awareness Raising</i>	104,371	180,837	285,208	123,657	
<i>Total UK project costs</i>	<b>143,173</b>	<b>342,997</b>	<b>486,170</b>	<b>395,204</b>	
	Direct Costs £	Staff Costs £	Support Costs £	2017 Total £	2016 Total £
<i>Overseas programmes</i>	5,183,198	43,413	39,972	5,266,583	4,441,765
<i>Multi-sector overseas programmes funded by voluntary donations</i>	299,525	-	70,395	369,920	489,718
<i>UK projects</i>	189,577	194,255	102,338	486,170	395,204

**NOTES TO THE FINANCIAL STATEMENTS**  
**For the year ended 31st December 2017**

<b>6 GOVERNANCE COSTS</b>	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
Meeting costs & others	8,047	11,383
Professional fees	18,600	15,420
Staff costs	38,006	24,696
	<b>64,653</b>	<b>51,499</b>

<b>7 SUPPORT COSTS</b>	<b>Charitable</b>	<b>Generating</b>	<b>2017</b>	<b>2016</b>
	<b>Activities</b>	<b>Funds</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	51,393	113,383	164,776	162,858
General costs	89,159	131,887	221,046	194,047
Depreciation	10,375	15,348	25,723	23,130
Governance costs	59,695	4,958	64,653	51,499
	<b>210,622</b>	<b>265,576</b>	<b>476,198</b>	<b>431,534</b>

<b>8 NET RESOURCES FOR THE PERIOD</b>	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
This is stated after charging / (crediting):		
Depreciation	25,723	23,130
Auditor's remuneration - statutory audit	18,600	15,420
Auditor's remuneration - tax compliance services	3,240	-
Loss on disposal of fixed assets	-	199
Operating lease payments	78,428	75,207
Realised exchange loss	469	2,546
Realised exchange gain	(323)	(436)
Unrealised exchange loss	175	-
Unrealised exchange gain	-	(191)
	<b>126,312</b>	<b>115,875</b>

**NOTES TO THE FINANCIAL STATEMENTS**  
**For the year ended 31st December 2017**

<b>9. MOVEMENT IN RESTRICTED FUNDS</b>	<b>Income 2017 £</b>	<b>Expenditure 2017 £</b>
<b><u>HUMANITARIAN</u></b>		
<b>Department for International Development:</b>		
<i>Jordan: Towards sustainable rehabilitation services</i>	1,885,221	1,885,221
<b>ACTED</b>		
<i>Middle East: Inclusive Humanitarian response</i>	99,687	99,687
<b>The International Organisation for Migration</b>		
<i>Middle East: Integrated Protection for vulnerable migrants and people affected by conflict</i>	12,235	12,235
<b>Start Fund</b>		-
<i>Philippines: Response to most vulnerable people affected by typhoon Nina</i>	23,762	23,762
<i>Sri Lanka: Drought affected families in Kilinochi</i>	249,854	249,854
<i>Nepal: Flood affected families</i>	125,000	125,000
<i>Sierra Leone: mud slides</i>	54,309	54,309
<i>Bangladesh: Assistance to Myanmar Rohingya refugees in Cox's Bazar District</i>	153,945	153,945
<i>Bangladesh: Assistance to flood affected population in Dinajpur</i>	59,000	59,000
<b>START Network via Helpage</b>		
<i>Global: Age &amp; Disability Capacity Building programme</i>	26,729	26,729
<i>ALERT: Increasing emergency preparedness</i>	8,000	8,000
<b>Helpage</b>		
<i>Strengthening the capacity of the Humanitarian sector to deliver Age &amp; Disability Inclusive Humanitarian Assistance</i>	17,869	17,869
<b>Foreign &amp; Commonwealth Office</b>		
<i>North Korea: Emergency response to flooding</i>	1,994	1,994
<b>ELRHA</b>		
<i>Research for Health in Humanitarian Crisis</i>	1,472	1,472
<b>Total Humanitarian</b>	<b>2,719,077</b>	<b>2,719,077</b>
<b><u>LONG-TERM DEVELOPMENT</u></b>		
<b>Department for International Development:</b>		
<i>Bangladesh: livelihoods</i>	324,339	324,339
<i>Somaliland: Promoting the rights of disabled people</i>	95,131	95,131
<b>Norwegian Refugee Council</b>		
<i>Kenya: Support for Protection and Assistance of Refugees (SPARK)</i>	354,718	354,718
<b>Plan UK</b>		
<i>Sierra Leone: Education</i>	52,914	52,914
<i>West Africa: Inclusive Education</i>	107,431	107,431
<i>Sierra Leone: Inclusive Girls Education</i>	398,044	398,044
<b>Big Lottery Fund</b>		
<i>Cambodia: Socio-economic inclusiveness</i>	138,907	138,907
<b>Big Lottery Fund via PLAN</b>		
<i>Philippines: post-typhoon livelihoods</i>	655,755	655,755
<b>Foreign Commonwealth Office</b>		
<i>China: Promoting rights of people with mental health problems through empowering Civil Society Organisations</i>	60,159	60,159
<i>Kenya: Strengthening participation of persons with disabilities in the electoral process</i>	243,477	243,477
<i>Egypt: Empowerment of Organizations of Persons with Disabilities for Democracy and Human Rights</i>	18,246	18,246
<i>North Korea: Rehabilitation capacity building</i>	15,000	15,000
<b>Total Long-Term Development</b>	<b>2,464,121</b>	<b>2,464,121</b>
<b>TOTAL</b>	<b>5,183,198</b>	<b>5,183,198</b>
<b><u>International Organisations (support for UK projects)</u></b>		
<b>Department for International Development:</b>		
<i>UK Emergency Medical Team</i>	106,776	106,776
<i>Enhancing the availability and use of quality disability data by humanitarian actors</i>	167,517	167,517
<b>HI FEDERATION</b>		
<i>Inclusive Education</i>	55,384	55,384
<i>Research, Policy and Awareness Raising</i>	13,320	13,320
	<b>342,997</b>	<b>342,997</b>
	<b>5,526,195</b>	<b>5,526,195</b>

**NOTES TO THE FINANCIAL STATEMENTS**  
**For the year ended 31st December 2017**

**10. TRUSTEES AND STAFF INFORMATION**

**a) Trustees**

No trustee received emoluments in the year (2016: nil)

To enable them to attend meetings three trustees were reimbursed a total of £1,211 for travel (2016: three trustees £2591) and costs paid directly to third parties totalled £115 (2016: £406)  
 Trustees voluntarily donated a total amount of £197 (2016: £6961)

**b) Staff**

Staff costs were as follows:	2017 £	2016 £
Salaries and wages	640,548	583,564
Social security costs	62,813	59,101
Pension costs	19,680	15,769
Agency and Seconded staff	40,472	61,270
	<b>763,513</b>	<b>719,704</b>

1 employee received emoluments in range of £60,000 to £70,000 on an annualised basis during the year (2016 : 1)

The Total compensation for key management personnel (including Employer social security costs) is £70,753.

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

	2017	2016
Generating funds	10.8	10.1
Charitable activities	7.3	5.9
Governance	0.6	0.5
	<b>18.7</b>	<b>16.5</b>

**11. TAXATION**

The charitable company is exempt from corporation tax on its charitable activities.

**12. TANGIBLE FIXED ASSETS**

	Leasehold Improvements £	Fixtures, Fittings, Equipment £	Total Fixed Assets £
<b>Cost</b>			
At 1 January 2017	65,596	74,855	140,451
Additions	-	11,568	11,568
Disposals	-	(4,405)	(4,405)
at 31 December 2017	<b>65,596</b>	<b>82,018</b>	<b>147,614</b>
<b>Depreciation</b>			
At 1 January 2017	31,775	58,554	90,329
Charge for period	16,234	9,489	25,723
Depreciation on disposal	-	(4,405)	(4,405)
at 31 December 2017	<b>48,009</b>	<b>63,638</b>	<b>111,647</b>
<b>Net book value</b>			
At 31 December 2017	<b>17,587</b>	<b>18,380</b>	<b>35,967</b>
At 31 December 2016	<b>33,821</b>	<b>16,301</b>	<b>50,122</b>

**NOTES TO THE FINANCIAL STATEMENTS**  
**For the year ended 31st December 2017**

13. DEBTORS	Unrestricted	Restricted	2017	2016
	Funds	Funds		
	£	£	£	£
Receivable from other HI Network	10,448	-	10,448	450
Accrued income	25,933	1,717,130	1,743,063	1,633,854
Prepayments	37,804	2,776	40,580	14,319
Other receivables	7,630	1,280	8,910	7,281
	<b>81,815</b>	<b>1,721,186</b>	<b>1,803,001</b>	<b>1,655,904</b>

**14. CREDITORS: Amounts falling due within one year**

	Unrestricted	Restricted	2017	2016
	Funds	Funds		
	£	£	£	£
Money due to HI Federation for programs	-	1,807,547	1,807,547	2,276,742
Money due to Donors	-	4,416	4,416	-
Trade payables	22,918	18,597	41,515	39,730
Deferred income	-	11,524	11,524	108,696
Accruals & other creditors	51,288	1,568	52,856	59,705
Social security costs	10,334	9,392	19,726	19,029
	<b>84,540</b>	<b>1,853,044</b>	<b>1,937,584</b>	<b>2,503,902</b>

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

**15. COMMITMENTS UNDER OPERATING LEASE**

At 31 December 2017, the charity had annual commitments under operating leases as set out below:

	2017	2016
	£	£
Not later than one year	77,760	78,984
Later than one year and not later than five years	6,480	84,240
	<b>84,240</b>	<b>163,224</b>

**16. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Endowment	Unrestricted	Restricted	Total	Total
	Funds	Funds	Funds	Funds	Funds
	£	£	£	2017	2016
				£	£
Total fixed assets	-	35,967	-	35,967	143,145
Current assets	-	330,113	1,853,044	2,183,157	2,642,297
Creditors: amount falling due within 1 year	-	(84,540)	(1,853,044)	(1,937,584)	(2,503,902)
Net assets at 31 December 2017	-	<b>281,540</b>	-	<b>281,540</b>	<b>281,540</b>

**17. MOVEMENT IN FUNDS**

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£		
<b>Restricted funds</b>	-	5,660,534	(5,660,534)	-	-
<b>Unrestricted funds</b>					
General fund	188,517	1,204,901	(1,204,901)	93,023	281,540
<b>Endowment funds</b>	93,023	-	-	(93,023)	-
<b>TOTAL FUNDS</b>	<b>281,540</b>	<b>6,865,435</b>	<b>(6,865,435)</b>	<b>-</b>	<b>281,540</b>

In 2017, HI Federation permitted the permanent endowment to be released to General Funds.

## Acknowledgements

### Humanity & Inclusion UK's partners, donors and memberships for 2017

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#### Donors and Partners

- Ajahma Charitable Trust
- Association of Physiotherapists in International Health and Development (ADAPT)
- Association of Chartered Physiotherapists in Neurology (ACPIN)
- Belgrave Street Ltd.
- Big Lottery Fund
- British Association of Chartered Physiotherapists in Amputee Rehabilitation (BACPAR)
- British Association of Hand Therapists (BAHT)
- The Broyst Foundation
- Clare Stevens
- CBM
- Department for International Development (DFID)
- Foreign Commonwealth Office (FCO)
- Google AdWords
- HelpAge International
- Hugh Symons Charitable Trust
- International Disability Alliance (IDA)
- Interactifs UK
- Interburns
- The Ireland Roddan Trust
- International Spinal Cord Injury Society (ISCoS)
- The J C Sondhi Charitable Trust
- Morgan, Lewis and Bockius LLP
- Norwegian Refugee Council (NRC)
- The Peter and Teresa Harris Charitable Trust
- Philip King Charitable Trust
- Physionet
- Plan International
- Plan UK
- Raisa Hassan
- Sophia White – Brand Design Agency
- Soroptimist International UK Programme Action Committee
- Spinal Cord Injury Therapy Leads (SCITL)
- Start Fund
- St Georges University of London
- Tony and Audrey Watson Charitable Trust
- The Tula Trust
- UK Fire and Rescue Service
- UK-Med
- Ward Family Charitable Trust
- The Washington Group on Disability Statistics
- The Whitehall and Industry Group (Civil Service Fast Stream Programme)
- World Confederation for Physical Therapy
- World Federation of Occupational Therapists (WFOT)
- World Health Organisation

## Organisational Memberships and Networks in the UK

- Alliance for Inclusive Education (ALFIE)
- Association of Chief Executives of Voluntary Organisations (ACEVO)
- Bond
- Cluster Munition Coalition
- Enabling Education Network (EENET)
- La Fédération des Associations Françaises en Grande Bretagne (FAFGB)
- French Chamber of Great Britain
- Fundraising Regulator
- Global Campaign for Education UK (Send my Friend to School)
- International Broadcasting Trust
- Institute of Fundraising
- International Network on Explosive Weapons
- International Campaign to Ban Landmines
- National Council for Voluntary Organisations
- Remember a Charity
- Start Network
- Think Global

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

