

Annual Report and Financial Statements

31 December 2010

25 years working with disabled people for positive change

ADD International is registered as Action on Disability and Development Company limited by guarantee

Company registration number 2033925 (England and Wales)

Charity commission number 294860

ADD International

Vallis House, 57 Vallis Road, Frome, Somerset, BA11 3EG

add@add.org.uk

SATURDAY



RMSV1X1Z

RM

27/08/2011

216

COMPANIES HOUSE

Welcome	1
ADD International	2
Our thinking and approach	3
Where we work	5
What we did in 2010	6
Our plans for the future	11
How we are organised	12
Governance	13
Volunteers	14
Partnerships	15
Fundraising review	16
Financial review	17
Statement of trustees' responsibilities	20
Independent auditor's report	22
Financial statements	24
Principal accounting policies	27
Notes to the financial statements	30
Appendix	44
Thank you	49
Trustees and advisers	51

Welcome

From ADD's chair and CEO

As 2010 marked ADD International's 25th year we continue to be humbled by the disabled people we work with and the steps they have taken to claim their human rights.

One vital step towards securing the human rights of disabled people was the adoption of the UN Convention on the Rights of Persons with Disabilities (UNCRPD) in 2006. Since then ADD has supported disabled people's organisations (DPOs) to work with their governments, to encourage them to sign up to the UNCRPD. The determination and commitment of the DPOs has resulted in all the countries where we work signing it and eight ratifying it.

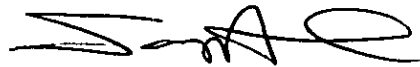
In these countries we can now see the beginnings of the UNCRPD being incorporated into national laws. Our focus now is to ensure it is implemented and enforced.

This annual report gives you the headlines of our work in 2010 which was for us, as for many organisations, a tough year. Our income declined, and we had to restructure our operations both in the UK and overseas to ensure that our expenditure and income are balanced for the future. But we were also delighted to have secured new sources of funding, including a new Programme Partnership Arrangement (PPA) with the UK government.

We will build on all of this for an even stronger future, and continue to support some of the world's most disadvantaged, but also most inspiring people in the world.

Saghir Alam

Chair of Trustees



Tim Wainwright

Chief Executive Officer



Statistic

Health, education and employment

80-90% of disabled people in developing countries do not have a job.

ILO

ADD International

We are the leading UK-based development agency working as an ally to the disability movements in Africa and Asia.

Since 1985, ADD has played a key role in facilitating disabled people to come together to make decisions about their own lives and to campaign for their rights.

We are the leading UK-based development agency working as an ally to the disability movements in Africa and Asia.

Since 1985, ADD has played a key role in facilitating disabled people to come together to make decisions about their own lives and to campaign for their rights.

ADD works in partnership with disabled people in Bangladesh, Burkina Faso, Côte d'Ivoire, Cambodia, Ghana, India, Mali, Sudan, Tanzania, Uganda and Zambia through organisations ranging from small village groups to large national federations. Some DPOs are made up of people with different impairments, while others have come together through a shared experience, for example deaf people, disabled women or people with albinism.

ADD's work with DPOs is in response to the local and national priorities which disabled people themselves identify. Much of ADD's work involves supporting the formation of DPOs and their on-going development. While recognising the importance of providing funding to DPOs which, over time enables them to become stronger, ADD also supports the development of their ability to raise funds from other sources.

Statistic

Health, education and employment

Only 2% of disabled children in developing countries go to school.

UNESCO

Our thinking and approach

In poor countries, disabled people are affected by the same issues as everyone else, the right to.

- an education
- healthcare
- employment
- live independently
- safety and security
- political participation
- family life and dignity.

What makes accessing these rights significantly more challenging for disabled people is the discrimination and stigma they face. This is why disabled people are some of the poorest, most marginalised people in society.

The social model of disability underpins ADD's rights-based work as an ally to disabled people. Our work is determined by the lived experience of disabled people, guided by the voices of disabled people themselves.

Disability discrimination exists at all levels of society and disabled people will continue to strive to make a reality of the rights enshrined in the UNCRPD.

Our method of working is to support DPOs to become strong, effective, self-sustaining, transparent, accountable, democratic and representative membership organisations, able to carry out their work, engage meaningfully with other stakeholders and promote the rights of all disabled adults and children.

We also work as an ally to the Disability Movement to influence policy makers and development organisations to include the rights and needs of disabled people in their work and to allocate resources for it.

To achieve long-lasting positive change, we also prioritise advocacy and influencing, and supporting DPOs to lobby governments and development organisations to end disability discrimination. As a result, attitudinal, environmental and institutional barriers are challenged by disabled people themselves, with ADD acting as a supporter and ally.

Globally, we work to influence international development policy makers and donors e.g. international non-governmental organisations, the CEC (Commission for the European Communities) and the United Nations, to adopt policies that take into

account the rights and needs of disabled people, thereby extending our reach beyond the countries in which we work.

To do this we work in alliance with disability rights organisations, governments, non-governmental organisations, consortia, donors, and academic institutions in the UK and internationally.

Statistic

Health, education and employment

Globally, only 3% of disabled people are literate.

UNDP

Statistic

At least 10% of the world's population are disabled – around 650 million people.

UN

Where we work

Africa

Burkina Faso
Côte d'Ivoire
Ghana
Mali
Sudan
Tanzania
Uganda
Zambia

Asia

Bangladesh
Cambodia
India

At the end of 2010 we had eight offices and worked in 11 countries with 117 overseas staff and 20 UK staff.

Our Francophone West Africa programme is managed from our office in Burkina Faso.

ADD India, based in Bangalore, has an independently constituted board and its own director.

We also work directly with partners in Africa and the UK, such as the Secretariat of the African Decade of Persons with Disabilities, the East African Federation of Disabled People and the International Committee of the UK Disabled People's Council.

We promote a positive action policy to help us realise our target of at least 50% disabled people in our workforce and governing body. In 2010, 37% of staff were disabled people and of our eleven trustees, four were disabled people. The board also included three members from Africa and Asia.

What we did in 2010

During 2010 we had eight key objectives and our performance against these is summarised here.

1 Investment in fundraising to raise £900,000 to fulfil the 2010 plans and secure funds for 2011 onwards as several major grants come to an end.

ADD's PPA from the UK government has been renewed for a further three years at a level in excess of £1m per year. In addition to this, new grants from institutional donors including the CEC, CAFOD, Cordaid, Shree (DFID) and the Kadoorie Foundation have provided secure funding for our work in Côte d'Ivoire, Cambodia, Sudan and Bangladesh.

In 2010 we conducted a review of our UK public fundraising and modified our staffing and investment plans to increase our return on investment in 2011 and beyond. Our focus was on the continued recruitment of regular donors and a new initiative around major giving.

2 Trustee succession planning through recruitment of new board members and setting up committees and working groups.

Four trustee sub-committees have been set up to ensure that each area of ADD's work receives an appropriate level of oversight. Five new trustees, including specialists in finance, disability, international development and fundraising have been recruited and four have stepped down.

The setting up of these four sub-committees was an important step in ADD's governance which KPMG remarked on as "good practice".

3 Continue the process of adapting ADD programmes to respond to changing needs on the ground.

Examples towards the achievement of this objective include supporting DPOs in Uganda to lobby the National Youth Employment Programme to include disabled people. This resulted in 78 disabled people in three northern regions being offered jobs or internships and 18 disabled people in the Kasena-Nakana district benefiting from skills training on the livelihood empowerment module.

In Ghana ADD supported the DPO, Savelugu, to submit a successful application to the ABILIS Foundation for E6,628 to sensitise parents of disabled children about their right to an education.

4 Ensure ADD is linking grassroots disabled people and disabled people's organisations to national and international organisations and networks.

In Uganda ADD intensified its links with existing groups of people with albinism by supporting them to form a national umbrella organisation, the Elgon Foundation of People with Albinism. ADD supported them to hold their inaugural general assembly which brought together 67 people with albinism, both adults and children, and their families.

ADD first worked in Côte d'Ivoire in 1995 but due to civil war suspended work in December 2002. Encouraged by the progress of the 2007 peace agreement, and with three years funding from the CEC and the Breadsticks Foundation, ADD was able to resume its work in Côte d'Ivoire in April 2010, rebuilding the capacity of DPOs at all levels to ensure equal opportunities and the inclusion of disabled people in the ongoing development process.

5 Increase support to and collaboration with ADD India and the African Decade.

In 2010 we entered into an extended agreement with ADD India to support their expansion into Northern India while continuing to support their strengthening of the Disability Movement in southern states

We entered into an agreement with the African Decade in order to forge closer alliances with the development of the Disability Movement and the response of African governments to the adoption and implementation of the provisions, ideals and aspirations as laid out in the UNCRPD

6 Articulate the impact of ADD's work more robustly.

To support this objective, ADD conducted a survey of its current monitoring and evaluation (M&E) systems with a view to developing a flexible but consistent M&E framework for use across the organisation. An international development manager has been appointed to support the implementation of this across all our programmes during 2011

7 Develop greater rigour (internal infrastructure and capacity) in HR, ICT, M&E and contract management.

Our internal systems were reviewed in all these areas during 2010, including an ICT review and the M&E work mentioned above under Objective 6. This work will continue during the first quarter of 2011 with a full re-organisation of roles and responsibilities in the UK. We will ensure that the key areas of internal management required to support our overseas programmes are properly resourced, within the limited resources available to invest in this area.

8 Develop ADD's brand and brand essence.

ADD developed a new brand and refreshed its logo, and started to use the name ADD International

Case study

In Bangladesh, ADD held 69 school meetings attended by more than 9,000 students, teachers and school committee members to discuss the admission of disabled students into schools, colleges and universities. Another ADD-run workshop for headteachers of primary schools to discuss how to make reasonable adjustments to enable disabled children to go to school was attended by 150 people.

Case study

After years of lobbying by ADD and the three National Unions (representing blind, deaf and physically disabled people) a key achievement in Sudan was the formation of the National Council for Disabled Persons (NCDP).

It comes as part of the implementation of the Disability Act 2009 which was issued as a result of the government's ratification of the UNCRPD.

The NCDP is chaired by the Minister of Welfare and

Social Security. 50% of its members are disabled people from the three National Unions and other state-level DPOs that ADD supports. This comes as

part representation that will ensure that disabled people themselves are able to influence government social policy that directly affects them.

Case study

In Zambia, where 15 disabled people living positively had been identified, ADD organised a meeting of HIV and AIDS stakeholders: faith based organisations, non-governmental organisations and members of the government.

The aim of the meeting was to lobby for disabled people's inclusion in all HIV and AIDS programmes. Disabled people were able to share the challenges they face in trying to access mainstream HIV and AIDS programmes such as the absence of sign language interpreters in clinics, the distance to clinics and lack of nutritional support

As a result, the Ministry of Health promised to incorporate sign language into their strategic plan for 2011, introduce mobile voluntary testing clinics while the faith based organisations pledged to look at how they could assist with nutritional support.

Case study

HIV and AIDS is major concern for people with hearing, speaking, visual and intellectual impairments, particularly women.

A small-scale research project in Cambodia, showed that although the adult (people aged 15–49) prevalence rate had dropped in the last few years HIV and AIDS continues to have a silent but devastating affect on the lives of disabled people.

To address this ADD Cambodia engaged with the National HIV and AIDS Authority who, following a number of meetings, agreed to involve ADD Cambodia staff in the production of information materials for HIV prevention education to ensure they are accessible.

Case study

Stella and Tungi (pictured) who are members of SWAUTA, a disabled women's organisation in Tanzania supported by ADD, stood unsuccessfully for election into the three seats reserved for disabled people in the Dar Es Salaam 2010 parliamentary elections.

Stella, who is blind, and Tungi, who is deaf were frustrated at the lack of support available to them. There were no provisions to meet the cost of a guide or sign language interpreter, barriers which prevented Stella and Tungi from communicating with potential voters during their campaign for election. There was also a distinct lack of accessible materials to disseminate to disabled people

SWAUTA took the challenges experienced by Stella and Tungi to the Tanzania Gender Network and FamAct (a network of more than 10 development organisations). They responded immediately by launching a voters' manifesto in Braille for blind and visually impaired people. This quick reaction meant that blind and visually impaired people were able to participate in the elections in October 2010 and cast their votes independently

Case study

In Uganda, through ADD's support to national DPOs, more than 50 disabled people were able to start income-generating activities.

Among the success stories is Galiwango Assad a member of UNAB (the Uganda National Association of the Blind).

Assad is 28 and lives in Mpigi district in Central Uganda.

Through UNAB, ADD provided Assad with coffee seedlings worth approximately £46 and approximately £16 in cash for the costs of labour and material.

Because UNAB provided the seedlings, Assad was able to save money and purchase some land to boost his business. Assad is now engaged in several business ventures. Because Assad can now financially support himself and contribute to his family, Assad's self esteem has improved beyond recognition and he is now respected in his community.

Case study

Living in Bangladesh, Anno is a 14-year-old disabled girl who went missing one day in August 2008. Upon looking for Anno, her mother found her naked in a cowshed – she had been raped by a neighbour.

While villagers tried to stop Anno's mother going to the police, the National Council of Disabled Women (NCDW) supported the family to take a stand and insist the police investigate the alleged crime.

In February 2010, more than a year later, the court found the accused guilty and sentenced him to life imprisonment.

Without the intervention of the NCDW Anno would have never been believed, the case gone to court and the perpetrator never punished.

Our plans for the future

During 2011 we plan to focus on the following areas:

- 1** Continue to develop the capacity of DPOs in Africa and Asia to become strong, effective, independent organisations
- 2** Continue to support DPOs to influence the policies and attitudes of others, thereby supporting disabled people to access their rights
- 3** Use our experience of working with DPOs to positively influence other organisations (larger charities, governments, donors etc) to include disabled people in their poverty reduction work.
- 4** Begin a review of our long- term strategic direction, including where we work and strengthening our impact, leading to the agreement of a new five-year strategy for ADD in 2012
- 5** Develop and embed stronger systems for measuring the impact of our work.
- 6** Build the financial strength of the organisation by increasing income from regular donors and diversifying income from other sources.
- 7** Re-affirm our commitment to the inclusion of disabled people in our work, ensuring our work continues to truly empower poor disabled people, and reflecting this in the way we employ disabled people.

How we are organised

During 2011 we plan to focus on the following areas:

ADD was first 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.

Statistic

Double discrimination:

female and disabled

Only 1% of disabled women are literate.

UNDP

Governance

How trustees are recruited and appointed

ADD's trustees are recruited internationally to reflect the diversity of its stakeholders and we have a target of at least 50% of our trustees being women and 50% disabled people. Of the 11 trustees serving at the end of 2010, six were women and four were disabled.

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 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 full face-to-face trustee meetings per year and two telephone conferences. The four current sub-committees (fundraising, HR, international development and finance) meet quarterly.

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, map and assess to ensure all reasonable steps have been taken to eliminate, minimise or mitigate risk as appropriate.

Volunteers

We make use of volunteers' time and skills when appropriate individuals offer their services in the UK and in country programmes.

During 2010 in the UK office we had one regular volunteer supporting the fundraising department, a student from Bath University who completed research of our papers, annual plans and reviews with regard to economic empowerment, a UK disability activist who wrote an article for ADD which was published in the Global Forum Update on Research for Health (Volume 7) and a newly graduated film-maker who advised ADD on documentary making and how to identify potential funding opportunities

Two volunteers supported us at WOMAD and 55 at Glastonbury Festival.

Overseas, ADD Cambodia were supported by 24 volunteers who brought disabled people together and help them set up new self-help groups. In Uganda, as well as nine office-based volunteers, ADD worked with 45 Disability and Development in Communities volunteers. Three volunteers worked with ADD Bangladesh, and ADD Ghana were supported by 36 volunteers, all members of cross-disability DPOs.

Statistic

Double discrimination: female and disabled

Over 100 million girls and women in more than 28 African countries alone are disabled as a result of female genital mutilation.

Disability Awareness in Action

Partnerships

ADD is closely connected with the disability movements in 11 countries in Africa and Asia, as well as regionally and internationally.

Relationship building with strategic partners is integral to our work in order to understand the evolving context of disability and development, and to be effective in providing support to influence the international agenda.

ADD is a member of a variety of umbrella groups, consortia and networks, either as an organisation or through individual members of staff. These include the International Disability and Development Consortium (IDDC), Bond (the UK membership body for NGOs working in international development), ACEVO (the Association of Chief Executives of Voluntary Organisations), the Institute of Fundraising and the Public Fundraising Regulatory Association.

We are strategic partners with the UK government's Department for International Development (DFID) based on our PPA

Statistic

Double discrimination: female and disabled

A 2004 survey in Orissa, India, found that virtually all of the women and girls were beaten at home, 25% of women with intellectual disabilities had been raped and 6% had been forcibly sterilised.

Mohapatra & Mohanty 2004

Fundraising review

In a difficult environment total income for 2010 was down on the 2009 figures. A total of £3.326 million was raised in 2010.

£1 million raised through public fundraising included regular donations from our supporters, Gift Aid, response to appeals and various amounts from supporters who took part in sponsored events or fundraised for ADD.

£1.229 million was raised through institutional fundraising including:

ADD Zambia was funded by the CEC.

Work with DPOs in Côte d'Ivoire was able to recommence with funding from the CEC and the Breadsticks Foundation.

ADD Bangladesh received funding from CAFOD, Cordaid, Manusher Jonno and UNICEF

ADD Cambodia received funding from JLDD

ADD Sudan received funding from the James Tudor Trust

ADD Tanzania received funding from the Headley Trust.

ADD Uganda received funding from the Vitol Charitable Foundation.

In 2010 the Comic Relief strategic grant for building the capacity of national unions and federations of disabled people came to an end.

For more information about the projects funded, please go to page 48.

Statistic

Double discrimination: female and disabled

Disabled women are more likely to be victims of violence or rape than non-disabled women and are less likely to be able to obtain police intervention or legal protection.

World Bank

Statistic

Double discrimination. female and disabled

OECD studies suggest that 39–68% of girls with intellectual or developmental disabilities will be sexually abused before their 18th birthday.

OECD

Financial review

The key challenges for 2011 remain cost control, income generation, donor recruitment and development, staff retention and further improvements in developing the skills base of ADD's finance staff in country programmes

1 Income

Total income in 2010 (see the financial statements) was £3.326m; a 19% fall from £4.118m in 2009. This was due to a reduction across all income streams particularly in relation to institutional grant funding from £1.891m in 2009 to £1.229m in 2010. Total voluntary income in 2010 was £2.057m, 62% of income overall and a 3% reduction from £2.128m in 2009; £0.6m was spent in 2010 to raise this voluntary income which is £0.3m higher than 2009.

2 Expenditure

"In 2010, 80p of every £1 donated was used to support the disability movements in Africa and Asia. The remaining 20p was spent on fundraising, governance, administration, audit and statutory compliance "

Total expenditure in 2010 was £4m, a 15% increase on 2009 as a result of increases in programme support, fundraising and governance costs. In relation to our main charitable activities (see Note 6) £3.240m or 80% of total expenditure was spent on supporting the international disability movement from our eight programme offices and indirectly through the UK office. Our support to the disability movement overseas increased by 5% in 2010 from £3.073m in 2009 to £3.240m in 2010. Our country programme offices work at grass roots and national level with disabled people and their organisations to influence governments and civil society for their full inclusion and rights.

Support costs incurred in our UK office totalled £0.370m or 9% of total expenditure. These are costs that, whilst necessary to deliver an activity, do not themselves constitute the output of the charity's activities and are allocated across our overseas programme offices on the basis of head count. Staffing costs across the organisation as a whole represent 41% of total expenditure.

The total of direct grants given to our partner organisations in 2010 was £0.713m, a 24% increase from £0.575m in 2009 and included grants paid from the UK and country programmes (see Note 5).

3 Reserves

Our reserves policy was reviewed in 2010 and included a statement to reduce end of year reserve levels to a minimum of £0.5m; sufficient to cover expenditure commitments for 3 months. Where necessary, trustees will designate sufficient reserves to meet charitable objectives in accordance with the strategic plan. These designations can be amended by Trustees' decision at any meeting and cover overseas staff termination payments of £0.274m (shown in note 14) and a provision of £0.183m for the restructure of our UK office and the closure of two overseas offices in Ghana and Zambia. It is our intention to continue to provide grants to the disability movements in both these countries by collaborating with other UK based charities.

4 Internal control

The trustees have overall responsibility for ensuring that the organisation has an appropriate system of control, financial and otherwise. They are responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

The trustees recognise that systems of control can only provide a reasonable and not complete assurance against inappropriate or ineffective use of resources, or against the risk of errors or fraud. They remain satisfied that the internal systems provide reasonable assurance that the organisation operates efficiently and effectively, safeguards its assets, maintains proper records and complies with relevant laws and regulations.

ADD operates a comprehensive accountability system which includes a rolling 18 month cash flow and annual budgets approved by trustees and reviewed by a finance and audit sub-committee who will consider actual results compared with plans and forecasts, and non-financial performance data. Other controls within the organisation include delegation of authority and segregation of duties.

5 Risk management

Trustees have identified and reviewed the major strategic, business and operational risks that the charity faces, and are satisfied that reasonable steps are being taken to mitigate exposure to these risks. Mechanisms used to identify, manage and mitigate the impact of risk include the annual planning process, the maintenance of a risk register that is reviewed and updated throughout the year by senior

managers and trustees, and the implementation of a risk-based internal audit programme throughout the charity. ADD does not have an internal audit function but instead outsources this function to external auditors who conduct risk-based internal audits and review internal controls. Reports and recommendations are submitted to the finance and audit committee.

While risks change over time, areas of potentially significant risk during 2010 included the impact of the downturn in the economy both in terms of raising funds and retaining supporters and also potentially distracting the government from the international development agenda.

6 Financial risk management

ADD's activities potentially expose it to a number of financial risks. For example, we grant money to our international programmes ahead of it being received from donors, however as this income is due from a handful of large institutional donors we do not believe this poses significant risk of non payment.

7 Foreign exchange risk

ADD accepts funding from donors denominated in other currencies (principally in Euro and US Dollar). If the value of these currencies relative to Sterling changes over time, so will the value of funding income to cover our contractual obligations. When there is a shortfall we negotiate with our overseas programmes in advance and, where possible, fund the shortfall through unrestricted funds. Foreign currency cash balances associated with these contracts may generate exchange gains and losses. We manage this risk in two ways: firstly, by transferring funds to appropriately denominated bank accounts to avoid exchange gains and losses and secondly, by ensuring we purchase foreign currencies at the lowest cost available using the best possible exchange rate.

8 Liquidity risk

We maintain our reserves in relatively liquid assets such as instant-access bank deposit accounts, so we are able to ensure that we are able to meet our obligations as they fall due. The downside of this is that we obtain a very low level of investment income in a low interest rate environment.

Saghir Alam OBE
Chair of Trustees



Statement of trustees' responsibilities

The trustees (who are also directors of Action on Disability and Development for the purposes of company law) are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice (Accounting and Reporting by Charities) (the Charities' SORP);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that:

- so far as the trustee is aware, there is no relevant audit information of which the charity's auditors are unaware; and
- the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

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

Independent auditor's report

to the members of Action on Disability and Development

We have audited the financial statements of Action on Disability and Development for the year ended 31 December 2010 which comprise the statement of financial activities, the balance sheet, the principal accounting policies and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

Respective responsibilities of trustees and auditor

The trustees are also the directors of the charitable company for the purposes of company law. As explained more fully in the Trustees' Responsibilities Statement set out in the Trustees' Annual Report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In

addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements.

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2010 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.

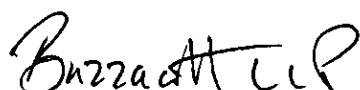
Opinion on other matter prescribed by the Companies Act 2006

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

Matters on which we are required to report by exception

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

- 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
- 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.



Edward Finch

Senior Statutory Auditor

for and on behalf of Buzzacott LLP, Statutory Auditor

130 Wood Street, London, EC2V 6DL

8 August 2011

Financial statements

Statement of financial activities year to 31 December 2010

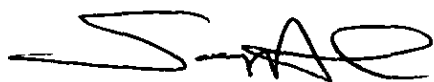
	Unrestricted funds	Restricted funds	2010 total funds	2009 total funds
	£	£	£	£
Income and expenditure				
Incoming resources				
Incoming resources from generated funds				
<i>Voluntary income (notes 1 and 2)</i>	2,056,867		2,056,867	2,127,603
<i>Interest receivable</i>	8,981	2,385	11,366	18,096
Incoming resources from charitable activities (note 2)		1,228,882	1,228,882	1,890,592
Other incoming resources	9,118	19,949	29,067	81,524
Total incoming resources	2,074,966	1,251,216	3,326,182	4,117,815
Charitable expenditure				
Cost of generating funds				
<i>Cost of generating voluntary income</i>	606,653		606,653	299,519
Support of International Disability Movement				
<i>International programme offices</i>	1,479,828	1,195,906	2,675,734	2,641,719
<i>Programme support</i>	564,064		564,064	431,696
<i>Governance costs</i>	156,363		156,363	107,795
Total resources expended (note 6)	2,806,908	1,195,906	4,002,814	3,480,729
Net incoming/(outgoing) resources before transfers	(731,942)	55,310	(676,632)	637,086
Transfers between funds (note 15)	26,276	(26,276)		
Net incoming/(outgoing) resources and net movement in funds (note 7)	(705,666)	29,034	(676,632)	637,086
Fund balances b/f at 1 January 2010	1,410,156	212,948	1,623,104	986,018
Fund balances c/f at 31 December 2010	704,490	241,982	946,472	1,623,104

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.

31 December 2010
Balance sheet ~~19 May 2011~~

	2010	2010	2009	2009
	£	£	£	£
Fixed assets				
Tangible fixed assets (note 10)		7,316		14,248
Current assets				
<i>Debtors (note 11)</i>	327,959		371,029	
<i>Cash at bank and in hand (note 12)</i>	1,651,218		2,469,349	
	1,979,177		2,840,378	
<i>Creditors</i>	(583,205)		(1,010,038)	
<i>Amounts falling due within one year (note 13)</i>				
Net current assets		1,395,972		1,830,340
Total assets less current liabilities		1,403,288		1,844,588
Provisions (note 14)		(456,816)		(221,484)
Total net assets		946,472		1,623,104
Represented by				
Funds and reserves				
Income funds				
<i>Restricted funds (note 15)</i>		241,982		212,948
<i>Unrestricted funds (note 16)</i>				
<i>General fund</i>		620,393		800,156
<i>Designated funds</i>		84,097		610,000
		946,472		1,623,104

Approved by the trustees on 19 May 2011 and signed on their behalf



Saghir Alam OBE
Chair of Trustees

Principal accounting policies

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the requirements of the Companies Act 2006 and applicable accounting standards. The Statement of Recommended Practice Accounting and Reporting by Charities (SORP 2005) has been followed in the preparation of these financial statements.

Incoming resources

Incoming resources are all reported gross and the Statement of Financial Activities recognises all incoming resources becoming available to the charitable company during the year. Volunteer time is not included in the financial statements.

Legacy income is accounted for on a receivable basis. A legacy is considered receivable for the period only once the amount is known with certainty.

Grants receivable are normally accounted for when received, except where they related to a specified future period, in which case they are treated as deferred income.

Resources expended and the basis of apportioning costs

Expenditure is included in the statement of financial activities when incurred and includes attributable VAT which cannot be recovered.

Resources expended are shown gross and accruals are included in creditors for all known liabilities relating to the year.

Expenditure on overseas programmes comprises all direct programme expenditure and all the staff related costs of the countries' offices.

Grants payable to overseas partners are those grants paid both directly from the UK and those paid by ADD programmes overseas to the charitable company's partners overseas.

Programme support costs comprise expenditure incurred for management of and support to overseas programmes together with the related overheads which are recovered through administration charges levied on programmes in agreement with funders.

Cost of generating funds relate to the costs incurred by the charitable company in inducing others to make voluntary contributions to it.

Governance costs of the charitable company comprise costs of the management of its assets, organisational management and administration, and compliance with constitutional and statutory requirements including audit fees.

Support costs comprise staff and overhead costs which fall into more than one of the above categories. These costs have been allocated on the basis of full time equivalent staff numbers in the relevant categories of expenditure

The charitable company makes contributions on behalf of its UK employees into their personal pension funds. The amounts charged in the Statement of Financial Activities represent the contributions payable to the funds in respect of the accounting period. Outstanding pension contributions at the year end are included in creditors.

In a number of countries in which the charity operates, it is legally required to fund end of service payments to staff at the end of their employment with the charity. Full provision is made for the cost of these benefits relating to past services and this is included within overseas staff costs.

Tangible fixed assets

All assets in the UK costing more than £500 and with an expected useful life exceeding one year are capitalised.

Fixed assets are depreciated at the following annual rates in order to write them off over their estimated useful lives.

- Computer equipment, 25% straight line.
- Office equipment, 25% reducing balance.
- Motor vehicles, overseas programmes, 33% straight line.

Capital items purchased for use overseas, with the exception of vehicles, are depreciated 100% in the year of acquisition.

Fund accounting

Restricted funds are funds subject to specific conditions imposed by the funders and relate to specific projects. Expenditure which meets these criteria is charged to the funds together with a fair allocation of management and support costs.

Interest earned on restricted income is not applied to the restricted fund unless specifically requested by the donor. Such interest will be treated as unrestricted income designated for programme support.

Unrestricted funds comprise accumulated surpluses and deficits on general funds and are available for use at the discretion of the trustees in furtherance of the objects of the charitable company.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Cash flow

The financial statements do not include a cash flow statement because the charity, as a small reporting entity, is exempt from the requirement to prepare such a statement under Financial Reporting Standard 1 "Cash flow statements"

Foreign currencies

Transactions in foreign currency are accounted for on a monthly basis at the cumulative (mean) cost of the currency held. At the balance sheet date, any cash held is translated at the closing spot rate

Provisions

Provisions are made where there exist contractual liabilities for payment of funds at an unspecified future date.

Termination provision: For staff entitlements on cessation of their employment contracts.

Organisational restructure

A provision has been made for the costs that the charity had committed to following the decision to restructure at the end of 2010.

Notes to the financial statements

1 Voluntary income and cost of generating voluntary income analysis

	2010 total funds	2009 total funds
	£	£
Income		
Grants (note 2)	1,055,000	1,025,000
Regular donations and collections	946,228	1,022,914
Donations from trusts	1,507	6,500
Independent appeals		35,921
Mailings	16,246	17,606
Events and merchandise	37,886	19,662
Total voluntary income	2,056,867	2,127,603
Costs of generating voluntary income		
Grants	20,152	21,494
Regular donor acquisition and support*	295,322	183,122
Trust development	43,876	11,716
Mailings	51,958	27,687
Events and merchandise	44,833	18,418
Promotional activities*	150,512	37,082
Total costs of generating voluntary income	606,653	299,519

*In 2010, we made major investments in fundraising initiatives to increase our donations from members of the public in 2011 and beyond.

2 Grants (all institutional)

	Unrestricted funds	Restricted funds	2010 total funds	2009 total funds
	£	£	£	£
Asia Foundation		(178)	(178)	32,401
Banglalink				3,129
Bread for the World		17,046	17,046	19,287
The Breadsticks Foundation (note 3)				78,000
CAFOD		98,557	98,557	59,157
Comic Relief		480,000	480,000	600,000
Commission for the European		130,494	130,494	970,222
Cordaid (note 4)		129,025	129,025	132,920
Department for International Development (DFID) (note 3)	690,000		690,000	1,360,000
Japan League on Developmental Disabilities (formerly Japanese League on Intellectual Disabilities)		10,665	10,665	3,591
Manusher Jonno		103,554	103,554	89,157
New Field Foundation (note 3)				25,196
Other and anonymous grants	15,000	55,029	70,029	15,035
29th May 1961 Charitable Trust	7,500		7,500	7,500
The Headley Trust		15,000	15,000	
the innocent foundation		6,499	6,499	7,005
The James Tudor Trust		22,000	22,000	
The Tides Foundation		26,133	26,133	19,170
Tusuka Fashion				3,120
Under the Same Sun				56,310
UNICEF		16,583	16,583	
WF Southall Trust				5,500
Total grants	712,500	1,110,407	1,822,907	3,486,700
Deferred income (note 3)	342,500	118,475	460,975	(571,108)
Total grants receivable	1,055,000	1,228,882	2,283,882	2,915,592

3 Movement in deferred income

	At 1 January 2010	Movement	At 31 December
	£	£	£
The Breadsticks Foundation	78,000	(78,000)	
CEC	145,773	(15,279)	130,494
DFID	602,500	(342,500)	260,000
New Field Foundation	25,196	(25,196)	
	851,469	(460,975)	390,494

4 Cordaid grants by country

	2010	2009
	£	£
Bangladesh	129,025	132,920

5 Grants and payments to partners from programmes

	2010	2009
	£	£
Paid from ADD's country programmes		
Bangladesh	121,340	134,212
Cambodia	46,687	53,646
Ghana	26,160	29,700
Sudan	83,476	51,721
Tanzania	63,257	90,703
Uganda	97,264	83,392
Francophone West Africa	52,298	50,065
Zambia	69,895	56,759
	560,377	550,198
Paid from UK direct to partners		
ADD India	35,562	24,696
African Decade	99,992	
EAFOF	10,000	
UKDPC	7,500	
	153,054	24,696
Total grants	713,431	574,894

Where ADD's support to partners includes the provision of funds, a formal Agreement to Support (ATS) is entered into. Grants are made for the running costs and activities of the partner or DPO. A list of grants and payments to partners greater than £2,000 is shown in the Appendix.

6 Total resources expended

	Int'l progs	Prog support	Cost of generating voluntary income	Governance costs	Support costs	2010 total	2009 total (as restated)
	£	£	£	£	£	£	£
Staff costs (note 8)	841,573	273,960	270,882	54,963	187,020	1,628,398	1,557,761
Office running costs (incl. audits)	319,457	4,595	2,255	19,609	87,344	433,260	440,480
Transport and travel	120,763	36,005	8,743	7,102	7,237	179,850	224,592
Grants payable to partners	560,377	153,054				713,431	574,894
Field operations	402,997					402,997	488,621
Trustees' costs				42,551		42,551	51,341
Exchange losses					31,098	31,098	
Fundraising activities			145,250			145,250	86,964
Consultancy and external advice		63,226	145,173	16,701	17,994	243,094	56,076
Organisational restructure	97,742	21,650	12,593	12,592	38,308	182,885	
	2,342,909	552,490	584,896	153,518	369,001	4,002,814	3,480,729
Support costs	332,825	11,574	21,757	2,845	(369,001)		
Total resources expended 2010	2,675,734	564,064	606,653	156,363		4,002,814	
Total 2009	2,641,719	431,696	299,519	107,795			3,480,729

During the year, the trustees have reviewed and amended the basis upon which indirect costs are attributed to ADD's activities. In order to maintain consistency in these financial statements, the amounts relating to the prior year have been restated on the basis that was adopted for the current year. The overall amounts recorded in the prior year have not changed.

7 Net incoming (outgoing) resources for the year

This is stated after charging (crediting).

	2010	2009
	£	£
Depreciation	7,329	22,276
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses:		
Cost incurred in attending trustee meetings for 11 (2008–9) Trustees	18,237	11,058
Auditors' remuneration:		
Audit	15,660	15,123
Non-audit services	6,248	6,325
Overseas auditors	68,489	65,771

8 Staff costs and numbers

The total staff costs of UK-based employees were as follows.

	2010	2009 (as restated)
	£	£
Wages and salaries	569,926	568,644
Social Security costs	57,860	58,463
Pension contributions	23,098	20,269
Sub total	650,884	647,376
Other staff costs (health insurance, training and recruitment)	135,941	61,629
Total staff costs in UK	786,825	709,005
Total staff and salary costs for field staff based overseas	841,573	848,756
Total staff costs	1,628,398	1,557,761

No employee received total emoluments in excess of £60,000 in the year excluding payments for disability allowances that the trustees do not regard as remuneration as they are required to compensate employees who are not eligible for statutory allowances under UK residency rules

The average number of employees during the year, calculated on a full time equivalent basis, analysed by function was as follows.

	2010	2009
Field staff – overseas based	117	117
Programme support – UK based	4	5
Fundraising – UK based	8	5
Governance – UK based	1	1
Support – UK based	7	8
	137	136

9 Taxation

Action on Disability and Development is a registered charity and, therefore, is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities

10 Tangible fixed assets

	UK motor vehicle	Office and computer equipment	Overseas assets	Total
	£	£	£	£
Cost or valuation				
At 1 January 2010		152,428	352,377	504,805
Additions in year	5,293			5,293
Disposals in year	(5,293)		(45,046)	(50,339)
At 31 December 2010		152,428	307,331	459,759
Depreciation				
At 1 January 2010		143,671	346,886	490,557
On disposals	(397)		(45,046)	(45,443)
Charge for year	397	4,190	2,742	7,329
At 31 December 2010		147,861	304,582	452,443
Net book values				
At 31 December 2010		4,567	2,749	7,316
At 31 December 2009		8,757	5,491	14,248

11 Debtors

	2010	2009
	£	£
Other debtors	1,821	13,469
Prepayments	25,776	33,486
Accrued income	286,234	318,314
Overseas floats and advances	14,128	5,760
	327,959	371,029

12 Cash at bank and in hand

	2010	2009
	£	£
UK current accounts and cash in hand	222,168	61,996
Foreign accounts	332,489	621,256
UK deposit accounts	1,095,649	1,784,997
Travellers cheques	912	1,100
	1,651,218	2,469,349

13 Creditors: amounts falling due within one year

	2010	2009
	£	£
Payroll taxes	16,262	17,280
Accruals	97,730	91,635
Other creditors	78,719	49,654
Deferred income (note 3)	390,494	851,469
	583,205	1,010,038

14 Provisions

	At 31 December 2009	Incoming (charge for year)	Outgoing (utilised)	Transfer to reserves	At 31 December 2010
	£	£	£	£	£
Overseas staff terminations	221,484	82,987	(30,541)		273,930
Organisational restructure		182,886			182,886
	221,484	265,873	(30,541)		456,816

A provision has been made for the costs that the charity had committed to following the decision to restructure at the end of 2010.

15 Restricted funds

	At 1 January 2010	Incoming resources	Outgoing resources	Transfers	At 31 December 2010
ADD International		39,999	(39,999)		
Bangladesh	61,530	380,121	(345,557)		96,094
Cambodia		10,987	(8,521)		2,466
Ghana		4,575	(4,575)		
India	26,276	6,704	(6,704)	(26,276)	
Sudan		118,293	(101,877)		16,416
Tanzania	1,011	110,850	(111,861)		
Uganda		247,954	(247,954)		
West Africa		249,389	(126,191)		123,198
Zambia	124,131	82,344	(202,667)		3,808
Total restricted funds	212,948	1,251,216	(1,195,906)	(26,276)	241,982

The India fund balance carried forward related to projects which ended in 1991, 1995 and 2003. As the delivery of these projects was completed a number of

years ago and there is no indication of any remaining obligation in relation to these project funds, the trustees have made the decision to transfer these funds to unrestricted funds.

Purpose of the restricted funds

During 2010 the CEC continued to fund the ADD Zambia programme building capacity and providing technical assistance to disabled people's organisations to strengthen the Disability Movement within Zambia.

Funding from the CEC also enable work to commence in Cote D'Ivoire supporting work originating from a consultation process, prior to the civil war, with DPOs from the Centre and North Regions of Côte d'Ivoire. The work aims to build the capacity of disability rights organisations to form a vibrant, active, representative and democratic movement able to influence policies and practices for inclusive decision making process and the rightful access of all disabled people to services and resources. The Breadsticks Foundation has also provided financial support for these activities.

The CEC also agreed funds for a programme of work in Sudan to encourage the development of a strong representative disability movement by promoting cooperation and contacts between DPOs at state level through the formation of eight cross-disability federations leading to the creation of a national cross-disability federation.

The Comic Relief strategic grant came to an end in 2010. for work in four countries in the eastern region of Africa – Zambia; Uganda, Tanzania and Sudan, strengthening the capacity of the national unions and federations of disabled people to respond to the needs of all their members and influence development players to include disabled people in their work.

In addition to CEC funding ADD Bangladesh also received funding from:

- CAFOD for a project to ensure improved food and livelihood security in Bagerhat District in the context of increased disaster risk and climate change
- CAFOD for a project to meet the livelihood needs of disabled people in Bagerhat District
- Cordaid for a project working with people with mental illness
- Cordaid for a project to ensure disabled peoples rights to social justice
- Manusher Jonno for the capacity building of disabled people's organisations
- UNICEF for a project to ensure disabled people have equal access to sanitation through disability friendly sanitation equipment in 20 areas,

ADD Cambodia received funding from JLDD for work with people with intellectual disabilities;

ADD Ghana received a small amount of money from the sale of a motor vehicle.

In addition to Comic Relief funding ADD Sudan received funding from the James Tudor Trust to increase production by the Kasala wheelchair workshop of mobility appliances to support 30,000 disabled people in the Eastern region of Sudan.

In addition to Comic Relief funding ADD Tanzania received funding from the Headley Trust to give a voice to disabled people in Tanzania's Coast, Lindi and Mtwara regions supporting representatives of the national federation of disabled people's organisations, SHIVYAWATA, to ensure that people with disabilities in these largely unrepresented areas are accorded benefits that others enjoy in areas where the disability movement is well established

In addition to Comic Relief funding ADD Uganda received funding from the Vitol Charitable Foundation to support the construction of one resource centre and the completion of another. These resource centres will provide accessible venues for a range of activities which will be decided, organised and led by local disabled people.

The India fund relates to partners in India. ADD India received funding from the innocent foundation to invest in building the agricultural livelihoods of disabled people in rural areas in southern states.

16 Unrestricted funds

	At 1 January 2010	Incoming resources	Outgoing resources	Designations and transfers	At 31 December 2010
	£	£	£	£	£
Designated funds					
Matching funds relating to restricted balances				84,097	84,097
Donor acquisition investment	300,000	(4,678)	(295,322)		
Programme support	175,000	1,304,828	(1,479,828)		
Investment in human	50,000		(50,000)		
Advocacy and campaigning	25,000		(25,000)		
Monitoring and evaluation	30,000		(30,000)		
Development and ICT strategy	30,000		(30,000)		
Total designated funds	610,000	1,300,150	(1,910,150)	84,097	84,097
General fund	800,156	774,816	(896,758)	(57,821)	620,393
Total unrestricted funds	1,410,156	2,074,966	(2,806,908)	26,276	704,490

Designated funds**Purpose of designated funds**

As part of ADD's strategic development the designated funds have been reviewed and the following funds have been reallocated to funds that reflect current priorities:

Matching funds

Unrestricted funds required to match restricted funds brought forward from 2010 which were unspent.

Donor acquisition investment

These funds were for future investment in fundraising initiatives to increase our donations from members of the public

Programme support

This fund was used to finance the support costs of our country programmes.

Investment in human resources

This fund was used to develop a Human Resources strategy across the organisation.

Advocacy and campaigning

This fund helped ADD develop an advocacy and campaigning strategy to raise ADD's profile, as well as disability and development issues.

Monitoring and evaluation

This fund was for the development of ADD's monitoring and evaluation systems.

Development of an ICT strategy

This fund facilitated in the development of ADD's global information and communications strategy

17 Analysis of net assets between funds

	Restricted funds	Designated funds	General fund	Total 2010
	£	£	£	£
Fund balances at 31 December 2010 are represented by:				
Tangible fixed assets			7,316	7,316
Current assets	372,476	84,097	1,522,604	1,979,177
Current liabilities	(130,494)		(452,711)	(583,205)
Provisions			(456,816)	(456,816)
Total net assets	241,982	84,097	620,393	946,472

Appendix

List of grants over £2,000 paid to partners in 2010

Bangladesh	£
Protibondhi Narider Jatio Parisad	17,303
Nondon Natore Zila protibondhi Federation	8,350
Jatio Trinomol Protibondhi Sangstha	6,828
Kampon Zilla Protibondhi Federation	3,051
Zila Bondhon Protibondhi Shnagstha	2,903
Acess Bangaldesh	2,772
Spondhon Protibondhi Kalyan Sangstha	2,571
Rangdhanu Zila Protibondhi Odhikar Sangstha	2,179
Sub total	45,957
Total of payments under £2000	75,384
Total of all payments to partners	121,341

Cambodia	£
Cambodia Disabled People Organisation	20,726
Peany Disabled People Deveopment Federation	5,449
Vasor Disabled People Development Federation	4,927
Samrongtong Disabled People Development Federation	3,573
Kompong Ro Disabled People Development Federation	3,559
Udong Disabled People Development Federation	3,442
Chumkiri Disabled People Development Federation	3,400
Sub total	45,076
Total of payments under £2000	1,610
Total of all payments to partners	46,686

Francophone West Africa	£
Association Malienne des Juristes Handicapées (AMJH)	10,856
Union Nationale des Associations et Comités de Femmes Handicapées du Burkina Faso (UNAFEHB)	5,112
Association Bademaw des Femmes Handicapées de Banfora (ABFEHB)	3,271
Association des Femmes Handicapées du Ioba (AFHI)	2,909
Association des Femmes Handicapées Auditives du Burkina (AFHA)	2,899
Fédération Régionale des Associations de Personnes Handicapées de Sikasso (FERAPH/Sikasso)	2,729
Association Ti-Yignè des Femmes Handicapées de la Bougouriba	2,723
Fédération Régionale des Associations de Personnes Handicapées de Ségou (FERAPH/Ségou)	2,553
Fédération Burkinabé des Associations pour la promotion des personnes Handicapées (FEBAH)	2,549
Association pour la Défense et la Promotion des Droits des Personnes Handicapées (ADPROH)	2,407
Sub total	38,008
Total of payments under £2000	14,290
Total of all payments to partners	

Ghana	£
Resource Centre for People with Disability – Tamale	6,853
Ghana Federation of the Disabled (Gfd) – Accra	5,951
Ghana National Association of the Deaf (GNAD) – Accra	3,510
Resource Centre for People with Disability- Wa	2,954
Resource Centre for People with Disability – Bolga	2,802
Sub total	22,070
Total of payments under £2000	4,090
Total of all payments to partners	26,160

Sudan	£
Sudanese National Union of the Deaf	5,207
National Union of Deaf	5,011
Nyala Union of the Disabled	4,465
Kassala Union of Deaf	3,605
Gadarif Union of the Disabled	3,459
Nyala Union of Deaf	3,452
Gadarif Union of the Blind	3,075
Kassala Union of Disabled	3,049
Wad Medani Union of Deaf	2,896
Gadarif Union of the Deaf	2,853
PortSudan Union of the Blind	2,821
Kassala Union of Blind	2,771
Nyala Union of Blind	2,618
Wad Medani Union of Blind	2,555
Equatoria Union of the Blind	2,458
Wad Medani Union of Disabled	2,356
Red Sea Union of Disabled	2,272
Ghash Aroma Union of Disabled	2,076
Sub total	56,999
Total of payments under £2000	26,477
Total of all payments to partners	83,476

Tanzania	£
Shivyawata National	25,541
Shivyawata Lindi	5,099
Shivyawata Pwani	4,993
Swauta	4,085
Upendo Disabled Group	2,565
Chavita	2,430
TASLI	2,430
TAMH	2,382
TLB	2,382
Chawata	2,270
Shivyawata Mwanza	2,270
Shivyawata Shinyanga	2,270
Shivyawata Tabora	2,270
TAS	2,270
Sub total	63,257
Total of payments under £2000	
Total of all payments to partners	63,257

Uganda	£
National Union of Disabled Persons	40,285
Uganda National Association of the Blind	8,820
National Union of Women with Disabilities	11,166
National Association of the Deaf	10,785
Uganda Parents Association of Children with Learning Disabilities	6,081
Epilepsy Support Association	3,527
Uganda National Association of the Physically Disabled	3,508
Legal Action for Persons with Disabilities	2,829
Mental Health Uganda	2,785

Sub total	89,786
Total of payments under £2000	7,479
Total of all payments to partners	97,265

Zambia	£
Zambia Federation of the Disabled	31,900
UHT LUSAKA	12,037
Zambia National Association of the Physically Disabled	5,772
Zambia National Association for the Deaf	4,461
Zambia National Association of the Disabled Women	4,124
Zambia National Federation of the Blind	3,591
Zambia Association of Parents of Children with Disabilities	3,227
Sub total	65,112
Total of payments under £2000	4,784
Total of all payments to partners	69,896

Thank you

From the trustees and staff to the funders listed below, and our thousands of regular individual givers

The 29th May 1961 Charitable Trust
Bread for the World

The Breadsticks Foundation

CAFOD

Comic Relief

Commission for the European Communities

Cordaid

Department for International Development

The Headley Trust

the innocent foundation

The James Tudor Foundation

Japan League on Developmental Disabilities

Manusher Jonno

New Field Foundation

The Tides Foundation

The Vitol Charitable Foundation

and for the time and enthusiasm of our 178 volunteers in the UK, Uganda, Ghana, Cambodia and Bangladesh, and

Geoff Sayer

Anne Wafula Strike

David Proud

Julie Fernandez

Keith Chegwin

Shannon Murray

Cerrie Burnell

Frank Bruno

Milton Jones

In September, long-term ADD supporter Lord Mogg, Chair of Ofgem, hosted a dinner in the Peers' Dining Room at the House of Lords to celebrate ADD's 25th anniversary.

ADD founder Chris Underhill, and Lord Joffe, who provided ADD's early funding, together with ninety current and prospective supporters, representatives of trusts, companies and like-minded people of influence joined us to celebrate 25 years of working with disabled people and their organisations to secure basic rights and full community participation.

Guests heard speeches from outgoing Chair of Trustees Chris Gillies, new Chair Saghir Alam and our new Chief Executive, Tim Wainwright. The evening was rounded off by heartfelt speeches from disability activist Shikuku Obosi and Lord Mogg, who asked all guests to pledge their support to ADD. The evening raised over £8,000 on the night and generated many other offers of help for the future.

Trustees and advisers

Trustees

Saghir Alam OBE

Chair

Bob Niven CBE

Liz Goold

Agnes Kalibbala

Charlie Massey

Sebenzile Matsebula

Nick Kendal Carpenter

(stepped down July 2010)

Ravi Narayanan

(stepped down July 2010)

Clare Evans, MBE

(stepped down August 2010)

Chris Gillies

(stepped down November 2010)

Neelam Makhijani

(from May 2010)

Sally Neville

(from May 2010)

Jane Anthony

(from May 2010)

Balakrishna Venkatesh

(from May 2010)

Stuart McKinnon-Evans

Treasurer

(from September 2010)

Senior management team

(as of December 2010)

Tim Wainwright

*Chief Executive Officer**

Clare Evans

Deputy Chief Executive Officer

Katrina Luker

Head of International Programmes

Robert Dickenson

Head of Finance

Sarah Sandon

Head of Public Fundraising and Communications

Mark Stroud

Head of Institutional Fundraising

**Interim (made permanent, May 2011)*

Country directors

(as of December 2010)

Mosharraf Hossain

ADD Bangladesh

Kong Sopheap

ADD Cambodia

Felix Dery

ADD Ghana

Osman Abdelrahim

ADD Sudan

Sixbert Mzee Mbaya

ADD Tanzania

Joseph Walugembe

ADD Uganda

Henry Chanda

ADD Zambia

Emilienne Sanon

Regional Director

ADD Francophone West Africa Programme

(Côte d'Ivoire, Burkina Faso and Mali)

Jacob Mathew

Executive Director

ADD India

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

ADD International
Vallis House
57 Vallis Road
Frome
BA11 3EG

add@add.org.uk
www.add.org.uk

Company number 2033925
(England and Wales)

Charity number 294860

This document is available on audio cassette and in other formats

For more information please call 01373 473064