



2020

Annual Report

act:onaid

Contents



Azada photographed after receiving coronavirus prevention hygiene kits from ActionAid in Afghanistan



Cover:

35 years old Sahan is one of the participants of an awareness programme conducted by ActionAid in Cox's Bazar Rohingya Refugee Camp, Bangladesh.

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Message from the Chair

2020 was a most challenging year for the communities ActionAid works with, those working for ActionAid across the globe, our supporters and our team in Ireland.

ActionAid in Ireland took immediate steps to support vulnerable communities and safeguard staff. We reviewed our finances; we took the unprecedented move of asking our Child Sponsors to allow us direct funds that are normally quite restricted, to where they could be most practical and useful as part of the Coronavirus pandemic response from May to December 2020. We worked with our funding partner Irish Aid / Department of Foreign Affairs to agree terms that allowed countries flexibility to apply up to 50% of their grant towards their Coronavirus pandemic response.

Our ability to make these changes rapidly, which the Board endorsed, reflects our solidarity with communities in the countries we work with. ActionAid's approach of empowering local partner women's groups to lead the implementation of projects and programmes, came to the fore since the pandemic. Women in the community were on the frontline, distributing soap, hygiene kits, public health messaging, and food. The localised approach meant our support to communities continued, precisely because we work long-term with women-led community-based organisations. However, planned monitoring visits were not possible in 2020, and we recognise that prolonged lack of direct contact impacts on our working relationships and the overall oversight of the programme. The team looks forward to resuming programme visits when it is safe to do so.

We appreciate the amazing solidarity and response by our supporters, child

sponsors, and by Irish Aid in 2020, we are extremely grateful to all of them. Our income projections see the Board taking account of the economic effects of the pandemic response in Ireland. We place a major emphasis on attaining a financially sound mix of regular and unrestricted income, to grow our institutional support especially for Humanitarian responses, and in 2022 to secure the renewal, and hopefully growth, of the Programme Grant from Irish Aid from 2023 onwards. The Board monitors the reserves position closely.

We welcomed one new Board member in 2020 and three new members in early 2021, and one Board member stepped down during the period. As Chair, I value the contributions of all my fellow Board members, their insights and expertise and their commitment to our mission. Board members participate actively on committees, working groups, meetings, and training. In 2020 both staff and Board members engaged in training on feminist and inclusive leadership. I represented Ireland at the ActionAid Federation General Assembly in June and October.

ActionAid Ireland is committed to offering supporters, and anyone interested in our work, the chance to hear first-hand testimonies from our partners and international colleagues. I attended two events during the year, and while the events were held online, I was struck by how inclusive the meetings were. Such events create an opportunity to meet supporters, answer questions and to be as accountable as possible, we will continue to hold regular supporter events in 2021.

2021 is the final year of our strategy **'Realising Rights for Women and Children: Strategy 2017 - 2021'** and

the Board have approved a plan to review the current strategy and approve a new Strategy 2022-2026 by the end of 2021.

In 2020 the organisation was internally and externally audited; the Board noted that both audits identified strong governance processes and internal systems are in place. We welcomed recommendations for further strengthening systems and actions are being followed up on by the team, with Board oversight.

ActionAid Ireland remains keenly aware of the generosity of our supporters and funders; we could not continue to achieve our goals without it. On behalf of the Board, I would like to thank all individual and institutional supporters, and to our skilled and committed staff - together they are key to the effective realisation of our vision and mission.

Despite many uncertainties, 2020 has shown that we are stronger together; we look forward with confidence to what we will achieve together in 2021



Anna Lee

Anna Lee
Chair

Message from the CEO

In 2020 the Coronavirus pandemic roared into view and immediately, literally everyone we work for and work with, were confronted with considerable challenges which we stepped up to embrace.

The onset of the pandemic exacerbated many of the inequalities we have worked long to address - schools closed in lower income countries, girls and boys lost their hard won right to an education; incidences of early marriage rapidly grew for teenage girls as families faced harsh economic conditions and reports of increasing gender-based violence. The poorest countries could not fall back on social protection when their incomes were cut off in an instant in March 2020, catapulting families into extreme stress. For many, this was on top of already difficult conditions - the effects of climate change, reduced agricultural productivity and food shortages, and for some, ongoing conflict.

Public support and solidarity were more vital than ever; we were uplifted by the generous public response in 2020. We continued to change lives for the better; we supported over 4,000 children, their families and communities in nine locations in Cambodia, Vietnam, Nepal, Uganda and Kenya. We supported communities facing humanitarian crises in Vietnam, Palestine, and Lebanon. This was possible because of **generous support of child sponsors and regular givers.**

In early March, we learned from colleagues in ActionAid Italy about the rapidly unfolding situation in Northern Italy, that galvanised us to plan for remote working which started 13th March. We expect to remain working remotely for most of 2021. Despite the disruption we remained focused on our work; growing our regular income base is an explicit priority for ActionAid in Ireland and 2020 saw a 7% growth in income compared to 2019. We continued

to build our support base of regular givers, further develop Digital channels, test TV and Mail campaigns. We were shortlisted for a Digital Innovation Award in Charities Institute Ireland's annual Charity Excellence Awards. These gains will be built on over the next three years, through the Fundraising investment Plan and Budget 2021-2023, approved by the Board in November 2020.

We continued our work promoting women's rights and women's economic empowerment, as well as calling for an end to gender-based violence and female genital mutilation (FGM) overseas and in Ireland. A new project in Ireland was made possible with support from the St Stephen's Green Trust - the **Amplify Our Voices** project supports people with first-hand experience of the Direct provision system to lead discussions around putting the recommendations in the White Paper on ending Direct Provision (March 2021) into practice in 2021/2022.

Our Annual Report is the cornerstone of **our accountability to supporters, donors, regulators and the people we work with in some of the world's most vulnerable communities.** I am happy to share that ActionAid Ireland was shortlisted for a Governance Improvement Award in the Carmichael Good Governance Awards in 2020 for our work on complying with the Charities Regulator's Governance Code.

Better Together: In September 2020 ActionAid Ireland, with five other Irish humanitarian agencies, launched a joint venture - the Irish Emergency Alliance (IEA). The collaboration aims to generate media support and increased public support for extreme disasters. The IEA launched a Coronavirus Appeal on 22 September which RTE supported with a 2-minute broadcast featuring Claire Byrne. Since January 2021, the IEA numbers seven members, **so far, the Coronavirus Appeal has raised**

€300,000 - vital funds which would not otherwise have been raised.

In 2021 we will review our strategy **'Realising Rights for Women and Children: Strategy 2017-2021'** and build a Strategy for 2022-2026. We will continue to make a significant contribution to our global mission of advancing social justice, gender equality and poverty eradication. The next Strategy must be cognisant of the profound impact the Coronavirus pandemic is having on health, economics, global politics as well as climate injustice and other systemic barriers to equality and social justice.

Please enjoy reading this Annual Report which reflects a most unusual year, although one where we remained steadfast and focused on delivering our goals.

I hope you are inspired and are assured that our work, made possible because of our supporters, is making a real impact across the world.

Your solidarity, now more than ever, is truly valued - working together to change lives, for good.



Siobhán McGee

Siobhán McGee
CEO

Our Vision

A world without poverty and injustice in which every person enjoys the right to a life with dignity.

Our Mission














To work with poor and excluded people to eradicate poverty and injustice.

Our Values

- **Mutual Respect**
- **Equity and Justice**
- **Integrity**
- **Solidarity with People Living in Poverty and Exclusion**
- **Courage of Conviction**
- **Independence from any religious or party-political affiliation**
- **Humility**

Our Team

The ActionAid Ireland team has 13 paid staff members as of March 2021, as outlined below. In 2020 we recruited four new team members and four team members left ActionAid. Two team members returned from maternity leave in 2020. In 2021 we aim to introduce a new Digital Manager role within the fundraising team. The staff team carry out the day-to-day activities of the organisation as per the strategic direction set by the voluntary Board of Directors.

Management Fundraising Communications & Campaigns Programmes Finances					
	Siobhán McGee Chief Executive Officer	Claire Smith Head of Fundraising	Katie Ryan Individual Giving Manager	Orlaith O'Rourke Donor Care Coordinator	Nina Jerez Digital Campaigns Exec
					
	Marie McDonagh Supporter Care Executive	Julianne Flynn Individual Giving & Campaigns Executive	Jo-Ann Ward Communications & Campaigns Coordinator	Triona Pender Head of Programmes	
					
	Erick Onduru Programme Learning Co-ordinator	Cillian Quinn Programme & Policy Officer	Olive Corbett Head of Finance	Brigitte Frenkel Finance and Executive Co-ordinator	

ActionAid Ireland is an affiliate of ActionAid International, which operates globally in 45 countries. Through our programmes, fundraising and campaigning we work in partnership with other members of the Federation and the ActionAid Global Secretariat.

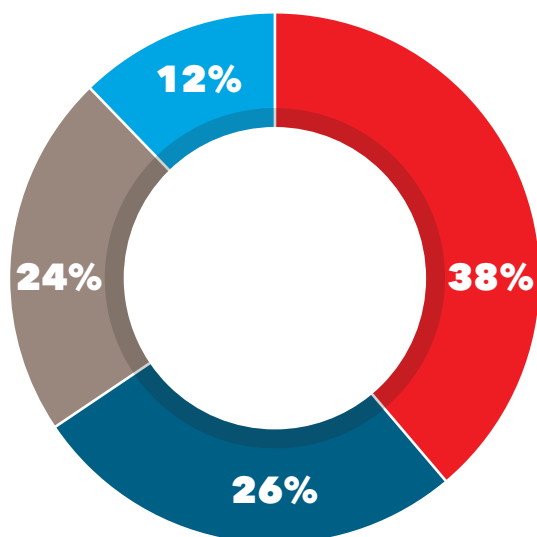
Irish Consortium on Gender Based Violence

The Irish Consortium on Gender Based Violence is an alliance of international human rights, humanitarian and development organisations, including NGO's, Irish Aid and the Irish Defence Forces. The Consortium works collaboratively to increase knowledge and understanding of gender based violence and to promote high quality programming and policy responses, in both humanitarian and development settings. ActionAid Ireland is an active member of the Consortium. In late 2019 the CEO Siobhán McGee became Chair of the Consortium for a 2 year period. As part of that, from 1st January 2020, ActionAid Ireland, on behalf of the Consortium, agreed to act as the formal employer of the Consortium staff. The 2 staff joined the ActionAid team in the office until remote working began in March 2020. All related costs are recharged in full to the ICGBV and their staff are separate from the above team.

Income & Expenditure

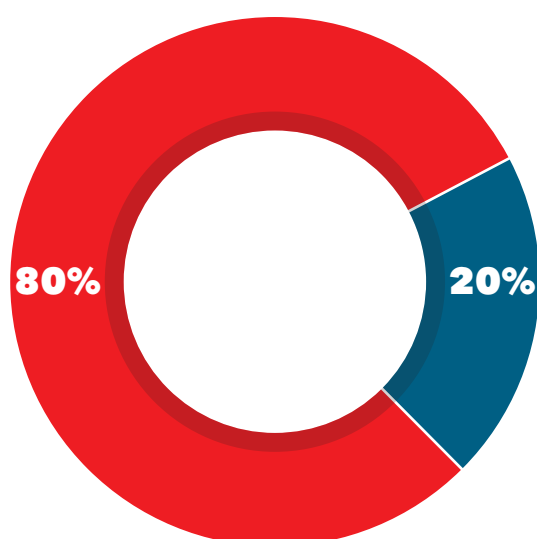
Income

€2,972,999



Expenditure

€2,779,662



2020 IN NUMBERS



**ACTIONAID'S GLOBAL
PANDEMIC RESPONSE REACHED**

25,000,000

NEW

342

**ONLINE
REGULAR GIVING
CONVERSIONS**

NEW

738

**DIRECT MAIL
SUPPORTERS**

**One:
Shortlisted
for a Digital
Innovation
Award**



**OVER
€2
MILLION**

**RAISED
VOLUNTARY
INCOME**



**SHORTLISTED FOR
A GOVERNANCE
IMPROVEMENT AWARD**

185
**IRISH MEDIA
MENTIONS**

11,393

SOCIAL MEDIA FOLLOWERS



76
**ENTRIES TO
ACTIONTALKS
COMPETITION**

10,700



289
**ON AND OFFLINE
EVENTS
ATTENDED**



3,991
**CHILD
SPONSORS**

**SIGNED OUR PETITION
TO END FGM IN IRELAND**



€351,386

RECEIVABLE FROM TAX REBATE

Looking back at 2020

2020 was the fourth year of ActionAid Ireland's strategy "Realising Rights for Women and Children; Strategy 2017-2021." Despite a challenging year externally, we continued to work on our three goals, and we met or exceeded our targets in most circumstances.

Goal 1

Realise Rights for Women and Rights for Children: To work with grassroots community groups, movements and partners to realise rights for women and rights for children.

- Derestricted child sponsorship to allow communities to respond to urgent needs due to the Coronavirus pandemic.
- Published a field guide on Behaviour Change, *"Using the Behaviour Change Wheel Framework within Gender-Focused International Development Programmes: A Field Guide"* to support other organisations to adopt a behaviour change approach.
- Allocated 50% funding from our Irish Aid public programme to our response to the Coronavirus pandemic, which supported vulnerable families to meet their basic needs as well as continuing our programme work.
- Supported an international humanitarian response in Lebanon and Palestine due to the pandemic.
- Continued our work to end-FGM in Ireland with funding from Re-Think Ireland to enable us to bring this work online.

Goal 2

Mobilise Resources: To mobilise funds and supporters in Ireland in support of ActionAid's social justice, gender equality and poverty eradication goals.

- Developed a 2021-2023 fundraising strategy, approved by the board in November.
- In 2020, our total voluntary income increased to €2,190,849. This was up 10% on 2019.
- Our income from regular giving, including child sponsorship was 1% lower than 2019, at €1,291,823. However, this was made up for by an increase in income from other sources, including receiving €258,698 in income from appeals and €351,386 income receivable from tax rebates.
- We successfully signed up 342 new monthly supporters out of a target of 127 and 738 new one-off supporters out of a target of 338. This was predominantly through engaging with new supporters through digital and social media.
- We were mentioned 185 times in Irish media, surpassing the target of 160.
- We had 76 entries to the ActionTalks national speech competition, against a target of 150.
- 10,700 people signed our petition to end FGM in Ireland, out of a target of 7,341 (targeted based on collecting a signature for every woman and girl who has undergone or is at risk of FGM in Ireland).

Goal 3

Transparent and Accountable: To ensure ActionAid Ireland is sustainable, accountable and meets the highest standards.

- Achieved compliance with the Charity Regulator's Governance Code in 2020; this saw us review our Governance Handbook and update certain policies.
- We augmented our Assurance oversight processes in 2020 in conjunction with the Board's Governance and Board Development committee.
- We maintained our Triple Lock status with Charities Institute Ireland. Triple Lock status is awarded to charities who reach the highest standards of reporting and transparency.
- We were shortlisted for a Governance Improvement Award in 2020 by Carmichael.

Realising Rights for Women & Children

Photo : Geoffrey Buta



Nima and her mother, Abiba at their shop sewing masks to earn an income in Ghana.

The ActionAid Ireland strategy “Realising Rights for Women & Children; Strategy 2017 - 2021” has three goals. The first is to “Realise Rights for Women and Rights for Children: To work with grassroots community groups, movements and partners to realise rights for women and rights for children.” This section looks at how we have worked to achieve that goal in 2020 in Ireland and globally.

Realising Rights for Women & Children

Child Sponsorship

Photo : ActionAid Staff, Nepal



Handover of Covid kit in Kathmandu, Nepal

Through the support of Irish child sponsors we are transforming lives for children and their families in nine communities in five countries. Child Sponsorship is rooted in communities and builds lasting change. In 2020, thanks to the generous support of our Irish sponsors for the first time we derestricted income from May to December, to enable communities, where required, to use funds collected through child sponsorship to respond to urgent humanitarian needs due to the pandemic. Here are some of the highlights of this work in 2020.

ActionAid Cambodia

SPONSORS

246

2020 EXPENDITURE

€53,239

Photo : ActionAid Staff, Cambodia

Families receiving aid packages in Kampong Thom Province, Cambodia, during the coronavirus pandemic.

Cambodia was one of the first countries to report a Coronavirus case on 27th January 2020, and following a confirmed third case in early March, the country brought in strict measures including closing restaurants, shops, theatres, cinemas, schools and imposing a mandatory 14-day quarantine for travellers entering the country.

These early measures and efficient testing and tracing have led to a low number of cases and no deaths in the country.

ActionAid's response in Cambodia

During the lockdown, most traditional child sponsorship activities were put on hold, but the teams used Child Sponsorship funds to reach the most vulnerable people within the communities that we work in. Across the country this included:

- 1** Raising awareness about preventing Coronavirus in 204 villages, reaching 53,158 people
- 2** Providing food in 82 villages benefiting 1,560 people
- 3** Providing sanitiser toolkits in 121 villages to 21,789 people
- 4** Holding Coronavirus awareness raising events with communities and children.

Reaching vulnerable groups across Cambodia

Thanks to Child Sponsors, ActionAid Cambodia was able to deliver aid packages, including hand-sanitiser, face masks, soap, food to vulnerable groups across Cambodia.

ActionAid Uganda

SPONSORS

628

2020 EXPENDITURE

€138,606

Photo : ActionAid Staff, Uganda

Joyce receiving emergency relief supplies during the coronavirus pandemic lockdown in Amuru, Uganda.

The effects of the Coronavirus pandemic in Uganda

The Government of Uganda closed schools and banned large gatherings three days before confirming its first case on 21 March 2020. By the end of March, most businesses were shut, vehicle movement was banned, and an overnight curfew was in force. Mask wearing became mandatory in public in May. The country was already on alert because of an Ebola outbreak in neighbouring Democratic Republic of Congo when the Coronavirus pandemic hit.

The severe restrictions have caused job losses and economic growth has plummeted and the strict travel restrictions left people without access to even basic healthcare and maternity care, as well as leaving the most vulnerable with food shortages.

ActionAid Uganda is responding to the pandemic as best they can within the heavy restrictions.

Reaching vulnerable women affected by the Coronavirus pandemic with emergency relief

- 1 Northern Uganda faces a period of food scarcity every July, a situation which was exacerbated in 2020 due to the Coronavirus pandemic lockdown in the country. Since the pandemic began, food costs have increased, and many families cannot afford even the basic food necessities. A total of 475 persons in Northern Uganda were supported with food relief, medical supplies, and sanitary equipment through their local governments with funding from ActionAid.
- 2 In October, ActionAid Uganda handed over the borehole water project to a community in Nwoya district in Northern Uganda. This project was funded by Electric Aid. Since the end of the 20-year conflict in Northern Uganda, the people of Nwoya District suffered limited access to clean and safe water. This has affected the livelihoods of over 1,500 community members but most especially, the women and children who were forced to walk long distances in order to access clean water.
- 3 The water project will serve 60 homes with an average of 10 people per house, and other people from the neighbouring villages, estimating the number of total beneficiaries to 1,500 community members.

SPONSORS

809

2020 EXPENDITURE

€174,188

Photo: ActionAid Staff Vietnam

Mrs. Du receiving supplies from ActionAid Vietnam.

Coronavirus pandemic in Vietnam

The number of cases and deaths due to Coronavirus have been low in Vietnam; however, the lockdown has had a dreadful impact on Vietnam's economy and labour market. For instance, of 51.8 million Vietnamese workers recorded in Q2 2020, 30.8 million have been negatively affected by the shrinkage of the economy (job losses, sharp decline in working hours and income, livelihoods affected or destroyed – especially workers in the informal economy). Vietnam's unemployment rate has hit a 10-year high.

This has caused a significant increase in migration, especially in poorer, rural areas, in the communities where we have child sponsorship programmes. Many families are choosing to migrate to locations in China, Southern Vietnam and some Northern Vietnam cities where they are more likely to find a job.

ActionAid's Coronavirus pandemic response

In 2020, the team in Vietnam used Child Sponsorship funds to respond to the pandemic, as well as continuing with Child Sponsorship activities where it has been safe to do so. We have delivered an emergency response programme to the value of VND 1.651 billion (EUR 60,018) to the most vulnerable communities.

ActionAid Vietnam's response to the pandemic included:

- Delivering **2,544 support packages** to disadvantaged families which included sanitation and hygiene supplies to prevent Coronavirus (antimicrobial cloth facemask, hand sanitizer, soap and mouthwash), along with food and necessities (rice, instant noodles, fish sauce, salt, cooking oil and milk).
- Developing an **awareness raising package** on preventing Coronavirus in Vietnamese and 5 languages of ethnic minorities living across Vietnam (Mong, Tay, Khmer, Ede and Dao).
- Providing **hundreds of impoverished families** with farming tools, seeds and seedlings to help them resettle and recover their livelihood after the pandemic.

Providing Emergency Supplies in Cao Bang

In Cao Bang province, ActionAid has been responding to the pandemic by supplying Emergency Supplies, including rice, cooking oil, kitchen salt and facemasks to **150 of the most disadvantaged households**.

Rakhi, 10, taking part in an ActionAid handwashing campaign in Nepal

In March 2020, Nepal went into lockdown for three months, closing its borders with neighbouring countries and suspending international flights, which has had major economic consequences.

Money sent from overseas workers home to their families make up more than half of Nepal's GDP. This is expected to drop sharply after Nepal suspended insurance of Worker Permits for all countries, so many workers overseas lost their work permit and had to return home with families losing vital income. Tourism has also suffered (20,000 tour, trek and mountaineering guides lost their livelihoods when mountaineering was suspended) and the manufacturing sector has a shortage of raw materials. Many informal workers have lost their jobs making it difficult even to afford basic meals.

ActionAid Nepal's response

ActionAid Nepal has been using Child Sponsorship support to respond to those most in need following the pandemic. This has included:

- Distributing food and Coronavirus prevention kits to the most needy and vulnerable people in its working areas.
- Public awareness on Coronavirus preventive measures, through different means of print, audio, audio-visual and social media were used for the purpose.
- Distributing PPE sets to local health institutions including reusable protection suit, eye goggles, masks, disposable gloves, infrared thermometer, surgical masks, hand sanitizer, and soap.

Coronavirus response in Kathmandu

Laxmi Pariyar, Daily Wage Worker, Kathmandu - *"I am a Dalit woman living as a slum dweller in Kathmandu. I am a tailor by profession and work on the streets. But due to the pandemic, my work has been severely affected leaving no amount to invest further on it. I am thankful to ActionAid Nepal for noticing our problem and supporting with the seed money of NPR 10,000 (€70). This will be very helpful to buy raw materials and revive my business".*

Coronavirus in Bardiya

Mina Subedi, ANM, Bardiya - *"Due to the shortage of PPE, I was compelled to use the same set multiple times over the last six months. So, I was always in fear of getting the disease transmitted while working in the local health centre. This was risky for my family as well. Receiving complete PPE sets from ActionAid Nepal has brought back smiles to frontline health workers like me. Now, I feel that I can provide safe delivery of service, while minimizing the risk of transmission".*

SPONSORS

1,448

2020 EXPENDITURE

€272,895

Esther, 28 years old, is a member of the Sauti ya Wanawake women's group who coordinates the Covid -19 campaign in the Marafa region.

Photo : ActionAid Staff, Kenya

Coronavirus pandemic in Kenya

Schools were closed for the majority of 2020 which has led to a sharp rise in reports of Child Marriage and FGM.

ActionAid has been working on local response in the communities of sponsored children, with some examples of this work listed below.

Coronavirus pandemic response in Marafa

In Marafa, ActionAid supported 500,000 people during the pandemic thanks to the support of child sponsors.

Your support has made possible:

- 45,000 litres of clean water was distributed to the community.
- Distributed dignity kits (soap, sanitary towels, and petroleum jelly) to 1,500 vulnerable young women and girls.
- Conducted roadshows sensitising the community on Coronavirus prevention and hand washing awareness messaging (as detailed above).
- Supported radio talk shows to inform the public about the virus using local radio stations, attracting over 20,000 listeners.
- Supported Sauti ya Wanawake Women's Group to create awareness to women and children, through phone calls and household support visits on prevention of Coronavirus and gender-based violence.

During the pandemic, the police force became key emergency workers and took on new roles, including coordination of case emergencies, ensuring quarantine, curfews and the wearing of masks were being adhered to by the public. To ensure the safety of officers, ActionAid provided eight 50-litre plastic water buckets, 7 hand sanitisers, and 400 face masks to the officers. The masks were sewn by the members of Komesi Women Network (ActionAid's partner in West Pokot), providing vital income to women in the community, while also providing protection to police officers.

ActionAid in Kongelai



Photo : ActionAid Staff, Kenya

Children gather for a break outside their school in Kongelai.

Kongelai Phaseout

After 12 years, 2020 was our final year of working with the wonderful women, men and children in Kongelai, western Kenya. Our approach to working with a community is to stay for a set period of time until the community are self-sufficient. We are confident that the community in Kongelai are in a position to move forward and lead their own development and continue to build on the incredible initiatives that Child Sponsorship donations have helped create over the years. We are so proud of the work that has happened in Kongelai, funded by Irish supporters and carried out by the local community, led by local women. Some of the highlights over the last 12 years include:

- Constructed classrooms in **5 Primary and 1 Secondary school** which improved the enrolment rate of girls.
- Constructed a modern **100 bed dormitory** and **1 dining hall** in a Kongelai primary school.
- Distributed **food relief** to 33 primary schools which helped reduce the rate of school drop-out from 20% to 5%.
- Educated and trained communities to **reject FGM** which saw rates drop from 80% in 2008 to **40%** in 2020.
- Constructed an **80-bed Safe House** for girls fleeing FGM and forced child marriage.
- Distributed essential food items (maize, beans, cooking oil and salt) to community members in 5 locations benefiting **3,000 community members**.
- Supported community members to have their voice heard, increasing their public participation from 20% to **60%**.
- Over **4,000 children** benefited from food distribution relief in 33 primary schools in the Kongelai area.
- **7,500 children** who have benefited from ActionAid's Girls & Boys Forum while in school.
- **51 girls were rescued from FGM and 14 circumcisers were arrested and charged in court.**

In 2021, we will begin working with a new community in South West Kenya, Nyokal, which will again be funded by generous Irish supporters through Child Sponsorship.

Realising Rights for Women & Children

Women's Rights Programme II

Photo : ActionAid Staff, Nepal

Tara Kaji Mahato, Vice Mayor of Madi municipality who has been a woman's forum member with ActionAid Nepal and advocate for women's rights for many years.

The Behaviour Change Approach

Since 2017, ActionAid has been working on phase two of its Women's Rights Programme, funded by Irish Aid, Department of Foreign Affairs. The programme is implemented in Nepal, Kenya and Ethiopia in partnership with University College London Centre for Behaviour Change (UCL CBC).

The Behaviour Change approach uses the Behaviour Change Wheel framework to create an innovative approach to programme implementation. It supports development practitioners to work in the heart of communities, developing a deep understanding of the root causes of violence, and working collaboratively with community members to develop co-ordinated interventions to bring about transformative change.

In October 2020 we published a field guide on Behaviour Change, *"Using the Behaviour Change Wheel Framework within Gender-Focused International Development Programmes: A Field Guide"* which brings together our learnings so far in a document for development practitioners. It integrates the human rights based and behaviour change approaches into a single operational model, illustrated with examples drawn directly from the work of the field teams.



Irish Aid

Department of Foreign Affairs
An Roinn Gnóthaí Eachtracha

In 2020, due to the pandemic, Irish Aid helpfully agreed to allow the redirection of up to 50% of funds towards the Coronavirus pandemic response in the three countries. This included distribution of hygiene and dignity kits, access to water, cash vouchers and food packages delivered by our local women partners. This was on top of increased efforts to work on behaviours to reduce and respond to gender-based violence and livelihoods interventions to build resilience, for example the cash transfers were used to start up income generation activities. All interventions targeted the hardest to reach women and girls and were led by local women's groups.

Highlights of this work in 2020 are featured on the next page.

Women's Rights Programme II

Kenya

- Fifty survivors of violence are living better-dignified lives following the violence they faced after accessing professional counselling and psychosocial services with support from the programme.
- There was better understanding and knowledge of Coronavirus through use of information, education and communication materials with messages on safety measures in curbing the spread of Coronavirus in English, Swahili and Somali (Local language).
- In the first quarter of 2020 the hard-to-reach women whom we target reported a bumper harvest of green grams, tomatoes and bananas in both ActionAid programme localities following our interventions around improved livelihoods. They were able to feed their families and sell some of their produce. However, this was cut short by the Coronavirus pandemic which made access to markets difficult after the government-imposed cessation of movement in the country; this led to massive losses.

Nepal

- In Nepal, the programme team worked with the local government and mobilised women's agencies/groups in the community, to ensure the inclusion of the most vulnerable population in relief distribution lists, i.e., the daily wage-based workers, pregnant and lactating women, having been left out in the first phase of relief distribution.
- ActionAid Nepal organised a radio programme on women's entrepreneurship to share news of how local women's groups were supporting each other during the pandemic and to increase women's participation in income generation activities. Leaflets on available Government services and provisions available to enable women's economic empowerment were disseminated by ActionAid at local, provincial and national level to open another social opportunity for more women to participate.

Ethiopia

- We distributed mobile phones to the leaders of women's groups as well as sharing information with women and girls on how to report cases of violence. Due to travel restrictions, access to the justice system was shut down for a period. To respond to this the women's groups used their mobile phones to report cases of violence at the level of the district courts and because of opening this channel of communication, several cases of violence were reported.
- Additionally, the team supplied food and cash support to 689 hard to reach households (675 of these women headed), with 1,349 total family members receiving support. It was possible to reach these households as the team had already been active in the area as part of the Women's Rights Programme.
- Internal conflict and the pandemic led to an increase in displaced people in Ethiopia. In the programme area of Guna we provided cash transfers to internally displaced people, this money was used for food and clothing.

Realising Rights for Women & Children

Working in Ireland



Anti-FGM in Ireland

Since 2016 ActionAid has been delivering our Anti-FGM project with migrant communities in Ireland, The AFTER (Against Female Genital Mutilation / Cutting Through Empowerment and Rejection) project. The project is aimed at preventing female genital mutilation through empowerment and awareness-raising activities using an ActionAid methodology that has been successful in our programmes in Africa. The practice of FGM is usually targeted at schoolgirls, with FGM ceremonies planned in parent's home countries coinciding with holiday breaks. Due to the pandemic ActionAid feared that with the lack of opportunity to travel to home countries, there was a serious danger the practice would be driven underground here in Ireland. As we had to halt plans to deliver face-to-face workshops, we developed an online AFTER programme which is generously supported by Rethink Ireland. In 2021 we will work with 32 women and 32 men across four direct provision centres in Ireland.

Amplify Our Voices

In 2020 a new project in Ireland was made possible with support from the St Stephen's Green Trust. The Amplify Our Voices project will support people with first-hand experience of the Direct Provision system to lead discussions around putting the recommendations in the White Paper on Ending Direct Provision (March 2021) into practice in 2021/2022.

Research & Innovation

ActionAid Ireland is committed to building on international development research and best practices.

ActionAid Ireland is collaborating with DCU as part of the Enterprise Fellowship 2020-2022. The project, funded by Irish Research Council and led by post-doctoral research fellow Dr Arpita Chakraborty, is inspecting the effect of the caste system on sexual violence survivors' access to medical care in India and Nepal.

ActionAid Ireland is also collaborating with Dr Niamh Gaynor, Associate Professor in DCU's School of Law and Government, who was one of nine DCU academics awarded grants in the Irish Research Council's, New Foundations Scheme in May 2020. Dr Gaynor's work will involve exploring the potential for political activism among women's groups and networks in North-East and South-East Kenya.

Mobilise Resources



A Rohingya woman washing hands at a hand wash station that ActionAid provided in Cox's Bazar Rohingya Refugee Camp, Bangladesh.

The ActionAid Ireland strategy “Realising Rights for Women & Children 2017 - 2021” has three goals. The second is to “Mobilise Resources: To mobilise funds and supporters in Ireland in support of ActionAid’s social justice, gender equality and poverty eradication goals.” As part of this work in 2020 we developed a new fundraising strategy and engaged with the public to increase support of our work.

Mobilise Resources

Our Fundraising Strategy

In 2020 ActionAid Ireland undertook a critical review and analysis of current funding streams. In assessing where ActionAid has opportunity within our programme and focusing our efforts on achieving efficiencies within our fundraising, a new 5-year Fundraising Strategy was developed in 2020 and approved by the ActionAid Board of Directors. It sets-out two main objectives:

- 1 Ensuring we keep our supporters at the heart of our work and updated with accurate, engaging real life stories of how they are helping our work on the ground.
- 2 Growing our unrestricted income and diversifying our marketing channel mix for safeguarding our future income and programme work.

In working to achieve our first objective, we have relied on closer working with our colleagues in the field to help bring stories of real change to our supporters in 2020. For our **Christmas Appeal** in 2020, ActionAid Ireland worked directly with the the ActionAid Kenya team and independent photographers directly to facilitate real-time, first-hand accounts from women in communities where ActionAid works, helping to raise over €50,000.

In May 2020, we launched an **Emergency Coronavirus Appeal** to raise vital funds to support the work of ActionAid International's Global response to the crisis. Both new and existing supporters continued to show support for the work being done to address the virus in communities, and we were able to raise over €60,000 to be put directly to that work through both our online and offline Appeals.

In our work towards ensuring Fundraising's stability objective is achieved, 2020 saw the number of marketing channels and propositions tested increase o better understand how to best use our limited resourcess. **DRTV** was re-launched in 2020, after its first test in 2019, and adapted to make use of learnings from other ActionAid markets doing similar. While the test did not perform to the level we had hoped, working with the new media agency gave good insight into how to improve performance on future tests and helped in securing 44 new regular giving donors through telephone conversion and over 100 new regular giving donors online.

The knock-on effect from TV on our online performance is encouraging and has helped to further our existing **Digital marketing** in widening our audiences. In 2020 we recruited over 700 new regular givers and child sponsors to our work through our online channels and in 2021 we look to grow this even further with additional investment into this area.

Mobilise Resources

Tax Efficient Giving

When a supporter makes a donation to the value of €250 or more each year, they can also give permission to ActionAid Ireland to claim a tax rebate to a value of 45% on their donation from the Revenue Commissioners. To enable us to claim this rebate, we ask supporters to sign and return a CHY3 Form to us. We are delighted to report that in 2020, we raised over **€350,000** in income through this scheme. We always aim to be as effective and efficient as possible with donations from the public. By taking part in the scheme, we can continue to meet much of our fundraising and overhead costs. During 2021, we will contact eligible supporters by post, email, and telephone to ask them to participate in the scheme, or to renew their consent for a further 5 years. Thank you so much to all our supporters for helping us with this important scheme.

Our **Direct Mail** campaigns focusing on our work ending FGM and Child Marriage, continued to be well received by the public. Their success enabled us to engage nearly 700 new supporters and over €40,000 in donations in 2020.

It was a challenging year for many Fundraisers in 2020 and we are humbled by the support of those who have helped us raise €2.1 million across all our work this year. This is an increase of 10% on 2019, driven primarily by our Appeals, Major Giving and Trusts & Foundations income, as well as the continued support of regular givers.

Supporter Communications

We have a loyal donor base and a fast-growing base of non-financial supporters.

In 2020, we continued to keep in contact with our supporters via post, email, social media, events and telephone to demonstrate and report back on how their fantastic support was put to use. We also sent two issues of our **ActionTimes** newsletter in February and September which provided updates on various projects and was warmly received by supporters.

Using a variety of means to engage with our supporters helps us show more of the complexities of our work. In 2020, we held five supporter events – two in person in January, and three online events in July, August, and November. These were attended by 289 supporters and friends of ActionAid.

Mobilise Resources

Major Donors

We received funding from a number of major donors in 2020, which allowed us to fund large scale projects including the installation of two water reservoirs in Kuwapani village of Makwanpur district, Nepal; the construction of a solar water pump in Cambodia to give access to water to smallholder farmers and fisherfolk in drought prone areas; funding for response to flooding in Vietnam; a water tank and piping to provide access to water for communities Kishushe Kenya; and a solar water pump for the dormitory in Kongelai Kenya.

Trusts & Foundations

In 2020 we received institutional funding from Electric Aid (€27,946) to:

- Provide access to water for smallholder farmers through solar water pumps in Cambodia
- Reduce the level of illiteracy in the Primary School children of Enkutuk Endikirr Village Kenya
- Minimise the devastating impact of locust infestation on families in Ethiopia
- Assist Families Affected by the Beirut Explosion with food, hygiene, dignity kits and shelter.

We received €22,498 from the Bank of Ireland Group Staff Third World Fund for the funding of latrines in a primary school in Ethiopia so that girls can have access to sanitary facilities and attend school during menstruation.

And from ReThink Ireland we received €16,000 in funding which has allowed us to bring our anti-FGM project AFTER online in 2021.

We received €15,000 from the St Stephen's Green Trust towards a project working with women living in Direct Provision in Ireland. The project is called Amplify Your Voice and will begin in 2021.

Institutional Funding

In 2020 our funding of €778,713 from Irish Aid, Department of Foreign Affairs, for our Women's Rights Programme remained at the same level as in 2019. Due to the pandemic, an additional year has been added to this programme, so it will now continue until 2022.

Mobilising youth to support development issues

Our flagship youth engagement event as part of our Irish Aid funded programme is ActionTalks, our national Speech Writing Competition, open to young people aged 14-17. The aim of the competition is to give greater understanding of overseas development and increased ownership and support of Ireland's aid programme to young people. Reaching its sixth year in 2020, we had a slowdown in entries last year, with only 76 received. Despite the pandemic, the competition final went ahead online via Zoom.

As a result of lower interest in 2020, we took part in a rebranding exercise in Q3 and relaunched the competition for 2021 in Q4 with a new name "ActionTalks" and new visual branding and as an entirely digital competition. (Within this document we have referred to the competition only by its new name "ActionTalks."). The 2021 competition will focus on the coronavirus pandemic.

Mobilise Resources

Mobilising Support to End FGM in Ireland

In February 2020, to coincide with International Day for the Elimination of FGM, we launched a petition asking the Irish Government to commit to **'End FGM in Ireland by 2030'**. This surpassed its target of 7341 signatories (a signature for every woman and girl who has undergone or is at risk of FGM in Ireland) and received over 10,700 signatures. We promoted the petition on Facebook and Instagram. The petition met both campaigning and fundraising goals - helping to spread awareness about FGM in Ireland while recruiting regular givers through email and telemarketing. Its success meant that we ran the petition for most of 2020 and into 2021.

Due to Coronavirus pandemic restrictions, we were unable to present the petition's signatures to our elected representatives in person. Instead, we emailed all 160 TDs and 60 Senators asking them to pledge their support to end FGM in Ireland by 2030. Five TDs and Senators from across the political spectrum supported our pledge. We championed these politicians on Twitter, as well as publicising their support on our website. This presented a good opportunity for us to engage with politicians and inform them about our work. Neasa Hourigan (Green Party TD) asked a Parliamentary Question in the Dáil on FGM.

Throughout 2020, we actively engaged with members of the public and our supporters on the topic of FGM. We held various events to educate people about FGM in Ireland and abroad, as well as debunk common misconceptions. We wrote various blog post and articles - including an Opinion Editorial in the Irish Times by Siobhán McGee, our Chief Executive and Salome Mbugua of AkiDwA. We also submitted a submission to the Citizens' Assembly on Gender Equality regarding the work of the National Steering Committee on FGM. Along with colleagues in the National Steering Committee, we actively called for the adoption of an inter-agency approach to establishing a National Action Plan to end FGM.

Mobilising support through media engagement

In 2020 we set a target of 160 media clippings, we surpassed our target by the end of the year reaching 185 media clippings in national, regional and online press.

This included media articles on the launch of ActionTalks 2021; coverage of the launch of the Irish Emergency Alliance; a feature on our work to end period poverty; opinion pieces; letters to the editor; and media articles on our child sponsorship programme.

Irish Emergency Alliance

In September 2020 ActionAid Ireland, with five other Irish humanitarian agencies, launched the **Irish Emergency Alliance (IEA)**. The collaboration aims to generate media support and increased public support for extreme disasters. The first appeal was to raise vital funds towards supporting some of the most vulnerable communities around the world who have been affected by the Coronavirus pandemic. Funds raised through the IEA Appeal went to support communities in Lebanon affected by the Coronavirus pandemic.

**Irish
Emergency
Alliance**

Transparent and Accountable

Photo :ActionAid Staff, Ethiopia

Birhane washing her hands while on the way to the marketplace using sanitary service by ActionAid Ethiopia.

The third goal in our strategy “Realising Rights for Women & Children 2017 to 2021” is that we aim to be: “Transparent and Accountable: To ensure ActionAid Ireland is sustainable, accountable and meets the highest standards.”

Transparent and Accountable

Our vision of a just world, free from poverty, oppression and patriarchy requires us to be transformative feminist leaders; leaders who enable others to lead, building power with people rather than over them. In 2020 we appointed a Feminist Leadership champion from among the team to help actively engage staff and board members to build our collective understanding of, and action towards, the practice of feminist leadership. In November, we carried out training on diversity, equity and inclusion for staff and for board members.

Additionally, new staff members are inducted on ActionAid's Ten **Feminist Leadership** principles - self-awareness; self-care and caring for others; dismantling bias; inclusion; sharing power; responsible and transparent use of power; accountable collaboration; respectful feedback; and courage and zero tolerance. We aim to recognise, embody and champion feminist principles not only in our work and what we do, but also in the way we work and our workplace culture. This includes our work with staff, supporters, partners, suppliers and everyone we connect with through our work.

ActionAid is committed to ensuring we are sustainable, accountable and meet the highest standards of transparency. Being accountable to our supporters is one of our three key strategic objectives. We are compliant with the '**Triple Lock**' standards of good governance, which encompasses the Charities Regulator's Governance Code, the Statement of Guiding Principles for Fundraising and Charity Statement of Recommended Practice (SORP).

As well as having our audited accounts and Annual Report easily available to all our supporters, we also invite anyone interested in learning more about our work, or how we operate to call (01 878 7911) or email (info@actionaid.ie) to speak with any member of the staff about the work.

We continue to improve our communications on our work and impact through events, email, social media and by post.

Our commitment to consistently meet the highest standards of governance was recognised in 2020 when ActionAid Ireland was shortlisted for a Governance Improvement Award by Carmichael, for our work on meeting the standards of the Charity Regulator's Governance Code in 2020.

In 2021, as well as continuing to ensure we meet the highest standards of transparency and accountability, we will develop our next strategy, ensuring we remain on track over the next 5 years to deliver our important mission.

Further work detailing our governance structure and practices is detailed in the Directors' Report.

Looking forward to 2021

Our vision for 2021 is to complete the final year of our current strategy within the challenging landscape of the pandemic, we will also reflect on the past five years and develop a new organisational strategy in line with the ActionAid International framework working towards a Feminist, Green and Just Future. We remain working remotely and hope to transition to office-based work, to resume supporter events and field visits, if safe to do so.

Goal 1

Realise Rights for Women and Rights for Children: To work with grassroots community groups, movements and partners to realise rights for women and rights for children.

- Support families devastated by the pandemic globally to realise their rights in the nine communities funded by Irish child sponsors, including the new LRP Nyokal
- Continue implementing the Women's Rights Programme funded by Irish Aid, Department of Foreign Affairs, while also developing a proposal for the next programme.
- Disseminate widely our new Behaviour Change approach to ensure that it gets taken up by other countries outside of our Women's Rights Programme, as feedback tells us it works.
- Launch our online resources for the anti-FGM project in Ireland, AFTER, in spring 2021.
- Launch new project *Amplify Your Voice*.
- Continue to support humanitarian programmes overseas and work with the Irish Emergency Alliance to gain further funding for emergency response.

Goal 2

Mobilise Resources: To mobilise funds and supporters in Ireland in support of ActionAid's social justice, gender equality and poverty eradication goals.

- Implement the new fundraising strategy, ensuring we keep our supporters at the heart of our work and updated with accurate, as well as growing our unrestricted income and diversifying our marketing channel mix for safeguarding our future income and programme work.
- Develop a new campaigning and communications strategy in line with the new organisational strategy.

Goal 3

Transparent and Accountable: To ensure ActionAid Ireland is sustainable, accountable and meets the highest standards.

- Continue to maintain high standards of transparency and accountability.
- Develop an organisational strategy 2022 - 2026, involving a range of stakeholders; the strategy will be approved by the Board by the end of 2021.

The Directors' Report

The Directors (also referred to as Trustees) present their annual report together with the audited financial statements of ActionAid Ireland for the year ending 31st December 2020.

We worked with 20 million people in 45 countries around the world in 2020, this work was made possible because of generous support of people in Ireland. ActionAid Ireland directly supported work in Kenya, Ethiopia, Uganda, Vietnam, Nepal, Cambodia, Lebanon and Palestine.

Ireland's contribution to the ActionAid Federation also helped strengthen work by members in other countries. Coronavirus has impacted the team in Ireland as well as the communities that we work with right around the world. In April 2020 the team wrote to those who support child sponsorship communities to ask them to allow their support to be used for Coronavirus pandemic response. The ActionAid Ireland team began working remotely in March 2020. The CEO worked closely with external HR support to track emerging guidance on the Coronavirus pandemic and remote working and offered updates and supports to colleagues as the pandemic evolved.

ActionAid Ireland is a public benefit entity, established as a company limited by guarantee and governed by a voluntary Board of Directors whose principal responsibilities are the setting and monitoring of the strategic direction of the organisation, monitoring compliance and ensuring the efficient and effective use of resources towards achieving our mission.

Governance Structure, Roles & Responsibilities

The Board of Directors held six meetings in 2020, as well as holding the AGM in June. The Board has met remotely since April 2020.

In April, the Board agreed that because of her expertise on women's rights, Aggie Kalungu-Banda would be invited to extend her time on the board for one additional year, standing down at the end of 2021. The Board recruited one new member in 2020. Makena Mwobobia joined the board in June 2020 as part of succession planning in advance of the upcoming departure of Aggie Kalungu Banda.

When recruiting new members, the Board uses a skills-matrix to ascertain the skillsets needed and identify any gaps; using this approach in late 2020 the Board identified three additional Board profiles and these vacancies were advertised on Boardmatch, the ActionAid Ireland website, Dóchas News and through the organisation's networks. Following a process, three additional Directors joined in February 2021. All new board members participated in an induction process following their appointment.

The Finance and Audit Committee met five times in 2020; committee members comprised Anna Lee and James Foley and were supported by the CEO and Head of Finance. The Governance & Board Development Committee comprised Anna Lee and Claire Callanan who were supported by the CEO and Head of Finance, this committee met twice in 2020.

The Directors' Report

Board Profile

Ms Anna Lee

Appointed Chair in January 2019. She has a distinguished record of accomplishment over many decades of working at community level in Ireland on anti-poverty and social inclusion strategies and local development.

Ms Claire Callanan

Became Company Secretary in June 2019. She is a partner in Beauchamps' litigation & dispute resolution team, with extensive experience in the financial services, healthcare, and public sectors.

Mr James Foley

Has been Treasurer since February 2020. He was Manager of ElectricAid - the ESB and Eirgrid's staff social justice and development fund - until retirement in 2018 during which time he oversaw the growth of ElectricAid to become Ireland's premier occupationally based charity, raising and disbursing a fund of €1.2 million a year.

Ms Aggie Kalungu-Banda

Joined the ActionAid Ireland Board in 2014. She works as the Managing Partner for a consulting company which focuses on Organisation Development and prototypes new initiatives to solve complex societal issues.

Ms Makena Mwobobia

A multi-skilled development practitioner with over thirty years in senior leadership in the civil society sector. She has both local (Kenya) and international field experience from Ethiopia, Nigeria, Somaliland, India and South Sudan.

Mr Dan Ryan

A child sponsor with ActionAid Ireland in Nepal since April 1987. Dan has a strong commercial background, having spent his working life in senior roles in retail (Selfridges, Brown Thomas, LifeStyle Sports, Shop Direct, Primark/Penneys and more).

Mr Greg Maher

Marketing Manager for Portakabin Ireland. As a marketing professional Greg has worked within a diverse range of industry sectors including FMCG, construction, insurance, finance, hospitality.

Ms Moira Leydon

Assistant General Secretary at the Association of Secondary Teachers in Ireland (ASTI).

Mr Graham Roe

A professional in the International Development sector and a supporter of ActionAid Ireland.

Mr Ben Burton

A highly experienced strategic communications advisor, working with Drury Porter Novelli since 2018. He brings a blend of journalism and communications agency experience to the Board.

The Directors' Report

Among the work completed by the Board in 2020 was the approval of a new fundraising strategy and plan to invest excess reserves so as to build and sustain ActionAid Ireland's income base and ensure the organisation is sustainable and able to support our international programmes into the medium term. This plan will see us progressively over the next three years, reduce the reserves level towards the minimum level of four months.

The Board contributed to the ActionAid International Federation's general assembly, with Chairperson Anna Lee attending online to the events held in June and October. The Chair represented the Irish board and engaged in setting policy for the Federation as a whole, as well as marking progress towards the global strategy. In 2020 the second Strategic Implementation Framework for the global strategy was agreed, which provides a roadmap for the strategic decisions in each affiliate, including ActionAid Ireland. ActionAid Ireland will develop a new strategy for the next five years in 2021.

The Governance Handbook sets out the guiding principles for the overall governance of the organisation, setting clear distinctions between the functions of the Board, the CEO and the staff team to whom day-to-day management is delegated. This means that matters such as policy, programme, fundraising, planning and budgets are prepared by the management team for discussion with, and approval by, the Board. The Board monitors the implementation of policies, plans and budgets on a quarterly basis and through their work on committees. Board members are required to confirm their compliance with the Conflict of Interest policy in the Governance Handbook as a standing agenda item. The Handbook was updated in 2020 and the Director's Code of Conduct included as an Appendix - all new members are required to sign the Code as they join the Board.

The Board oversees the implementation of plans on a quarterly basis and through their work on committees. The Chair, on behalf of the Board, reviewed the CEO's performance in 2020 and she in turn ensured the performance management of staff members.

ActionAid Ireland is fully committed to and compliant with the Charities Regulator's Guidelines for Charitable Organisations on Fundraising from the Public. The organisation meets the Triple Lock standards of good governance: (i) the Statement of Guiding Principles for Fundraising, (ii) the Charity Regulator's Governance Code and (iii) Charity Statement of Recommended Practice (SORP) under FRS102, as well as complying with the Dóchas Code of Conduct on Images and Messages. In 2020 we achieved adherence to the Charities Regulator Governance Code (July 2020).

ActionAid's approach to emergencies is accredited under the Core Humanitarian Standard (CHS) Alliance's Humanitarian Quality Assurance Initiative (HQA). The CHS on Quality and Accountability (CHS) puts the active agency of people living in poverty and impacted by an emergency first. By committing to meeting the nine core standards of the CHS, ActionAid is ensuring that affected communities are aware of their rights and are involved in all levels of the response. Critically, the commitments of the CHS have helped ActionAid improve the quality, efficiency, and the effectiveness of our humanitarian response.

The organisation is committed to facilitating and encouraging board and employee training. 22 hours training per employee were devoted to training employees in 2020. This included training on feminist leadership, Integrity at Work, ethical communications, and Behaviour Change. The Board participated in training on feminist leadership with a focus on Diversity, Equity, and Inclusion.

The Directors' Report

Risk Management

The Board meets at least six times annually and reviews the risk register and key performance indicators quarterly. The Board has an established risk policy that is kept under review every quarter. The key risks identified are the impact of the pandemic on operation in Ireland, and in programme countries; security and access in programme countries, the onset of humanitarian disasters affecting the ability of the programme to meet its goals, and the ability to recruit and retain key skilled staff in Ireland in the context of full employment. ActionAid keenly monitors its percentage of restricted and unrestricted funds, the balance of institutional funds. Voluntary income and the number of new supporters and attrition rates among existing supporters.

Directors have identified and reviewed the major strategic, business, and operational risks faced by the organisation and are satisfied that reasonable steps are being taken to mitigate exposure and impact.

Mitigation measures include well defined fundraising and income generation strategy, high quality programme oversight, quality reporting to Irish Aid and institutional donors, and communicating with and listening to our supporters, funders, and staff.

The organisation continued to implement a quarterly Risk Register review; the format and structure of the Risk Register was reviewed and updated in 2020. Coronavirus pandemic related risks which entered the Register in 2020 were integrated into the standard framework, those additional risks primarily related to staff health and wellbeing, to managing secure remote access, and on managing and measuring programme impact in light of restricted access to communities.

Internal Control

The Directors have overall responsibility for ActionAid Ireland's systems of internal control. Directors 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. The Directors remain satisfied that ActionAid Ireland's systems provide reasonable assurance that the charity operates efficiently and effectively, safeguards its assets, maintains proper records and complies with relevant laws and regulations.

We operate a wide-ranging accountability system based on annual plans and budgets. Directors consider quarterly results compared with plans and forecasts as well as non-financial performance data. Other controls include delegation of authority and segregation of duties.

ActionAid Ireland pays great attention to the value-for-money objectives of the international programme and country programmes report on same. In 2020 monitoring visits were not possible due to Coronavirus pandemic restrictions, these will resume when safe to do so.

Programme countries' internal audit departments routinely review their own country programmes. Relevant audit findings are considered by the Board with necessary actions undertaken by management.

ActionAid International conducts an annual Assurance process whereby members report on their alignment with standards and policies set out by the Federation for its members; a traffic light system catalogues any gaps that are identified, and plans are put in place to address those gaps. The Chair, on behalf of the Board signs off on ActionAid Ireland's Assurance report. ActionAid Ireland was internally audited by ActionAid International in 2020 and the audit identified strong governance processes and internal systems were in place. Recommendations for further strengthening systems and actions are being followed up on by the team, with Board oversight.

The Directors' Report

Reserves Statement

Reserves help to maintain financial stability and allow a charity to meet its commitments, continue to undertake work, and deliver services, even when unexpected events or costs arise.

Why we hold reserves:

- to meet our commitments when expenditure overruns or unplanned events occur;
- to fund shortfalls in income, for example when income is delayed or does not reach expected levels;
- to fund unexpected events calling on our services.
- to fund future commitments or projects;
- to respond to unexpected difficulties or crisis.

By holding appropriate reserves, we are acting to protect the charity from future challenges and uncertainties and changes in economic circumstances.

ActionAid Ireland considers it appropriate to hold four months of 'core' unrestricted expenditure as minimum reserve levels. As of December 2020, we are holding reserves of c12.5 months' 'core' unrestricted expenditure. The Board monitors the Reserves position closely; reserves increased in 2020 due to cancellation of planned investment in door-to-door fundraising due to the pandemic. The Board deems it prudent to carefully test fundraising spend; aiming to balance judicious use of funds to reach a solid financial basis by 2023, by which time it is anticipated the reserves will be at the standard level.

Statement of Directors' Responsibilities

Directors are responsible for preparing the Annual Report and the Financial Statements in accordance with Irish law and regulations. Irish company law requires the Directors to prepare financial statements for each financial year. Under the law, the Directors have elected to prepare the financial statements in accordance with best accounting practices in Ireland, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and promulgated by the Institute of Chartered Accountants in Ireland and Irish law.

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company for the financial year end date and of the income and expenditure of the company for that financial year and otherwise comply with the Companies Act 2014. In preparing these financial statements, the Directors are required to:

- 1 select suitable accounting policies and then apply them consistently;
- 2 make judgements and estimates that are reasonable and prudent;
- 3 state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- 4 prepare the financial statements on a going concern basis unless it is inappropriate to presume the company will continue in business.

The Directors confirm that they comply with these requirements in preparing the financial statement.

The Directors are responsible for ensuring the company keeps, or causes to be kept, adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors Report comply with the Companies Act 2014 and enable the financial statements to be audited.

They are responsible for safeguarding the assets of the company and hence for making reasonable steps for the prevention and detection of fraud and other irregularities. The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

The Directors' Report

Lobbying & Political donations

There were no political donations in 2020 and as a result no disclosures are required under the Electoral Act, 1997. As required under the Regulations of Lobbying Act 2015, ActionAid Ireland records all lobbying activity and communications with Designated Public Officials. It has made the returns and submissions required by the Act.

Disclosure of Information to the Auditors

Each of the persons who are Directors at the time when the Directors' Report is approved has confirmed that:

- 1 so far as the Director is aware. There is no relevant audit information of which the company's auditors are unaware, and;
- 2 that the Director has taken all steps that ought to have been taken as a Director in order to be aware of any relevant information and to establish that the company's auditors are aware of that information.

Accounting Records

The Board of Directors is responsible for ensuring adequate books and records are kept in accordance with Section 281 to 285 of the Companies Act 2014.

The Directors have engaged appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are maintained at 172 Ivy Exchange, Granby Place, Parnell Square, Dublin 1.

Auditors

The company's auditors, Crowe Ireland, being eligible, have expressed a willingness to continue in office in accordance with Section 383 (2) of the Companies Act 2014.

Signed on behalf of the Board of Directors



Anna Lee
Director



James Foley
Director

Date: 4th May 2021

Directors' & Other Information

Board of Directors

Ms Anna Lee *#

Appointed 22/10/18.
Chair from 1/01/19.
First Three Year Term.

Mr James Foley *

Appointed 23/04/18.
Appointed Treasurer 4/02/20.
Second Three Year Term.

Ms Claire Callanan

Appointed 4/12/18.
Appointed Company Secretary.
10/06/19. First Three Year Term.

Ms Agnes Kalungu-Banda

Appointed 8/12/14, Zambia.
Completed Two Three Year Terms and is serving
one additional year in 2021.

Mr Greg Maher

Appointed 23/04/18.
Second Three Year Term.

Mr Daniel Ryan

Appointed 11/11/19.
First Three Year Term.

Ms Makena Mwobobia

Appointed 08/06/20.
First Three Year Term.

Ms Moira Leydon

Appointed 08/02/21.
First Three Year Term.

Mr Ben Burton

Appointed 08/02/21.
First Three Year Term.

Mr Graham Roe

Appointed 08/02/21.
First Three Year Term.

Management Team 2020/2021

CEO

Ms Siobhán McGee

Head of Programmes

Ms Triona Pender

Head of Fundraising

Ms Claire Smith (appointed April 2020)

Head of Finance

Ms Olive Corbett

Auditors

Crowe Ireland
Chartered Accountants and Statutory Audit Firm,
Marine House, Clanwilliam Court, Dublin 2.

Solicitors

McGrath & McGrane
Suite 323, The Capel Building,
Marys' Abbey, Dublin 7.

Bankers

Bank of Ireland
6 Lower O'Connell Street Dublin 1.

Revenue Commissioners Charity Number
CHY6888

Company's Registered Number
95403

Charities Regulatory Number
20013790

* Finance and Audit committee member

Governance and Board Development committee member

The CEO is not a member of the Board.

Independent Auditor's Report to the members of ActionAid Ireland

Report on the audit of the financial statements

Opinion

We have audited the financial statements of ActionAid Ireland for the year ended 31 December 2020, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable Irish law and accounting standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and in accordance with Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2019.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company's affairs as at 31 December 2020 and of its net movement in funds for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2019; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Independent Auditor's Report to the members of ActionAid Ireland

Report on the audit of the financial statements

The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Independent Auditor's Report to the members of ActionAid Ireland

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

Auditors' responsibilities for the audit of the financial statements

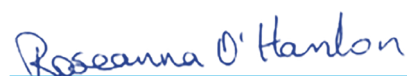
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA-700-\(Ireland\)](https://www.iaasa.ie/Publications/ISA-700-(Ireland)). The description forms part of our Auditors' report.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:



Roseanna O'Hanlon

for and on behalf of

Crowe Ireland

Chartered Accountants and Statutory Audit Firm

Clanwilliam Court

Dublin 2

Date: 12th May 2021

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating an Income & Expenditure Account)

12 Months ending December 2020

	Notes	Unrestricted Funds	Restricted Funds	2020 Total Funds	Unrestricted Funds	Restricted Funds	2019 Total Funds
				€	€	€	€
Income from:							
Donations and legacies	2	1,050,252	1,140,597	2,190,849	1,042,526	940,330	1,982,856
Charitable activities	3a/3b	46,723	732,652	779,375	46,723	731,329	778,052
Other	4	2,775	-	2,775	4,220	-	4,220
Total income		1,099,750	1,873,249	2,972,999	1,093,469	1,671,659	2,765,128
Expenditure on:							
Raising funds	5	565,435	-	565,435	591,609	-	591,609
Charitable activities	6	426,435	1,787,792	2,214,227	418,308	1,673,256	2,091,564
Total expenditure		991,870	1,787,792	2,779,662	1,009,917	1,673,256	2,683,173
Net income (expenditure) and net movement in funds for the year	8	107,880	85,457	193,337	83,552	(1,597)	81,955
Reconciliation of funds							
Fund balances brought forward at 01 Jan 2020	18	921,707	-	921,707	839,752	-	839,752
Transfer from unrestricted funds		-	-	-	(1,597)	1,597	-
Fund balances carried forward at 31 Dec 2020	18	1,029,587	85,457	1,115,044	921,707	-	921,707

All of the activities of the company are classed as continuing.


The company has no recognised gains or losses other than the results for the year as set out above.

The notes on pages 42 to 54 form part of these financial statements.

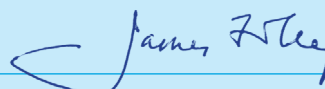
ACTIONAID IRELAND (Company limited by guarantee)**BALANCE SHEET as at 31 December 2020**

		2020	2019
	Notes	€	€
Tangible fixed assets	11	6,668	5,056
Current assets			
Debtors	13	321,218	295,879
Cash at bank and in hand	14	1,216,454	926,819
		1,537,672	1,222,698
Creditors (amounts falling due within one year)	15	(429,296)	(306,047)
Net current assets		1,108,376	916,651
Total assets less current liabilities		1,115,044	921,707
Funds of the charity			
Restricted Funds	18	85,457	-
Unrestricted Funds	18	1,029,587	921,707
Total charity funds		1,115,044	921,707

These financial statements were approved and authorised for issue by the Board of Directors on 4th May 2021 and are signed on their behalf by:



Anna Lee
Director



James Foley
Director

The notes on pages 42 to 54 form part of these financial statements.

ACTIONAID IRELAND (Company limited by guarantee)**CASH FLOW STATEMENT for year ended 31 December 2020****Reconciliation of net incoming/(outgoing) resources
to net cash inflow from operating activities**

	Notes	2020	2019
		€	€
Net movement in funds		193,337	81,955
Depreciation	11	1,532	3,587
Increase in debtors		(25,339)	(35,667)
Increase/(Decrease) in creditors		123,249	(71,529)
Net cash from/(used in) operating activities		292,779	(21,654)
Cash flows from investing activities			
Purchase of tangible fixed assets	11	(3,144)	(1,575)
Net cash used in investing activities		(3,144)	(1,575)
Change in cash and cash equivalents in the period	19	289,635	(23,229)
Cash and cash equivalents at the beginning of the period	19	926,819	950,048
Total cash and cash equivalents at the end of the period	19	1,216,454	926,819

The notes on pages 42 to 54 form part of these financial statements.

NOTES TO THE ACCOUNTS

For year ended 31 December 2020

GENERAL INFORMATION

ActionAid (Ireland) Limited is an Irish charity, registered in 1983 as a company limited by guarantee. Its stated objects are "to promote the relief of poverty and distress in any manner which now or hereafter may be deemed to be charitable by law in any part of the world and for such other ancillary charitable purposes as the Directors may determine". It is the Irish affiliate of ActionAid International. The company's registered office is 172 Ivy Exchange, Granby Place, Parnell Square, Dublin 1.

ACCOUNTING POLICIES

The following accounting policies are applied consistently in dealing with items which are considered material in relation to the company's financial statements:

1 (a) Basis of Preparation

The financial statements have been prepared in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and Irish statute comprising of the Companies Act 2014 and in accordance with Charities SORP 2015 Accounting and Reporting by Charities issued by the Charities Commissioner in the UK.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 1.1).

The following principal accounting policies have been applied:

1 (b) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Grants from Governments and other institutional donors: where related to performance and specific deliverables are accounted for as the Charity earns the right to consideration by its performance. Where income is received in advance of its recognition it is deferred and included in creditors. Where entitlement occurs before income being received the income is accrued. Where no performance and specific deliverables are imposed the income is recognised when the charity is entitled to the income, it is probable that the charity will receive the funds and the amounts can be reliably measured.

The principal component of ActionAid Ireland's income is regular, usually monthly, donations from individuals, families and others in Ireland. Most of these supporters are linked to one or more children or communities in ActionAid Ireland's programmes and receive regular information about that child / community and about ActionAid Ireland's development work in the area in which the child / community resides and an annual report.

In 2020, and 2019, 72% of Child Sponsorship income was credited to restricted funds relating primarily to work in the project area where the sponsored child/community lives. 28% was taken to unrestricted funds and associated overheads and was used for the Charity's general charitable purposes.

1 (c) Resources expended

All expenditure is accounted for on an accruals basis.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Costs of raising funds represents expenditure incurred in Ireland on raising funds from committed supporters and other members of the public. Support costs include expenditure on general management, payroll administration, budgeting and accounting, information technology, property management, human resources and financing.

Governance costs are the costs associated with the governance arrangements of the charity. The costs included in this category relate to the organisational administration and compliance with constitutional and statutory requirements.

NOTES TO THE ACCOUNTS

For year ended 31 December 2020 continued...

1 (d) Fund Accounting

Restricted funds

Restricted funds consist of grants and donations received which can only be used for the purpose for which they are specified by the donors. These purposes are the aim of the charity.

Unrestricted funds

Unrestricted funds consist of grants and donations which the charity can spend based on its own discretion to enable it to achieve its overall aim and objectives.

Designated funds

Designated funds are unrestricted funds earmarked by the Directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements. The designations have an administrative purpose only and do not legally restrict the Board's discretion in applying the funds.

1 (e) Tangible Fixed Assets

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost of each asset, less estimated residual value, on a straight line basis over its expected useful life at the following annual rates.

Office Equipment	10% Straight line
Database	25% Straight line
Fixtures & Fittings	10% Straight Line

Impairment:

Assets not carried at fair value are also reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

1 (f) Debtors

Short term debtors are measured at transaction price, less any impairment.

1 (g) Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

1 (h) Financial instruments

The company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable. Basic financial instruments are recorded at transaction price.

1 (i) Currency

Functional and presentation currency

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which the company operates ("the functional currency"). The financial statements are presented in euro, which is the company's functional and presentation currency and is denoted by the symbol "€".

Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions. At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the statement of financial activity within 'costs of charitable activities'. All other foreign exchange gains and losses are presented in the statement of financial activity within 'expenditure on charitable activities'.

NOTES TO THE ACCOUNTS

For year ended 31 December 2020 continued...

1 (j) Creditors

Short term creditors are measured at the transaction price.

1 (k) Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance Sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement and accrued at the Balance Sheet date.

1 (l) Taxation

No charge to taxation arises as the company is exempt under Section 207 and 208 of the Taxes Consolidation Act 1997.

1 (m) Pension

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the Statement of Financial Activities.

1 (n) Going concern

The Directors have assessed whether there are any significant doubts regarding the company's ability to continue as a going concern and are unaware of any material uncertainties related to events or conditions that may cast significant doubt upon the company's ability to continue as a going concern.

1.1 Judgements in applying accounting policies and key sources of estimation

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

(a) Cost allocation

Costs not attributable to a single activity are allocated or apportioned to activities on a basis consistent with identified cost drivers for that cost category. Cost drivers utilised include time spent on activities and judgement is exercised in applying cost drivers to cost categories.

(b) Taxation Recoverable

The Directors assess the estimated tax rebate income due based on the level of voluntary donations received during the financial year and the actual tax rebate received in the previous financial year.

NOTES TO THE ACCOUNTS

For year ended 31 December 2020 continued...

2 INCOME FROM DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	2020 Total Funds	2019 Total Funds
	€	€	€	€
Child and Community Sponsorship	317,012	811,853	1,128,865	1,177,833
Tax relief on charitable donations scheme	351,386	-	351,386	414,820
Other donations				
Trusts and other larger donors	32,905	231,059	263,964	66,595
Appeals	161,013	97,685	258,698	162,685
Other donors	187,936	-	187,936	160,923
	381,854	328,744	710,598	390,203
Total Donations and Legacies	1,050,252	1,140,597	2,190,849	1,982,856

Income from Trusts and other larger donors includes the following grants received:

	Total Income 2020
	€
Electric Aid	27,946
Bank of Ireland Group Staff Third World Fund	22,498
St. Stephen's Green Trust	15,000
ReThink Ireland	16,000
Brigidine Sisters	25,000
Permanent TSB	28,720
Dublin City University	7,500
Other Major donors	121,300
Total	263,964

NOTES TO THE ACCOUNTS

For year ended 31 December 2020 continued...

3a INCOME FROM CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2020 Funds	2019 Total Funds
	€	€	€	€
Irish Aid - Women's Rights Programme				
ActionAid Kenya	-	246,820	246,820	253,913
ActionAid Nepal	-	205,918	205,918	210,016
ActionAid Ethiopia	-	199,954	199,954	204,339
Public Engagement and Project Administration	-	79,960	79,960	63,061
ActionAid Ireland - 6% of Grant Received	46,723	-	46,723	46,723
Total Income from Charitable activities	46,723	732,652	779,375	778,052

3b RECONCILIATION OF INCOME FROM CHARITABLE ACTIVITIES	Balance at 01 Jan 2020	Net Cash Receipts	Closing Balance (Deferred Income) at 31 Dec 2020	Total Income 2020
	€	€	€	€
Irish Aid - Women's Rights Programme				
ActionAid Kenya	-	246,820	-	246,820
ActionAid Nepal	-	205,918	-	205,918
ActionAid Ethiopia	-	199,954	-	199,954
Public Engagment and Project Administration	662	79,298	-	79,960
ActionAid Ireland - 6% of Grant Received	-	46,723	-	46,723
Total	662	778,713	-	779,375

4 OTHER INCOME	Unrestricted Funds	Restricted Funds	2020 Total Funds	2019 Total Funds
	€	€	€	€
Income from VAT Compensation Scheme	2,775	-	2,775	4,220

5 COST OF RAISING FUNDS	Unrestricted Funds	Restricted Funds	2020 Total Funds	2019 Total Funds
	€	€	€	€
Advertising and promotion	284,698	-	284,698	358,556
Salary and pension costs	240,118	-	240,118	190,819
Other costs	20,619	-	20,619	34,734
Irish Emergency Alliance	20,000	-	20,000	7,500
	565,435	-	565,435	591,609

NOTES TO THE ACCOUNTS

For year ended 31 December 2020 continued...

6 EXPENDITURE ON CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2020 Total Funds	2019 Total Funds
	€	€	€	€
Overseas programme expenditure				
Community and Child sponsorship				
ActionAid Kenya	-	272,895	272,895	282,967
ActionAid Uganda	-	138,606	138,606	148,361
ActionAid Nepal	-	172,925	172,925	172,868
ActionAid Vietnam	-	174,188	174,188	185,105
ActionAid Cambodia	-	53,239	53,239	57,568
Irish Aid				
ActionAid Kenya	-	231,283	231,283	240,108
ActionAid Nepal	-	193,368	193,368	195,925
ActionAid Ethiopia	-	187,404	187,404	190,409
Other expenditure				
Flood Response Vietnam	-	20,000	20,000	-
Water Reservoir Access project Nepal	-	30,000	30,000	-
Solar Water Pumps Cambodia (II)	-	30,000	30,000	-
Nepal Priority projects	-	-	-	10,000
Improving Access to Education, Ethiopia	-	22,498	22,498	-
Kenya Irrigation project	-	18,000	18,000	20,700
Ethiopia Water projects	-	-	-	9,931
Cambodia Eco-Tourism Livelihoods	-	-	-	8,664
Elangata Education Kenya	-	9,000	9,000	-
Solar Water Pumps Cambodia (I)	-	7,151	7,151	-
Emergencies and Crisis relief	-	127,935	127,935	50,767
Projects Funded by Other Appeals and Donations	15,192	1,300	16,492	6,805
Irish Aid				
Salaries	32,261	46,723	78,984	82,304
Other Costs	-	31,685	31,685	43,422
	47,453	1,768,200	1,815,653	1,705,904

NOTES TO THE ACCOUNTS

For year ended 31 December 2020 continued...

6 Continued....

	Unrestricted Funds	Restricted Funds	2020 Total Funds	2019 Total Funds
	€	€	€	€
Overseas Support costs				
Travel	3,333	-	3,333	9,291
Office costs	108,268	-	108,268	115,112
Salary and pension costs	187,139	-	187,139	157,707
ActionAid International Contribution	45,000	-	45,000	45,000
	343,740	-	343,740	327,110
Other programme expenditure				
Salaries	-	930	930	-
Other expenditure	12,060	1,000	13,060	-
	12,060	1,930	13,990	-
Influencing, education and research				
Salaries	-	-	-	5,080
Memberships	11,150	-	11,150	9,021
Public Engagement and Awareness Raising (incl salary costs)	2,149	17,662	19,811	18,873
	13,299	17,662	30,961	32,974
Governance Costs				
Office costs	364	-	364	702
Travel	1,199	-	1,199	4,463
Professional fees	8,320	-	8,320	20,411
	9,883	-	9,883	25,576
Total Expenditure on Charitable activities	426,435	1,787,792	2,214,227	2,091,564

NOTES TO THE ACCOUNTS

For year ended 31 December 2020 continued...

7 ANALYSIS OF GOVERNANCE AND SUPPORT COSTS

	2020	2019
	€	€
Governance and Support Costs		
Salaries and related costs	217,122	178,288
Office costs	108,268	115,112
Other support costs	48,333	54,291
Governance Costs	9,883	25,576
	383,606	373,267

Salary and related support costs have been allocated in proportion to estimated time spent and are apportioned as below. All other support and governance costs have been attributed to expenditure on charitable activities.

Analysis of governance and support costs	Salaries and related costs	Other Costs	2020	2019
	€	€	€	€
Cost of raising funds	29,983	-	29,983	20,581
Expenditure on charitable activities	187,139	166,484	353,623	352,686
Total governance and support costs	217,122	166,484	383,606	373,267

8 NET INCOME / (EXPENDITURE)

	Unrestricted Funds	Restricted Funds	2020 Total Funds	2019 Total Funds
	€	€	€	€
This is stated after charging:				
Auditors' remuneration	8,300	-	8,300	8,695
Depreciation	1,532	-	1,532	3,587
Operating lease - building	26,429	-	26,429	30,147

NOTES TO THE ACCOUNTS

For year ended 31 December 2020 continued...

9 STAFF COSTS

	2020	2019
The average monthly headcount of staff during the year was:		
Management	1	1
Finance	2	2
Programmes	1	2
Fundraising/Communications	6	5
Administration and project support	1	1
Irish Consortium on Gender Based Violence	2	-
	13	11
Total remuneration of employees (full time and part time) was:	€	€
Wages and salaries	520,908	376,300
Social welfare costs	56,605	39,626
Pension costs	40,479	19,984
	617,992	435,910

From 1st January 2020, ActionAid Ireland agreed to act as employer for two staff who belong to the Irish Consortium on Gender Based Violence (ICGBV). Their costs are recharged in full to the ICGBV and they are included in the above staff cost disclosures.

The number of employees whose remuneration, excluding employer's pension contributions, fell within the following bands were:

Salary Range:	2020	2019
€60,000 to €70,000	1	0
€70,000 to €80,000	1	1

Key Management Personnel

Key management personnel include the CEO and the Finance, Programme and Fundraising managers, for whom the total pay was €217,089 (2019: €196,628) in the year. Pension contributions were €21,698 (2019: €14,030). Included in these figures is the CEO's salary of €79,110 and Pension contributions of €7,911.

NOTES TO THE ACCOUNTS

For year ended 31 December 2020 continued...

10 DIRECTORS' REMUNERATION

The Directors were not paid and did not receive any other benefits for their services as Board Members in the year (2019: €nil), nor did any Director receive payment for professional or other services supplied to the company during the year (2019: €nil).

The total amount of expenses reimbursed to Directors or paid directly to third parties was €1,388 (2019: €3,477).

11 TANGIBLE FIXED ASSETS

	Fixtures & Fittings	Office Equipment	Database	Total
	€	€	€	€
Cost				
At 1 January 2020	12,142	26,574	40,744	79,460
Additions	-	3,144	-	3,144
At 31 December 2020	12,142	29,718	40,744	82,604
Depreciation				
At 1 January 2020	8,502	25,158	40,744	74,404
Charge for period	1,214	318	-	1,532
At 31 December 2020	9,716	25,476	40,744	75,936
Net Book Value 31 December 2020	2,426	4,242	-	6,668
Net Book Value 31 December 2019	3,640	1,416	-	5,056

NOTES TO THE ACCOUNTS

For year ended 31 December 2020 continued...

12 FINANCIAL INSTRUMENTS

	2020	2019
	€	€
Financial Assets		
Financial Assets	1,223,822	937,959
Financial Liabilities		
Financial Liabilities	414,124	295,780

Financial assets consist of sundry debtors and cash and cash equivalents.

Financial liabilities consist of trade and other creditors, accruals, and amounts payable to overseas and local programmes.

Financial instruments are measured at transaction price.

13 DEBTORS

	2020	2019
	€	€
Tax recoverable (estimate of probable receipts)	313,850	284,739
Sundry debtors and prepayments	7,368	11,140
	321,218	295,879

All debtors are receivable within one year.

14 CASH AND CASH EQUIVALENTS

	2020	2019
	€	€
Cash at bank and on deposit	1,216,454	926,819

15 CREDITORS

	2020	2019
	€	€
Amounts falling due within one year		
Accruals	28,120	26,319
Amounts payable to overseas and local programmes	324,023	266,487
Irish Consortium on Gender Based Violence	38,014	-
PAYE/PRSI	15,172	10,267
Pensions & Salaries	6,613	2,941
Trade creditors	17,354	33
	429,296	306,047

NOTES TO THE ACCOUNTS

For year ended 31 December 2020 continued...

16 PENSION SCHEME

The company operates a defined contribution scheme for employees. Employer contributions, including insurance, fees and levies, for the year amounted to €34,426 (2019: €19,984).

17 COMMITMENTS UNDER OPERATING LEASES

Leasing commitments on a non-cancellable operating property lease payable on leases are set out below to the next break clause:

Following a scheduled rent review, effective 1st April 2018, an increased monthly payment of €2,512 inclusive of VAT was agreed for a period of 5 years. From June 2020, in response to the Covid-19 pandemic it was agreed with the landlord that the rent would be reduced temporarily to €2,000 per month. The schedule below reflects the full contractual commitment.

	2020	2019
	€	€
Within one year	30,147	30,147
Within 2 - 5 years	37,683	67,830
Over 5 years	-	-

18 MOVEMENT IN FUNDS AND ANALYSIS OF NET ASSETS

18.1 Movement in Funds

	Balance at 01 Jan 2020	Movement in the year	Balance at 31 Dec 2020
	€	€	€
Restricted funds	-	85,457	85,457
Unrestricted funds - general fund	908,302	106,093	1,014,395
Unrestricted funds - designated fund	13,405	1,787	15,192
Total unrestricted funds	921,707	107,880	1,029,587
Total funds	921,707	193,337	1,115,044

The directors have designated €15,192 of our 2020 income from appeals to be allocated to Covid Response in Palestine.

18.2 Analysis of Net Assets

	Unrestricted Funds	Restricted Funds	2020 Total Funds
	€	€	€
Tangible Assets	6,668	-	6,668
Current Assets	1,452,215	85,457	1,537,672
Current Liabilities	(429,296)	-	(429,296)
	1,029,587	85,457	1,115,044

NOTES TO THE ACCOUNTS

For year ended 31 December 2020 continued...

19 ANALYSIS OF CASH AND CASH EQUIVALENTS

	01 Jan 2020	Cashflow	31 Dec 2020
	€	€	€
Cash at bank	926,819	289,635	1,216,454

20 RELATED PARTY TRANSACTIONS

There were no related party transactions in the year.

21 POST BALANCE SHEET EVENTS

The Directors note the continuing significant impact of the Coronavirus outbreak in Ireland, and around the world. The Directors have reviewed the impact of this on the company's working practices. Based on knowledge to hand, the Directors consider that while there are significant risks to be managed, the company expects to survive this period of uncertainty and has the financial resources to do so.

22 CONTROLLING PARTY

The company is controlled by the Board of Directors however the Directors do not derive economic benefit from the company.

23 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding €1.27 towards the assets of the company in the event of liquidation.


24 APPROVAL OF ACCOUNTS

The Board of Directors approved the accounts on 4th May 2021.

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