

# PPA Self-Assessment Review<sup>1</sup>

Complete areas within white boxes only

Reporting Year	<b>Jan – Dec 2008</b>
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## Part A – Basic Information<sup>2</sup>

PPA partner	Action on Disability and Development (ADD)
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Niche statement	ADD's vision is of a world where physical, social, economic and environmental barriers do not prevent anyone from enjoying their rights, fulfilling their responsibilities and obligations, and participating as fully as they choose at any level of society. To achieve the MDGs, ADD works to ensure the inclusion of one the most marginalised groups, specifically disabled people. The speed at which the world is changing demands that NGOs become more reflexive and reflective in their work. In recognition of this, ADD has embarked on a programme of research, which promotes critical engagement with the work to ensure immediate relevance and maximise impact.
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	2004/5	2005/6	2006/7	2007/8	2008/9	2009/10	2010/11
PPA funding (£)	£0.575 million	££0.95 million	£0.95 million	£0.95 million	£0.98 million	£1.01 million	£1.04 million
As % of total organisational income	18%	28%	25%	22%	26%	Est. 25%	tbc

	2004/5	2005/6	2006/7	2007/8	2008/9	2009/10	2010/11
Other DFID funding (£)	N/A	N/A	See below Manus her Jonno	See below Manus her Jonno	See below Manus her Jonno		

<sup>1</sup> This self assessment review is only part of the reporting story. Organisations will be able to supply evidence, case studies and other material they feel will show impact on the ground

<sup>2</sup> Part A is a useful snapshot of the full relationship between DFID and each PPA holder.

There is an opportunity to expand on some of the non-financial aspects in Part D 'Partnership with DFID' but we wanted to expand Part A to reflect the fact that our partnership with DFID is not purely financial.

### Summary of partnership with DFID and other DFID funding<sup>3</sup>

E.g. list of other DFID contracts or description of sectors worked in with DFID. (Approx. 300 words.)

There are no other direct financial contracts between DFID and ADD, although the following may be of interest to DFID:

- ADD Ghana's key partner, the Ghana Federation of Disabled People, won a RAVI funding contract in 2005.
- ADD Bangladesh has received funding from Manusher Jonno as follows: 2006 £104,698, 2007 £76,162, 2008 £105,099.
- ADD's key partner in Uganda, NUDIPU (National Union of Disabled People Uganda) has a project with DFID entitled Human Rights and Disability.
- Several ADD DPO partners in Uganda, Ghana and Bangladesh received funding from the Disability Rights Fund (to which DFID is a contributor) in 2008.
- ADD programmes in Bangladesh, Ghana and Tanzania have developed good relations with the DFID local office, and closer relations are developing in Uganda and Zambia.
- ADD Bangladesh has carried out an accessibility audit on the DFID office in Dhaka;
- ADD Tanzania ran a disability awareness workshop for DFID staff in June 2008 and helped with the logistics of David Blunkett's visit to Tanzania in 2008;
- ADD briefed Keith Hill MP on disability in Ghana before his VSO visit to Ghana in 2008, where he helped the Ghana Federation of Disabled people to develop their advocacy strategy.
- In 2007/8 ADD seconded a disability specialist to DFID's equity and rights team for 6 months
- ADD worked with DFID as it compiled its "How to ...Disability" note from 2001 onwards

### Approximate % of total organisational expenditure allocated by sector or theme<sup>4</sup>

ADD works in 11 countries in Asia: Bangladesh, Cambodia and a sister organisation ADD India; and in Africa: Burkina Faso, Cote d'Ivoire, Mali, Ghana, Sudan, Uganda, Tanzania and Zambia.

ADD's core work is 100% disability rights in relation to social exclusion. In 2008 ADD's expenditure of £3.9 million broke down as follows:

57% capacity building; 10% advocacy and influence; 30% technical development work assistance and 3% M&E.

Because ADD's work involves promoting social inclusion, almost all the themes in DFID's

<sup>3</sup> This is intended to be a cumulative list of DFID contracts etc. from when your PPA began. If there is a large amount of information, please summarise by e.g. department and add any additional information to an appendix. We wanted to leave this section quite open to interpretation by each organisation. Note the wording has changed from 'relationship' to 'partnership'.

<sup>4</sup> This should provide an indication of your overall organisational allocations by sector or theme (i.e. not limited to your PPA).

The % breakdown may change from year to year and is intended to reflect key organisational priorities for the Reporting Year under assessment.

synoptic framework annexes are relevant to ADD's work with disabled people, as disability rights are relevant to issues of gender, education, health, clean water, social protection, disasters and emergencies, HIV/AIDs etc. ADD's new strategic framework will involve greater focus on specific themes, which will be reported on in 2010.

## Part B - Progress against PPA Strategic Objectives<sup>5</sup>

Progress to date against PPA purpose statement
<p>To support organisations of disabled people in Africa and Asia to influence policy and practice to end social exclusion and poverty, thus contributing to the achievement of the MDGs, especially 1, 2, 3 and 6.</p> <p>Key indicators of success will be the signing and/or ratification of the UN Convention on the Rights of Persons with Disabilities in 8 of the 11 countries where ADD works by the end of 2008 and the implementation of the provisions of the Convention in the countries where ADD works.</p>
<p>Provide high-level summary of progress to date against your purpose statement, drawing on evidence in line with the performance framework. (Word guidance: up to 300 words.)<sup>6</sup></p> <p>The adoption of the UN Convention on the Rights of Persons with Disability (UNCRPD) was a very significant landmark for disabled people and the disability movement, following their close involvement in its formulation. It has put disability firmly on the development agenda. Development players are agreed that the MDGs cannot be achieved without the inclusion of disabled people, who make up 10 – 20% of the world's poorest.</p> <p>There was great initial success towards achieving ADD's purpose in 2008 as by the end of the year all the countries that ADD works in had signed the UNCRPD and 4 had ratified: Bangladesh, India, Mali, and Uganda.</p> <p>As ratification confers the responsibility on a government to implement the provisions of the Convention and as many of the provisions of the Convention directly relate to the MDGs, it is encouraging that governments are beginning to understand the need to include disabled people in the formulation and implementation of their poverty reduction activities. ADD's work with the disability movement of building the capacity of disabled people's organisations (DPOs) is enabling them to advocate successfully for the inclusion of disabled people in all spheres of life and disabled women are also making their voices heard. As DPOs develop their organisations they are increasingly attracting funding from new sources, other NGOs, government departments and international organisations such as the World Bank and the Disability Rights Fund. DFID's support to ADD helps open doors and leverage funding and influence for both ADD and DPOs.</p> <p>Reports on the progress of the implementation of the provisions of the Convention will be on-going throughout the period of the PPA. This report will focus on the following indicators:</p> <p>Strategic Objective 1 indicators 1b, 2 and 3; Strategic Objective 2 indicators 1, 2, 4 &amp; 6; Strategic Objective 3 indicators 1, 2 and 3.</p>

<sup>5</sup> The phrasing in this section is intended not to preclude referencing back to previous work in a different reporting period.

This is also an opportunity to generate a rich picture of PPA funding and demonstrate its value.

<sup>6</sup> This is intended to be an executive summary, a 'this is how we're doing' type narrative to set the scene for detailed information on the objectives and indicators. It also emphasises the qualitative aspects of reporting

**Progress against PPA Performance Framework by each Strategic Objective**

**Strategic Objective 1:**

Strong vibrant disability movements in Africa and Asia.

**Please explain choice of indicators reported on below**<sup>7</sup>

**Indicator 1:**

Increased number, size, capacity and independence of disabled people’s organisations in 8 of the 11 countries in which ADD works

**Progress achieved and challenges faced**<sup>8</sup>

Please draw on evidence in line with the performance framework. (Word guidance: up to 300 words.)

(Note: this Indicator has been divided into 1a and 1b in order to separate the quantitative and qualitative data. 1a now reads “Increased number and size of disabled people’s organisations in 8 of the 11 countries in which ADD works.” 1b now reads “ Increased capacity and independence of disabled people’s organisations in 8 of the 11 countries in which ADD works”)

1b. Progress has been made in all the countries ADD works in, but of particular note are the following, as they demonstrate DPOs growing ability to organise and run themselves independently of ADD and the acceptance and acknowledgement by governments of DPOs as legitimate and credible organisations: In **Bangladesh** in 2008 The National Council of Disabled Women and the National Grassroots Disability Organisation both gained legal status from the Government; DPO leaders became members of 26 UDSSCs (Upazila Disabled Students Stipend Committee) leading to 215 disabled students receiving stipends; 51 DPOs are now legally registered in Bangladesh; In **Ghana** many district DPOs have come together to form 4 cross-disability groups; DPOs have formed advocacy committees to demand Education, Employment, Health and Transport ministries to operationalise some of the provisions in the Disability Law; in **Zambia** ADD has slimmed down the size of its programme in recognition of DPOs gaining increased funding and support from other donors.

**List any documentary evidence of achievements**<sup>9</sup>

SWAUTA – Tanzania Case study

**Indicator 2:**

50% increase in members of DPOs standing for election.

<sup>7</sup> Agencies may choose to select just some of the indicators for each year of reporting. Please indicate and explain which indicators have been chosen.

<sup>8</sup> Indicate the period referred to: in some cases it may be artificial to focus just on the prior year, and a focus on overall progress may be more helpful

<sup>9</sup> This can also be used as an opportunity to provide DFID with case studies, YouTube clips etc for ‘building support for development’.

**Progress achieved and challenges faced<sup>10</sup>**

Please draw on evidence in line with the performance framework. (Word guidance: up to 300 words.)

In the year 2000 disabled people took part for the first time in elections as election monitors in Ghana. This happened again in 2001 in Zambia and in 2003 in Bangladesh and Cambodia. Disabled people’s involvement in election activities as monitors and voters has become more accepted since then, but . By 2005 in Uganda there were places in parliament specifically reserved for disabled MPs (there were 5 at the time) and in Sudan for the first time a DPO member (a disabled woman) stood and was elected to the National Assembly. While disabled people have occasionally been elected in a number of countries at different times, no other DPO members in ADD’s operational countries had been. The situation in 2008 showed significant changes. More disabled people will need to stand for election across all ADD operational countries for the target 50% increase to be achieved.

The achievements in 2008 demonstrate the growing strength of the disability movement. In **Bangladesh** in the Union Parishad (the lowest tier of government in Bangladesh) 80 disabled people stood for election and 16 were elected. Disabled people were involved in the electoral processes, 5000 being deployed to observe 4 city and 9 municipalities elections; in **Cambodia** there are 5 disabled MPs but they are not DPO members; In **Ghana** DPO members were involved in the electoral processes as observers and voters, 11 disabled people were elected on to the district level assemblies but none stood for parliament; in Sudan there are 4 disabled MPs; in **Tanzania** there are 4 DPO members in the ruling party executive at district level; in **Zambia** there are 3 disabled local government representatives, 1 appointed to sit on the citizen economic empowerment commission and, since 2007, 5 representatives of the disability movement seconded to sit on the Draft Constitution Review Process.

**List any documentary evidence of achievements<sup>11</sup>**

ADD country annual reports

**Indicator 3:**

50% increase in funding levels to programmes and DPO partners

**Progress achieved and challenges faced<sup>12</sup>**

Please draw on evidence in line with the performance framework. (Word guidance: up to 300 words.)

In **Bangladesh** The National Council of Disabled Women and the National Grassroots Disability Organisation both received funding from the DRF \$10,500 (£6,600) and \$21,500 (£13,500) respectively; in **Ghana** DPOs raised the equivalent of £97,694, including from the DRF, and the GFD secured an 18 month agreement worth \$1.16 million (£728,000) with DPOs from Denmark; in **Sudan** DPOs received funding from the Canada Fund and support in the form of furniture and equipment from the Sudan Ministries of Social Welfare

<sup>10</sup> Indicate the period referred to: in some cases it may be artificial to focus just on the prior year, and a focus on overall progress may be more helpful

<sup>11</sup> This can also be used as an opportunity to provide DFID with case studies, YouTube clips etc for ‘building support for development’.

<sup>12</sup> Indicate the period referred to: in some cases it may be artificial to focus just on the prior year, and a focus on overall progress may be more helpful

and Education; in **Tanzania** 23 DPOs received funding worth TZS 160 million (equivalent to £76,500 sterling) from sources other than ADD; in **Uganda** DPOs received funding from the DRF; in **Zambia** many NGOs started to fund the disability movement from 2007 - World Bank, UNDP, Power4Good, Irish Aid, RAPIDS and others

List any documentary evidence of achievements<sup>13</sup>

Disability Rights Fund website; Power4Good website

**Copy the boxes above for each indicator under Strategic Objective 1.**

**What is the likelihood that Strategic Objective 1 will be achieved? Rate 1 to 5<sup>14</sup>**  
**See footnote 10.**

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### Strategic Objective 2:

Progress towards inclusive international development policy and practice, maximising the opportunities presented through existing alliances and partnerships with DFID, other PPA holders and other development stakeholders.

#### Indicator 1:

5 new NGOs developing inclusive practices

#### Progress achieved and challenges faced

Please draw on evidence in line with the performance framework. (Word guidance: up to 300 words.)

World Vision has disability as the theme of its PPA. VSO is committed to disability inclusion, as can be seen from its publications and recruitment of volunteers. In practice the development of inclusive practices by some NGOs was demonstrated through the following: World Vision Senegal engaged Burkina Faso ADD country director on 2 occasions for support with inclusion work (WV Senegal to ADD Burkina Faso); in Zambia other NGOs are including disability on their agenda and funding the movement – (Plan, Care International, and World Vision).

#### List any documentary evidence of achievements

Requests for training from ADD. Reports from WV and ADD country programmes. WV's PPA

<sup>13</sup> This can also be used as an opportunity to provide DFID with case studies, YouTube clips etc for 'building support for development'.

<sup>14</sup> Having the ratings at the end of each section puts more emphasis on the earlier narrative and qualitative information, rather than on the quantitative rating.

Ratings to be applied:

1. = Likely to be **completely** achieved, i.e. well on the way to completion (or completed)
2. = Likely to be **largely** achieved, i.e. good progress made
3. = Likely to be **partly** achieved, i.e. partial progress made
4. = Only likely to be achieved **to a very limited extent**
5. = **Unlikely** to be achieved

<b>Indicator 2:</b>
3 multilateral or bilateral donors implement inclusive practices including either the EU or the World Bank
<b>Progress achieved and challenges faced</b>
<p>Please draw on evidence in line with the performance framework. (Word guidance: up to 300 words.)</p> <p>Both the EU and the World Bank have disability guidance notes and disability is a cross cutting issue in their funding criteria; some of their funding calls are specifically to promote greater inclusion of disabled people. There is some evidence (DPO receipt of funding from the WB) that the World Bank is starting to implement inclusive practices (see indicator 3 for strategic objective 1 above).</p> <p>Discussions with DFID both in the UK and in country programmes indicate a seriousness of intention to mainstream disability into their programmes.</p>
<b>List any documentary evidence of achievements</b>
<p>World Bank calls for funding applications</p> <p>EU calls for funding applications</p> <p>DFID's How to note</p> <p>Discussion notes between DFID and ADD officers</p>
<b>Indicator 4:</b>
An increase in uptake of inclusive practice training by ADD from 4 in 2007 to monthly in 2011 (e.g. on the How to ...note)
<b>Progress achieved and challenges faced</b>
<p>Please draw on evidence in line with the performance framework. (Word guidance: up to 300 words.)</p> <p>World Vision Senegal engaged Burkina Faso ADD country director on 2 occasions in 2008 for support with inclusion work (WV Senegal to ADD Burkina Faso); in Tanzania the ADD country director carried out inclusion training with the staff of the DFID delegation; discussions are underway in Tanzania for ADD to work with DFID's staff there on a regular basis. Similar conversations are being had in Zambia and Bangladesh. In Uganda, there is regular training of World Vision staff.</p>
<b>List any documentary evidence of achievements</b>
Internal ADD reports
<b>Indicator 6:</b>
An increase in the number of disabled people employed in middle management in DFID
<b>Progress achieved and challenges faced</b>
<p>DFID's target for employing disabled people is 4% of the workforce (the civil service target is 3%). At the end of 2007 3.7% of their employees across the organisation were self – declared disabled, with higher percentages represented in the more junior levels. The percentage for the UK based employees was 2% in September 2007. DFID's Diversity Monitoring Annex A gives more detailed breakdowns. This level of analysis and commentary offers a most useful baseline. It also provides a model for diversity monitoring.</p>

**Copy the boxes above for each indicator under Strategic Objective 2.**



<b>What is the likelihood that Strategic Objective 2 will be achieved? Rate 1 to 5. See footnote 10.</b>	<b>3</b>
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<b>Strategic Objective 3:</b>
Progress towards implementation of the provisions of the UN Convention on the Rights of Persons with Disabilities and its Optional Protocol (UNCRPD)

<b>Indicator 1:</b>
All 12 countries where ADD works signed and 6 countries ratified the Convention and its Optional Protocol <i>* These indicators are dependent on the Convention coming into force. At the moment there are no Convention monitoring bodies set up. If they are set up without disabled people's involvement, implementation of the Convention will not be achieved.</i>
<b>Progress achieved and challenges faced</b>
Please draw on evidence in line with the performance framework. (Word guidance: up to 300 words.) That the UNCRPD came into force is now history. By the end of 2008 all 11 countries had signed the Convention and the Optional Protocol and the following had ratified: Bangladesh, India, Mali, Uganda. ADD staff and key DPO members were influential in promoting the signing and ratification through high level discussions and lobbying at ministerial level in each country concerned. This was an extremely good start for the achievement of this objective.
<b>List any documentary evidence of achievements</b>
UN website <a href="http://www.un.org/disabilities/">http://www.un.org/disabilities/</a>

<b>Indicator 2:</b>
Country specific disability discrimination acts in place in 8 of the countries in which ADD works
<b>Progress achieved and challenges faced</b>
Please draw on evidence in line with the performance framework. (Word guidance: up to 300 words.) Progress since 2005 is as follows: In Burkina Faso in 2008 a disability department was set up within the ministry of social welfare and the revised Labour Law includes provisions for disabled people; in Sudan the National Assembly approved the Disability Law in 2008. In 2006 the National Disability Act was put in place in Ghana and in Uganda in 2005. Since the coming into force of the UN Convention, disability acts reflecting the provisions of the UNCRPD are expected to follow.
<b>List any documentary evidence of achievements</b>
ADD programme annual reports
<b>Indicator 3:</b>
National Disability policies in place in 8 of the countries in which ADD works

<b>Progress achieved and challenges faced</b>
Please draw on evidence in line with the performance framework. (Word guidance: up to 300 words.) There has been some progress since 2005, although this is expected to speed up now that UNCRPD has been signed and/or ratified. In Uganda a National Policy on Disability was approved in 2006, Parliament enacted the Equal Opportunities Commission Act and approved the National Rehabilitation Policy in 2007, and the government started to develop regulations for the implementation of the 2006 Disability Act; there is a draft disability policy in Tanzania; in Burkina Faso a disability forum was held in 2008 by the government.
<b>List any documentary evidence of achievements</b>
ADD internal reports

**Copy the boxes above for each indicator under Strategic Objective 3.**

<b>What is the likelihood that Strategic Objective 3 will be achieved? Rate 1 to 5. See footnote 10.</b>	<b>3</b>
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<b>Strategic Objective 4:</b>
Increased development awareness in the UK disability sector and ADD supporters on the links between disability, poverty and the achievement of the MDGs
<b>Indicator 1:</b>
Continued collaboration between ADD and UKDPC to influence the UK public, donors and development NGOs based in the UK to adopt an inclusive approach to development in the south
<b>Progress achieved and challenges faced</b>
Please draw on evidence in line with the performance framework. (Word guidance: up to 300 words.) Discussions between UKDPC and ADD CEO and deputy CEO have as their aim a new dynamic joint strategy before the end of 2009
<b>List any documentary evidence of achievements</b>
<b>Indicator 2:</b>
Donor feedback on their reasons for supporting ADD's work show increased awareness of development issues
<b>Progress achieved and challenges faced</b>
Please draw on evidence in line with the performance framework. (Word guidance: up to 300 words.) Ad hoc feedback demonstrates that the supporters who are staying with ADD during the current economic downturn are committed to development. ADD is in the process of redeveloping its website and using social networking in a systematic way. These will be the main tools for greater engagement with the public to promote increased development awareness.
<b>List any documentary evidence of achievements</b>

**Add further boxes if there are more than 3 strategic objectives.**

## Part C – Lessons Learned<sup>15</sup>

### What lessons are being learned from this PPA?

You might find it helpful to frame your response around each strategic objective and/or to comment on how the PPA has contributed to:

- knowledge generation
- dissemination of knowledge (e.g. to other PPA partners, UK public, etc.)
- your organisation's impact
- relationships with others (whether PPA partners or not)

(Approx. 600 words.)

The PPA is contributing to ADD's thinking and reassessment of how to show and express the impact of ADD's work, both in words, realistic attribution and figures. ADD is in the process of gathering long-term data and DFID's long-term perspective is supportive in this regard. Easy access to other PPA holders is also helpful.

The PPA self assessment process itself, led by DFID since 2008, has been a stimulus to greater working together and awareness of each other as agencies and PPA partners. The effect of this has been to encourage ADD to consider possibilities of collaboration with other agencies as a matter of routine and systematically.

In ADD's Tanzania programme, ADD has worked most effectively with Sightsavers and DFID to promote the cause of albinos who are suffering what amounts to persecution. The PPA relationship supports this engagement.

ADD has made use of DFID's letter of support on its website and is promoting DFID's response to Vulture Funds via social networking and presence at cultural events. Means of further dissemination of information about development and DFID's part in it, and the links between poverty and disability are being developed during 2009.

Lessons being learnt from this PPA, taking each of the strategic objectives in turn:

**Strategic Objective 1: Strong vibrant disability movements in Africa and Asia.**

One of the benefits of being part of a PPA "team" is the highlighting of the common ground between the agencies and contributing to an environment of sharing knowledge and information.

**Strategic Objective 2: Progress towards inclusive international development policy and practice, maximising the opportunities presented through existing alliances and partnerships with DFID, other PPA holders and other development stakeholders.**

The promotion and achievement of this strategic objective is enhanced by the

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<sup>15</sup> We left this section fairly open to interpretation.

Additionally, it's an opportunity to show the reach and value PPA money has.

collaborative spirit that the PPA review process has generated. The PPA relationship demonstrates DFID's endorsement of the objective. The links between the MDGs and the UNCRPD are constantly reinforced and there are regular opportunities to promote disabled people's organisations to other PPA agencies.

**Strategic Objective 3: Progress towards implementation of the provisions of the UN Convention on the Rights of Persons with Disabilities and its Optional Protocol (UNCRPD)**

ADD and its DPO partners can leverage the PPA relationship through DFID country offices to maximise the opportunities for interaction with and access to relevant in-country ministers and officials. This strategic objective is in harmony with DFID's objective of poverty reduction

**Strategic Objective 4: Increased development awareness in the UK disability sector and ADD supporters on the links between disability, poverty and the achievement of the MDGs**

The PPA relationship is enabling greater joined up thinking and promoting inter-agency cooperation. Links between development education centres and ADD are also being enhanced, which will in turn increase the likelihood of the achievement of this objective.

## Part D – Partnership with DFID<sup>16</sup>

### Partnership with DFID

Your organisation, through your PPA, is formally in partnership with DFID, guided by a mutual accountability framework (MAF). This section provides space for your organisation to comment on how that partnership is working in practice.

Some questions to guide you (but please feel free to comment as you wish):

- Have your expectations of the MAF been met in this reporting period?
- What has been the level of mutual engagement between you and DFID?
- What has worked well?
- What has worked less well?
- What suggestions do you have for more effective partnership in future?

Please give specific examples if possible of your PPA partnership with DFID, including links to relevant documents/websites and any collaborative DFID engagement done with other PPA partners

(Approx. 600 words)

Although it is still early days, the MAF looks as though it will work well. The very process of consultation, working out the agreement and follow up work and networking is provoking closer working relationships between DFID and ADD.

DFID in country also seems to be open and receptive to including ADD and possibly DPO representatives in their meetings on development issues in ways that did not happen consistently in the past. The shift in attitude by both organisations to willingness to work as closely as possible is helpful and creative.

Just posing the question to ADD country programmes stimulated discussion with DFID in country. ADD has good working relations with DFID in 5 of ADD's 8 programme countries and there are discussions about how this might be extended to countries where DFID doesn't have a direct presence, such as the Francophone West African countries.

In the UK ADD CEO and deputy CEO recently met with Mark Lowcock to discuss future collaboration. To earmark priority relationships with specific DFID posts is extremely helpful.

Further progress is expected during the current year for seeing DFID drawing on ADD's experience and networks to improve inclusive practices in development.

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<sup>16</sup> Again, we wanted to focus on partnership over relationship here and have left this section open to interpretation by each organisation.

This is where the mutual accountability framework will slot in, once it has been developed by DFID.

This is an opportunity to expand on some of the information in Part A on the partnership between DFID and PPA holders and a chance to flag up issues.

Again, there is a shift in emphasis from a purely financial relationship to a partnership that is also about learning, accountability and communication with other parts of DFID beyond the Civil Society team.

## Part E – Corporate Governance and Organisational Change<sup>17</sup>

### **Provide evidence of how your organisation demonstrates good corporate governance, whether this has changed as a result of the PPA, and if so how.**

You must include in your response assurance that your organisation complies with UK equalities legislation on disability, gender and child protection, and shows due regard for environmental impact.

ADD complies with UK equalities legislation on disability, gender and child protection. In pursuing its goals of equality and inclusion, ADD's targets for the employment of staff and trustees go well beyond the statutory requirements. At trustee and staffing levels this is demonstrated by having a target of at least 50% of trustees and employees being disabled people and 50% women. In 2008, four of ADD's nine trustees are disabled people, and four are women.

While not working directly with children, ADD recognises the need to develop policies on working with vulnerable beneficiaries and with children. ADD is concerned about environmental impact and uses recycled and recyclable materials as much as possible. The means of travel chosen, whether within the UK or to travel abroad, aims to keep the environmental impact as low as possible. The PPA relationship has highlighted the need to review these issues.

In 2007, an organisational review was conducted using an organisational assessment tool developed by DfID and the results were available in 2008. The review concluded that ADD's mission is clear to staff, both in the UK and overseas and that ADD has a good reputation for what it does; is well known in the sector, and is considered a major player. They also found that the Trustees were a diverse group of committed volunteers who felt that they were well prepared and inducted into the roles that they were fulfilling. The recommendations that came out of the review are being incorporated into the new strategic framework that is currently under development.

ADD is a member of a variety of umbrella groups, consortia and networks to enable best practice to be developed and maintained and to influence wider society to be more inclusive of disabled people. These include ACEVO, BOND working groups, the Institute of Fundraising working groups, the PFRA, CFDG and OSSIG. ADD's

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<sup>17</sup> This section is about both ticking the basic legal compliance boxes and showing that PPA holders are pioneering dynamic new approaches to e.g. environmental standards.

This also provides an opportunity for PPA holders and other organisations in the sector to learn from each other and presents PPA holders as at the forefront of new approaches to good corporate governance, accountability, transparency, organisational change etc.

This is an opportunity to list which standards and codes you are signed up to (e.g. HAP, Sphere etc).

Emphasising how PPA funding has contributed to improving governance and change in your organisation and how this learning has been shared in order to strengthen the sector will also provide more material to demonstrate the reach and value that PPA funding has.

Finance Manager is a member of the OSSIG steering group. ADD adheres to the Institute of Fundraising's codes of fundraising practice. Staff in the UK and overseas undertake Mango training, Mango being the holder of the International Aid and Development Award for its commitment to helping improve the effectiveness of aid agencies and NGOs by providing financial training and staff.

In each of the country programmes an independent audit is carried out annually and reported to the trustees. There is a tender process every 4 years for the auditors.

ADD also has close connections with the disability movement and their representative bodies in the countries that we work in, regionally and internationally.

In March 2009, the organisation held an international strategy meeting in the UK and invited representatives from each of its 8 programmes to attend to discuss how ADD's work could be reorganised according to ten different themes. The outcome of this will be reported on next time.

(Approx. 500 words.)