ANNUAL REVIEW 2013.
ADD INTERNATIONAL
In total, we have six country offices which cover nine countries. Through our support to our direct partner in India, our work spans a total of ten countries.

A note on terminology in this document: As a UK-based organisation, we continue to use the term “disabled people”, used widely by the UK disability movement. However, we recognise that the UN Convention on the Rights of Persons with Disabilities (UNCRPD) advocates the use of the term “persons with disabilities” and this term is used in some of our country programmes.

DPO = Disabled People’s Organisations
NGO = Non-Governmental Organisation

<table>
<thead>
<tr>
<th>CONTENTS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>ADD’s programmes in 2013</td>
<td>2</td>
</tr>
<tr>
<td>Welcome from the Chair and CEO</td>
<td>3</td>
</tr>
<tr>
<td>About ADD</td>
<td>4</td>
</tr>
<tr>
<td>The challenges</td>
<td>6</td>
</tr>
<tr>
<td>Our priorities and looking ahead</td>
<td>8</td>
</tr>
<tr>
<td>UK policy and influency</td>
<td>10</td>
</tr>
<tr>
<td>Fundraising</td>
<td>12</td>
</tr>
<tr>
<td>Our programmes – what we did in 2013</td>
<td>17</td>
</tr>
<tr>
<td>Finances</td>
<td>29</td>
</tr>
<tr>
<td>How we are organised</td>
<td>32</td>
</tr>
<tr>
<td>Acknowledgements</td>
<td>34</td>
</tr>
</tbody>
</table>
In 2013, ADD continued to work hard behind the scenes to ensure that the voices of disabled people from the countries in which we work were heard by senior decision makers.

A High Level Panel appointed by the UN Secretary General, published a long-awaited report featuring the bold statement: ‘leave no-one behind’ and for the first time since the Millennium Development Goals (due to expire in 2015) were agreed, disabled people finally got mentioned in a major way. Amongst many actions, ADD – as part of a coalition of other NGOs – put out an open letter to key opinion formers and participated in an event at the UN General Assembly in New York where they were discussing the new framework. Thanks to consistent campaigning and support, the first steps have been taken to ensure that no-one is excluded, especially people with disabilities.

The reality of this happening came home to me this year as we met and were told the story of 10 year-old Yusuf Mbwana, a young boy living in Tanzania who relies on the use of a wheelchair to get around. You could argue that Yusuf is one of the lucky ones – most disabled children in Africa don’t even get a wheelchair when they need one, let alone get a place at school. But unfortunately his school lacked accessible toilets and being unable to use the toilet all day had made him ill. In 2013, ADD launched a 5 year education programme in Tanzania the aim of which is ultimately to ensure that all disabled children in Tanzania get a quality education.

Over the next 5 years we will be working with the government, the media and disabled people’s organisations as well as, of course, teachers in Tanzanian schools to create an environment where every child gets an equal chance of a quality education.

We would like to thank everyone – donors, colleagues, staff and the organisations whose support makes ADD’s vital work around the world possible – whether it is working in Tanzania to ensure that children like Yusuf can access school, or persuading global leaders to include disabled people in future world goals.

Saghir Alam OBE
Chair of trustees

Tim Wainwright
CEO
ABOUT ADD.

Empowerment, inclusion and positive change for disabled people.

In two years’ time, ADD will be celebrating 30 years of working across Africa and Asia alongside disabled people. So much has been achieved during this period – from seeing countries ratify the UN Convention on the Rights of Persons with Disabilities (UNCRPD) to the growth of strong disabled people’s organisations and groups. More than ever, people with disabilities are coming together, but we still have a wide remit: there are currently over 1 billion disabled people in the world, the majority of whom live in extreme poverty. In our journey to pursue and achieve lasting change, we will remain committed to our vision, now, and in the coming years.

We will do this through developing capacity, influencing and working in partnership to ensure that:

- Disabled People’s Organisations are stronger and better able to realise the rights of their members, and to tackle poverty and exclusion.
- Conditions are in place to empower disabled people to transform their lives.
- Changes are secured in policies, practices, services and attitudes so that disability discrimination is addressed.
- Mainstream development programmes focus on disability and include disabled people as active participants.

OUR VALUES:

- **RIGHTS:** An understanding of disability that is rooted in the equal human rights of all individuals.
- **EMPOWERMENT:** Creating the conditions for individuals to transform their own lives.
- **PARTICIPATION:** Supporting the self-representation and active engagement of disabled people.
- **INCLUSION:** Modelling and promoting practices that facilitate the inclusion of all disabled people, such as those who are marginalised as a result of gender, age, geographical location and other factors in addition to disability.
- **COLLABORATION:** Working as an ally to the Disability Movement and in partnership with all those who share our vision in order to achieve our mission.
- **LEARNING:** Continually learning from our and others’ experiences, to develop our practice, improve outcomes, demonstrate our impact and remain accountable to disabled people and our supporters.

OUR VISION:

A world where all disabled people are free from discrimination and oppression, enjoying equality within an inclusive society.

OUR MISSION:

To achieve positive and lasting change in the lives of disabled people, especially those living in poverty.
Margaret with Dick Bugembe

Margaret had given up on life: after discovering she was HIV positive, a bad reaction to treatment left her blind. One day she heard Dick Bugembe on a local Ugandan radio station, talking about living both with a disability and HIV. He runs MADIPHA, a local DPO funded by ADD, which helps disabled people living with HIV. Margaret was so glad she wasn’t alone. She went to meet Dick and since then they have become a formidable force, helping others to ‘live positively’. She is now the Vice Chair of MADIPHA.
THE CHALLENGES.

There are 1 billion disabled people in the world.

Disabled people are more vulnerable to living in poverty.

Children with disabilities are less likely to attend school.

Children with disabilities are three to four times more likely to be victims of violence than their non-disabled peers.

Women with disabilities are twice as likely to experience domestic violence and other forms of gender-based and sexual violence as non-disabled women.

Disabled people are more likely to find healthcare services inadequate for their needs than non-disabled people.

In 2005 UNICEF estimated the global number of disabled children under age 18 at 150 million. Sadly, it is unlikely that the numbers have changed dramatically since then.

80% of persons with disabilities live in developing countries.

Employment rates for disabled people are lower than for non-disabled people.
Education is a child’s right. An educated person, whatever they’re doing, they do it better, systematically. When someone is educated it makes their life easier.

Hamisi with his daughter Shani, Mkanza village, Tanzania
In 2013, we set out to implement a new strategic framework, strengthen our programmes, build our resources, and drive forward our policy and influencing work.

We formally launched and introduced a new 2013 – 2017 strategic framework with a renewed set of focus areas: Poverty, reaching the unreached, learning, communications and influencing, and resourcing. While we have not fundamentally changed the nature of our work, we recognise that in order to achieve our mission, we need to remain ambitious and responsive to the global challenges and the changing environment in which we operate.

Our strategic framework prompted us to carefully scrutinise our internal systems and – in order to demonstrate impact and the value of our work – strengthen our focus on monitoring and evaluation.

In reality, this year presented both challenges and successes: As an organisation, we remained financially stable and retained relationships with key existing donors but securing funding was a challenge in what is still a tough economic climate. In Bangladesh, Cambodia, Uganda, Tanzania, Sudan, Côte d’Ivoire and Burkina Faso, we continued to support Disabled People’s Organisations as vital partners to helping us reach more disabled people. However, due to political instability in Mali, we took a strategic decision to close our programme here.

In other areas we made significant steps forward: through our policy and influencing work we captured the attention of key decision makers both here and overseas, as well as other NGOs, to address the gaps in equality and inclusion of disabled people, particularly in development programmes.

Over the next 4 years, the new framework will not only guide our work and how we operate internally but allow us the flexibility to be bold, innovative and adaptive to each country and its specific environment.

In 2014 we will:

- Promote and stimulate the further development of grassroots and national DPOs across Africa and Asia.
- Sustain excellent relationships with key funders, including public donors and secure new funding for priority countries.
- Strengthen our monitoring and evaluation systems in order to demonstrate the impact and value of ADD’s programmes.
- Support our country programmes to implement effective projects that align to our overarching strategic intentions.
- Continue to strengthen policy and influencing work in the UK and globally.
Srey Cha, from Cambodia

When she was 1 year old, Srey fell from her bed and has been disabled since. She never got to finish school but she now works for a local DPO looking after their finances, attending workshops funded by ADD. Srey also helps with the family business, a café. Supporting the development of disabled people in self-help groups is very important to her and she is keen to learn more.

“I want to improve my finance skills and learn more about IT and computers.”
Our experience in Africa and Asia shows us that disability is not effectively addressed in development plans and policies – it is one of the reasons why disabled people are routinely excluded at all levels of society. Usually, the processes for deciding these policies are inaccessible to disabled people; take the lack of access to vote in elections as just one example.

This year, as well as continuing to support DPOs to challenge this exclusion we created a new strategy for advocacy and policy influencing work to ensure that the voices of disabled people are heard at the international level.

Our policy and influencing work focused on three key areas:

- Influencing the UN negotiations on what will replace the Millennium Development Goals (MDGs) after 2015.
- Influencing the UK’s Department for International Development. This included securing a parliamentary inquiry into disability and development.
- Working with other mainstream development actors, including NGOs, to make them more inclusive of disabled people.

2013-2015: a crucial window for change

The original MDGs (which expire in 2015) didn’t mention disability, and, partly as a result, disabled people have been excluded from much of the progress that has been made since their adoption in 2000. For example, wells installed as part of the effort to meet MDG 7 on water and sanitation often have steps and are impossible to access for people who use wheelchairs.

Right now, the UN is negotiating a new framework which will replace these goals and which will guide development programmes up until 2030. The MDGs profoundly influenced national development plans and donor policies, and the new framework will do the same.

In order to make full use of this opportunity, we have proactively strengthened our influencing work, working closely with strategic partners including the International Disability Alliance (IDA). If disabled people are highly visible in the new framework, it will be much easier for DPOs to negotiate inclusion with governments and donors.

In Liberia earlier this year as part of a very strong delegation of disabled people and their allies, we took part in consultations with the UN’s High-Level Panel on the Post-2015 Framework (HLP). As a result, the Panel’s report included a commitment to ‘leave no-one behind’, and made three key recommendations:

- Attention to disabled people be a key component of the new goals.
- Data to measure progress against them be disaggregated by disability so that we can measure whether disabled people are benefiting equally.
- No target should be considered achieved unless it has been achieved for all relevant population groups, including disabled people.

We are now working hard to ensure that individual countries are committed to this agenda. In September 2013, we and our partners held a side event at the UN General Assembly in New York, which was attended by 14 different countries. At the event, four countries including the UK signed a declaration committing them to support the inclusion of disabled people in the post-2015 process. Our country offices are also supporting DPOs to target their national governments to call on them to commit to inclusion in post-2015.
With the ongoing discussion of what development should focus on when the Millennium Development Goals expire in 2015, we have a once-in-a-generation chance to finally put disability on the agenda.

Lynne Featherstone MP

Parliamentary inquiry into disability and development.

Our work to influence DFID has also met with notable success this year, with the International Development Select Committee initiating a parliamentary inquiry into disability and development in autumn 2013. We can see that DFID is already responding positively to the increased scrutiny of this issue; in September DFID Minister Lynne Featherstone MP announced that all schools built with direct funding from the UK will in the future be designed to be accessible to disabled children. The inquiry will report in 2014, and its recommendations will be a major focus of our advocacy work next year.

MDGs exclude 800 million people from aid work. Ignoring disability jeopardizes fight against poverty
#disability2015 #Post2015

Excluding disabled people from the work force = countries lose up to 7% of GDP #disability2015 #Post2015
Strengthening income from grants.

Institutional fundraising is an increasingly competitive environment. Gone are the days where the key challenge was delivering long-term objectives within three-year donor project cycles. With increasing demand from institutional donors to demonstrate value for money, the impact of the work funded and changing aid modalities including consortia, outsourcing of grant management by large donors the environment is becoming ever-more complex. ADD has during 2013, within the resources available, started to equip itself to respond to this changing environment.

Importantly, in 2013, several independent evaluations of our work on the ground showed that the lives of disabled people had seen significant and positive change as a result of our programmes. In turn, existing donors continued to support us financially with new contracts or requests for new programmes. Increasingly we talk directly to both potential new institutional donors and potential consortia partners to open up new channels of funding to support our important work.

Public fundraising and communications

Around 75% of the income we receive from public funding comes from regular supporter donations. In 2013, we carried out a number of campaigns and social media work to feed back that without this essential support, our work with disabled people really wouldn’t be possible. Relocating to a small and newly-established base in London meant that we were able to initiate a fresh drive to recruit and bolster support from public donors via door-to-door fundraising. Though this method of fundraising is highly competitive and challenging, regular funding is reliable and therefore vital for ADD in helping to reach more disabled people where we work.
OUR PROGRAMMES –
WHAT WE DID IN 2013.
Working across seven districts in Uganda, ADD concentrated on working with some of the most marginalised disabled people in the country – people living with albinism. Described as “unique and sharply focused” in a final external evaluation report, the project raised the importance of a group often disregarded by society. ADD is one of the very few organisations challenging discrimination and abuse of people with albinism in eastern Uganda.

Through the project, we wanted to increase the recognition and protection of rights for people living with albinism and thus ensure that they are treated as equal and contributing members of society. We engaged many people from local government to traditional healers and the police, as well as of course, people with albinism, communities and families. We worked alongside EPFA (Elgon Foundation for Persons with Albinism), a key organisation of and for people with albinism which, in fact, has grown from a mere 10 members in 2010 to 300-strong today.

Impact:

- Schools and authorities have started to include and support students with albinism, and as a result, more children are enrolling in school. Evidence suggests that they are more likely to stay enrolled than earlier generations of people with albinism.
- The police are more vigilant, and several people with albinism have been appointed to roles in their local councils and unions.
- Members of EFPA received income-generation grants to start up their own businesses and livelihood activities.
- Local and national awareness events took place and for many people with albinism it was the first time they had travelled so far from home. The Ugandan media also put a big spotlight on the issue with some of our project beneficiaries appearing on radio talk-shows and local television, which in itself was an empowering experience.
- The ripple effect of this included parents contacting EFPA as a result of the broadcasts and either enrolling or re-entering their children into school.
- The project made a direct contribution to protecting and combating the negative beliefs and behaviours towards women and girls in particular who are at risk of sexual abuse and violence.
- With support from the Uganda Forestry Department, around 800 fruit-bearing tree seedlings (mango, jackfruit, avocado and oranges) were distributed to families affected by albinism. Eventually, these adult trees will provide both nutrition and shade – and vital protection against the sun.

Now people know that we too are human beings!
JOHNNY, JUNIOR AND SARAH

Sarah’s husband left after she gave birth to Johnny. She had produced a “bad baby”, he said. Sarah joined EFPA, a DPO that supports people with albinism, for guidance. Since then she has been reaching out and finding other children with albinism and helping their mothers. That’s how her other son, Junior, came into her family, she found him abandoned and so malnourished that she took him under her care.

“EFPA has taught me how to care for people with albinism. They gave my kids sunglasses and hats. Both are doing well at school, Junior is very bright and Johnny is now a head prefect for drama and arts.”

Sarah
GIRLS AND WOMEN WITH DISABILITIES.
Margaret, from Uganda, with her six children. Margaret is one of the many women ADD has supported through our gender-based violence project.
In Gulu, northern Uganda, through a project aimed at mitigating gender-based violence (GBV), we reached 384 girls and women with disabilities who were trained in how to protect themselves from harm and abuse. Working with their spouses as well as within the community, the project included advocacy and awareness-raising activities to highlight the importance of their rights.

This kind of work demonstrates the powerful tool of training as a means through which awareness of GBV as a crime; the realisation of rights; self-discovery and attitude change emancipates women and girls from the dangers they can face. When provided with opportunities to thrive in their environment, women with disabilities are resourceful, creative and ingenious.

Disabled people’s organisations are essential for achieving real and sustainable change: In Uganda, we collaborated, supported and provided funding to NUWODU (National Union of Women with Disabilities) and we have been working with them for three years. While there has been some positive change, a shocking 76% of people we surveyed who were involved in this project reported having suffered or witnessed violence against girls and women with disabilities, including verbal abuse, child neglect and rape.

Other impact:

- We supported the litigation and conclusion of two cases involving rape and assault.
- We established that there are significant obstacles preventing girls and women with disabilities from accessing health facilities.
- We promoted business and enterprise skills, providing seed grants to six groups of women with disabilities so that they could start income-generating activities.
SUSAN

Susan and her family are abjectly poor. Life got worse during the Northern Uganda conflict: it ravaged the area and cost Susan her leg when she stood on a landmine. Though intervention and support has had a transformational impact on Susan’s life she still struggles to build long term security for her family’s future. “The money I earn is taken up with school fees and food.”

The percentage of GBV cases reported and handled by the project.
One of our strategic focus areas is the recognition of the chronic link between poverty and disability, so in this area ADD continued existing programmes to improve the economic well-being of disabled people. While most of our work is designed to be holistic and address several elements which create lasting change (economic, social and political), some of our programmes also respond to very specific needs where discrimination is rife and needs to be challenged.

During 2013, our project for people with intellectual disabilities concentrated specifically on livelihoods, life skills and working with disabled people’s organisations. While the country has benefitted from economic growth (helped by tourism and growth within the garment manufacturing sector), the gap between the rich and poor, like in many fast-developing economies both urban and rural, has widened further than ever before. Access to public services remains a problem for people with disabilities, in particular those affected by intellectual impairments face huge stigma and are largely marginalised. Here, ADD is one of the few international organisations working in this arena.

Our programme reached marginalised groups in some of the poorest provinces of Cambodia. In addition to this we provided:

- Grants to help people with intellectual disabilities set up small businesses and income-generating activities.
- Training on livelihoods skills such as carpentry, tailoring and bicycle and wheelchair repair.
- Life skills such as cooking, cleaning, personal safety and relationship-building.
- Support to DPOs to build and strengthen not only their capacity, but the disability movement in Cambodia.

In order to change such a long history of marginalisation and segregation in our programme countries, innovative approaches and actions are needed.

**CAMBODIA**

ADD provided vocational training for people with disabilities, linking them with factories that will offer employment and the ability to earn a living for the first time in their lives. The project targeted those living in extreme poverty in the slums of Dhaka by giving them

**BANGLADESH**

Employment is key for the empowerment and inclusion of the more than 15 million disabled people living in Bangladesh. But the reality is that, despite their desire to contribute to the workforce, the majority of disabled adults are unemployed. This is because of discrimination from employers and co-workers and the lack of educational opportunities available to them as disabled children.
the skills to be economically productive. ADD also lobbied the staff of 2,668 garment factories in Dhaka and other companies in different sectors, to employ more people with disabilities in their workforces.

Owned and operated by disabled people’s organisations, seven training centres are currently set up in Dhaka.

By collaborating with organisations that provide skills training and developing partnerships with employers, 600 disabled people will be trained to work as apprentices in garment factories and a further 100 will be supported to set up small businesses. In addition to this, ADD staff will provide support to individual disabled people and facilitate them in overcoming travel and environmental barriers.

We estimate that the 700 people with disabilities will be employed and earning a living within 12-18 months of training. As society becomes more and more aware of disability, employment opportunities will improve.

The financial independence will have a long-lasting and profound effect not only on their lives but their families too. A regular income means the freedom to choose a more nutritious diet, buy clothes, pay for their children to go to school and with savings they can increase their assets. Just as important is the improvement of self-esteem and being increasingly seen as valuable, contributing members to both their families and communities. ADD will develop an effective learning mechanism in order to scale up and replicate elsewhere in Bangladesh and beyond.

We also helped people to secure jobs within the garment factories, in other industries or to become self-employed.

The private sector also took notice, challenging the garment and other sectors to include the employment of disabled people in their company policies.
Self-help groups, Cambodia

Nak is a member of a self-help group of people based in Tang Boeung Village, Cambodia. Formed in 2007, they have 32 members of whom 24 participate in a savings scheme. Nak has an intellectual disability and through support is now able to look after himself better. His group have helped him learn how to cook, look after the house, carry fertiliser and bags of sugar from the plum tree. Nak also takes care of cows, from which he earns a small income.
In Uganda, where there is a high prevalence of HIV/AIDS, we published a report on disabled people living with HIV/AIDS. Despite ADD’s established work around this issue – including raising awareness for adequate support, inclusion and access to rights – groups of people with disabilities are yet to be reached sufficiently.

Within the community, HIV positive people with disabilities risk further isolation and increased discrimination if the community comes to know of their status. Some are also routinely denied access to public transport because of their HIV status and others have had their children shunned by their playmates.

ADD has been working to support disabled people living with HIV/AIDS in the Masaka district through social support schemes aimed at improving the economic conditions as well as facilitating access to information and treatment.

Through this work, ADD is promoting the challenges people with disabilities face, especially those living with HIV/AIDS, and we are urging that programme and healthcare providers pay immediate attention to this issue so that disabled people living with and affected by HIV/AIDS are included in service provision.

We worked with local communities to improve accessible-friendly water and sanitation facilities:
- Built with low cost and appropriate materials.
- Easy to access for people, with particular attention to women.
- Low in maintenance costs.
- Environmentally friendly.
- Resilient to natural disasters.

We employed local technicians, carpenters and builders, and local communities were provided with training on the construction of the toilets and their maintenance. Disabled women were encouraged to advocate for their rights within the local communities and we are working with local governments and service providers to make and promote disability-friendly policies in water and sanitation provision.

This project has so far provided water and sanitary facilities to 480 disabled people, and through our policy and influencing work, another 920 people are indirectly benefitting from this project.

“Some people with disabilities live as far as 10 kms from the health facilities where HIV/AIDS facilities are provided.

DPO member”
INCLUSIVE EDUCATION.
In Tanzania, where fewer than 5% of disabled children are enrolled in schools, we successfully launched a five-year programme with the aim of ensuring that more disabled children are included in Tanzania’s schools.

The launch itself generated nationwide interest with large numbers of parents, children, government officials, teachers and community members taking part which attracted and secured front page news across the country.

For a long-term programme such as this, still in its infancy, we continued to establish key building blocks to bring the work to life and demonstrate its impact. Last year this meant talking to relevant groups and the education sector to prepare for 2014 and the enrolment of more children in the forthcoming academic year (January to December). It also meant supporting families, strengthening our awareness-raising activities and delivering quality training to teachers so that they were equipped with the tools and knowledge to help the programme – and children with disabilities – flourish in the new school year.

Nelson Ngewe, who works at Lipangalala Integrated Primary School in the Morogoro region, tells us: “I always had a zeal in me to see that disabled children enjoy the learning and perform better in class hence I was always looking for ways to help them sometimes trying to mix the disabled and non-disabled children in one class. In the course of my work I remember to have received an invitation from ADD inviting me to participate in launching of the inclusive education project. Indeed, this was a big opportunity for me and it has brought a lot of changes in my work!

“During the launching and after the event I visited ADD’s office and learnt more things on inclusive education and I was given materials (t-shirts, brochures and flyers). This also built my confidence at my school, now I know that I am contributing towards inclusive education and systemic change.

“Back at my school I started practicing by mixing a smaller number of non-disabled children in my normal class for deaf children. I started by teaching non-disabled children the sign language to facilitate communication with deaf learners. I organised sign language in school for non-disabled learners... this has now spilled over and is now understood by almost all pupils in the school.”

“Disabled children don’t want to be isolated anymore.”

<table>
<thead>
<tr>
<th>4,532 DISABLED CHILDREN ENROLLED</th>
</tr>
</thead>
<tbody>
<tr>
<td>This project is building a network among key people in education and disabled people, and is developing a shared vision of inclusive education and how to achieve it.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1,596 TEACHERS TRAINED</th>
</tr>
</thead>
<tbody>
<tr>
<td>We are giving teachers tools such as Braille materials and devices. We are also setting up Resource Centres for teachers to find support and ongoing mentoring from expert staff.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>265 SCHOOLS REACHED</th>
</tr>
</thead>
<tbody>
<tr>
<td>We are working with local authorities in Tanzania to make schools inclusive and responsive to diverse learning needs.</td>
</tr>
</tbody>
</table>
Eric is blind. He is 8 years old and eager to learn. His mother, Blasia, has been struggling to get him into a school equipped with the resources Eric needs in order to flourish. She is also constantly juggling the challenges around lack of transport and income. Eric is one of the many children we hope will be going to an inclusive school next year.
In Sudan, the country’s geography and history of conflict has made it difficult for disabled people to access healthcare and rehabilitation. They are often hidden away by families who considered them a “problem”. With no rights to either an education or employment, most people with disabilities depend on begging to survive.

The disability movement in Sudan now comprises of organisations focusing on different impairments and within states across Sudan and South Sudan. ADD has been working with 24 disabled people’s organisations specifically in Sudan to come together under a National Federation representing all people regardless of their impairment. This means better co-ordination, and more effective activities and campaigns. We also aim to reach more women, who already face the double discrimination of disability and gender, and experience a particularly challenging life in Sudan such as exclusion from basic government services, education, health, water, essential information, and from participating in the political, economic and social life within their communities.

Building disabled people’s organisations and supporting the disability movement is a core element of our work across all of our programmes.

In Cambodia, we supported and funded 16 organisations who went on to provide assistance to 480 people with disabilities, with a further 1,600 people benefiting indirectly.

ADD has worked alongside a number of local partners training people on vocational skills such as sewing, hairdressing and shoemaking. We also recognised that disabled people need to become active participants in the policies and practices which affect their lives. Our work in Cote d’Ivoire has included projects to support 25 networks of disabled people including nine women’s groups.

A huge achievement came earlier this year, and we were delighted that the UN Convention on the Rights of Persons with Disabilities was finally ratified by Cote d’Ivoire, marking a really important step forward for the disability rights’ movement in the country. This now means the government is legally required to follow this document, adopt its principles and protect disabled people against discrimination.

“United we are twice as strong.”

DPO Leader, Cote d’Ivoire
In Bangladesh, there are nearly 8 million people with disabilities who are eligible to vote. While there has been some progress in policies to support the ratification of the UN Convention on the Rights of Persons with Disabilities, actual implementation is still some way off. Across the country, there is a severe lack of access for people to take part in local and national elections.

Very frequently, we come across those who are not even aware that they have the right to vote. Last year, we continued to let them know, empowering and helping their confidence levels grow such that they felt better able to challenge and address these barriers.

In addition to this, we continued to flag prominent and ‘disabling’ factors including people with mobility problems who avoided voting because they couldn’t access polling centres. Similarly, we heard reports that voters with visual impairments were concerned about the secrecy of the ballot and that deaf voters lacked access to information about the candidates they were voting for and the general process. We heard examples of discriminatory attitudes by poll workers and voters alike. Compounding all of this is the fact that there was still no representation of people with disabilities within democratic decision-making institutions.

On issues concerning education, again, policies have been developed, but without proper action taken to implement them, people with disabilities, and particularly children in this case, continue to be shut out of opportunities to reach their potential. Only 10% of school-aged children with disabilities are actually enrolled into schools. Furthermore, school buildings are not accessible, and children are either not welcome for admission or are hindered by teachers who have not been trained in inclusive education methods.

Through the network of disabled people’s organisations we work with (comprising over 20,000 members) a key focus area in 2013 was to reach 1,000 people with disabilities to train them on their economic, social, civic and voting rights.

“I was able to vote recently in the general election because a tactile ballot was introduced. It felt great. But the local elections don’t provide this facility. Together, we’re campaigning to change this.”

Yeun Chhoy, a DPO leader from Cambodia who has been visually impaired since birth.
OUR FINANCES AND
HOW WE ARE ORGANISED.
EXTRACT OF FINANCIAL STATEMENTS

YEAR TO 31 DECEMBER 2013

Statement of financial activities year to 31 December 2013

<table>
<thead>
<tr>
<th>Unrestricted funds</th>
<th>Restricted funds</th>
<th>2013 Total funds</th>
<th>2012 Total funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

### Income and expenditure

#### Incoming resources

- **Voluntary income (notes 1 and 2)**: £2,093,573
- **Interest receivable**: £10,571
- **Incoming resources from charitable activities (note 2)**: £1,249,612
- **Other incoming resources**: £50

**Total incoming resources**: £2,104,194

#### Charitable expenditure

- **Cost of generating voluntary income (note 1)**: £498,989
- **Support of the International Disability Movement**
  - **International programme offices**: £1,243,899
  - **Programme Support**: £377,695
  - **Governance costs**: £161,719

**Total resources expended (note 6)**: £2,282,302

#### Net incoming/ (outgoing) resources before transfers

**Net incoming/ (outgoing) resources and net movement in funds (note 7)**: (£178,108) (£55,239) (£233,347) £526,285

#### Fund balances before/after

- **Fund balances b/f at 1 January 2013**: £881,903
- **Fund balances c/f at 31 December 2013**: £703,795

There is no difference between the net movement in funds stated above, and the historical cost equivalent. All of the charity's activities derived from continuing operations during the above two financial periods.

### Expenditure 2013

- **Fundraising**: 4%
- **Programme support**: 11%
- **Field operations**: 71%
- **Governance**: 4%

82p of every pound was spent on our programmes.
# BALANCE SHEET

## 31 DECEMBER 2013

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2013</th>
<th>2012</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td><strong>Fixed assets</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible fixed assets (note 10)</td>
<td>55,822</td>
<td></td>
<td>64,184</td>
<td></td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors (note 11)</td>
<td>530,145</td>
<td>343,183</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash at bank and in hand (note 12)</td>
<td>1,270,630</td>
<td>1,351,115</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creditors: Amounts falling due within 1 year (note 13)</td>
<td>1,800,775</td>
<td>1,694,298</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(450,145)</td>
<td></td>
<td>(114,112)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net current assets</strong></td>
<td>1,350,630</td>
<td>1,580,186</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total assets less current liabilities</strong></td>
<td>1,406,452</td>
<td>1,644,370</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Provisions (note 14)</strong></td>
<td>(272,725)</td>
<td>(277,296)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td>1,133,727</td>
<td>1,367,074</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Represented by:**

**Funds and reserves**

**Income funds**

- Restricted funds (note 15) | 429,932 | 485,171 |
- Unrestricted funds (note 16)
  - General funds | 703,795 | 634,903 |
  - Designated funds | - | 247,000 |

This information is extracted from our full accounts to provide an overview of our incoming resources and expenditure for the year. A copy of our full audited accounts is available on our website www.add.org.uk.

Approved by the trustees on 9th May 2014 and agreed on their behalf

*Saghir Alam* OBE – Chair of Trustees
HOW WE ARE ORGANISED.

ADD was established as an international development agency in 1985, incorporated as a company limited by guarantee on 3 July 1986, and registered as a charity on 18 November 1986. ADD is governed by its memorandum and articles of association.

Governance

How trustees are recruited and appointed
ADD’s trustees are recruited internationally to reflect the diversity of its stakeholders and we aim to have approximately 50% of our trustees as women and 50% as disabled people. Of the 11 trustees serving at the end of 2013, three were women and five were disabled people.

Trustees are recruited and appointed through an open process. If a specific need for skills cannot be resolved through this process, individuals may be co-opted to the board.

Policies and procedures for induction and training of trustees
The role of trustees is set out in the Trustees’ Manual which is given to all trustees and updated periodically. All trustees receive a day’s induction with members of ADD staff before taking up their position, and are given the opportunity of external training courses in governance. The board follows a trustee and board annual performance appraisal process.

Organisational structure and how decisions are made
There are normally two face-to-face trustee meetings per year and two telephone conferences. The four current sub-committees (fundraising, HR, international development and finance) meet quarterly by telephone.

They oversee and take responsibility for the agreement of ADD’s strategic framework, monitoring progress against plans, and operational and financial targets.

Sub-committees are made up of trustees with specific skills who report routinely to the full board with their findings and recommendations. A further sub-committee, consisting of the chairs of the sub-committees, the chair of trustees and the vice chair(s) of trustees is an informal group whose role is to support the CEO.

The trustees regularly review the ADD risk policy, and map and assess it to ensure all reasonable steps have been taken to eliminate, minimise or mitigate risk as appropriate.

Trustees and advisers

Trustees
Saghir Alam OBE – Chair of Trustees
Jane Anthony
A K Dube
Sarah Dyer
Liz Goold (retired Nov 2013)
Iain McAndrew (from May 2013)
Charlie Massey (retired Nov 2013)
Sebenzile Matsibula (retired May 2013)
Stuart McKinnon-Evans – Treasurer
Sally Neville
Bob Niven CBE
David Ruebain
John Tierney
Balakrishna Venkatesh
ADD Senior Staff

Senior management team
(as of December 2013)

Tim Wainwright – Chief Executive Officer
Karen De Cokere – Head of International Development
Esther Kwaku – Head of Public Fundraising and Communications
Andy Neeve – Head of Finance and Operations
Mark Stroud – Head of Institutional Fundraising

Country directors
(as of December 2013)

Mosharraf Hossain – ADD Bangladesh
Sixbert Mzee Mbaya – ADD Tanzania
Mohamed Majzoub – ADD Sudan
Emilienne Sanon – ADD West Africa Programme (Côte d’Ivoire, Burkina Faso and Mali)
Vanthon Srey – ADD Cambodia
Joseph Walugembe – ADD Uganda

Bankers

Lloyds TSB
25 Cheap Street
Frome, Somerset
BA11 1BW

Nat West
4 Market Place
Frome, Somerset
BA11 1AE

Auditors

Buzzacott LLP
130 Wood Street
London
EC2V 6DL

Solicitors

Harris & Harris
11 Stony Street
Frome
BA11 1BU
ACKNOWLEDGMENTS.

ADD staff and trustees would like to acknowledge and thank the donors listed below and our thousands of loyal individual supporters.

Allan & Nesta Ferguson Charitable Trust
Asia Foundation
AusAID
AusAID (CBM)
CAFOD
Comic Relief
Commission for the European Communities (CEC)
Cordaid
Department for International Development (DFID)
Germany Embassy
Manusher Jonno Foundation

National Children’s Bureau (NCB)
New Field Foundation
Open Society Initiative Eastern Africa (OSIEA)
Shiree
Sightsavers International
The Breadsticks Foundation
The Headley Trust
The innocent foundation
The James Tudor Foundation
The Sylvia Adams Charitable Trust
The Tides Foundation
Zain Co.
HOW YOU CAN HELP.

CHANGE LIVES
WITH A REGULAR GIFT

**£3 per month**
£3 a month could pay for hearing aids for 24 deaf children to make it easier for them to go to school.

**£10 per month**
£10 a month could pay for locally made crutches for 10 children so they can get to school.

**£25 per month**
£25 a month could provide funding to 8 disabled people in Cambodia to start their own business.

[Images of children]

www.add.org.uk/donate-monthly

LEAVE A LEGACY

During our lives we devote time, energy and money to the causes we care about. To the injustices we want to fight against, the marginalised people we want to stand alongside, the unheard voices we demand be heard.

Many people pledge a gift to continue this work as part of their legacy. And writing a will doesn't have to be scary or difficult. It can be one of the most empowering things you ever do. It’s a chance for you to ensure the things most important to you in life continue to be supported and cared for.

“
We all need the same basic things in life – clean water, food, education, the chance to earn a living and the support and respect of our communities.

JAN, ADD SUPPORTER

www.add.org.uk/legacy
RAISE MONEY

3 SIMPLE STEPS.
Your time and effort can really make a world of a difference. These three simple steps will help you get started.

Step 1. The big idea
Download ADD’s Fundraising Pack today. You’ll find ideas, tips and everything else you need to know before you start.

Step 2. Just Giving
Set up your JustGiving page on www.justgiving.com/add and share it with your friends and family. Let them know you’re fundraising for ADD!

Step 3. Drop us a line
Let us know you’re fundraising for ADD. Just email supportercare@add.org.uk and say hello!

www.add.org.uk/fundraising

Step 1. The big idea
Download ADD’s Fundraising Pack today. You’ll find ideas, tips and everything else you need to know before you start.

Step 2. Just Giving
Set up your JustGiving page on www.justgiving.com/add and share it with your friends and family. Let them know you’re fundraising for ADD!

Step 3. Drop us a line
Let us know you’re fundraising for ADD. Just email supportercare@add.org.uk and say hello!

www.add.org.uk/fundraising

Step 1. The big idea
Download ADD’s Fundraising Pack today. You’ll find ideas, tips and everything else you need to know before you start.

Step 2. Just Giving
Set up your JustGiving page on www.justgiving.com/add and share it with your friends and family. Let them know you’re fundraising for ADD!

Step 3. Drop us a line
Let us know you’re fundraising for ADD. Just email supportercare@add.org.uk and say hello!

www.add.org.uk/fundraising

Step 1. The big idea
Download ADD’s Fundraising Pack today. You’ll find ideas, tips and everything else you need to know before you start.

Step 2. Just Giving
Set up your JustGiving page on www.justgiving.com/add and share it with your friends and family. Let them know you’re fundraising for ADD!

Step 3. Drop us a line
Let us know you’re fundraising for ADD. Just email supportercare@add.org.uk and say hello!

www.add.org.uk/fundraising

Step 1. The big idea
Download ADD’s Fundraising Pack today. You’ll find ideas, tips and everything else you need to know before you start.

Step 2. Just Giving
Set up your JustGiving page on www.justgiving.com/add and share it with your friends and family. Let them know you’re fundraising for ADD!

Step 3. Drop us a line
Let us know you’re fundraising for ADD. Just email supportercare@add.org.uk and say hello!

www.add.org.uk/fundraising

Step 1. The big idea
Download ADD’s Fundraising Pack today. You’ll find ideas, tips and everything else you need to know before you start.

Step 2. Just Giving
Set up your JustGiving page on www.justgiving.com/add and share it with your friends and family. Let them know you’re fundraising for ADD!

Step 3. Drop us a line
Let us know you’re fundraising for ADD. Just email supportercare@add.org.uk and say hello!

www.add.org.uk/fundraising

Head office
ADD International
The Old Church School
Butts Hill
Frome
BA11 1HR, UK
+44 (0) 1373 473 064

London Office
ADD International
The Foundry
17-19 Oval Way
London
SE11 5RR

supportercare@add.org.uk
www.add.org.uk
+44 (0) 300 303 8835
Company number 2033925
(England and Wales)
Charity number 294860