

***War on Want NI
Strategic Plan
2020 - 2021***

September 2019

Aim 1. To increase awareness of the cause and effect of poverty and inequality through Global Education in NI

<i>Objectives</i>	<i>Priority</i>	<i>Performance Measure</i>	<i>Performance target</i>	<i>Progress</i>
<i>1.1 Deliver role of Development Education through CADA Development Education subgroup</i>	<i>Ensure WAR ON WANT NI representation on CADA Management Committee</i>	<i>WAR ON WANT NI Exposure to Primary and Secondary Schools</i>	<i>WAR ON WANT NI organizing and delivering events on the One World Festival Programme</i>	Eithne sits on the committee and has been instrumental in developing the One World Festival
<i>1.2 Ensure compliance to codes of Governance and use of images/messages as member of Dochas and ensure all staff are trained</i>	<i>Ensure WAR ON WANT NI representation on the Dochas Board.</i>	<i>Dochas Codes being practiced and adhered to</i>	<i>Names and description on all images used</i>	We are complying with Dochas guideleines and WAR ON WANT NI material mmets the standards required
<i>1.3 Attend the Dochas AGM and relevant seminars & meetings</i>	<i>Ensure WAR ON WANT NI representation on the Dochas Board and attendance at the AGM</i>	<i>Attendance</i>	<i>Attendance at meeting</i>	WAR ON WANT NI is represented by Eithne who attends all meeting

<p>1.4 To deliver one event during the CADA One World Week in October '19</p>	<p>To establish which topic to cover and the venue for delivery</p>	<p>Event organized and delivered.</p>	<p>The 'Women and Development' event to be attended by a minimum of 50 people.</p>	<p>Event booked at Pavilion Stormont and social media advertising campaign underway as of 30th September 2019</p>
<p>1.5 Deliver a WAR ON WANT NI NI Development Education Programme</p>	<p>Forming a partnership with both Teacher Training Colleges at Saint Marys College (Queens University) and Stranmillis College and playing our part in ensuring teachers are equipped with the necessary information to deliver Development Education</p> <p>Rotating exhibitions in Libraries, WAR ON WANT NI shops and festivals.</p> <p>To participate in the BT Young Scientist Programme.</p> <p>WAR ON WANT NI Staff and volunteers development programme</p> <p>Develop working relations with Change Matters between Donegal and Derry.</p>	<p>Number of partnerships formed.</p> <p>Number of volunteers and staff participating in the programme.</p> <p>Number of schools participating.</p> <p>Formal working group established to deliver the Change Matters and Derry partnership</p>	<p>Partnerships developed with a minimum of 2 further education /third level education providers.</p> <p>A minimum of 75% of all volunteers and 100% of staff to participate in the programme.</p> <p>Rotating Exhibition to take place in a minimum of 6 publicly accessible areas.</p>	<p>Denny attending St Marys to speak to the students in February 2020</p> <p>The Women on the front Line of Climate Change Exhibition is now being rolled out to a variety of venues across NI.</p> <p>Staff and Volunteers have a number of opportunities to attend the Exhibition. Change Makes will be Exhibiting in Letterkenny and we are exploring potential venues in Derry and the Northwest.</p>

	<i>Resources secured for the delivery of the Programme.</i>			
<i>1.6 To join the Changemakers Committee and actively support the Change Makers group in Donegal</i>	<p><i>To meet with Dorothy Jacobs and gain a full understanding of the role.</i></p> <p><i>To join the group as an active member.</i></p>	<i>Membership of group established</i>	<p><i>Attending at least 10 monthly meetings per year</i></p> <p><i>Expand our influence into Derry and the North West</i></p>	<p><i>Denny meeting with Dorothy Jacob on Monday 4th November.</i></p> <p><i>Denny has now joined the Steering Committee and attends monthly meetings</i></p>

Aim 2: Finance - To ensure the Organisation has the Financial means to carry out its work in a transparent manner ensuring highest level of accountability and value for money, whilst maintaining an acceptable and standard level of reserves

<i>Objectives</i>	<i>Priority</i>	<i>Performance Measure</i>	<i>Performance Target</i>	<i>Progress</i>
<i>2.1 To complete Year End Management Accounts highlighting variances and financial position of the organisation</i>	<i>To give an accurate account of the financial position of WAR ON WANT NI NI.</i>	<i>Quality of report receive</i>	<i>Trustee and Auditors acceptance of report</i>	<i>Glenn closely follows income and expenditure flow within the organisation</i>
<i>2.2 To finalise new financial year management accounts and cash flow projections ensuring engagement with all budget holders</i>	<i>To give an accurate account of the financial position of WAR ON WANT NI NI.</i>	<i>Quality of report receive</i>	<i>Trustee and Auditors acceptance of report</i>	<i>Glenn closely follows income and expenditure flow within the organisation</i>

<p>2.3 To report monthly on Organisation Financial position completing a variance report outlining key gaps & rationale for variances</p>	<p>To ensure that accurate monthly reports are generated</p>	<p>Quality of report receive</p>	<p>Staff understanding and acceptance of report</p>	<p>Glenn closely follows income and expenditure flow within the organisation</p>
<p>2.4 To meet with the Head of NI monthly on management accounts monthly variances and gaps</p>	<p>To ensure that the meeting is scheduled and takes place</p>	<p>Number of meetings taking place</p>	<p>12 meetings per annum</p>	<p>Glenn and Denny meeting every 2 months and will now schedule monthly meetings</p>
<p>2.5 To organise regular variance meetings with budget holders to identify gaps and forecast impact on year end accounts and develop an action plan to mitigate against negative impact</p>	<p>To ensure that monthly meetings are held</p>	<p>Number of meetings taking place</p>	<p>12 meetings per annum</p>	<p>These meetings are not at present factored into the diary. It is intended that they will be a scheduled meeting every month</p>

<p><i>2.6 Review WAR ON WANT NINI Financial policies and procedures ensuring adherence across the Organisation and in line with HQ</i></p>	<p><i>Regular updates are received from Dublin</i></p>	<p><i>Full compliance achieved</i></p>	<p><i>Number of issues raised in relation to compliance</i></p>	
<p><i>2.7 Review Retail Financial Policy and Procedures - Money Matters</i></p>	<p><i>Regular updates are received from Dublin</i></p>	<p><i>Full compliance achieved</i></p>	<p><i>Number of issues raised in relation to compliance</i></p>	
<p><i>2.8 Monitor adherence to fundraising financial policies and procedures</i></p>	<p><i>Regular updates are received from Dublin</i></p>	<p><i>Full compliance achieved</i></p>	<p><i>Number of issues raised in relation to compliance</i></p>	

Aim 3: Public Fundraising - To optimise income from statutory and non-statutory funding sources .

<i>Objectives</i>	<i>Priority</i>	<i>Performance Measure</i>	<i>Performance Target</i>	<i>Progress</i>
<i>3.1 To raise a gross income of £172,850 with expenditure of £56,600 by Dec 31st 2020 reviewing & reporting on performance monthly</i>	<i>Complete Fundraising Strategy</i>	<i>£172,850 secured</i>	<i>£124,418 secured £24,171 maximum spend £ net surplus £100,247</i>	
<i>3.2 To raise £33,000 from Trusts and Foundations by 31st Dec 2020</i>	<i>Leo to meet with London office and agree targets. Agree target Programmes in Africa for funding. Set up meetings with key gate keepers and influencers within T & F</i>	<i>Number of Trust and Foundations targeted. Amount secured</i>	<i>Revised to £5,000</i>	<i>Denny and Leo have completed and submitted an application to McClay for £60,000 over 3 years.</i>
<i>3.3 To recruit and retain volunteers to ensure delivery of the fundraising plan and monitor quarterly</i>	<i>To develop a Volunteer Development Strategy aimed in particular at young people and students. Develop and establish partnerships with Queens University, ST Mary's, UUU and Stranmillis</i>	<i>Number of volunteers recruited and supporting Fundraising Department</i>	<i>12 volunteers</i>	<i>6 volunteers recruited Ongoing relationship development established with Queens and Saint Mary's</i>

<p>3.4 To ensure all activity complies with legislation and within the Charity Commission Standards</p>	<p>All developments in FR legislation are monitored and delivery of best practise is as set out by the Fundraising Regulator, IOF, NICVA and CCNI</p> <p>Processes are in compliance with all GDPR principles</p> <p>Risk and Mitigation plan completed prior to any events and for all activities</p>	<p>Compliance achieved</p>	<p>Level of complaints received</p>	
<p>3.5 To generate £16,000 through recruiting a minimum of 2 corporate partners.</p>	<p>Corporate Advisory Group Established</p> <p>Establish WAR ON WANT NI as a member of all relevant Business Umbrella Groups</p>	<p>Advisory group established with at least 6 members</p> <p>WAR ON WANT NI becomes a member of:</p> <p>Chamber of Commerce</p> <p>Women in Business</p>	<p>Number of corporate partners established</p> <p>Number of business organisations joined</p> <p>To raise £16,000</p>	<p>Membership of Chamber of Commerce and Women in Business complete.</p> <p>NICCSA established as corporate partner.</p> <p>Food NI will be WAR ON WANT NI partners at Balmoral Show.</p> <p>Food NI connecting WAR ON WANT NI NI to Mash Direct.</p>

<p>3.6 To develop a NI Community and Special Events Programme to include:</p> <ul style="list-style-type: none"> Community Support Groups General Events Fashion Show Street Collections Foreign Coin Faith Groups Schools 	<p>To advertise and recruit participants for the following events;</p> <ul style="list-style-type: none"> Rocks N Rolling Ultra Marathon, Marathon, Half Marathon and 7 miles (Donegal) SSE Walled City Marathon (10K / Marathon) Newry and Mourne Women's Mini Marathon The Quadrathon Challenge (Donegal) Hillsborough Castle Running Festival (5K / 10K / Half Marathon) The White Bear Triathlon (Ballygally) Ballygally Beach Swim Waterside Half Marathon Galeforce North (Donegal) Belfast Half Marathon The Tuff-inish Adventure Race (Donegal) Advertise within all shops Advertise within all business magazines Promote to all Nicssa Members 	<p>Number of events with WAR ON WANT NI participants</p> <p>Amount raised</p>	<ul style="list-style-type: none"> Community Support - Groups - £500 General Events - £2000 Fashion Show - £100 Street Collections - £300 Foreign Coin - £100 Faith Groups - £200 Schools -£100 <p>Total £3,300</p>	<p>WAR ON WANT NI NI will be advertising in NICSSA Ezine for participants</p>
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<p>3.7 To recruit participants for the WAR ON WANT NI Overseas Event Programme</p>	<p>To advertise and recruit participants for the following overseas challenges: Camino Walk Uganda Run Great Ethiopian Run Leo to meet with Special Events Team in Dublin. Contact all key personnel within organizing committees. Advertise within all shops Advertise within all business magazines</p>	<p>Number of events with WAR ON WANT NI participants Amount raised</p>	<p>£ -</p>	<p>WAR ON WANT NI NI will be advertising in NICSSA Ezine for participants</p>
<p>3.8 To advertise all fundraising events within the WAR ON WANT NI shops and inform all shop volunteers as to the event details.</p>	<p>To meet with shop volunteers and explain the strategy and expectations. To create Information Points in all shops.</p>	<p>Number of participants recruited through shops.</p>	<p>Overseas Events – 0 participants Regional Events 0 participants</p>	<p>Denny now has a monthly meeting with all shops staff and has meet all volunteers. All shops will be used to promote fundraising events</p>
<p>3.9 To ensure that all legacy, special events and general fundraising opportunities are distributed and promoted within the</p>	<p>Established Information points within shops Explore potential including costs for 'Tap Points' Update all information leaflets to include NI charity number</p>	<p>Number of leaflets distributed. Number of participants recruited.</p>	<p>Legacy Promotional Material distributed</p>	<p>Denny now has a monthly meeting with all shops staff and has meet all volunteers. All shops will be used to promote fundraising events</p>

<i>shop network including 'Tap Points' for credit and debit cards.</i>				
<i>3.10 Recruit a minimum of 6 influential people to advise on Corporate Fundraising</i>	<i>Meet target members</i>	<i>Number of targets recruited</i>	<i>6 members recruited</i>	<i>I have recruited Gerry Kelly Mary Carlin Stephen McMorrow Michele Shirlow</i>
<i>3.11 Recruit a minimum of 4 women to join a Women and Development Business Group.</i>	<i>Meet target members Request speaker role at next Women in Business meeting</i>	<i>Number of targets recruited</i>	<i>4 members recruited</i>	<i>Members recruited Kellie O'Dowd (Green Party) Helen Crickard (Reclaim the Agenda) Annie Campbell (WRDA)</i>
<i>3.12 Organisational Fundraising - Develop relationships with Trade Unions, Soroptimists, Women's Groups, Ulster farmers Union and NI Civil Service</i>	<i>Meet with Alistair Donaghy – Union of Lecturers and Teachers. Contact all other Trade Unions. Meet with Gerry Kelly NICSSA Meet with Barclay Bell UFU</i>	<i>Number of organisations recruited supporting WAR ON WANT NI</i>	<i>3 x Trade Unions recruited Nicssa recruited £17,500 target</i>	<i>I have meet with Claire Moore of the Irish Congress of Trade Unions and Alistair Donaghy Teachers and Lecturers Union</i>

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Sports Association within NI.				
3.13 To deliver a Major Donor Development Plan beginning with an event at the Kingspan Stadium Belfast and support by Rob Herron	To run the event with the 2020 calendar year and to secure the support of Rob Herring, Stephen Nelson, Sheldon Coulter and Michael McQuire	To sell between 15 and 20 tables for the event	£- Event cancelled until 2021	Denny has written to Rob Herring and Micheal McQuire and is setting up a meeting with Stephen Nelson February 2020
3.14 To twin the Teso region with Northern Ireland and communicate the similarities between both regions.	Get agreement with David Dalton to move ahead with this objective. Talk to Nicola Bothwell about the twinning concept. Communicate the intention to twin with Soroti office and Trustees. Draw up a paper which defines the twinning arrangement	Twinning definition established and Launch scheduled	To establish a twinning process that includes Trade, Learning, Climate Change and Research.	Twinning ambition has been agreed with David Dalton and the launch date set. A Queens University Student is presently drawing up a concept document
3.15 to have an International Programme in Teso planned for the post 2021 Irish Aid project which is NI driven.		Planning paper in place		

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<p>3.16 To further develop the Individual Giving Programme to include:</p> <ul style="list-style-type: none"> One Off Donations Reg Giving WOW Reg Giving Gorta Gift Aid Legacies Direct marketing (Online) Appeals Major Donors 			<ul style="list-style-type: none"> Reg Giving WOW - £1,600 Reg Giving Gorta - £94,000 Gift Aid - £1,000 Legacies - £2,518 Direct marketing (Online) £500 Appeals £2,500 Major Donors - £1,500 Total £103,618 	
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Aim 4: Strengthen and Build WAR ON WANT NI profile and awareness through strong communications ensuring accountability and transparency in our work

<i>Objective</i>	<i>Priority</i>	<i>Performance Measure</i>	<i>Performance Target</i>	<i>Progress</i>
<i>4.1 To Develop an overall Communications Plan (external/internal) and schedule ensuring appropriate channels for target audiences and ensure compliance with any funder requirements</i>	<i>Meet with Nicola Bothwell and agree outline Communication Plan. To reach out and connect to target: audience: Women; Farmers; Food Producers:</i>	<i>Plan completed Coverage in all major news sheets. Coverage in Farming news and Farming Life. Maximum exposure on social media.</i>	<i>Increased coverage and brand recognition</i>	<i>Extensive coverage in 3 editions of Belfast Newsletter</i>
<i>4.2 To review monthly web and social media traffic from/for WAR ON WANT NI NI</i>	<i>To contact Jess in Dublin office with clear Social Media message for posting</i>	<i>Frequency of posts</i>	<i>1 post per week</i>	<i>Leo and Denny forwarding all Social Media opportunities to Jess and George in Dublin Office</i>

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<p>4.3 Ensure monthly communications are produced and sent to supporters to engage and drive loyalty</p>	<p>The creation of a monthly ezine.</p>	<p>Number of ezines produced Number of readers</p>	<p>1 ezine per month All volunteers and stakeholders targeted</p>	<p>Scheduled to be in place by April 2020</p>
<p>4.4 To contribute to the production of the Annual Report</p>	<p>To contact George Jacob and request deadlines and print space</p>	<p>WAR ON WANT NI NI Contribution included in Annual Report</p>	<p>Half page coverage of WAR ON WANT NI NI</p>	<p>Ongoing</p>
<p>4.5 To ensure all staff & Retail shops have updated information on the work of WAR ON WANT NI NI and that Retail staff and volunteers are displaying it appropriately</p>	<p>Process in place which ensure all volunteers and stakeholders have access to ezine. Distribution of information leaflets to all shops.</p>	<p>Number of stakeholder and volunteers emails WAR ON WANT NI NI have access to. Information points established within shops</p>	<p>All stakeholders accessing information</p>	<p>Denny and Leo distributing all collateral to shops</p>
<p>4.6 To build relations with key media personalities, local newspapers, and media organisations to help identify opportunities to have 4 pieces of press or online media published</p>	<p>Contact key target media editors and contributors Organise an overseas trip with leading Editor</p>	<p>Farming Life and Farming News covering our stories</p>	<p>A partnership agreed between WAR ON WANT NI Ni and Farming Life and or Farming News.</p>	<p>Head of WAR ON WANT NI NI and Fundraising Officer have met with Nicola to agree outline plan. Nicola has reached out to both Farming Life and Farming news</p>

				<i>re a charity/ media partnership Overseas trip has taken place</i>
<i>4.7 Generate greater awareness of WAR ON WANT NI NI amongst our existing supporters.</i>	<i>Information available in all shops</i>		<i>Media coverage Estimated number of views</i>	
<i>6.8 Generate awareness of WAR ON WANT NI NI amongst our target audience.</i>	<i>Agree Twinning with the Teso region and communicate the positive benefits and synergies with NI. Head of WAR ON WANT NI NI to prepare paper for David Dalton</i>		<i>Media coverage Estimated number of views Increased awareness levels.</i>	

Aim 5: Increase level of Institutional Funding to at least 2 IF grants secured to enable delivery and growth of overseas programmes

<i>Objectives</i>	<i>Priority</i>	<i>Performance Measure</i>	<i>Performance Target</i>	<i>Progress</i>
<i>5.1 To apply to 2019 Irish Aid CSF Annual Grant</i>				
<i>5.2 To seek feedback and learnings on any applications not successful and apply to future applications</i>				

<p>5.3 To seek the additional funding required for the Youth Unemployed project in Teso Uganda and ensure implementation of the project and final reports to the Funders</p>				
<p>5.4 Develop close working relationships with institutional funders such as DFID and Irish Aid</p>	<p>Head of WAR ON WANT NI NI to meet with Irish Aid in Limerick.</p>			

Aim 6: To optimise income from the Retail shop network and identify new business development opportunities to further grow and expand the network

<i>Objective</i>	<i>Priority</i>	<i>Performance Measure</i>	<i>Performance Target</i>	<i>Progress</i>
<p>6.1 To ensure that the NI staffing structure is fit for purpose</p>	<p>Recruit and Train NI Area Support Manager Recruit and Train Retail Support Assistant 1</p>			

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	<p><i>Recruit and Train Retail Support Assistant 2</i></p> <p><i>Recruit and Train a Volunteer Support Worker</i></p>			
6.2 Rebrand all shops	<p><i>Site visits to be completed with signage company</i></p> <p><i>Shop signage to be agreed with Comms</i></p> <p><i>All ROI Shops to be fitted out with new signage</i></p>			
6.3 Ensure overall Retail Structure is robust and fit for purpose	<p><i>Produce a calendar of local events that we can utilise to link store with local community</i></p> <p><i>Explore crossover between ourselves and other local organisations to build local partnerships</i></p> <p><i>Develop a suite of materials to be used instore to promote the charity</i></p> <p><i>Improve internal comms and use stores to promote Fundraising activities</i></p> <p><i>Revisit how shops self promote on Social Media and produce tailored plan for shops</i></p>			
6.4 To ensure that the volunteers at point of	<p><i>Training needs analysis of each store currently and ongoing</i></p>			

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<p><i>delivery within our shops have the best possible training and resources to deliver for the customers</i></p>	<p><i>Explore volunteering opportunities for people with disabilities and/or health related conditions</i> <i>Research feasibility of offering vocational qualifications in Retail through stores</i> <i>Build up partnerships with local organisations who host CSR programmes</i> <i>Produce a suite of volunteering opportunities that go beyond the current limited role</i></p>			
<p><i>6.5 To Future Proof our trading function</i></p>	<p><i>Trial chip and pin in 5 ROI shops</i> <i>Install wifi into NI Coord shops along with necessary hardware to allow online activities</i> <i>Trial chip and pin in 5 NI shops</i> <i>Continue online trial with HARU in NI and War on Want NIre learnings with full Retail Network</i> <i>Factfinding visits for potential new locations in NI and ROI and produce feasibility report</i> <i>Produce report on independent international development charities operating shops</i></p>			

<p>6.6 To ensure that all WAR ON WANT NI staff receive appropriate training and support to deliver against their duties and responsibilities</p>	<p><i>Train NI Staff in Salesforce</i> <i>Improve induction, training and development process utilising WAR ON WANT NI NI and ROI best practice</i> <i>Map out additional training and development opportunities for staff</i> <i>Continue review of Retail staff structure</i> <i>To organize and deliver a number of Fora to develop the volunteers level of understanding of the work of WAR ON WANT NI and to provide volunteer recruitment opportunities throughout NI.</i></p>			
<p>6.7 To ensure that all staff are compliant with Retail Legislation and policies</p>	<p><i>Ensure all volunteers and staff comply with all financial, HR and other policies and procedures.</i> <i>To work with Finance and Audit teams to ensure best practice is adhered to.</i> <i>To ensure all shops complete Health and Safety Risk assessments.</i> <i>To address any non-compliance issues immediately.</i> <i>Ensure any maintenance required is actioned within appropriate timescales.</i></p>			

	<p><i>Ensure all PAT testing, Fixed wire testing and fire extinguisher maintenance is up to date.</i></p> <p><i>To review leases on rented premises and address any issues with landlords.</i></p>			
<p><i>6.8 to develop and deliver a Volunteer Recruitment Strategy for shop volunteers</i></p>				

Aim 7: Continue to ensure our staff and volunteer recruitment, training and development needs are consistent with delivery of Plans and that the physical resources required are fit for purpose

<i>Objectives</i>	<i>Priority</i>	<i>Performance Measure</i>	<i>Performance Target</i>	<i>Progress</i>
<p><i>7.1 To ensure any recruitment follows organisation policy on development of job description, salary grading/scoring &</i></p>	<p><i>All Interview Panels are made aware of the WAR ON WANT NI recruitment process.</i></p>	<p><i>Staff retention</i></p> <p><i>Employee satisfaction</i></p>	<p><i>Minimise staff turnover</i></p> <p><i>100% Staff satisfaction level</i></p> <p><i>Minimise staff grievance</i></p>	

<i>recruitment and selection processes</i>				
<i>7.2 To ensure the SMT effectively communicate and ensure all staff and volunteers adhere to WAR ON WANT NI NI policies and procedures as set out in the Organisation Manual</i>	<i>All staff have access to Staff Organisational Manuel</i>	<i>Staff retention Employee satisfaction</i>	<i>Minimise staff turnover 100% Staff satisfaction level Minimise staff grievance</i>	
<i>7.3 To ensure staff have agreed Work Plans and KPIs in line with the Organisation Operational Plan to ensure delivery of Year 3 of the Strategic Plan</i>	<i>Create KPI centered Work Plans for all staff. Ensure all staff have access to 3-year Strategic Plan.</i>	<i>Staff retention Employee satisfaction</i>	<i>Minimise staff turnover 100% Staff satisfaction level Minimise staff grievance</i>	

<p>7.4 To ensure compliance with all relevant legislation across the organisation in the following areas; Health & Safety, PAT testing in retail shops, Fixed Wire testing in retail shops, Fire Equipment servicing, conducting Retail Risk Assessments</p>	<p>All staff to be given to access to Health and Safety Manual</p>	<p>Number of accidents and incidents</p>	<p>0% staff injury 0% incidents</p>	
<p>7.5 To outline and deliver a Capacity Building Plan as required for the Uganda office & staff</p>				
<p>7.6 To develop an overall Volunteer Recruitment and Development Plan for WAR ON WANT NI NI with key focus on Mobilisation, Engagement,</p>	<p>Develop and roll out a Volunteer Plan</p>	<p>Volunteer recruitment levels Volunteer retention Volunteer satisfaction</p>		

<i>Consistency & Profit Delivery</i>				
<i>7.7 To organise the AGM and combine it with Volunteers Recognition event</i>	<i>Inform volunteers as to the date and venue of the Recognition Event as early as possible before the event</i>	<i>Number of volunteers attending</i>	<i>100% volunteer attendance</i>	
<i>7.8 Ensure all Shop coordinators report on working days to HQ inline with H&S guidelines & for personnel and finance records</i>	<i>All Shop Co – ordinators have access to H&S Guidelines</i>	<i>Number of Co-ordinators complying with policy.</i>	<i>100% compliance</i>	
<i>7.9 To ensure information records are maintained for all new volunteers and reviewed quarterly and ensure all data is recorded in a central CRM</i>	<i>System set in place to capture information</i>	<i>Number of new volunteers with up to date records.</i>	<i>100% of all new volunteers with maintained and updated records.</i>	

<i>7.10 Ensure all current and lapsed volunteers data is managed accurately and reported against quarterly</i>	<i>System set in place to capture information</i>	<i>Number of volunteers with up to date records.</i>		
<i>7.11 To ensure insurance of any overseas trips</i>				
<i>7.12 Review and renew Medical Insurance for staff and review the group personal accident insurance policy by Aug 18</i>		<i>Policy in place</i>		

<p>7.13 To ensure that all vehicles and office equipment are fit for purpose and comply with all safety standards</p>	<p>Review and renew insurance cover requirements for vehicles and equipment. Carry out an assessment of the HQ & Uganda office premises & report on findings. To maintain an inventory of resources for shops and offices to review annually. Ensure alarm in HQ is serviced annually. Ensure Fire Alarm at HQ is serviced bi annually. Ensure Central Heating Boiler is serviced annually. Ensure Uganda office vehicles and equipment are serviced and maintained to an acceptable working standard To service health and safety equipment in offices & vehicles</p>			
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Aim 8: To ensure good governance, greater organisational effectiveness, efficiency and value for money.

<i>Objectives</i>	<i>Priority</i>	<i>Performance Measure</i>	<i>Performance Target</i>	<i>Progress</i>
<p>8.1 Ensure that WAR ON WANT NI NI meets its ethical, legal, financial and contractual obligations</p>	<p>To hold the AGM combining it with a Volunteer Recognition Event. Maintain annual membership lists including date of joint and leaving and ensure new applications are given to Director and approved at Council meetings . Ensure VAT returns are made quarterly. Ensure compliance with payroll RTI to HMRC Ensure strategic financial issues are considered at Finance Committee meetings. Review findings of Financial and Risk Audits of Retail and other. Review combined commercial insurance.</p>	<p>All trustees understand their roles and legal responsibilities. All new trustees receive an induction which introduces them to their responsibilities and to the charity. All trustees read and understand the Charity Commission’s guidance for trustees and your charity’s governing document. Trustees understand the difference between their role as a trustee and any other role they may have within the charity (e.g. as a volunteer) and is this reflected in their actions.</p>	<p>0% issues with legal bodies All Board members understand their role and organizational expectations</p>	

<p><i>8.2 Ensure WAR ON WANT NI NI has the governance structure, systems, committee and skills in place to ensure its effectiveness</i></p>	<p><i>Identify skills gaps with the committee and subcommittee through completion of a Governance review. Trustees to review adherence to funders conditions of contract and evaluation review recommendations</i></p>	<p><i>Efficiency of Board meeting Skills level of board Strength of Governance structure Trustees understand your charity's purposes and its public benefit. An agreed a plan for how your WOWNI is going to work towards achieving its purposes is agree and distributed. Budgets are in place and in line with WOWNI plan. Level and regularity of monitoring progress against WOWNI plan and budgets. A regular review of WOWNI charitable purposes to ensure that they continue to be relevant and valid. Trustees work together as a committed, effective and supportive team. A culture whereby differences are aired and resolved. Trustees adhere to a written code of conduct which sets out the standards expected of them</i></p>	<p><i>All Board members understand their role and organizational expectations</i></p>	
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<p><i>8.3 Ensure that the organisation has the resources to achieve its aims</i></p>		<p><i>Identified resource need</i></p>	<p><i>All Board members understand their role and organizational expectations</i></p>	
<p><i>8.4 To ensure that the WAR ON WANT NI NI Boards decision-making processes are informed, rigorous and timely and that effective delegation, control and risk assessment and management systems are set up and monitored.</i></p>		<p><i>The WAR ON WANT NI NI Board accept collective responsibility for decisions. The board focus on direction, performance and assurance rather than operational matters. All delegated authority is properly supervised by the board. The Board ensures that WOW NI resources (money, data, reputation, volunteers, etc) are managed responsibly and that we comply with our governing document and applicable legal and regulatory requirements. Appropriate financial controls, internal controls, policies and procedures are in place and we review the appropriateness and effectiveness of these regularly. The Board monitor WOW Nis performance against plans and budgets.</i></p>	<p><i>All Board members understand their role and organizational expectations</i></p>	

		<p><i>The Board regularly identify and review the risks WOW NI faces and take action to manage these. The board take appropriate professional advice where necessary</i></p>		
<p><i>8.5 To ensure the WAR ON WANT NI NI Board will act with integrity, adopting values and creating a culture which help achieve the organisation's charitable purposes and to ensure the board is aware of the importance of the public's confidence and trust in charities, and trustees undertake their duties accordingly.</i></p>		<p><i>All trustees put the interests of WAR ON WANT NI NI and its beneficiaries before any personal or special interests they may have.</i></p> <p><i>The Board is independent in its decision-making.</i></p> <p><i>Trustees know when and how they must declare conflicts of interest and/or loyalty.</i></p> <p><i>The Board manage conflicts of interest and/or loyalty in accordance with a conflict of interest policy and procedure.</i></p>	<p><i>All Board members understand their role and organizational expectations</i></p>	