



# Raleigh | 2012

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**Raleigh International Trust  
Annual Report and Financial Statements  
Year ended 31 December 2012**

Company Registration: 03059479  
Charity Registration: 1047653  
Scottish Charity Registration: SC040023

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*Cover page:  
Raising health awareness, El Cacique, Mirafior, Nicaragua*

## Legal and Administrative Details

### Legal Status

Raleigh International Trust ("Raleigh") is a registered UK charity No. 1047653 and a company limited by guarantee (Registration No. 03059479). Raleigh is also a registered charity in Scotland charity No. SC040023. The governing document is the Memorandum and Articles of Association.

### Registered office

Third Floor, Prince Consort House, 27-29 Albert Embankment, London SE1 7TJ

### Directors and Trustees

The directors of the charitable company are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

Trustees who held office during the year were:

Christopher Wilton CMG (Chairman)	(resigned 1 January 2013)
Marie Staunton (Chairman)	(appointed 1 January 2013)
Eddie Botsio	
Andrew Clay	
James Cochrane	
Margaret Dane	
Jeremy Fish	
Amy Holmes	
Polly McGivern	(appointed 21 June 2012)
Kishor Mistry	
Patricia O'Hayer	(appointed 1 January 2013)
Derek Pearce	(resigned 21 June 2012)
James Stacey	(appointed 21 June 2012)
Fiona Woolf CBE	

### Trustee induction and training

New Trustees are inducted through a series of meetings with staff and managers at Raleigh. During the course of their term, the Trustees are offered the opportunity of gaining experience of Raleigh's work in the field.

### Organisation

The Board of Trustees is the main policy making body and employs a full-time Chief Executive who is also Chief Executive of subsidiary companies - Raleigh Enterprises Limited and Operation Raleigh Limited. The various activities of Raleigh are carried out by Senior Managers responsible for Marketing and Volunteer Recruitment, Fundraising and Business Development, Operations, Programmes and Finance & Corporate Services, all of whom report to the Chief Executive.

**Chief Executive**

Stacey Adams

**Company Secretary**

Stacey Adams

**Bankers**

National Westminster Bank, 2a Charing Cross Road, London, WC2H 0NN

**Solicitors**

Tolhurst Fisher, Marlborough House, Victoria Road South, Chelmsford, Essex CM11 1LN

**Auditors**

Kingston Smith LLP, Devonshire House, 60 Goswell Road, London EC1M 7AD

**Insurance Brokers**

JLT Corporate Risks, 1 St James Square, Manchester, M2 6DN

**Related parties**

Raleigh Enterprises Limited (REL), which is wholly owned by Raleigh, undertakes commercial projects and activities to further Raleigh's objectives. Operation Raleigh Limited, (ORL), also a wholly-owned subsidiary of Raleigh, is a non operating company.

## **REPORT OF THE BOARD OF TRUSTEES**

The Board of Trustees presents its report and the audited financial statements for the year ended 31 December 2012. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice, "Accounting and Reporting by Charities" which was issued in March 2005.

## **OUR AIMS, OBJECTIVES AND PUBLIC BENEFIT**

### **Aims**

Raleigh works overseas to strengthen and support the development of sustainable communities in poor rural areas and to protect vulnerable environments through the activities of its teams of young volunteers from around the world. The young people achieve personal, social and leadership development through their engagement with our programmes. The programmes are planned and implemented in partnership with local communities, development associations and conservation bodies by our staff who live full-time in the countries where we operate. Raleigh offers these opportunities to young people from different countries, nationalities and backgrounds, including those from the local country of operation. The charity's aims as set out in the objects clause contained in the company's Memorandum of Association are:

- advancement of education and global citizenship,
- relief of those in need by reason of disadvantage, and
- advancement of environmental protection and sustainable community development.

All participants are challenged to make a difference in their own communities on their return from expedition. Where possible, Raleigh supports them to do this through a series of alumni programmes and societies in the UK and overseas.

Advancement towards Raleigh's objectives was further enhanced through the start up of the International Citizen Service (ICS) Programme in June 2012. The programme is funded by the Department for International Development (DFID) and delivered by a consortium of 6 international development organisations: VSO, International Service, Progressio, Restless Development, Tearfund and Raleigh International.

The overall ICS Programme objective is: *"To... recruit young adults from across the UK, who have shown a commitment to helping others in their communities, to volunteer in selected developing countries, alongside local volunteers, which will help increase the capacity of host organisations and communities as well as young people in developing countries and across the UK to achieve progress in meeting the Millennium Development Goals"*.

The programme's 3 key equal and interdependent outcomes are:

1. Improved development outcomes in developing countries
2. Personal and social development of young volunteers
3. The creation of advocates for international development and agents for social change in their own communities and beyond.

The Trustees have referred to the Charity Commission's guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set. The Trustees have complied with the duty in Section 4 of the Charities Act 2011 to have due regard for the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

## Objectives

2012 was the second year of Raleigh's 2011-2013 Strategic framework: Transforming people and empowering communities to develop sustainably. There are four key priorities: Diversity, Sustainability, Alumni Engagement and Impact which are embedded in six Strategic Objectives.

Ref	Strategic Objective
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- |    |   |
|----|---|
| 1) | Develop and deliver impactful personal and service learning and development programmes for a socially, culturally and geographically diverse range of participants to develop them as active global citizens. |
|----|---|

**Progress**

On the Core programme, Raleigh ran 12 expedition programmes for young people from around the world with nearly a third joining from outside of the UK representing 32 countries and a third receiving bursaries.

On the ICS programme, 112 UK and over 70 Indian and Nicaraguan Volunteers and Team Leaders were trained and supported to take part in 18 projects. The aim of the training was to equip volunteers with the necessary skills and knowledge for their placement, including an introduction to development and global citizenship principles, the skills required to work in partnership in a cross-cultural setting, as well as contextual information about their country of placement, and specific development issues affecting the community in which they will work. 100% of the UK volunteers providing feedback in the programme said they were well prepared for the projects and that it met with their expectations.

- |    |  |
|----|--|
| 2) | Work in partnership to deliver practical youth-engaged action that supports the development of sustainable communities and conserves biodiversity in protected environments. |
|----|--|

**Progress**

Young people delivered work of real community and environmental benefit to the countries where they worked including developing sustainable renewable energy through the installation of biogas plants that also delivered real income generation opportunities for poor families.

On ICS, we have implemented 18 projects in India (Tamil Nadu, Kerala and Karnataka areas) and Nicaragua (Achuapa, Mirafior, Madriz and Matagalpa areas) supporting rural communities in finding sustainable solutions to the management of natural resources, water and sanitation. The UK Volunteers and Team Leaders worked alongside national peers delivering awareness raising, peer education, action research, training and community infrastructure activities. Positive contribution towards projects outcomes has positively directly and indirectly influenced progress towards following development outcomes: environment, livelihoods, education, strengthening civil society and health.

In the period September to December, in India alone, we have directly reached and improved the lives of 14,470 people (8,662 women and 5,808 men) and a further 20,255 will experience positive outcomes as result of our actions (via word of mouth, visiting project sites etc.). In Nicaragua, we have directly reached out to 1,955 beneficiaries and 23,580 people have been reached indirectly.

- 3) Raleigh alumni to feel part of the Raleigh Global Community and become engaged in the challenge to make a difference.

**Progress**

Through the work of our Global Ambassadors programme and engagement with Raleigh alumni societies around the world, the Raleigh Global Community has continued to grow and become more engaged with the organisation. In 2012 Raleigh ran its first conference for Raleigh alumni from around the world, celebrating their achievements and inspiring them to social action. 300 alumni attended from 46 countries with nearly every year of Raleigh's operations represented.

On ICS, the 3rd outcome provides the overall objective for alumni and the Action at Home projects. The long term vision of ICS is to create a cadre of young people who will be empowered to act as agents for social change throughout their lives. The post-placement activity is vital in securing this long term development impact through:

- Continued personal development of in-country and UK volunteers
- Support volunteers to facilitate ongoing communication around development issues and support collaborative action including building support for development
- Support volunteers to become increasingly active citizens

By the end of 2012, all our interested returned volunteers attended a 2 day training event to prepare them to deliver Action at Home.

Their feedback was:

- 91% 'agreed' that they felt confident to start their Action at Home and
- 91% felt that the training met their expectations.

- 4) Build the evidence and recognition of the impact of Raleigh.

**Progress**

Raleigh continued to develop its Monitoring and Evaluation (M&E) Strategy and to ensure that it measures the outcomes and impact of its work. In 2011 Raleigh supported the think tank Demos to assess the research on international citizen service programmes around the world in order to support the development of the government funded International Citizen Service programme which we now deliver as part of a consortium.

The ICS programme has a specific M&E system in place that monitors progress through:

- A centralised database to provide quantitative data on volunteers including diversity and prior commitment to social action & community data throughout the programme
- Feedback of volunteers, project partners and communities
- Annual and quarterly reports
- External evaluation

The programme reporting system will ensure that learning is used for improving practice and for planning future projects. This is done on the operational level on a quarterly basis, and on the development outcome level on an annual basis.

- 5) Develop the financial sustainability of Raleigh and sufficient income to support growth.

**Progress**

2012 was a very challenging economic climate for Raleigh with a combination of the Olympics and the impact of tuition fees depressing number of participants on the core expedition. The International Citizen Service programme in 2012 has supported the organisation, both financially and strategically, to help reach its objectives.

- 6) To lead, manage and inspire a well-run, efficient and professional organisation that aspires to achieve and that delivers ambitious goals.

**Progress**

In 2012, Raleigh invested in the development of its leadership team and its middle management group through a series of learning and development workshops and activities in order to build the capacity of the organisation to deliver a new programme that will double its size.

**PLANS FOR 2013**

2013 will see the implementation of its new strategy (2013-2016) which aims to continue the journey of quality and effectiveness of its programmatic delivery.

Through the delivery of this ICS programme Raleigh will contribute to enhance its impact, diversity and sustainability thereby supporting the achievement of the new 2013-2016 Strategic Goals. In addition to India and Nicaragua, the programme delivery will be extended to Tanzania as of June 2013.

Overall in 2013, over 1,000 international and 400 in-country volunteers will continue to seek sustainability solutions on water and sanitation, conservation and rural livelihoods.

**REVIEW OF SIGNIFICANT ACTIVITIES UNDERTAKEN**

**Volunteer Recruitment**

Raleigh supported 717 volunteers to participate in expeditions in 2012. This number is 19% down on 2011 for two reasons: the funding from the Department of Business, Innovation and Skills (BIS) expired in March 2011, therefore no BIS-funded graduates joined 2012 expeditions. In addition to this the number of UK volunteers joining summer expeditions was 70 lower than in 2011. The announcement of tuition fee increases in September 2010 led to a huge increase of volunteers joining Raleigh in summer 2011 who would have otherwise joined Raleigh in their gap year from 2011 to 2012.

Raleigh's international outreach has expanded for another consecutive year. 32% of full-funding volunteers (26% in 2011) were from non-UK / non-host country origins, covering 26 different countries including the Netherlands, China, South Africa, UAE, Australia, New Zealand, US and Canada. In addition to these international participants a further 118 volunteers joined from the host countries (Malaysia, Costa Rica, Nicaragua and India), and 29 from international youth agencies based in Bermuda and Australia, bringing the total participation of venturers outside the UK to 33% and the total number of countries represented to 32.

33 young people were also supported through Raleigh's Youth Agency Partnership Programme in the UK which works through partners such as Fairbridge and Family Mosaic to act as a progression programme for their young people. 60 young people were awarded the Raleigh bursary award; further details of these bursary programmes can be found below.

In total 32% of all young people taking part in 2012 expeditions received a bursary. As bursaries are also provided for volunteer managers to join expedition (213 volunteer managers in 2012), the proportion of all participants receiving a bursary in 2012 amounted to 49%.



Participants from the host country of the expedition are actively encouraged to participate in programmes. 16% of participants on the expedition in 2012 were host country venturers. All receive financial assistance to participate. On the ICS programme, the proportion was 60% UK and 40% in-country volunteers in 2012.

### Volunteers

Raleigh relies on the efforts of volunteers in its work with communities. It supports a network of alumni both in the UK and abroad, and delivers pre-expedition assistance for disadvantaged youth in the UK, as well as supporting the enormous fundraising efforts of venturers.

	<u>2012</u>	<u>2011</u>
Volunteers	717	889
Volunteer Managers	213	232

### Activities

Raleigh volunteers completed a range of community based projects in Central America, Malaysian Borneo and Southern India. In the second half of the year Raleigh planned and set up its inaugural programme in Tanzania, with programmes due to start in spring 2013. Programme activities included building schools, kindergartens, eco-sanitation units, residential biogas plants, community centres and installing gravity feed water systems in villages that previously did not have running water. Environmental projects included working with national and international agencies on habitat conservation projects and biodiversity research and turtle and habitat conservation in Costa Rica and Nicaragua. The outcome of these projects is further detailed below. In most cases this work could not have been undertaken without close co-operation with local government departments and agencies, and non-governmental organisations, and with funding from individual and corporate sponsors, charitable trusts and foundations.

Raleigh has a 3 year development strategy in each of its operating countries and works in partnership with cooperatives and development associations to achieve this aim. Specific project achievements in 2012 are detailed below.

#### In Malaysian Borneo:

Working with partners including PACOS, AFC, Yayasan Sabah and the Sabah Ministry of Youth and Sport among others, Raleigh:

- Implemented 7 gravity feed water systems in remote villages in Sabah. The projects benefited over 500 people directly. The tangible benefits for the communities are in time-saving, in collecting water and a reduction of water borne diseases in these villages.
- Built 3 kindergartens in remote villages which will help the remote communities break out of a cycle of poverty as village children would otherwise miss out on the school readiness support they need before primary education. The average size of the schools is between 20 to 30 pupils. The communities involved had all put kindergartens as the main priority for infrastructure. Sustainability was achieved through a combination of training of local teachers from the village by partner NGOs, with those teachers' wages being supported by the village or other NGOs.
- Completed work on a research camp at Danum Valley in Ulu Purut, 6 hours trek from Danum Valley Field Centre (DVFC). The area is primary rainforest and has been left fallow for over 50 years. The camp is low impact and will allow scientists and rangers access to study and protect the area. Once finished we installed an improved water system at DVFC to accommodate growing demand.
- Conducted 3 biodiversity studies in Pitas to go towards a report into High Value Conservation Forest. This research will lead to the protection and better management of the area.
- Continued building infrastructure at the Sun Bear Conservation Centre in Sepilok. This was Raleigh's last expedition at the Centre and the volunteers left having made a massive contribution to the opening of the centre for visitors.

- Continued with Project Aware in Tenkun Abdul Rahman National Marine Park. This involved replanting coral in an area previously heavily dynamited. Project Aware is the culmination of the diving phase of the adventure project.

#### **In Costa Rica and Nicaragua:**

We continued to work with a variety of partners in both Costa Rica & Nicaragua, including cooperatives, NGOs, local development associations and the Costa Rica National Park System. Raleigh worked on a number of projects across both our expeditions and our new ICS programme in 2012.

#### **Expedition Programmes - Costa Rica and Nicaragua**

##### **Raleigh:**

- Completed the construction of 3 water projects in villages of El Pajarito, Los Loros and Matapalo in the Achuapa District of northern Nicaragua, installing 4 km of water pipes, 4 water holding tanks, thereby providing fresh drinking water to 350 beneficiaries. These projects are part of a 5-year project in Achuapa (a district with one of the highest incidence of extreme poverty in the country) to ensure that the inhabitants of this area have access to clean drinking water.
- Built 1 community centre in San Jose, 1 preschool in Las Lagunetas, and 12 houses as part of a disaster relief project in Arenilla and La Naranjita. These initiatives were done alongside our partner El Foro and are part of the management plan of the Miraflores Nature Reserve to engage the local farmers in conservation and provide capacity building in local communities to meet local needs.
- Built 2 primary schools and 1 health centre in the Indigenous Territories of Chirripo and Conte Burika. Working alongside local communities, the indigenous people and the Costa Rican Ministry of Public Education, 439 students were directly affected by the project. The indigenous people of Costa Rica have high levels of illiteracy and many people have poor access to educational facilities. We aim to support the Ministry of Education in providing educational and health facilities to the most remote areas in the country.
- Worked in nine different national parks in Costa Rica, building 8km of trails including 2 trails for wheel-chair users and protecting the eggs from over 1,500 turtles. All of the projects are part of the National Parks' management plans to provide protection for highly endangered species, manage vulnerable habitats whilst providing access to all levels of society including schools, educational facilities, scientists and tourists (both national and international).

#### **ICS Programmes – Nicaragua**

All of the projects on ICS in Nicaragua have an integrated focus working across six areas (action research, awareness raising, peer to peer education, infrastructure, training and resource development) and work in one of the following areas: the management of natural resources, water and health sanitation, human rights & education, and sustainable livelihoods. In the last year there have been two cycles, with projects running across the cycles, and Raleigh:

- Completed 3 natural resources management projects in the communities of San Nicolas and Santa Rosa working with La Cooperativa Juan Francisco Paz Silva and in El Zapote working with ANIDES (Asociacion Nicaraguense Desarrollo Social). Outcomes included developing skills and capacities of local people to manage natural resources and combat climate change, while outputs included 2 community centres to enhance community cohesion and give people a place to meet, plan and continue to raise awareness, as well as 56 improved ovens and 16 eco-latrines.
- Constructed 2 water projects in the communities of El Cacique, El Rodeo and La Pita in the Miraflores Nature Reserve and constructed 18 eco-latrines in the community of Isiqui. This is part of a long-term project to improve health and sanitation in the area working under our partner El Foro's strategic plan.

- Completed two sustainable livelihood projects, one with the Cooperative in Achuapa and the other with INPRHU (Instituto de Promocion Humana) in Somoto. In El Pajarito, Achuapa a series of coffee drying beds were built so that the community could be encouraged by community leaders alongside Raleigh and the cooperative to reintroduce shade-grown organic coffee to the area. In the first harvest 75 sacks of coffee were collected and sold, with a premium included in the price recognising the unpaid work of women in the production line.

**In India:**

Raleigh's work as part of the ICS consortium has increased our capacity of our programme delivery in India which has concentrated on access to clean water, rural sanitation and livelihoods. Our successes in delivering to the rural poor in southern India are shown below.

Working in partnership with MYKAPS, a local NGO designated as a primary development agency, based in Mysore, Karnataka, Raleigh has delivered in line with the Millennium Development Goals:

- 120 eco-sanitation toilets directly benefiting 600 men, women and children by providing a safe, convenient and private sanitation facility. These reduce the risks attached to open defecation through wild animal attack in the evenings and reduce exposure to human faeces and associated hygiene issues, thus reducing healthcare costs for beneficiaries. The composted waste provides fertiliser for small holding crops and increases crop yield, benefiting the families' livelihood.
- 15 health screening camps delivered to 1,430 men, women and children providing free treatment and follow up appointments.
- 70 health awareness lessons delivered to local communities directly benefiting 800 men, women and children and indirectly impacting 2,400 family members and friends.
- 5 Participatory Rural Appraisals undertaken.

Working in partnership with MYRADA, a local NGO designated as a primary development agency, based in Germalam, Tamil Nadu, Raleigh has delivered:

- 28 eco-sanitation toilets directly benefiting 140 men, women and children by providing a safe, convenient and private sanitation facility.
- 15 concrete floored cattle sheds for dung and urine collection for use as fertiliser/pesticide.
- 25 Vermi compost pits, for compost creation from cattle dung.
- 20 azola pits, for cattle fodder and compost.
- 2 twenty thousand litre rain water storage tanks.
- 2 health screening camps delivered to 330 men, women and children providing free treatment and follow up appointments.
- 2 vet/animal screening camps, providing medicine and animal check-ups to 120 cattle.
- 42 health & livelihood awareness lessons delivered to local communities directly benefiting 505 men, women and children and indirectly impacting on 2,020 family members and friends.
- 3 Participatory Rural Appraisals undertaken.

Working with CTRD, a Local NGO designated as a primary development agency, based in Gudalur, Tamil Nadu, Raleigh has delivered:

- 6 biogas alternative renewable fuel units for families directly improving the health of 90 men, women and children by eradicating the need to burn firewood in the home which is the cause of numerous respiratory illnesses. Indirectly these units will save 40 tonnes of illegal timber use each year and reduce carbon emissions by 100 tonnes of CO<sub>2</sub>.

**In Tanzania:**

In 2012 Raleigh set up operations in Tanzania. This included the establishment of a legal entity, an operational base and the development of partner relationships. The first core expedition will be delivered in Spring 2013. Raleigh Tanzania Limited is registered as a not-for-profit organisation with an NGO compliance certificate. It has:

- Signed an MOU with the Ministry of Information, Youth, Culture and Sport, to help with local volunteer recruitment, but most importantly to support Raleigh in gaining work permits for all volunteers.
- Developed relationships with various government departments, at district, regional and national level, including the President's Office and the Ministry of Home Affairs, namely the Department for Immigration.
- Established a fieldbase capable of supporting the first year of programming.
- Worked with a wider variety of partners, including national NGOs, environmental researchers, local Trusts and Government departments. Project partnerships include:
  - SEMA a delivery partner of WaterAid on School sanitation provision.
  - Nomad Trust and a local youth group on natural resource management through cook stove construction.
  - The Uzungwa Elephant Project and TANAPA on mitigation of human animal conflict through the use of natural deterrents such as honey bees.
- Established trekking routes around the southern highlands, a previously rarely explored area of Tanzania.
- Begun the foundations of a national volunteer programme.

## Outcomes

### Individual Volunteer Outcomes on the Core Expedition Programme

One of Raleigh's charitable objectives is the advancement of education and global citizenship. A global citizen is an individual who is aware of their own values and perceptions and respects the diversity of others; recognises that we live in an interdependent world; cares about social justice, sustainable development and the environment; and using their leadership and team skills, takes personal responsibility and action to make the world a better place.

In the second half of 2012 Raleigh has developed a monitoring and evaluation system to measure volunteers' learning relating to global citizenship. At the end of each programme volunteers are surveyed on their perceptions of what they have learned across 23 criteria – this is then aggregated into four key themes.

Based on the results of 652 responses received in 2012 (Spring, Summer and Autumn expeditions), the volunteers agreed or strongly agreed that the Raleigh expedition had a positive impact on their:

- Leadership and team working 89%
- Intercultural awareness 86%
- Global awareness 87%
- Personal aspirations 88%

To support these overseas expedition programmes, Raleigh delivered in the UK:

- 15 pre-expedition training events for volunteers;
- 5 outdoor residential training programmes (ROARs) for those young people with full bursary places;
- 8 assessment and training weekends for volunteer managers; and
- 9 pre-expedition training weekends for volunteer managers.

### Individual Volunteer Outcomes on the ICS Programme

Raleigh's ICS programme focuses on young people becoming active global citizens and making a difference in today's world. A 'Knowledge, Attitude and Practice' survey looked at participant feedback from the first year of the programme from every organisation in the Consortium. Raleigh consistently scored at the top of the Consortium in this survey, displaying the strengths of the Raleigh ICS programme thus far.

Raleigh participants reported the highest levels of satisfaction with their overall ICS experience amongst the Consortium with 98% being either 'satisfied' (34%) or 'very satisfied' (64%) with their experience. They also more frequently related their ICS experience as useful in their own personal and professional development and stated they had more confidence because of their ICS experience. Furthermore, throughout the Consortium 89% of respondents claimed their motivations for joining ICS had been met, with Raleigh having the highest score in this category at 98%. Raleigh was also ranked highest in satisfaction with the recruitment and assessment process as well as the pre-departure training, in-country training and in-country support.

91% of Raleigh participants said their ICS placement had a positive development impact. Participants reported their understanding and knowledge of the Millennium Development Goals had increased due to ICS and two-thirds of all respondents reported that their knowledge/understanding of the role young people can play in national and international development had increased. 80% of Raleigh participants stated they would definitely recommend the programme to others, compared to 68% overall from the rest of the consortium, displaying the overall strength of the Raleigh ICS programme.

To support the ICS programme, Raleigh delivered:

- 33 volunteer and team leader selection days;
- 9 pre-departure training events for volunteers;
- 9 pre-departure training events for team leaders; and
- 1 returned volunteer training weekend.

### **Safety**

Raleigh is committed to operating safe but challenging programmes overseas and continues to develop and refine its UK and overseas operations by seeking feedback from participants, partners and the wider sector. There is a robust system to monitor health and safety and adapt to any learning necessary. Throughout 2012 it continued to operate the Safety Management System to the highest standards. Safety procedures include detailed pre-expedition risk assessments, contingency planning, including regular testing of crisis management and casualty evacuation plans in the UK and overseas. In addition, Raleigh requires medical screening for everyone involved in our programmes and conducts individual medical assessments prior to departure where necessary. Comprehensive insurance and effective support from specialist agencies is provided, and qualified medical staff are recruited and deployed on each programme. A 24 hour communication system within each country and to Head Office is maintained at all times.

Raleigh received its second full independent external audit against the British Standard BS8848 (*Provision of visits, fieldwork, expeditions, and adventurous activities outside the United Kingdom*) during 2012 and was found to be fully compliant. Raleigh will continue to review its systems and procedures against the British Standard BS8848 and share its learning to prevent injury or illness.

### **Youth Agency Partnership Programme**

In 2012, 33 young people joined a ten-week expedition. Raleigh worked closely to support the young people, through some existing partnerships in Scotland and England, such as Fairbridge Glasgow and Venture Trust, and new partners, such as Romford YMCA. Whilst the number of young people recruited was similar to 2011, the summer and autumn seasons saw a higher conversion rate from those attending the Raleigh outdoor activity residential (ROAR) to those joining the expedition. This is due to a new staff member working more closely with partners and young people to manage their expectations better and select young people with higher commitment levels.

89 young people took part in the 5 day residential, with the aim of helping them to gain experience in typical Raleigh surroundings and for staff to make informed decisions about whether they were ready and committed to progressing to expedition.

Young people from disadvantaged backgrounds outside of the UK were also supported to take part in a Raleigh expedition. 22 Bermudans from the Raleigh Bermuda society joined spring and summer expeditions, the highest representation yet. 7 young Aboriginals participated in the spring expedition to Borneo through the Bridging the Gap partnership based in Perth, Western Australia. Bridging the Gap worked with its partner Ironbark in the northern territories of Australia to run the Expanding Horizons Programme.

In 2013 Raleigh is already on track to recruit 50 young people for its Youth Agency Partnership Programme through existing and new UK youth agency partnerships.

#### **Raleigh Bursary Award**

In 2011 Raleigh introduced its bursary award to replace the successful Graduate Bursary Award which was funded by the Department of Business, Innovation and Skills from 2009 to 2011. In the UK Raleigh's widening participation strategy is focused on recruiting young people from a diverse range of backgrounds and cultures and also assisting those who would find the full fundraising target a challenge too far. The Raleigh Bursary Award is aimed at 17-24 year olds from low income households. Two levels of bursary were made available – one-third and two-thirds – and Raleigh awarded 60 of these to assist young people joining 2012 expeditions.

#### **School and Group expeditions**

A four week programme in Borneo was delivered for the Dr. Challoner's School for forty students and four members of staff.

#### **Alumni Programme**

##### **International conference:**

In May 2012, Raleigh hosted its first international alumni conference in London, *From Boats to Biogas*, attended by over 300 alumni and staff. International societies present were: Raleigh Ghana, Raleigh Uganda, Raleigh China, Raleigh Bermuda, Raleigh Hong Kong, Raleigh Singapore, Raleigh Kuala Lumpur and Raleigh Costa Rica.

Keynote speakers were Paul Oginsky (alumni and Youth Advisor to David Cameron), Phil Mulligan (alumni and Executive Director of the United Nations Association), Kahild O'Beirne (alumni) and Colonel John Blashford-Snell (Raleigh's founder). This was followed by a selection of 11 workshops, all delivered by alumni, with a focus on youth, sustainability or community engagement.

##### **Global Ambassadors:**

The DFID-funded Global Ambassadors programme came to a close in June 2012. The programme worked to create a network of skilled and knowledgeable young Raleigh alumni to promote awareness of international development issues and the role an individual can play in working towards issues such as poverty reduction. All five project outcomes were met (exceeded in three), ensuring we achieved our overall project purpose. A total of 186 ambassadors were recruited, whose outreach activities reached over 6,200 people.

In the external evaluation of the programme, Ambassadors were asked, whether, as a result of the training, resources and support provided by Raleigh they felt better able to undertake the awareness raising work they have chosen to do. 90% agreed.

*"the programme makes you very aware of yourself as a global citizen and of your impact. From that comes the desire to act"*

*"Before...I felt there were lots of barriers in front of me...Now I feel the world has opened up"*

With regards to Raleigh's management of the programme, the external evaluator stated the following:

*"In my view the project was very well managed, with agreed activities delivered on time and within budget and outcomes achieved. However, it is your beneficiaries who are the ultimate judges of your efficiency and effectiveness. Of the ambassadors who replied to the question on programme management, not one criticized the management of the programme. In fact, people were explicit in their praise: 'programme managed well'; 'great'; 'brilliant'. The telephone interviewees were particularly positive and felt the programme had been excellently managed."*

#### **Other Alumni Activity:**

In the Autumn of 2012, a group of UK alumni organised a weekend of volunteering on an organic farm, with over 50 alumni attending and proceeds of the ticket sales going to Raleigh.

A new alumni publication was launched, *Connections*. Two editions were produced and posted to alumni with a mailing address on our database but no email. Online alumni networks were strengthened with sector-specific professional networking groups set-up in addition to regional online UK groups.

#### **Corporate Activities**

Raleigh engages in corporate partnerships to assist in funding its charitable objectives. A number of businesses have found that Raleigh's experience in team and leadership building activities can provide significant HR benefits as well as delivering a community benefit. In addition to offering bespoke programmes overseas, Raleigh provides opportunities for individuals to participate in core expeditions.

#### Airbus Corporate Foundation

The final two expeditions for the Airbus Corporate Foundation Biodiversity Programme were completed in southern India. A total of 32 participants from 9 different countries constructed 6 biogas plants. A further 6 biogas plants were funded by the Foundation and these were completed on the Raleigh core programmes. KPMG in India reviewed the programme, benchmarking it against alternative activities, and found the Raleigh programme to be very effective.

#### Other Relationships

In 2012, the Junior Lawyers Division of the Law Society delivered a programme with 13 participants in Borneo. A Nestle UK graduate was selected as a winner of its "Better Bean" internship programme and the participant will undertake an expedition in 2013 or 2014. Five UBS graduate recruits participated in the five week summer expeditions as part of UBS's Horizons programme. 45 graduate recruits from Capgemini participated in a UK leadership programme.

#### **International Raleigh Societies**

At the 2012 international alumni conference, 6 Raleigh alumni societies from around the world signed the Global Alliance for Youth Framework. The aim of this approach is to continue the journey of understanding each other and sharing best practice across organisations.

Raleigh has societies in Hong Kong, Malaysia, Ghana, Uganda, Bermuda, Singapore, China, Costa Rica, Nicaragua, India and New Zealand. It also works with an affiliated youth organisation in Australia to recruit young people who are not in education or work.

Supporting Raleigh's growth and its sustainability through working with and building the capacity of Raleigh alumni volunteer societies to do local community and conservation work, while recruiting onto overseas expedition where possible, will continue to be a focus for the organisation in the 2013-2016 strategy.

## **FUNDING**

Raleigh would like to thank the many charitable trusts, foundations, companies and individuals that supported our work in 2012. In particular:

Bernard Sunley Charitable Trust  
Coutts Charitable Trust  
Danny Walsh  
Discovering Latin America  
Ernest Kleinwort Charitable Trust  
Florence Turner Trust  
Gannochy Trust  
GM Morrison Charitable Trust  
Jessie Spencer Trust  
John Ellerman Foundation  
Peacock Trust  
PF Charitable Trust  
Reuben Foundation  
Ronald Miller Foundation  
Schroder Charity Trust  
Sir Jules Thorn Charitable Trust  
Sir Simon Robertson  
Sylvia Adams Trust  
The Albert Van den Bergh Charitable Trust  
The Garfield Weston Foundation  
The Batchworth Trust  
The Kirby Laing Foundation  
The Myles Robinson Memorial Trust  
The SMB Charitable Trust  
The Vandervell Foundation  
The Verdon-Smith Family Charitable Settlement  
The W A Cargill Charitable Trust  
WM Sword Trust  
Giving Nation

Thank you also for the support of those organisations whose generous donations have made international projects possible, including:

Coca Cola Foundation  
Fondacion Les Paquerettes  
Nestle Malaysia

And to all the individual volunteers and alumni who have donated funds towards Raleigh's work.

### **Corporate Donors**

Raleigh works with companies in the UK and overseas assisting them to achieve their corporate social responsibility (CSR) objectives whilst enabling Raleigh to raise charitable funds. In 2012, Raleigh's trading subsidiary worked with companies by adding value to graduate development programmes and helping to develop team-working and leadership skills for staff on core expeditions.

Thank you to the following companies and organisations for working with Raleigh on programmes or for making charitable donations:

Airbus Corporate Foundation  
Capgemini  
Junior Lawyers Division of the Law Society



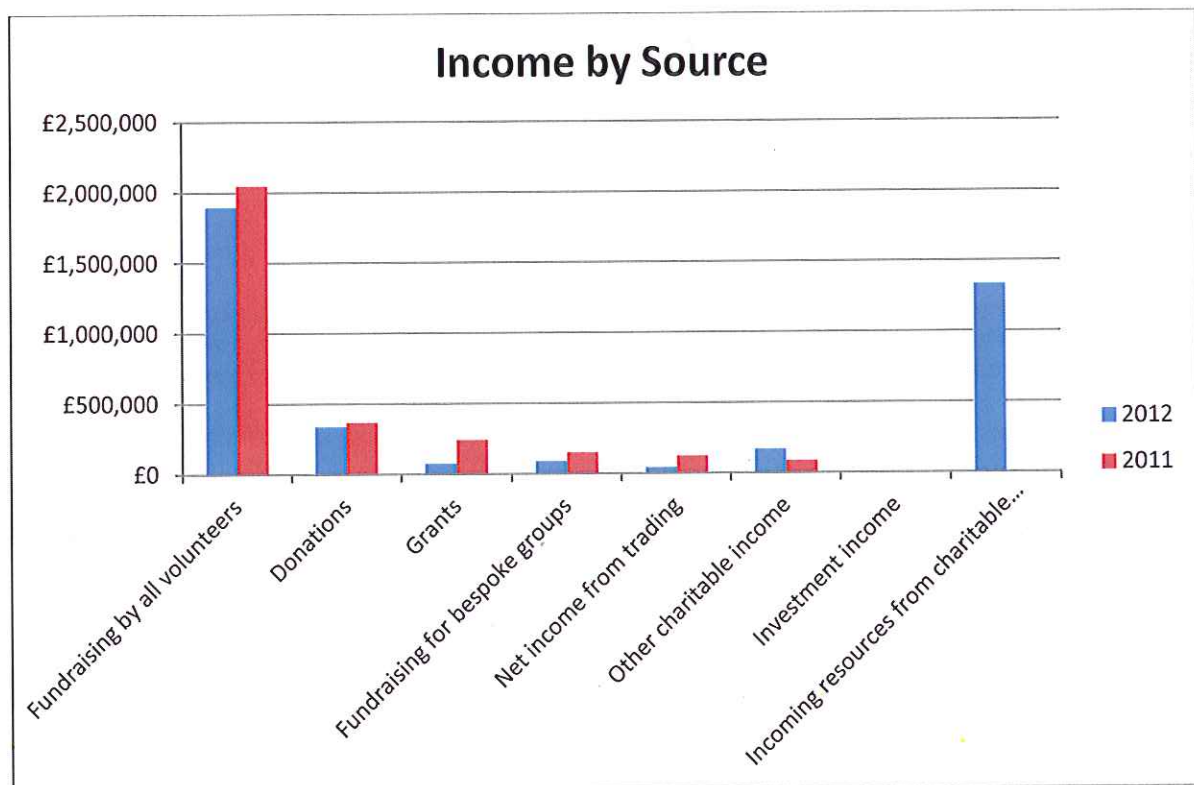
Nomad  
Nestle UK  
UBS

Raleigh has also benefited from the contribution of time and expertise from professional advisors including:

CMS Cameron McKenna LLP  
DTZ Estate Management Services  
Navarro Solicitors

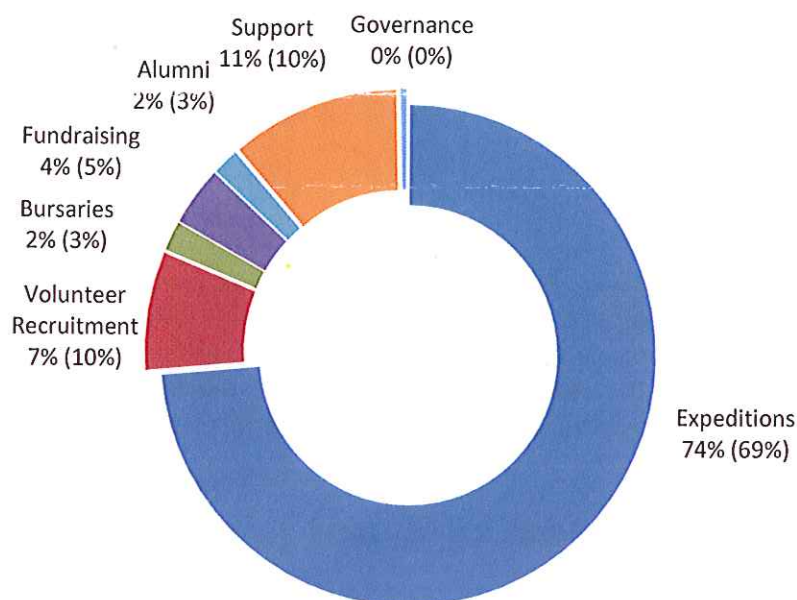
### **FINANCIAL REVIEW**

The overall surplus reported for 2012 is £128,809 (2011: £18,457). Gross income for the year increased by 23% to £4,100,282 (2011: £3,346,290). This was primarily owing to Raleigh's participation in the Department for International Development funded ICS programme. There was a decrease in income from volunteer fundraising (2012: £1,826,063 versus 2011: £2,048,330) due to lower participant numbers in summer 2012 as many chose to stay in the UK for the Diamond Jubilee events and London Olympics.



Expenditure for the year of £3,971,473 increased by 19% on 2011 (£3,327,833) owing to additional staffing and in country activity, as well as set up costs in Tanzania, required to deliver the ICS programme. Resource allocated to expeditions increased to £2,987,016 (2011: £2,184,529).

## 2012 Expenditure (2011 comparison in brackets)



### Reserves Policy

The Trustees' policy with regard to reserves is to seek to maintain unrestricted funds, other than those designated from time to time for specific purposes, at a level sufficient to provide Raleigh with enough working capital to carry on its existing activities successfully and to develop new areas of endeavour.

The Trustees have reviewed the activities and commitments of the Charity and determined that in order to ensure continuity of expeditions and honour contractual liabilities a level of free reserves should be maintained in the range £440,000 to £675,000. At 31 December 2012, the balance of total unrestricted reserves stood at £695,045, while free reserves (excluding £227,772 represented by the net book value of fixed assets) stood at an overall balance of £467,273 (2011: £472,740).

### Risk Management

Raleigh's trustees and management have an ongoing policy of reviewing, identifying and mitigating the operational, financial and strategic risks to which the charity is exposed in the UK and around the world.

A risk register is maintained, which identifies all significant risks and proposes actions to be taken to reduce the charity's exposure as appropriate. The Senior Management Team reviews the risk register regularly during the year, which is formally presented to the Trustees on a semi-annual basis.

Risks are appraised through a combination of likelihood of occurrence and potential impact, with actions agreed that will reduce residual risk to an acceptable level.

### AUDITORS

The auditors, Kingston Smith LLP, are deemed to be re-appointed under Section 487 (2) of the Companies Act 2006.

### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also directors of Raleigh International Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice.)

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

### **SMALL COMPANIES RULES**

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.



**Marie Staunton**  
**On behalf of the Trustees**

Date: 20 June 2013

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF RALEIGH INTERNATIONAL TRUST**

We have audited the consolidated and parent charitable company's financial statements of The Raleigh International Trust for the year ended 31 December 2012 which comprise the Consolidated Statement of Financial Activities (incorporating the Consolidated Income and Expenditure Account), the Consolidated and Charity Balance Sheet, and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 Part 16 of the Companies Acts 2006 and to the charitable company's trustees, as a body, in accordance with Section 44 (1) (c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken for no purpose other than to draw to the attention of the charitable company's trustees those matters which we are required to include in an auditor's report addressed to them. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinion we have formed.

**Respective responsibilities of Trustees and Auditors**

As explained more fully in the Trustees' Responsibilities Statement set out on page 19, the trustees' (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the consolidated financial statements and for being satisfied that they give a true and fair view.

We have been appointed auditors under section 44 (1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report to you under those Acts.

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

**Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the consolidated financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report

**Opinion on the financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2012 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, Regulations 6 & 8 of the Charities Accounts (Scotland) Regulations 2006

**Opinion on other matters prescribed by the Companies Act**

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

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

We have nothing to report in respect of the following matters where the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 & 8 of the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

*Neil Finlayson* *LLP* *LLP*

**Neil Finlayson, Senior Statutory Auditor**  
for and on behalf of Kingston Smith LLP, Statutory Auditor

Devonshire House  
60 Goswell Road  
London EC1M 7AD

Date: *1/7/2013*

Kingston Smith LLP is eligible to act as an auditor on terms of section 1212 of the Companies Act 2006.

**Consolidated Statement of Financial Activities (Including Income and Expenditure Account)**

Income and expenditure account	Note	Unrestricted funds £	Restricted funds £	Year ended 31 Dec 12 £	Year ended 31 Dec 11 £
<b>Incoming resources from generated funds</b>					
<u>Voluntary Income</u>					
Donations		70,131	267,890	338,021	366,311
Fundraising by all volunteers		1,826,063	-	1,826,063	2,048,330
Fundraising for bespoke group expeditions		89,328	-	89,328	149,614
Grants		-	72,430	72,430	241,544
<u>Activities for generating funds</u>					
Gross income from trading subsidiaries	3	270,707	-	270,707	454,096
Other income: charitable operations		170,437	-	170,437	86,090
Investment income: bank interest		697	-	697	305
<u>Incoming resources from charitable activities</u>					
		1,332,599	-	1,332,599	-
	12	3,759,962	340,320	4,100,282	3,346,290
<b>Resources expended</b>					
<u>Cost of generating funds</u>					
Fundraising costs	2	169,416	-	169,416	191,551
Commercial trading operations	2, 3	230,276	-	230,276	329,777
Charitable expenditure	2	3,193,618	364,720	3,558,338	2,793,155
Governance	2	13,443	-	13,443	13,350
		3,606,753	364,720	3,971,473	3,327,833
<b>Net incoming resources / movement in funds</b>					
		153,209	(24,400)	128,809	18,457
Fund balances brought forward at 1 January 2012		541,836	132,188	674,024	655,567
<b>Fund balances carried forward at 31 December 2012</b>		695,045	107,788	802,833	674,024

The group has neither discontinued any of its operations nor acquired new operations. All amounts relate to continuing activities. The notes on pages 23 to 31 form part of these financial statements.

**Consolidated and charity balance sheets at 31 December 2012**

	Note	Group		Charity	
		31 Dec 12 £	31 Dec 11 £	31 Dec 12 £	31 Dec 11 £
<b>Fixed Assets</b>					
Tangible asset	6	227,772	69,096	227,772	69,096
Investments	7	-	-	16,336	16,336
		<u>227,772</u>	<u>69,096</u>	<u>244,108</u>	<u>85,432</u>
<b>Current Assets</b>					
Stock		10,515	13,351	10,515	13,351
Debtors	8	538,209	311,886	652,259	309,072
Cash at bank and in hand		1,106,117	482,988	971,838	434,435
		<u>1,654,841</u>	<u>808,225</u>	<u>1,634,612</u>	<u>756,858</u>
<b>Creditors: amounts falling due within one year</b>	9	(1,079,780)	(188,872)	(1,075,887)	(153,841)
<b>Net Current Assets</b>		<u>575,061</u>	<u>619,353</u>	<u>558,725</u>	<u>603,017</u>
<b>Total Assets less Current Liabilities</b>		<u>802,833</u>	<u>688,449</u>	<u>802,833</u>	<u>688,449</u>
<b>Creditors: falling due after more than one year</b>	10	-	(14,425)	-	(14,425)
<b>Net Assets</b>	11	<u>802,833</u>	<u>674,024</u>	<u>802,833</u>	<u>674,024</u>
<b>Reserves</b>					
Unrestricted funds:					
Free reserves	13	467,273	472,740	467,273	472,740
Funds represented by functional fixed assets	13	227,772	69,096	227,772	69,096
General funds		695,045	541,836	695,045	541,836
Restricted funds:	12	107,788	132,188	107,788	132,188
		<u>802,833</u>	<u>674,024</u>	<u>802,833</u>	<u>674,024</u>

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime within Part 15 of the Companies Act 2006. The financial statements were approved by the Board and authorised for issue on 20 June 2013 and were signed on their behalf by:

*Marie Staunton*

Marie Staunton  
Chairman

Company number 03059479

The notes on pages 23 to 31 form part of these financial statements.

## Notes forming part of the financial statements for the year ended 31 December 2012

Raleigh International Trust is a charitable company limited by guarantee and has no share capital. On a winding up each person that is either a member at that date or ceased to be a member within one year is liable to contribute a sum not exceeding £10 towards the assets of the charitable company.

### Note 1 - Accounting policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the group's financial statements.

#### *Basis of preparation*

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of investments, and in accordance with applicable accounting standards and with the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2005). The formats of Incoming resources and Resources expended have been reanalysed to better reflect the nature of the charity's operations.

#### *Basis of consolidation*

The consolidated financial statements include the financial statements of the charitable company and subsidiary undertakings. No subsidiary undertakings have been excluded from the consolidation. In accordance with Section 408 of the Companies Act 2006 a separate statement of financial activities dealing with the results of the charity has not been presented. The results of the trading subsidiary are separately identified in the group statement of financial activities.

#### *Fixed assets and depreciation*

Depreciation is provided by the group to write off the cost less estimated residual value of all tangible fixed assets with an initial value in excess of £1,000 whether individually or in combination, by equal instalments over their estimated useful economic lives as follows:

- Office equipment, Vehicles, Expedition equipment      Over 4 years (25% per annum)

#### *Investments*

The investment in the trading subsidiary is shown at cost. The taxable profits of the subsidiary are paid over to the Trust under Gift Aid each year.

#### *Foreign currencies*

Transactions in foreign currencies are recorded using the rate of exchange ruling at the date of the transaction. Foreign currency balances are translated into sterling at the rates of exchange prevailing at the balance sheet date.

#### *Leased assets*

Where assets are financed by leasing agreements that give rights approximating to ownership ('finance leases'), the assets are treated as if they had been purchased outright. The amount capitalised is the present value of the minimum lease payments payable during the lease term. The corresponding leasing commitments are shown as amounts payable to the lessor. Depreciation on the relevant assets is charged to the profit and loss account.

Lease payments are analysed between capital and interest components so that the interest element of the payment is charged to the profit and loss account over the period of the lease and represents a constant proportion of the balance of capital repayments outstanding. The capital part reduces the amounts payable to the lessor.

All other leases are treated as operating leases. Their annual rentals are charged to the profit and loss account on a straight-line basis over the term of the lease.



## **Note 1 - Accounting policies (cont.)**

### *Incoming resources*

Income includes funds raised by fundraising ventures and other donations which have been credited to the group. These are recognised when received by the group, notwithstanding this may not match the period in which the related expenditure is incurred. Whilst this results in volatility in the Statement of Financial Activities, the policy is in accordance with SORP 2005 and ensures that income is not recognised before there is certainty.

In the case of performance related grants or long term contract income, income entitlement is considered to be conditional upon delivery of a specified level of service. Income is therefore recognised to the extent that the charity has delivered the service or activity. The expenditure incurred to date is used as a reasonable estimate or approximation of the charity's performance and so income entitlement. Any such income not recognised in the year will be carried forward as deferred income and is included in liabilities in the balance sheet to reflect the matching of such income with future activities.

All other income is recognised on an accruals basis.

### *Resources expended and basis of allocation of costs*

Expenditure is accounted for on an accruals basis, and includes the following main direct categories, before allocation of support costs, which include costs associated with Governance.

Fundraising - costs associated with raising grants and donations, as well as publicity.

Commercial trading operations – costs for trading subsidiary Raleigh Enterprises Ltd

Charitable expenditure - includes the direct costs of planning, staffing and operating expeditions, in addition to costs of recruiting and selecting participants and volunteer managers for expeditions.

Support costs - CEO's office, HR, as well as other head office finance, administration and facilities. Included within this category are Governance costs, which include external audit, and an allocation of CEO and Director of Finance for organising Trustee Meetings and preparation of annual report. Support costs are allocated across other categories, on the basis of average staff activity during the year.

### *Restricted Funds*

Where funds are received for specific purposes set out by the donor or implied by the terms of appeal, these are shown as restricted income in the statement of financial activities. Expenditure for the purposes specified is applied against the income and any amounts unexpended at the balance sheet date are shown within restricted funds. There are no funds retained in the trading subsidiaries.

### *Bursaries*

Where funds are allocated from Raleigh's resources to support people unable to otherwise participate in expeditions due to financial hardship these are accounted for as gross expenditure and not netted off against general income.

### *Government grants*

Incoming resources are accounted for when receivable. Grants are credited to the Statement of Financial Activities as soon as the conditions of receipts have been satisfied

### *Stock*

Stock is valued at the lower of cost and realisable value.

### *Pensions*

The company operates a defined contribution scheme. Contributions payable are charged to the Income and Expenditure Account in the year they are payable.

**Note 2 - Analysis of total resources expended**

	Staff £	Other Costs £	Support £	31 Dec 2012 £	31 Dec 2011 £
<b>Cost of Generating Funds</b>					
Fundraising costs	76,514	66,225	26,677	169,416	191,551
Commercial trading operations	77,040	153,236	-	230,276	329,777
	<u>153,554</u>	<u>219,461</u>	<u>26,677</u>	<u>399,692</u>	<u>521,328</u>
<b>Charitable Expenditure</b>					
Expeditions & UK projects - unrestricted	653,830	1,693,062	275,404	2,622,296	1,791,131
Expeditions & UK projects - restricted	66,168	282,044	16,508	364,720	393,398
Volunteer recruitment	134,934	149,066	56,712	340,712	343,747
Operations support	59,829	-	23,270	83,099	92,420
Alumni programme	35,705	29,386	12,235	77,326	93,596
Bursaries	-	70,185	-	70,185	78,863
	<u>950,466</u>	<u>2,223,743</u>	<u>384,129</u>	<u>3,558,338</u>	<u>2,793,155</u>
<b>Governance</b>	-	13,443	-	13,443	13,350
<b>Total Resources Expended</b>	<u>1,104,020</u>	<u>2,456,647</u>	<u>410,806</u>	<u>3,971,473</u>	<u>3,327,833</u>
<b>Support Costs</b>					
Finance & Corporate Services				207,051	141,960
Chief Executive Office & Human Resources				203,755	163,549
				<u>410,806</u>	<u>305,509</u>

The total salary costs of £1,370,827 (see note 14) comprise direct staff costs of £1,104,020 plus £266,807 included in support costs.

**Note 3 - Results of trading subsidiaries (REL)**

The results of **Raleigh Enterprises Limited** are summarised below:

	31 Dec 2012 £	31 Dec 2011 £
Income	270,707	454,096
Trading costs	(230,276)	(329,777)
Gift Aid payment to Raleigh International Trust	(40,431)	(124,319)
	<hr/>	<hr/>
Retained profit	-	-
	<hr/> <hr/>	<hr/> <hr/>

The assets and liabilities of **Raleigh Enterprises Limited** were:

	31 Dec 2012 £	31 Dec 2011 £
Current Assets	151,293	149,247
Current Liabilities	(134,959)	(132,913)
	<hr/>	<hr/>
Total Net Assets	16,334	16,334
	<hr/> <hr/>	<hr/> <hr/>
Aggregate share capital and reserves	16,334	16,334
	<hr/> <hr/>	<hr/> <hr/>

The assets and liabilities of **Operation Raleigh Limited** were:

	31 Dec 2012 £	31 Dec 2011 £
Current Assets	2	2
Current Liabilities	-	-
	<hr/>	<hr/>
Total Net Assets	2	2
	<hr/> <hr/>	<hr/> <hr/>
Aggregate share capital and reserves	2	2
	<hr/> <hr/>	<hr/> <hr/>

#### Note 4 - Net outgoing resources for the period

Net outgoing resources are stated after charging / (crediting):	<b>31 Dec 2012</b>	<b>31 Dec 2011</b>
	£	£
Auditors' remuneration:		
Audit – current year	15,000	15,000
Audit – (over) provision from prior year	5	(1,450)
Other auditor remuneration	960	-
Depreciation - owned assets	55,138	37,548
(Profit) or loss on disposal of fixed assets	(13,345)	4,781
Operating lease charge – rent	48,735	55,692
Loss / (Gain) on foreign exchange	(92,855)	(40,839)

#### Note 5 - Taxation

The charitable company is entitled to exemption from UK corporation tax on its charitable activities under S505(i) ICTA 1988. The taxable profits of the charity's subsidiary undertakings are paid under Gift Aid to Raleigh International Trust and hence not taxed.

#### Note 6 - Tangible assets

Group and charity	Office Equipment £	Vehicles £	Expedition Equipment £	Total £
<u>Cost or valuation</u>				
At 1 January 2012	85,515	246,459	69,598	401,572
Additions	50,101	161,476	2,237	213,814
Disposals	-	(36,553)	-	(36,553)
At 31 December 2012	135,616	371,382	71,835	578,833
<u>Depreciation</u>				
At 1 January 2012	74,808	208,121	49,547	332,476
Charge for the year	13,087	34,181	7,870	55,138
Disposals	-	(36,553)	-	(36,553)
At 31 December 2012	87,895	205,749	57,417	351,061
<u>Net Book Value</u>				
At 31 December 2012	47,721	165,633	14,418	227,772
At 31 December 2011	10,707	38,338	20,051	69,096

**Note 7 - Investments**

	Group		Charity	
	31 Dec 2012 £	31 Dec 2011 £	31 Dec 2012 £	31 Dec 2011 £
<b>Investment in Subsidiaries</b>				
<u>Cost or valuation</u>				
At 1 January 2012	-	-	16,336	16,336
Additions	-	-	-	-
Disposals	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 December 2012	-	-	16,336	16,336
	<hr/>	<hr/>	<hr/>	<hr/>

**Investment in Raleigh Enterprises Limited and Operation Raleigh Limited**

The charity owns 100% of the issued share capital of Raleigh Enterprises Limited, a company registered in England and Wales involved in the commercial activities relating to Raleigh.

The charity also owns 100% of the issued share capital of Operation Raleigh Limited, a company registered in England and Wales which commenced trading on 1 April 2001, and is now dormant.

**Note 8 - Debtors: due within one year**

	Group		Charity	
	31 Dec 2012 £	31 Dec 2011 £	31 Dec 2012 £	31 Dec 2011 £
Trade debtors	312,449	94,648	295,731	56,340
Other debtors	29,944	160,344	29,944	97,957
Amounts due from subsidiary undertakings	-	-	131,064	97,881
Prepayments and accrued income	195,816	56,894	195,520	56,894
	<hr/>	<hr/>	<hr/>	<hr/>
	538,209	311,886	652,259	309,072
	<hr/>	<hr/>	<hr/>	<hr/>

**Note 9 - Creditors: Amounts falling due within one year**

	Group		Charity	
	31 Dec 2012 £	31 Dec 2011 £	31 Dec 2012 £	31 Dec 2011 £
Trade creditors	261,406	78,402	260,902	62,226
Other creditors	27,509	28,574	27,509	28,574
Taxation and social security	136,995	36,783	136,605	27,159
Accruals	76,930	45,113	73,931	35,882
Deferred Income	576,940	-	576,940	-
	<hr/>	<hr/>	<hr/>	<hr/>
	1,079,780	188,872	1,075,887	153,841
	<hr/>	<hr/>	<hr/>	<hr/>

**Note 10 - Creditors: Amounts falling due after more than one year**

	Group		Charity	
	31 Dec 2012 £	31 Dec 2011 £	31 Dec 2012 £	31 Dec 2011 £
Other creditors	-	14,425	-	14,425
	-	14,425	-	14,425

**Note 11 - Analysis of Net Assets**

	31 December 2012		Total Funds £
	Unrestricted Funds £	Restricted Funds £	
<b>Charity</b>			
Tangible fixed assets	227,772	-	227,772
Fixed asset investments	16,336	-	16,336
Net current assets	450,937	107,788	558,725
	695,045	107,788	802,833
<b>Group</b>			
Tangible fixed assets	227,772	-	227,772
Fixed asset investments	-	-	-
Net current assets	467,273	107,788	575,061
<b>Balance at 31 December 2012</b>	695,045	107,788	802,833

**Note 12 - Restricted funds**

	Balance 1 Jan 2012 £	Incoming resources for the year £	Resources expended for the year £	Balance 31 Dec 2012 £
Bursary Funds for young people	81,803	175,878	(214,217)	43,464
Overseas Projects	50,385	80,012	(78,073)	52,324
DFID	-	72,430	(72,430)	-
Giving Nation	-	12,000	-	12,000
	132,188	340,320	(364,720)	107,788

**Bursary Funds for Youth Agency Partnership Programme** - Donations by trusts, foundations, corporate sponsors and individuals for young people (including Youth Partnership Programmes) to participate in Raleigh expeditions, who would not otherwise be reasonably able to raise funds of their own accord.

**Overseas Projects** - Funds donated specifically for projects run on overseas expeditions or to enable people from the host countries to participate in expeditions.

**DFID** - The Department for International Development provided a grant for Raleigh to train, support and promote a network of highly motivated, skilled and knowledgeable young people to promote awareness of international development issues including global interdependence and the role an individual can play in working towards issues such as poverty reduction by Raleigh's Alumni.

**Giving Nation** – The Giving Nation Programme provided funding for a cultural immersion project in India for five young people and two members of staff from Queen Elizabeth School in Barnet. The trip was part of a prize that was awarded for a schools' regional film making competition. The funding was received in 2012, however the trip took place in early 2013.

#### Note 13 - Unrestricted funds

	Fund for Functional Fixed Assets £	Free Reserves £	Total £
<b>Charity</b>			
Balance at 1 January 2012	69,096	472,740	541,836
Net movement in funds during the year	158,676	(5,467)	153,209
	227,772	467,273	695,045
<b>Group</b>			
Balance at 1 January 2012	69,096	472,740	541,836
Net movement in funds during the year	158,676	(5,467)	153,209
	227,772	467,273	695,045

The trustees have taken account of Charity Commission guidance in formulating a reserves policy for the charitable company. In order to identify free reserves, amounts within unrestricted funds representing functional fixed assets are shown separately within general funds in the analysis of reserves on the face of the balance sheet.

#### Note 14 - Trustees, staff numbers and costs

No trustees received any emoluments during the year. During the year, trustee indemnity insurance premiums of £2,800 (2011: £2,800) were paid. Trustees were paid £106 in expenses for attending Trustees meetings (2011: £358).

In 2012 one employee earned in excess of £60,000 (2011: one) and pension contributions of £6,648 (2011: £1,661) were made for this employee.

Aggregate payroll costs for all employees are shown below, followed by average staff numbers for the year:

<b>Salary Costs</b>	<b>31 Dec 2012</b> £	<b>31 Dec 2011</b> £
Wages and salaries	1,213,442	1,060,861
Social security costs	106,860	94,503
Pension contributions	50,525	10,220
	<hr/> 1,370,827	<hr/> 1,165,584
	<hr/> <hr/>	<hr/> <hr/>
<b>Staff Numbers</b>	<b>31 Dec 2012</b> No	<b>31 Dec 2011</b> No
Expeditions	8	6
Support	30	24
Fundraising and Communications	7	6
	<hr/> 45	<hr/> 36
	<hr/> <hr/>	<hr/> <hr/>

#### Note 15 - Commitments

At 31 December 2012 the following annual commitments under operating leases were held:

	<b>31 Dec 2012</b>		<b>31 Dec 2011</b>	
	<b>Land &amp; Building</b> £	<b>Other</b> £	<b>Land &amp; Building</b> £	<b>Other</b> £
Within 1 year	-	-	14,350	-
Between 2 – 5 years	59,535	5,795	-	5,795
	<hr/> 59,535	<hr/> 5,795	<hr/> 14,350	<hr/> 5,795
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

#### Note 16 – Forward Currency Contracts

At 31 December 2012, the charity had forward contracts totalling \$100,000 at a rate of \$1.6025:£1 (2011: nil).