

# Improvement Analysis CBM – Christian Blind Mission

September 2018

## Availability of key policies and information on your website (G1)

Information about CBM's governance, annual report and budget, membership in advocacy alliances, and complaints and feedback mechanisms are available on its website.

The report states that CBM's intranet includes various documents and policies relating to operations, evaluations, projects, audits, best practices, and lessons learned. The Panel believes several of these could be made publicly available, as flagged throughout this feedback letter, and that these would serve as useful references for peers as well as stakeholders – this is an area for improvement. [Sightsavers'](#) and [Restless Development's](#) approaches in this regard are considered good practice.

## Staff development (H2)

The report did not discuss staff development, and the Panel requests information on this in the next full report. It notes however that CBM had provided information on this in their last [interim report](#), and the Panel had noted CBM's efforts positively, identifying the Individual Development Dialogue initiative for longer term career development as a good practice.