

Amnesty International UK

**ANNUAL REPORT  
2009/10**



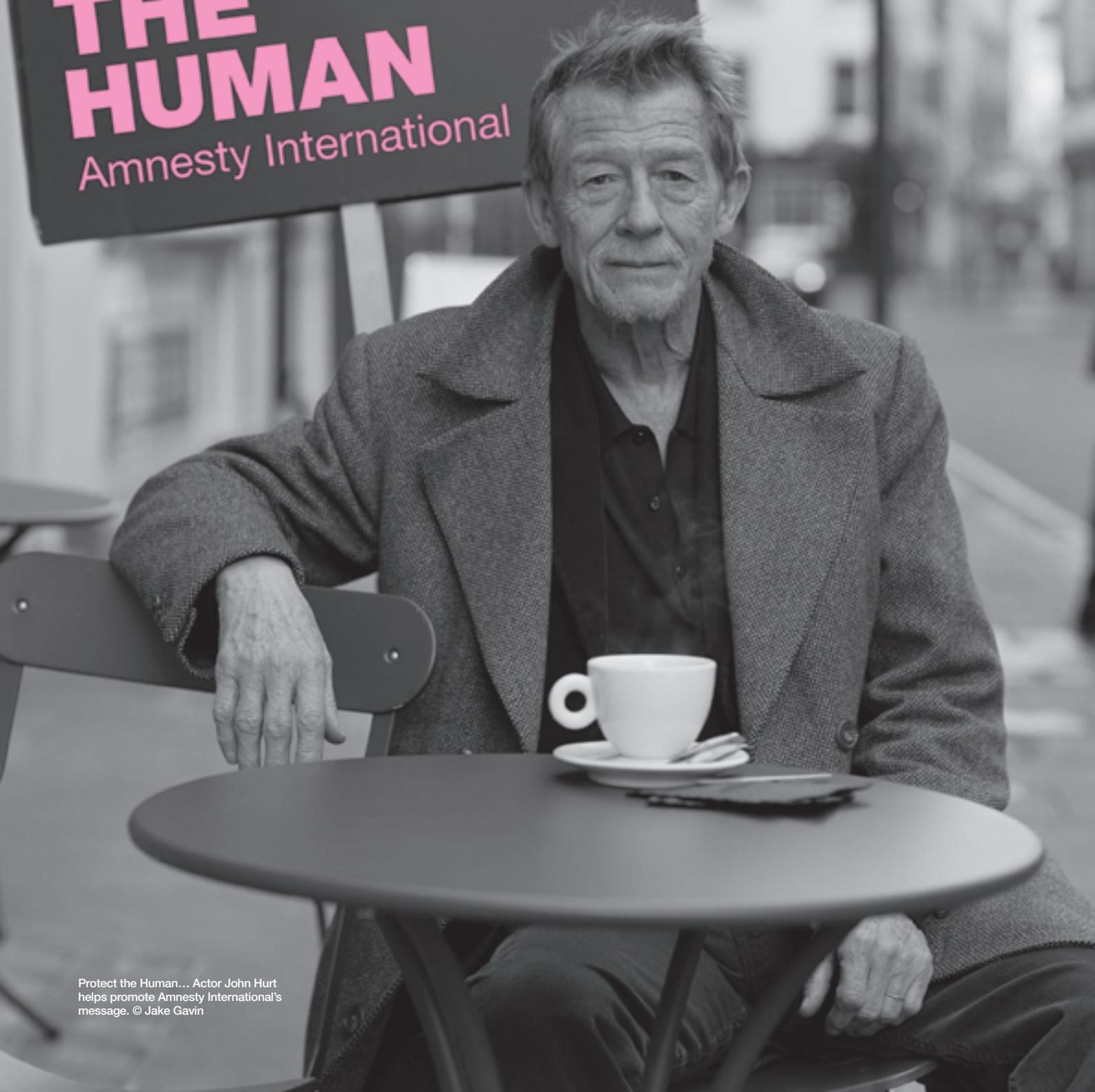




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**PROTECT  
THE  
HUMAN**  
Amnesty International



Protect the Human... Actor John Hurt helps promote Amnesty International's message. © Jake Gavin



**AMNESTY INTERNATIONAL IS A MOVEMENT OF ORDINARY PEOPLE FROM ACROSS THE WORLD STANDING UP FOR HUMANITY AND HUMAN RIGHTS. OUR PURPOSE IS TO PROTECT INDIVIDUALS WHEREVER JUSTICE, FAIRNESS, FREEDOM AND TRUTH ARE DENIED**

#### **ABOUT THIS REPORT**

Our annual report provides an overview of Amnesty International UK and its work from 1 April 2009 to 31 March 2010. Its purpose is to show how our organisation is governed, managed and funded, the nature of our work and the extent of our impact.

The report covers the combined activity of two legal entities:

- Amnesty International United Kingdom Section, a limited company registered in England (number 01735872), which undertakes campaigning work in the UK
- Amnesty International (UK Section) Charitable Trust, a charity registered with the Charity Commission for England and Wales (number 1051681), in Scotland with the Office of the Scottish Charity Regulator (number SC039534), and a limited company registered in England (number 03139939), which funds some of the projects undertaken both in the UK and globally.

We refer to these two entities together as Amnesty International UK.

Amnesty International UK is one of 74 national entities that make up the worldwide Amnesty International movement.

For information on our work elsewhere in the world, please visit [www.amnesty.org](http://www.amnesty.org)

For more information about this report see page 70.

#### **OUR VISION**

A world in which every person enjoys all of the human rights enshrined in the Universal Declaration of Human Rights and other international human rights instruments.

#### **OUR MISSION**

To undertake research and action focused on exposing, preventing and ending grave abuses of these rights.

#### **OUR CORE VALUES**

- International solidarity
- Effective action for individuals
- Global coverage
- The universality and indivisibility of human rights
- Impartiality and independence
- Democracy and mutual respect

# FROM THE DIRECTOR

## The positive difference we make



**This annual report is a first for Amnesty International UK. We have set out to show in detail the positive difference our supporters made in 2009-2010, building on the commitment and progress we've already made to being transparent and accountable.**

Amnesty International is about people. Our supporters – 225,605 of them in the UK – are, of course, key. Without them we wouldn't be able to do our work. Without them we wouldn't exist. Likewise, Amnesty is the talented and tenacious group of staff and volunteers I am proud to work alongside.

And then there are the people on whose behalf we work. They are the people, as individuals or groups, whose shocking situations motivate us to do what we do. And they are the people whose courage in demanding or defending human rights for themselves and others inspires us.

This report tells you how Amnesty International UK is managed, governed and financed – but we devote the largest part of it to our campaigning work. Here, in assessing the impact of our work, we are reminded that it can often take years of steadfast effort before we see real change but also that there are important milestones on the way.

Our groundbreaking campaign to stop violence against women is one such example.

I began my activism in the women's movement and I know just how hard the struggle for equality is. When we launched this campaign six years ago, our activists set out on a journey that went beyond

what we had done before, embracing innovation and working to change personal attitudes as well as government action. As a large influential organisation, we had to find our role working alongside many smaller grassroots women's organisations. We achieved concrete results – and we learned much about partnership.

In October 2009 I visited Israel. The year had begun with the Israeli assault on Gaza; a shocking event in a painful, and very protracted, conflict. Our researchers had been on the spot even before the ceasefire and our quick media work brought international coverage and calls for an independent inquiry. On my visit, I was able to tell the Israeli deputy prime minister Dan Meridor that Amnesty campaigns on behalf of Israeli soldier Gilad Shalit, held by Hamas, as well as for the end to the Gaza blockade.

That goes to the heart of who we are at Amnesty and I hope that this annual report provides you with many more insights and many more reasons to support us and to work with us. It also gives us a vital opportunity to learn from what we have done well, and from what we could have done better. It is an opportunity we will embrace.

A handwritten signature in black ink that reads "Kate Allen". The signature is fluid and cursive.

**Kate Allen**  
**Director, Amnesty International UK**

## FROM THE CHAIR

### The challenges of a global democratic movement



**I came to human rights work and Amnesty International through being a trade union activist. There is a common thread. The familiar union slogans ‘an injury to one is an injury to all’ and ‘unity is strength’ resonate powerfully with Amnesty’s core motivation.**

Individuals are central to our huge worldwide movement. Individuals whose rights are violated, individuals who are targeted for defending these rights – and individuals who are Amnesty’s activist engine, the drive for solidarity, support and action for change.

From our very beginnings, Amnesty saw that, among others, trade unionists are often on the frontline in challenging discrimination and injustice – and are prime targets of those in power whom they challenge. Greek trade unionist Tony Ambatielos was one of the prisoners of conscience featured in the historic article by Peter Benenson that launched our movement in 1961.

One of the great strengths of Amnesty International is our democracy. Our 2.8 million members around the world may be separated by distance, language, even culture. But we are united in our commitment to justice and human rights. We are a huge collective force for change. We can be proud of our achievements – and together we can learn, plan and organise for the future.

When setting the direction of Amnesty International, being open and democratic poses challenges for a movement of ordinary people. Many take an active role in campaigns, in the groups and networks and, as members, in the decision-making. Globally this can be easier said than done, but done it is. Each national section plays its part and each individual plays theirs.

In 2009 our International Council Meeting achieved a clear consensus in agreeing a new Integrated Strategic Plan for Amnesty International – which will guide our work over the next six years.

A core theme in our plan is forging partnerships. Through coalitions with other organisations, our campaigns can have more impact. Widening and strengthening the struggle for human rights also strengthens and expands our movement. In this report we describe concrete examples of how collaboration can make a difference. I am delighted, for example, with our new agreement with the Trades Union Congress: this will bring more trade unionists into human rights work – and will make our support for labour rights and trade unionists at risk more effective.

This plan is now being transposed into the strategic directions for Amnesty International UK. In it we take a holistic view of human rights and show the clear link between poverty and human rights that is the core of our new Demand Dignity campaign.

I would like to thank the board, trustees and management of Amnesty International UK for their vision and leadership over this year. This report shows how we work, what we have achieved – and how we plan to strengthen and improve.

A handwritten signature in black ink, consisting of a large, stylized 'T' followed by several vertical lines and a horizontal line at the bottom.

**Tom Hedley**  
**Chair of Amnesty International UK Section,**  
**and Trustee of AIUK Section Charitable Trust**

# AMNESTY INTERNATIONAL UK AT A GLANCE

## HOW WE PROTECT HUMAN RIGHTS

### 1. WE TELL IT LIKE IT IS

Amnesty International's researchers travel worldwide investigating abuses, interviewing victims, observing trials, meeting prisoners and talking to government officials. We care about the facts. So we only ever publish information when we are convinced of its truth.

### 2. WE CAMPAIGN FOR CHANGE

Amnesty International is primarily a campaigning organisation. We work to change the laws and policies that allow human rights abuses to happen. We put pressure on governments and companies across the world to improve their human rights record and accept responsibility when human rights abuses occur.

### 3. WE WORK WITH INDIVIDUALS AT RISK

We send appeals to the authorities on behalf of victims of human rights abuse, such as people jailed for their ideas or identity, and those working to defend human rights in dangerous conditions. We also get messages of support through to the individuals concerned.

### 4. WE RAISE AWARENESS, EDUCATE AND ATTRACT ATTENTION

We want to create an environment in which everyone understands what human rights are and why they are so important. We raise awareness about human rights – in the media – and through the arts and entertainment. Our education materials, films, school speakers and teacher training programmes help to get the message across to younger people.

## BETTER TO LIGHT A CANDLE

Across the world, the iconic Amnesty International logo is widely known and respected. Designed in 1961, it was inspired by a Chinese saying 'It is better to light a candle than curse the darkness'.



Campaigning against the death penalty, London, May 2009 © Simone Novotny



Amnesty students on the march, London, November 2009 © Marie-Anne Ventura

# WE WANT TO CREATE AN ENVIRONMENT IN WHICH **EVERYONE UNDERSTANDS WHAT HUMAN RIGHTS ARE AND WHY THEY ARE SO IMPORTANT**

## TOGETHER WE ARE POWERFUL

Amnesty International is the world's largest and most influential human rights organisation. Founded in 1961, our strength today is largely drawn from the scale of support we receive and the level of activism we inspire. The global movement has more than 2.8 million members across more than 150 countries and territories.

Here in the UK, we have:

- 225,605 supporters

- 270 local groups
- 102 student groups
- 648 youth groups
- 220 trade union affiliates

All of our supporters help to improve human rights by making a stand. They exert their influence. They give their support to individuals who are at risk. They provide funding. And they mobilise public pressure through mass demonstrations, vigils and direct lobbying.

## WE ARE INTERNATIONAL

Amnesty International UK is one of 74 national sections or organisations which, together with the International Secretariat, make up the global movement.

All the national Amnesty organisations operate autonomously – and we all abide by the Statute of Amnesty International.

This means that worldwide we share the same

vision, further the same mission and uphold the same values. Our overall direction is set by our international governing bodies, and we are ultimately responsible to them for our own conduct.

We rely on the International Secretariat to find out the facts about human rights abuses. Based on the facts they uncover and confirm, we take action. We mobilise activists, we campaign, we lobby and we pressurise.

## WE ARE IMPARTIAL AND INDEPENDENT

Amnesty International has always been independent of any government, political ideology, economic interest or religion.

We do not support or oppose any government or political system. Nor do we support or oppose the views of the people whose rights we seek to protect.

The vast majority of our funding – 94 per cent of it – comes directly from our members and their

fundraising activities.

To supplement our funds, we do occasionally seek and receive funding from governments for human rights education work, and from corporations, for example to sponsor events.

To safeguard our independence, all contributions are strictly controlled by guidelines laid down by our International Executive Committee.

## TOGETHER, WE MAKE A DIFFERENCE

As an organisation, we do not claim sole credit when a prisoner is released, a death sentence is commuted, a government changes its policies or a corporation mends its ways.

Former prisoners, torture survivors and others who have suffered human rights abuses often tell us that international pressure secured their freedom and

protected their lives.

Every year, we receive messages of thanks and solidarity that inspire our members to keep working for human rights. These messages confirm that, together, we make a real difference even though we may not win every struggle.

# 12 HIGHLIGHTS TO CELEBRATE

We are a movement of ordinary people who stand up for humanity and human rights. We know that – thanks to the commitment of Amnesty supporters – our campaigns help to bring positive lasting change. Here are just 12 achievements (one for each month during 2009-2010) that we are particularly proud of. You can read about these, and many more, throughout this report.

## 1 APRIL 2009 STOPPING THE TRAFFICKING OF WOMEN

In April, the European Convention Against Trafficking in Human Beings (ECAT) came into force across the European Union. Following years of concerted pressure from us and many others, this is an important outcome. Now we need to assess the impact on the lives of the people who are supposed to benefit.

You can read more on page 19

## 2 MAY 2009 STANDING UP FOR LGBT RIGHTS

The 2009 Baltic Pride march went ahead peacefully – in the face of widespread opposition and attempts to ban it. Marching in solidarity for lesbian, gay, bisexual and transgender rights were many Amnesty activists from the UK. In many parts of Central and Eastern Europe, attempts to hold Pride parades meet physical and verbal abuse, official bans and police hostility. Amnesty has long worked with Latvian organisation Mozaika to gain official permission and adequate protection for Pride celebrations in Riga, the capital; the event now has wide support across the region.

You can read more on page 26

## 3 JUNE 2009 LOBBYING TO CONTROL ARMS

Following intense pressure from youth and student activists, the Foreign and Commonwealth Office invited young people to a stakeholder conference on the Arms Trade Treaty. One hundred and forty young people attended, taking advantage of this unique opportunity to put their ideas on controlling the arms trade directly to government ministers – and to shape government policy in this area.

You can read more on page 18

## 4 JULY 2009 HOLDING COMPANIES TO ACCOUNT

In July we launched a report, *Petroleum, Pollution*

and *Poverty in the Niger Delta*, calling on Shell to clean up its pollution as well as its practices. The company felt obliged to respond, agreeing to an online dialogue with human rights campaigners, during which a company representative conceded that Shell's activities had contributed to poverty and conflict in the Niger Delta.

You can read more on page 17

## 5 AUGUST 2009 CAMPAIGNING AGAINST THE DEATH PENALTY

For the past 19 years, Troy Anthony Davis has been on death row in Georgia, USA for a murder he has consistently maintained he did not commit. We have been campaigning on his behalf since 2007. And, in August 2009, the US Supreme Court ordered an evidentiary hearing for Troy Davis – the first such order in half a century.

You can read more on page 25

## 6 SEPTEMBER 2009 PROTECTING FREEDOM OF EXPRESSION

In September, six Gambian journalists, accused of sedition and defamation, were released by presidential pardon. We had been campaigning on their behalf. Members of London's Gambian community who took part in our protests said they felt encouraged to do more about human rights in their country.

You can read more on page 31

## 7 OCTOBER 2009 CAMPAIGNING ON TERRORISM, SECURITY AND HUMAN RIGHTS

In October, in Sri Lanka, a journalist and his wife who had been in arbitrary detention since March 2008 under anti-terrorism laws were released. The Supreme Court acquitted Vettivel Jasikaran, a writer and publisher, and his wife Valarmathi of all charges.



Actor Archie Panjabi backs Amnesty's Stop Violence Against Women campaign © Thomas Birkett

## 8 NOVEMBER 2009 A CHANGE TO 'NO RECOURSE' RULE

In November 2009, the UK government agreed to set up a pilot scheme so that women previously unable to access refuge provision when fleeing violence, would now be able to do so. This was a life-saving achievement that Amnesty International, Southall Black Sisters and other women's groups have fought for over many years – and it came just two weeks after 200 Amnesty activists descended on Westminster in a mass lobby of parliament.

**You can read more on page 20**

## 9 DECEMBER 2009 CONTROLLING ARMS

Back in 2003, the Control Arms coalition was formed, with Amnesty as a founding member, with the goal of establishing an international Arms Trade Treaty (ATT). In December 2009, backed for the first time by the US, the UN General Assembly agreed that an international ATT would definitely come into being by 2012. This is truly amazing progress.

**You can read more on page 18**

## 10 JANUARY 2010 SENDING MESSAGES OF SOLIDARITY

January marked the close of our 2009-2010 Greetings Card Campaign. Covering 32 cases from across the world, including 56 named individuals and several

communities (such as Kenya's Deep Sea settlement), the campaign resulted in tens of thousands of morale-boosting messages of support and solidarity being sent to people suffering human rights abuses.

**You can read more on page 30**

## 11 FEBRUARY 2010 PROTECTING INDIGENOUS RIGHTS

In February we delivered a report on human rights abuses linked to the mining industry to the head offices of Vedanta Resources, in a colourful protest on the company's doorstep. Our supporters also called on the Indian Minister of Environment and Forests to address the human rights impact of Vedanta's mining and refinery operations. Local campaigners used our report to help delay the granting of licences for the new bauxite mine in Orissa, India.

**You can read more on page 17**

## 12 MARCH 2010 PREVENTING MATERNAL DEATHS

In March we joined a coalition of organisations demanding concerted action by the UK to reduce maternal and infant mortality rates around the world. The Conservatives, Labour, the Liberal Democrats, the Greens and the Scottish Nationalists all pledged their support. Now we have to hold them to their promises.

**You can read more on page 14**

# OUR PRIORITIES IN 2009-2010

The five priorities outlined here are defined in our operational plan (see box opposite). They show how we are adapting to new circumstances and preparing for the future. They are linked to a wider body of core human rights work that goes on day in, day out: urgent appeals for people whose rights are abused or denied; press releases to encourage media exposure of serious human rights violations; presentation of evidence to back up asylum claims; campaigning for abolition of the death penalty; and much more.

Our priorities show where we are going. Our core work shows what we stand for. Our progress in both dimensions is recorded in this report.

## 1. DEMAND DIGNITY

Demand Dignity is the global Amnesty International campaign to end the human rights abuses that keep people poor. By demanding dignity we are demanding that all states adopt and implement the laws, policies and practices that will end deprivation, insecurity, exclusion, and powerlessness. This is a new area of work for us, so we have started with a focus on just three key issues: maternal mortality, forced evictions and corporate accountability. We aim to work in partnership with activists at local, national and global levels to empower people living in poverty.

### OUR PROGRESS

- In March 2010 the three main political parties all pledged support to the 'Manifesto for Motherhood' to improve maternal, newborn and child health worldwide.
- Local campaigners used our report on UK-based mining company Vedanta Resources to delay the granting of licences for a new bauxite mine in Orissa, India.
- The UK government endorsed our call for maternal mortality to be prioritised in the UN Millennium Development Goals review process.

## 2. GENDER

Gender has been an important component of our work over many years. We recognise that women and girls suffer disproportionately from poverty and violence, and that they experience human rights abuse differently to men.

As well as campaigning for women's human rights, we aim to embed an understanding of gender in all our human rights work and to ensure gender equality in our own organisation.

### OUR PROGRESS

- Over the past six years, the Stop Violence Against Women (SVAW) campaign has built understanding of violence against women as a human rights issue among our activists, staff and supporters.
- The SVAW campaign has helped to change UK government policy in three key areas (see page 19).
- We are now determining the future direction of our gender and women's human rights work.

## 3. GROWTH

Being a membership organisation is one of the real strengths of Amnesty International. It defines the way we work, generates the action that fuels our campaigns and provides us with most of our income. The more members and supporters we have, the more impact we can make on human rights around the world. In the current tough financial climate, attracting new supporters and keeping the loyalty of existing supporters becomes more important than ever.

### OUR PROGRESS

- Our members and supporters have remained loyal and generous despite the current financial climate.
- We have introduced new, cost-effective ways of communicating with our supporters.
- We are making it easier and more attractive for more people to participate more actively in Amnesty International.

## 4. NEW MEDIA

Digital technology has transformed the way we communicate and campaign. But it develops rapidly and we must be strategic and agile in using this medium to achieve our campaign aims and remain relevant to our supporters and those whose rights we seek to protect. Our focus encompassed websites, social media, electronic marketing and communications, and impact monitoring.

### OUR PROGRESS

- We agreed the blueprint for a new media strategy and engaged a leading digital agency to translate our vision into an effective, integrated website.
- We ran a social media pilot project, and built up a network of 25,000 people interested in human rights.
- We improved how we measure and monitor online activity, to evaluate our performance better.

## 5. TRANSPARENCY AND ACCOUNTABILITY

Amnesty International is the world's largest and most influential voluntary human rights organisation. We have a responsibility to be open and accountable about the way we work and our impact, the sources of our funding, and how we make decisions. We also need to welcome and take seriously feedback from all our stakeholders. We are working to improve our understanding of our stakeholders' interests, and to provide an open appraisal of our performance.

### OUR PROGRESS

- We have produced this annual report to provide an overview of our organisation and its performance.
- We have developed an accessible feedback mechanism which allows any stakeholder to express their views – and ensures that we act on them.
- We have begun to create a consistent evaluation system to measure the true impact of our activity.

## OUR PLANNING PROCESS – AND STRATEGIC DIRECTIONS

Each year Amnesty International UK agrees on an operational plan which sets out the things we aim to achieve during the year. This plan covers our campaigns and what we are doing to make our organisation more effective and accountable. It helps us to manage and monitor our work, enables us to understand and report on our progress, and contributes to our longer term strategic objectives.

In setting the strategic directions for Amnesty International UK, we draw on the Integrated Strategic Plan determined by the governing body of the global Amnesty International movement. The plan for 2010-2016 consists of these five big themes which will determine our strategic directions:

### HUMAN RIGHTS CHANGE

- Empowering people living in poverty
- Defending unprotected people on the move
- Defending people from violence by state and non-state actors
- Protecting people's freedom of expression and people from discrimination

### PARTNERSHIP

- Growing and developing the human rights movement

- Building effective partnerships
- Promoting human rights to create solutions

### EXCELLENCE

- Promoting active participation by members and supporters
- Linking the local and the global
- Responding to emerging challenges and opportunities
- Communicating effectively

### INVESTING TO LEARN AND GROW

- Investing in volunteers, staff, leadership and systems
- Governing effectively
- Making diversity and gender mainstreaming a reality
- Leveraging technology to enable change

### RESOURCES

- Building new constituencies and renewing membership
- Increasing our donors and growing our resources
- Distributing our resources strategically

See [www.amnesty.org/en/integrated-strategic-plan](http://www.amnesty.org/en/integrated-strategic-plan)

WE HAVE ENSURED THAT **GENDER IS A PRIORITY** ACROSS THE GLOBAL AMNESTY INTERNATIONAL MOVEMENT

A pregnant woman in traditional Peruvian attire stands in a dimly lit room. She is wearing a yellow and red patterned shawl over a dark blue skirt with a colorful geometric border. Her head is covered with a yellow and red patterned headscarf. She is looking down and to the left. The room has a wooden floor and a window in the background. The lighting is dramatic, with strong highlights and deep shadows.

**DEMAND DIGNITY**  
IS AMNESTY  
INTERNATIONAL'S  
CAMPAIGN TO **END**  
**THE HUMAN RIGHTS**  
**ABUSES** THAT DRIVE  
AND DEEPEN POVERTY

Amnesty's human rights work aims to make a difference to people's lives. An important development in our work is the Demand Dignity campaign, which tackles the human rights abuses that drive and deepen poverty. Initially, the campaign focuses on three themes: forced evictions, corporate accountability, and the global epidemic of preventable maternal deaths. In Peru, the government spends more than twice as much per person on health services in more prosperous regions as it does in poorer ones. The result is reflected in the maternal mortality rate, which is six times higher in the poorer regions. The picture shows a pregnant woman in a maternal waiting house in Huancaraní, on the outskirts of Cuzco, Peru. © Enrique Castro-Mendivil

# OUR HUMAN RIGHTS WORK

At Amnesty International, our purpose is to protect people wherever justice, fairness, freedom and truth are denied. We do this by:

- finding out what's really happening
- campaigning for change
- working with people whose rights are abused or denied
- raising awareness of human rights issues, educating a new generation of human rights activists and drawing attention to human rights abuses.

In this chapter we provide an overview of each of these four areas. It is not an exhaustive account of everything we have done. But it will show you how we work for human rights, with some key examples of what we have helped to achieve.

**A note of caution:** For a campaigning organisation, it is always a challenge to assess the true impact of its activity. Our campaigns generally have a cumulative or 'slow burning' effect, which cannot be neatly slotted into a 12-month reporting cycle. And our work tends to complement and supplement the activity of our International Secretariat and other Amnesty International Sections, as well as other human rights organisations and individual activists.

Some of the achievements we report here are the result of many years of consistent pressure – from us, and from many others. Similarly, much of the activity undertaken may not have a discernible impact for some time. And the context of our work is constantly changing. The recent change of government in the UK, for example, may advance some of our goals – or reverse some of our achievements.

With these provisos, this report aims to give a frank appraisal of what has been achieved during the year and how we have contributed.

AMNESTY INTERNATIONAL WORKS ACROSS THE WORLD TO CHANGE THE LAWS, POLICIES, PRACTICES AND ATTITUDES THAT ALLOW HUMAN RIGHTS ABUSES TO HAPPEN

## FINDING OUT WHAT'S REALLY HAPPENING

Our colleagues at the Amnesty International Secretariat keep us in touch with what is really happening around the world.

Its teams of researchers investigate reports of human rights abuses, cross checking and corroborating information from a wide variety of contacts and sources. For example, the researchers may receive information directly from:

- prisoners and others suffering human rights abuses and their representatives
- survivors of abuse and their families
- lawyers and journalists
- refugees
- diplomats
- religious bodies and community workers
- humanitarian agencies and other human rights organisations
- human rights defenders
- women's rights activists.

They also monitor newspapers, websites and other media outlets. And the International Secretariat often sends fact-finding missions to assess the situation on the spot.

Based on the facts that have been uncovered and verified, the International Secretariat produces a wide range of authoritative materials, including reports, fact sheets, legal briefings, campaign briefings and books. And, when it identifies a human rights violation that warrants a swift international response, the

International Secretariat issues Urgent Action appeals to all Amnesty International Sections worldwide to pass on to their supporters for action.

A substantial proportion of the income of Amnesty International UK is sent directly to the International Secretariat to fund this invaluable work. During 2009-2010, this amounted to £6.79 million, representing 29 per cent of our total expenditure.

## CAMPAIGNING FOR CHANGE

Amnesty International works across the world to change the laws, policies, practices and attitudes that allow human rights abuses to happen. We put pressure on governments, international institutions and companies to improve their human rights record and to be held accountable for those human rights abuses that they can or should prevent.

Many of our campaigns are run globally. They are developed collectively by the worldwide movement and coordinated by the International Secretariat.

Here in the UK, we work out how we can make the most effective contribution. Depending on the circumstances, we may do this by:

- mobilising our supporters to directly lobby authorities based in other countries
- protesting to bodies based here (such as overseas embassies)
- lobbying the UK government to take action
- highlighting human rights violations perpetrated or enabled by UK-based entities
- mobilising our supporters to show solidarity with people whose rights are abused
- linking our education and awareness work to our campaign themes.

**‘For me, a big surprise and delight was the speed at which all our group (myself included) moved from “Oh no, we can’t take on a campaign on poverty, it’s too broad an issue” to seeing the Amnesty International materials, and understanding the logic and justice of this campaign as a natural progression and development of our civil and political work and going for it!’** **Barbara Barnes, Secretary, Harrogate and Knaresborough Amnesty Group**



Cucu, a resident of the Deep Sea settlement in Nairobi, Kenya, lives under the threat of forced eviction © AI

## DEMAND DIGNITY

Demand Dignity is Amnesty International’s campaign to end the human rights abuses that drive and deepen poverty. Launched on 28 May 2009, this is now our priority global campaign, and the entire global movement is united behind its goals.

We recognise that it is the combined abuse of civil, cultural, economic, political and social rights that lie at the root of so much poverty – and that 70 per cent of the world’s poor are women. By demanding dignity we are demanding that all states adopt and implement the laws, policies and practices that will end deprivation, insecurity, exclusion, and powerlessness. And by putting pressure on companies, we are encouraging them to recognise and address their own human rights responsibilities.

To start with, the campaign focused on three themes: maternal mortality, forced evictions and corporate accountability. We made significant progress in each of these during 2009-2010. Here we report some of the highlights.

## MATERNAL MORTALITY

### A Manifesto for Motherhood

#### **WHY** we are making a stand

Each year millions of women face death, serious illness and permanent disability because of avoidable complications relating to pregnancy and childbirth. Because family planning is not available, many more must cope with unplanned pregnancy or feel the need to resort to unsafe abortion. And, in addition to risking their own health, mothers in many parts of the world routinely see their children die – in fact, during 2009, an estimated 9 million children under the age of five died, 40 per cent of them in the first month of their lives.

# '...PREVENTABLE MATERNAL MORTALITY AND MORBIDITY IS A VIOLATION OF WOMEN'S RIGHTS TO LIFE, HEALTH, EQUALITY AND NON- DISCRIMINATION.'

**Mary Robinson, former UN Commissioner  
for Human Rights**

## **HOW we are making a stand**

Here in the UK, with the general election fast approaching, we were determined to ensure the next government continued to show international leadership on maternal health. To this end we asked the leaders of all of the main political parties to support a *Manifesto for Motherhood*, backed by a coalition of organisations, urging an increase in political and financial support for maternal, newborn and child health around the world.

To raise awareness of the issue and our goals, we orchestrated a publicity campaign to coincide with International Women's Day and Mother's Day. We also produced a short film on the subject which can be viewed at [www.amnesty.org.uk/mothersday](http://www.amnesty.org.uk/mothersday)

## **WHAT has been achieved**

We mobilised significant public support and won over the main political parties in the UK. We produced action cards summarising the main points of the manifesto for all the main parties and more than 6,500 of our supporters emailed the party leaders. As a consequence, all three of the main UK political parties, as well as the Green Party and the Scottish Nationalist Party, pledged their support.

## **FORCED EVICTIONS**

### **Protecting the people of Deep Sea settlement**

#### **WHY we are making a stand**

The Deep Sea 'slum' settlement in Nairobi, Kenya, is home to about 7,000 people. Private companies are trying to claim the land for development and in 2005 contractors (with police support) evicted hundreds of people in the middle of the night and then demolished their houses. This eviction was subsequently ruled illegal by the Kenyan high court. Forced evictions can have a particularly damaging effect for women and their safety.

We are campaigning for the rights of the people who still live there – and who endure regular harassment and constant threats of forced eviction.

#### **HOW we are making a stand**

In 2008, the plight of the Deep Sea community was covered in *Poverty of Justice*, a documentary film and information pack we commissioned, which has been extensively used by Amnesty activists here in the UK. Then, during 2008-2009 and again in 2009-2010, the community featured in our Greetings Card Campaign, and was also the focus of our 2009 Autumn term schools pack, *Poverty and Human Rights*. We are also working with our counterparts in Kenya on a capacity building project with members of the community. And we are urging the Kenyan authorities to adopt formal eviction guidelines that meet international human rights standards.

#### **WHAT has been achieved**

Representatives of the Deep Sea community told us that, when they started receiving greetings cards from Amnesty supporters, the threats of eviction subsided. Unfortunately, that was only a temporary respite: the threats appear to have started once again, so we are working with colleagues in Kenya to find out more and re-mobilise our activists. On a more positive note, Amnesty International became engaged in a Kenyan government process to draft and adopt national eviction guidelines.

### **Fighting for the rights of Colombia's Caracolí community**

#### **WHY we are making a stand**

In Colombia, the Afro-descendant community of Caracolí in Choco department was threatened with forcible eviction when a local judge issued an eviction notice for 18 June 2010. The country's central government had repeatedly acknowledged that the residents own their land and have the right to remain there. But local police were planning to evict more than 100 people.

#### **HOW we are making a stand**

On this occasion, given the imminence of the eviction, we supplemented our Urgent Action appeals by alerting the UK Foreign and Commonwealth Office.

#### **WHAT has been achieved**

We mobilised considerable international pressure: Amnesty supporters sent appeals, and UK diplomats in Colombia discussed the case with their EU colleagues, and sent a protest from the European Union to the Colombian authorities. As a result, the eviction order was frozen.

A photograph of a protest in London at night. In the foreground, a young man wears a white protective suit and a white hard hat with the Shell logo. He is looking off to the side. Behind him, a large group of other protesters, also in white suits and hard hats, is visible. The scene is illuminated by warm, yellow streetlights, creating a dramatic and somewhat somber atmosphere. The background shows the blurred outlines of buildings and more protesters.

A COMPANY  
REPRESENTATIVE  
CONCEDED THAT  
**SHELL'S OPERATIONS**  
HAD CONTRIBUTED TO  
**POVERTY, POLLUTION**  
**AND ARMED CONFLICT**  
IN THE NIGER DELTA

The massive oil deposits in Nigeria's Niger Delta have generated an estimated \$600 billion since the 1960s, but the majority of its 31 million inhabitants live in poverty: they drink polluted water, eat contaminated fish, farm on spoiled land and breathe air that stinks of oil and gas. Amnesty's campaign to win environmental clean-up and compensation for the affected communities focuses on the major oil producer in the region: the Shell Petroleum Development Company, a subsidiary of Royal Dutch Shell. In November 2009, participants in Amnesty's annual student conference took to the streets of London to draw public attention to the company's responsibility for human rights abuses in the Niger Delta.  
© Marie-Anne Ventura

## CORPORATE ACCOUNTABILITY

### Holding UK companies to account

#### **WHY** we are making a stand

Owing largely to weak regulation and inadequate law enforcement, poor people in developing countries often bear the brunt of corporate bad practice. In many countries, for example, the extraction of natural resources is inextricably linked to grave human rights abuses. The individuals and communities affected have little access to legal remedy, and their attempts to secure justice may be thwarted by corruption and ineffective legal systems. We therefore believe that our own government should be more willing to address the human rights impacts of UK companies operating overseas.

#### **HOW** we are making a stand

We are calling for the creation of a UK Commission on Business, Human Rights and the Environment – a new body with the powers to receive complaints from victims of corporate abuse, to offer them remedies and to require the companies responsible to raise their standards.

To make the case, we contributed to research (published in 2009) coordinated by the Corporate Responsibility Coalition (CORE). This showed that governments are generally unwilling or unable to meet their obligations under international law to protect people from human rights abuses perpetrated by companies. We have used this evidence in our advocacy with parliamentarians and government officials. And together with our partners in the CORE, we are working to get the message across more widely and forcefully.

#### **WHAT** has been achieved

The Joint Parliamentary Committee on Human Rights gave our calls qualified support, publishing a report in which it called on the government to work with the non-governmental organisations to explore our proposal. Given the scale of the issue, this is only modest progress but it is an important step in the right direction.

### Naming, shaming and demanding change

#### **WHY** we are making a stand

As well as calling for tighter, stronger national and international policies on corporate accountability, we believe it's appropriate to highlight the human rights abuses perpetrated by individual companies and put pressure on them to change their ways. In particular, we have targeted two UK-incorporated businesses:

- **Shell** – the cumulative impact of the company's oil extraction activities in the Niger Delta, Nigeria, over a period of more than half a century has been truly devastating.
- **Vedanta Resources** – the company's refinery in Orissa, India, has contaminated air and water, and its proposed bauxite mine threatens the existence of an Indigenous people, the Dongria Kondh.

#### **HOW** we are making a stand

In both cases, we've been careful to base our campaigns on hard, verifiable facts. So we've produced detailed reports on their respective human rights abuses and the impacts on local people.

- In the case of Shell, we followed up the launch of the Amnesty report with a multimedia campaign, in which activists were encouraged to email the company's new CEO, use social networking sites to generate debate, and share photographs of their actions at Shell petrol stations. The campaign materials we produced are being used by many other Amnesty International Sections around the world.
- With Vedanta, we delivered our report directly to the company's head offices and staged a colourful protest on its doorstep. We also encouraged our supporters to urge the Indian Minister of Environment and Forests to address the human rights impact of Vedanta's mining and refinery operations.

At the end of 2009, the *Financial Times* highlighted our work as an example of how non-governmental organisations are adopting a more sophisticated and strategic approach to campaigns on corporate accountability.

#### **WHAT** has been achieved

These two companies, in common with many others, continue to abuse human rights. But, with plenty of adverse media coverage and public demonstrations to contend with, it seems as though the message is getting across.

- Shell felt obliged to respond, agreeing to an online dialogue with human rights campaigners. More than 440 people took part, including activists from the Niger Delta, and in the discussions a company representative conceded that Shell's operations had indeed contributed to poverty, pollution and armed conflict in the Niger Delta. And in response to effective campaigning undertaken by our Oxford and Cambridge student groups, Shell called a meeting directly with these groups to listen to their concerns.
- In the case of Vedanta, petitioners in India successfully used our report in their ongoing efforts to challenge the granting of licences for the new bauxite mine.

'Some half a dozen members demonstrated outside the Shell petrol station near junction 13 of the M5. On a very cold Saturday morning in early December, dressed in white boiler suits, they held up banners for passing motorists to see: "Shell, clean up your act". Some drivers tooted their support. The local press came along and took photos. The group had sent postcards to Shell encouraging the company to clean up its act in the Niger Delta. One young member taking part was very new to the group and was thrilled to be asked to do something practical to help.' **Carole Oosthuysen, Secretary, Mid-Gloucestershire Amnesty Group**



## CONTROL ARMS

Every minute of every day someone, somewhere is killed by armed violence.

There are about 639 million small arms and light weapons in the world today. Eight million more are produced every year. And by 2020 the deaths and injuries from war and violence are set to overtake the number of deaths caused by killer diseases such as malaria and measles.

Without strict controls, arms will continue to fuel violent conflict, state repression, crime, and domestic abuse. That's why we are campaigning for governments to curb the spread of arms. The Control Arms campaign, launched in 2003 by Amnesty International, Oxfam and the International Action Network on Small Arms calls for a legally binding international treaty to control all transfers of arms. We are also urging the UK authorities to do whatever they can to control the arms trade. They took a step forward this year by imposing full extra-territorial controls on the brokering and trafficking of small arms and light weapons and companies that transport them.

### Towards an international Arms Trade Treaty

#### **WHY** we are making a stand

Seven years ago, the Control Arms coalition was formed with the explicit goal of establishing an international Arms Trade Treaty (ATT). In 2006, 153 governments voted overwhelmingly at the United Nations to do just this. But subsequent progress became painfully slow. So we have been pressing governments to honour their promise to deliver a treaty.

#### **HOW** we are making a stand

We have worked with our Control Arms coalition partners on lobbying, advocacy and media programmes. And, to back up our arguments, Amnesty International publishes its own research reports and case studies.

The campaign attracted enthusiastic support from our youth and student groups. In June 2009, impressed by the energetic and creative campaigning of our young activists, the Foreign and Commonwealth Office invited 140 of them to a one-day conference. As well as asking senior officials challenging questions, some of these activists gave interviews to their local media.

#### **WHAT** has been achieved

In December 2009, backed for the first time by the US, the UN General Assembly agreed to an international ATT. This was a great progress. But we are concerned that, in the negotiation, the final treaty could be rendered weak and ineffective. It is due to be finalised at a drafting conference in 2012. Working with the Control Arms coalition, we will do all we can to ensure the ATT is robust enough to prevent arms transfers that lead to abuse of human rights.

### Working to ban the production, transfer and use of cluster bombs

#### **WHY** we are making a stand

Cluster bombs are fearsomely destructive weapons. Dropped from the air or fired from the ground, they break open in mid-air and scatter hundred of 'bomblets' over a wide area. Anyone, military or civilian, within the strike zone is likely to be torn apart. Many 'bomblets' fail to explode, leaving behind huge quantities of de facto landmines which can continue to kill for years or even decades.

#### **HOW** we are making a stand

Our aim is to end the production, the trade and, ultimately, the use of cluster bombs worldwide. As an active member of a vigorous international campaign to ban cluster bombs, we participate in demonstrations, talk to journalists, and make representations to the government. In 2009-2010 we added our weight to the pressure on British banks (particularly Barclays, HSBC and RBS) known to have provided funds to producers of cluster bombs. Amnesty supporters wrote to their own banks to demand an explanation.

#### **WHAT** has been achieved

During 2009-2010 we made real progress:

- At the international level, two more countries (Burkina Faso and Moldova) agreed to ratify the Cluster Munitions Treaty, a landmark treaty established in 2008. So, with 30 countries now committed, this important new international treaty comes into effect from August 2010.
- Here in the UK, legislation to ratify the treaty received Royal assent at the end of March 2010. The legislation prohibited the direct funding of cluster bomb production – and the government indicated that it was keen to establish a code of conduct to prevent indirect financing too. Meanwhile, HSBC revised and strengthened its investment policies.



## STOP VIOLENCE AGAINST WOMEN

Originally launched in 2004 as a six-year initiative, Stop Violence Against Women was one of the first campaigns to be coordinated across the entire Amnesty International movement.

It recognised that women and girls experience human rights abuse differently to men and suffer disproportionately from poverty and violence – yet this discrimination is often overlooked and rarely addressed. The campaign addressed violence against women all over the world, but we also had three specific objectives for change in UK government policy:

- ratification of the Council of Europe Convention on action Against Trafficking in Human Beings
- an integrated strategy to be adopted across all government departments to tackle all forms of violence against women
- a safe refuge to be ensured for women who are denied 'recourse to public funds' by UK immigration rules.

In many ways this global campaign was a test case for Amnesty. It taught us many lessons about global cooperation and coordination. And, given that 2010 marks the end of the campaign's six year time frame, it is being exhaustively reviewed and evaluated by our International Secretariat. (For a review of the campaign see [www.amnesty.org.uk/accountability](http://www.amnesty.org.uk/accountability)).

Although the campaign ended in 2010, the fight most definitely continues. For example, women's rights are a central theme of our new global campaign on poverty and human rights.

### Working to end the trafficking of women

#### **WHY** we are making a stand

In the face of growing pressure from us and from many others, the UK government signed and ratified the Council of Europe Convention on action Against Trafficking in Human Beings in December 2008. This

was an important step forward, which enabled us to shift our focus. We now want to ensure that the convention is effectively implemented. We also want those women who have experienced trafficking to have easy access to high quality support.

#### **HOW** we are making a stand

The research we originally produced to make the case for the trafficking convention has been regularly updated, and we are participating in a coalition of other organisations to ensure that the convention lives up to expectations. We also participate in the Anti-Trafficking Monitoring Group, which keeps a watch on the UK government's efforts to put the convention into practice. In March 2010 we produced, with the monitoring group, a report that shows how the government is falling short in its implementation of the convention.

#### **WHAT** has been achieved

The big highlight of the year, and the culmination of several years' pressure, came in April 2009 when the trafficking convention came into force across the European Union. This is an important outcome. But, we now need to assess its impact on the lives of the people it is supposed to benefit.

### Tackling all forms of violence against women

#### **WHY** we are making a stand

Every year an estimated three million women in the UK experience rape, domestic violence, forced marriage, trafficking, or other violence. In 2004 we helped to establish the End Violence Against Women (EVAW) coalition, representing seven million individuals and organisations who believe that the threat and reality of violence against women must be eradicated.

#### **HOW** we are making a stand

For the past few years, EVAW (of which Amnesty is a founder member) has campaigned for a fully-funded, properly resourced UK-wide strategy to end violence against women in all its forms. We called for a coherent, consistent government policy, to help prevent violence and to provide support to the women affected by it. The focal point of the campaign has been the EVAW website, which gives the arguments, the evidence, and the 'map of gaps' – which points out the inequalities in the level of support and services available to women in different parts of the country. See [www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)

#### **WHAT** has been achieved

In spring 2009 – by which time the Conservative opposition had already produced an integrated strategy to address violence against women and girls – the UK government launched a consultation with a view to drawing up its own strategy. The Labour government's integrated strategy was published in November 2009. This followed a similar announcement a month earlier in

the Welsh Assembly Government. Of course, it remains to be seen how much funding, training and support goes into the delivery of these strategies. But, even so, this can be regarded as a huge success in fulfilling a very challenging campaign objective. By the end of March 2010, we were in a position to call on whichever party took power after the 2010 election to stand by its commitments to address violence against women in a coherent way.

## **Standing up for women with ‘no recourse to public funds’**

### **WHY we are making a stand**

Many women come to the UK, often legally, in the hope of improving their lives. They may come on temporary work permits, student visas or spousal visas. Some women come to the UK to marry. The ‘no recourse to public funds’ rule says that a woman in this position (even if she’s married to a British citizen) is not entitled to certain state benefits. As a direct consequence, many women find themselves completely trapped in violent marriages. And, even if they do muster the courage to seek help from the authorities, they are simply turned away.

### **HOW we are making a stand**

Together with our partners in this campaign, including the Southall Black Sisters organisation, we researched and distributed an authoritative report on the issue in 2008. Based on our findings, we held demonstrations at Westminster, we galvanised thousands of our supporters to write letters and send emails, and we encouraged them to hold their own local demonstrations. A high point of the campaign came in November 2009, when more than 200 activists descended on Parliament to lobby MPs for better protection for women. Between them, they spoke to 82 MPs, many of whom had previously been unaware of the issue.

### **WHAT has been achieved**

In November, the government announced a pilot scheme to fund refuge places for some of the women who are trapped by the ‘no recourse to public funds’ rule. The scheme was due to end in March 2010 but we lobbied and managed to get it extended to August 2010. In the first three months, nearly 200 women who may otherwise have been turned away, received immediate help.

## **Wearing the white ribbon in Scotland**

### **WHY we are making a stand**

Scotland has a strong women’s sector, a supportive government and a proactive police response to violence against women. Even so, our Scottish supporters feel that the level of violence against women in the country is unacceptably high, and that the problem is exacerbated by negative public attitudes.

### **HOW we are making a stand**

As part of the Stop Violence Against Women campaign, we saw that there was a need and an opportunity to engage men in the cause – enlisting them to speak out against violence, to challenge negative images of masculinity and, ultimately, to address unequal gender relations.

### **WHAT has been achieved**

We helped set up White Ribbon Scotland, an independent Scottish charity, to continue the work of the Stop Violence Against Women campaign. Backed by funds from the Scottish government, the National Lottery and two local councils, it now has two staff members.

## **Defending the defenders of sexual and reproductive rights in Nicaragua**

### **WHY we are making a stand**

In 2003, the case of Rosita became a cause celebre. As a nine-year-old girl she was raped and made pregnant and subsequently obtained a legal abortion. In 2007 a legal complaint was made by ANPDH (an NGO backed by the Roman Catholic Church in Nicaragua) against nine Nicaraguan women human rights defenders (Ana María Pizarro, Juanita Jiménez, Luisa Molina Arguello, Marta María Blandón, Martha Munguía, Mayra Sirias, Lorna Norori, Violeta Delgado and Yamileth Mejía) citing their work in her case.

Nicaragua has one of the world’s most restrictive abortion laws. Under law reforms introduced in 2008, all abortion is banned in all circumstances, even when continuing a pregnancy would endanger a woman’s life or is the result of rape. The organisations to which the nine women belonged campaigned against these laws.

### **HOW we are making a stand**

Our campaigning attracted attention to the case, with appeals sent to the Nicaraguan Attorney General through our website, on postcards and in personalised letters. The nine women also featured in our 2009-2010 Greetings Card Campaign. And we liaised with the UK ambassador to Nicaragua to ensure appropriate diplomatic intervention.

### **WHAT has been achieved**

The nine women received solidarity messages from our supporters, and several of them asked us to pass on their thanks.

In March 2010 the Nicaraguan national press reported that the investigation against the nine women had been closed by the Office of the Attorney General and that ANPDH would not be appealing against the decision.



A Palestinian girl rests on her way to collect drinking water in Gaza, where more than 90 per cent of the water available is polluted © UNICEF

## COUNTRY-SPECIFIC CAMPAIGNS

Much of our campaigning focuses on particular countries, where we put pressure on governments to respect and protect human rights.

We routinely work on a broad spectrum of issues across a wide range of countries globally. However, during 2009-2010, we had two priorities: Israel and the Occupied Palestinian Territories and Burma.

In the aftermath of Operation Cast Lead (the Israeli offensive in Gaza in December 2008-January 2009) we felt that the human rights situation in Israel and the Occupied Palestinian Territories had deteriorated to an unprecedented level. Our campaigning was based on evidence gathered by Amnesty International researchers on the spot in Gaza and Southern Israel.

The human rights violations in Burma have been highlighted in Amnesty International's reports over many years. During 2009-2010 we stepped up our work on the country in preparation for its forthcoming general elections. Due to take place towards the end of 2010, these will be the first elections in Burma in two decades.

### ISRAEL AND THE OCCUPIED PALESTINIAN TERRITORIES

#### Getting behind the Goldstone Report

##### WHY we are making a stand

If justice and accountability are to be achieved for Israelis and Palestinians, we believe it is necessary for all parties to understand and acknowledge the human rights violations that have occurred. We therefore considered it was vital to have a thorough investigation into all allegations of serious violations of international humanitarian law by all parties in the recent Gaza conflict.

##### HOW we are making a stand

In response to the attack on its own facilities in Gaza, the UN began to investigate the circumstances. We wanted the UN to broaden the remit of this investigation. So we arranged for 16 former war crimes investigators and judges to add their names to a joint letter calling for a comprehensive probe. The signatories included Richard Goldstone (former Chief Prosecutor of the International Criminal Tribunal for the Former Yugoslavia), who was subsequently appointed to head up the UN-fact finding mission into alleged war crimes in Gaza. Then, later in the year, our activists contributed to the pressure on Israel and Hamas to cooperate with the Goldstone mission.

The report found evidence that both the Israeli Defence Forces and the Palestinian armed groups had committed war crimes and possibly crimes against humanity.

##### WHAT has been achieved

In November 2009, after months of intensive lobbying, the UN General Assembly endorsed the Goldstone Report's conclusions and asked both sides to openly and fully investigate their own actions in the conflict.

In the absence of an adequate response from either Israel or Hamas, the issue was again debated by the UN General Assembly in February 2010. Influenced by the views of Amnesty International and many others, the UK was one of the countries to endorse a new resolution calling on both sides to conduct independent credible investigations conforming to international standards.

We will continue to campaign on the issue, putting pressure on both sides in the conflict, and urging the international community to ensure that justice is done. If any of the parties are unable or unwilling to make themselves accountable, one of the options is to step up our campaign for the UN Security Council to refer the matter to the Prosecutor of the International Criminal Court, and for all states, including the UK, to exercise universal jurisdiction over the crimes identified in the Goldstone Report.

#### Stopping the Gaza blockade

##### WHY we are making a stand

We saw that the continuing Israeli blockade on reconstruction materials and other essential supplies, as well as exports and the free movement of people, was making it almost impossible for the people of Gaza to recover from Operation Cast Lead. Poverty was increasing and tensions were escalating, leading to further misery and abuse of human rights.

##### HOW we are making a stand

In December 2009, one year on from Operation Cast Lead, a coalition of leading non-governmental organisations including Amnesty International UK,



Burma's military government brooks no opposition or criticism: the peaceful monk-led demonstrations of 2007 were brutally suppressed and its leaders imprisoned. Amnesty International has stepped up its campaigning on Burma in the run-up to the 2010 elections – the first in the country for 20 years. We are calling for the release of all political prisoners and for all the people of Burma to be free to express their opinions, gather peacefully and participate in the political process. © AP



Oxfam International and Christian Aid issued a report on the dire situation in Gaza. This report, called *Failing Gaza: No rebuilding, no recovery, no more excuses*, revealed the true impact of the blockade on Gaza's civilian population and made a series of recommendations which could help to remedy the situation.

#### **WHAT has been achieved**

Various UN agencies told us that the report had made a real impact, partly because so many large international non-governmental organisations had lined up behind it – a testament to the strength of working in coalition.

One week after its release, Israel permitted the delivery of sheets of glass into Gaza for the first time since June 2007. This was much needed especially as winter was setting in. More recently, some supplies of concrete have been allowed in for UN-sponsored housing projects.

This is welcome progress. But much more needs to be done to meet the needs of the people of Gaza.

#### **Campaigning for Hamdi al-Ta'mari**

##### **WHY we are making a stand**

Hamdi al-Ta'mari is a Palestinian student. The Israeli authorities ordered him to be held in administrative detention (that is, without trial), alleging he was a member of the Palestinian militant organisation, Islamic Jihad. Hamdi al-Ta'mari denied the accusation.

##### **HOW we are making a stand**

Together with our supporters, we worked hard on this case. Many appeals were sent to the authorities. Many messages of solidarity were also sent directly to Hamdi al-Ta'mari.

##### **WHAT has been achieved**

Hamdi al-Ta'mari's detention was extended on two separate occasions. Then, in December 2009, he was finally released.

Hamdi al-Ta'mari has been able to return to school to study for his school-leaving exams and plans to go on to university and to travel. He has had no more trouble from the Israeli authorities.

**'I received one letter from Amnesty International members, at the beginning, that was the first one. Later the guards refused to pass on the letters to me, they just asked, "Where are you getting all these letters from?" That way I knew I had many letters and that people knew about me, which made the guards pay attention. I wish I could receive those letters now.'** Hamdi al-Ta'mari

## **BURMA**

### **Preparing for the first general elections in two decades**

#### **WHY we are making a stand**

The people of Burma, especially those in remote rural areas, suffer from routine restrictions to basic freedoms of expression, association and assembly as well as denial of their economic, social and cultural rights. As the country's elections approach, it can be expected that repression will intensify. And, if a political opposition cannot campaign freely or express dissenting views, people's participation in the political process will be severely constrained.

There is also a real danger that, if a pro-government victory sparks public protests, the country's military rulers will respond as brutally as they did to the uprising of September 2007.

Our aim is to expand the space for Burma's political opposition and activists, including those from ethnic minority communities, to express their opinions, gather peacefully and participate freely in the political process.

#### **HOW we are making a stand**

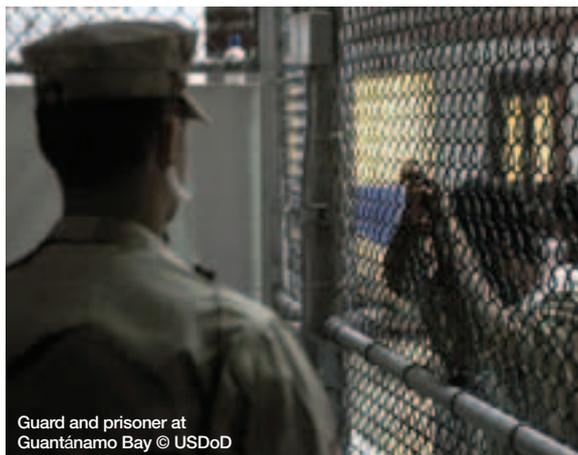
We lobbied Burma's allies, we drew international attention to the coming elections, and we worked directly with Burmese civil society groups both here in the UK and on the Thai-Burma border.

#### **WHAT has been achieved**

We got ourselves into a good position for the next phase of the campaign – when the general elections are actually contested.

Our activists understand the issues and have a range of campaign materials at their disposal. We have built strong relationships with a wide range of Burmese activists. We have identified and briefed those journalists who will be most active and influential. And we have ascertained the standpoint of the UK authorities.

When the elections take place, we can therefore play a role in ensuring that people can freely express themselves and that the world is watching closely.



Guard and prisoner at Guantánamo Bay © USDoD

# TERRORISM, SECURITY AND HUMAN RIGHTS

States around the world have used the need for national security as justification for the use of practices which have long been prohibited by international law.

While we recognise the obligation of states to prevent attacks on civilians, we refuse to accept that these measures should result in the compromise of human rights. The prison camp at Guantánamo Bay is one focus for our campaigns. We continue to lobby the US Government to close Guantánamo and argue that where there is a case against an individual, they must be given a fair trial in a proper court of law with due process.

We are also fighting against torture and other cruel, inhuman and degrading treatment, wherever in the world it takes place – for example in Pakistan, where we are campaigning against enforced disappearances.

And here in the UK, we are concerned that laws to counter terrorism have had the overall effect of severely undermining this country's respect for justice and human rights.

## Campaigning for accountability for torture

### **WHY** we are making a stand

Increasing evidence has come to light that the UK has been involved in grave human rights violations against people held overseas as part of the global 'war on terror'. This includes allegations of complicity in torture or other ill-treatment, rendition and secret detention which the UK has a duty to investigate under both domestic and international law.

### **HOW** we are making a stand

Amnesty has lobbied government Ministers and made public calls for a full, independent, impartial and thorough inquiry into these allegations. We published

a list of 10 questions which must be answered by an inquiry and Amnesty activists wrote to the Foreign Secretary in their thousands demanding an inquiry. This was one of our key asks in the 2010 election campaign.

### **WHAT** has been achieved

The Prime Minister has announced that there will be an inquiry into these allegations. We will continue our work to ensure that the inquiry is independent, impartial, thorough and human rights compliant.

## Campaigning for Shaker Aamer

### **WHY** we are making a stand

Shaker Aamer is a UK resident, the spouse of a UK citizen and the father of four British children. He was illegally detained by US forces eight years ago and has been imprisoned in Guantánamo Bay ever since. He was 'cleared for release' by the US authorities more than two years ago, yet he remains in Guantánamo without charge or trial. We continue to argue for Shaker's right to return to the UK.

### **HOW** we are making a stand

We have been campaigning for Shaker Aamer ever since he was first detained. Amnesty members have taken action in their thousands, calling on then Foreign Secretary David Miliband to make genuine and vigorous efforts to secure his return. During 2009-2010 we stepped up our campaign with a high profile Amnesty delegation to 10 Downing Street attempting to enlist the support of the Prime Minister.

### **WHAT** has been achieved

The UK authorities tell us that they have not yet managed to negotiate Shaker Aamer's release and, from our meetings with Foreign Office officials, we understand that a satisfactory resolution is still some time away. Given his plight and the conditions of his detention, we will continue to campaign to secure the safe release of Shaker Aamer and his return to the UK.

'Campaigning for Amnesty International has really made me aware of issues I never knew about before. I've learnt to appreciate and not take for granted the freedom we have in the UK and have met lots of new people from all different backgrounds who all share one thing in common: a care for those whose rights are abused. It's amazing how such a variety of people can all come together in a good cause. This shows hope for the future and this, for me, is the highlight – to know what a positive impact hundreds of other young people make across the world.' **Alma Rahman, Youth Advisory Group member**



## ENDING THE DEATH PENALTY

We oppose the death penalty because it is a violation of two fundamental human rights: the right to life and the right not to be tortured or subjected to cruel, inhuman or degrading treatment.

As well as working with or on behalf of individuals who may be facing the death penalty, we campaign for its abolition.

### Campaigning for Troy Davis

#### **WHY** we are making a stand

For the past 19 years, Troy Anthony Davis has been on death row in Georgia, USA, for a murder he has consistently maintained he did not commit. He was convicted on eyewitness testimony – the majority have subsequently changed or recanted their testimonies. But no court of law has recalled any of these witnesses, prior to the evidentiary hearing. Troy Davis has faced three execution dates, and he remains on death row.

#### **HOW** we are making a stand

Amnesty International has campaigned globally for a new hearing for Troy Davis, with our activists collecting thousands of petition signatures and lobbying the authorities in the UK and the USA. During 2009 we sent a delegation to the USA who met with members of the US Congress and Senate to lobby for

'Working with Amnesty International UK has been more than a phenomenal experience for me and my family, it has been life changing. The amount of human dignity and kindness shown to the value of human rights by the Amnesty International UK section is beyond belief and should be replicated all over the world. Amnesty International UK leads in dedication, activism and advocacy and we could all learn from your leadership.' **Martina Correia, sister of Troy Davis**

Troy Davis and the abolition of the death penalty. The delegation also met Troy Davis on death row, generated significant media coverage, and sent a powerful message to the authorities. We also arranged for Troy Davis' sister and nephew, Martina and Antone De'Jaun Correia, to come to London. They spoke at public meetings, in schools and in Parliament to highlight the case.

#### **WHAT** has been achieved

In August 2009 the US Supreme Court ordered an evidentiary hearing for Troy Davis, the first such order in around half a century. This instructs the District Judge to 'receive testimony and make findings of fact as to whether evidence that could not have been obtained at the time of the trial clearly established [Troy Davis'] innocence.' The hearing was scheduled to begin on 23 June and we hope to provide an update in our next annual report.

### Putting pressure on governments

#### **WHY** we are making a stand

We are appalled that 58 countries across the world retain the death penalty, and that 18 of them were known to have carried out executions during 2009.

#### **HOW** we are making a stand

We lobby governments around the world to abolish the death penalty. We also lobby our own government to put pressure on its counterparts around the world.

#### **WHAT** has been achieved

2009 was a significant year. The death penalty was abolished in Burundi and Togo, and also in the US state of New Mexico. For the first time since we began keeping records, no executions took place in Europe (but two did take place in Belarus at the start of 2010). For the first time in several years, there were no executions in Afghanistan, Indonesia, Mongolia or Pakistan. In the Americas, the USA was the only country to carry out any executions. In Sub-Saharan Africa, there were executions in two countries (Botswana and Sudan). And, in the Middle East and

'Last July we held action/publicity desks at two events in the city. The Peace Camp provided an opportunity to link with other organisations campaigning for human rights, justice and peace as well as engaging with a wider public. We featured actions from the Stop Violence against Women campaign.

Three weeks later in the same busy venue we took part in Norwich's first Gay Pride Day. Everyone on the march through the city streets wore an Amnesty sticker "Love is a human right". Enjoyable, rewarding, involving. We reached a new local audience raising our profile at the same time.' **David Ford, Norwich Amnesty Group**

North Africa, Algeria, Lebanon, Morocco and Tunisia all maintained their long-standing moratoriums on the death penalty.

So, real progress was made. But we also faced some bitter disappointments. Just one example: despite significant pressure, it proved impossible to prevent the execution of British man Akmal Shaikh by the Chinese authorities.

### **Campaigning for Delara Darabi**

#### **WHY** we are making a stand

Delara Darabi was convicted in 2003, at the age of just 17, of murdering a relative. In 2005, she was sentenced to death. International law prohibits the execution of juvenile offenders (those under 18 at the time of the offence). Initially she confessed to the crime, in the apparent belief that she could save her boyfriend from the gallows. But she later retracted that confession. We believe that her original trial was unfair. We also believe that, with compelling new evidence coming to light, the Iranian courts had an obligation to reconsider the case.

#### **HOW** we are making a stand

Ever since the plight of Delara Darabi came to light in 2006, Amnesty International supporters campaigned in the UK and across the globe on her behalf, sending appeals and holding demonstrations and vigils. We urged the Iranian authorities to commute her death sentence and called for a re-trial in proceedings that meet with international standards.

#### **WHAT** has been achieved

We were unable to prevent the execution. Even though she had been given a stay of execution by Iran's Head of the Judiciary, Delara Darabi was hanged on 1 May 2009 in Rasht prison, northern Iran. Neither her parents nor her lawyer were informed. She was buried the next day and hundreds of people attended her funeral.

This was devastating news for all those who had taken Delara Darabi's case to heart. We were unable to save her – but the huge global attention surrounding her case has created a new momentum in campaigning to stop the execution of juvenile offenders.

'LGBT and their friends alliance "Mozaika" is grateful to Amnesty International UK for all the support they have given to LGBT community in the Baltics. AIUK for a long time have been brave to participate in the Prides in Riga as well as contributed a lot to the idea of the Baltic Pride in Riga (2009) and in Vilnius (2010). Mozaika will always be thankful to AIUK for their help to Latvian and Baltic LGBT community.' **Kaspars Zalitis, Board member of LGBT and their friends alliance Mozaika. Latvia**



Amnesty supporters of Riga Pride, 2009 © AI

## **LESBIAN, GAY, BISEXUAL AND TRANSGENDER RIGHTS**

We aim to stop human rights abuses against lesbian, gay, bisexual and transgender (LGBT) people. We challenge governments and state authorities to fulfil their responsibility to protect people from such abuses. We also work with those who are under threat for speaking out in support of LGBT people.

### **A source of Pride in the Baltics**

#### **WHY** we are making a stand

In many parts of the world, LGBT people cannot freely express themselves, assemble or associate. In many parts of Central and Eastern Europe, for example, LGBT communities attempting to hold Pride parades are met with hostility, including physical and verbal abuse. At times local authorities have banned such events.

#### **HOW** we are making a stand

For a number of years, we have worked with the Latvian LGBT organisation Mozaika to ensure that the Pride celebration in Riga, the country's capital city, could take place with official permission and adequate protection. Amnesty UK's delegation was part of a global Amnesty presence of about 100 people.

#### **WHAT** has been achieved

In 2009, the event grew into a regional event, drawing in LGBT organisations in Estonia and Lithuania. It was re-named Baltic Pride. Again, it attracted significant opposition. Again, we sent a large delegation of our own activists. And again, the march went ahead peacefully despite attempts to ban it.



Young refugees flee the fighting in northwest Pakistan, April 2009 © AI

## REFUGEES AND ASYLUM

Our goal is to bring about a fair and effective asylum system in the UK. To achieve this goal, we, for example, carry out research into aspects of asylum policy and practice, develop proposals for improving these, and then promote our proposals to the government, MPs and other influential audiences.

### Working towards a fair and effective asylum system

#### **WHY** we are making a stand

Our research shows the human costs of the UK's asylum system and the impact it can have on the lives of the people involved. Some asylum seekers whose claims are refused, but who cannot return to their own country, face destitution. As a matter of principle, we believe asylum seekers should receive support from the time they apply for asylum until they receive permission to stay, or until they leave the UK.

#### **HOW** we are making a stand

A particular focus during 2009-2010 has been the Still Human Still Here campaign, run by a coalition including Amnesty International UK and 42 other organisations, to end the destitution of refused asylum seekers. We also continued our dialogue with UK Border Agency officials, stressing the need to improve decision making so that those who need international protection receive it. On two separate occasions, we participated in delegations led by the Archbishop of York which met the Home Secretary to discuss progress.

#### **WHAT** has been achieved

Positive developments during the year included:

- a concession granting permission to stay for those who had been in the UK for some time and who could not be returned to their own country
- an amendment to the country and policy guidance on Sudan so that non-Arab Darfuris would be given asylum

- an increase in the support levels for otherwise destitute asylum seekers, despite a climate of financial difficulty
- a legal intervention to prevent asylum seekers who have travelled via Greece to the UK being returned there (Greece's asylum system is deficient).

We also applauded the decision by the Welsh Assembly Government to allow access to health care for refused asylum seekers living in Wales – and we are urging the English authorities to follow suit.

But, once again, there is still considerable work to do. For example, we have grave concerns about the Home Office policies on forced returns to Baghdad.

### Providing expert evidence in individual cases

#### **WHY** we are making a stand

Given our insights into the UK's asylum system, our reputation for impartiality and our knowledge of the conditions in those countries from which people have fled, we believe that we can make a positive difference to the outcome of many individual cases.

#### **HOW** we are making a stand

In some cases we are able to provide evidence in high profile and precedent-setting legal cases.

#### **WHAT** has been achieved

Every year Amnesty International provides expert evidence in dozens of asylum cases. Here are some highlights from 2009-2010:

- In a judicial review case concerning a lesbian asylum seeker from Uganda, we provided information on the human rights situation for the Ugandan LGBT community and an analysis of the situation that the claimant would face if she was forced to return. The judge described our evidence as 'worthy of considerable respect'. Subsequently she was granted refugee status in the UK following a successful appeal.
- A woman from Afghanistan who fled a forced marriage was recognised as a refugee following a successful appeal after we provided evidence about the prevalence of forced marriage in Afghanistan and the risks to lone women forcibly returned to the country.
- We assisted in the case of a young male Nigerian who claimed to have been a victim of trafficking for sexual exploitation, whose case had been expedited by the government in the hope of speedily removing him from the UK. The High Court granted an injunction preventing his removal from the UK until further scrutiny of his case had occurred. His case is still pending.



## WORKING WITH PEOPLE WHOSE RIGHTS ARE ABUSED OR DENIED: INDIVIDUALS AT RISK

Amnesty International was established to take action against the imprisonment of men and women for their political or religious beliefs.

In the intervening half century, we have progressively broadened our remit to cover the full range of human rights. But working with individuals and communities directly affected by abuse of human rights remains at the heart of our work. These people may be described as victims or survivors, but many of them are also defenders of human rights, taking great personal risks to demand justice for themselves and others. Our aim is to provide them with practical and moral support. This often takes the form of written appeals to the authorities, for example to commute death sentences, release people jailed for their ideas or identity, protect those working to defend human rights in dangerous conditions. We also get messages of support through to the individuals concerned.

Details of cases that need an urgent response are routinely distributed to our Urgent Action Network – 15,000 activists who have made a commitment to respond to a certain number of cases each year. These UK activists are part of a global Amnesty International Urgent Action Network of 150,000.

During 2009/10 we issued 330 new Urgent Actions and 273 updates (including 143 seeking further action), in support of thousands of people. This rapid action taken in the UK, alongside activism from around the world, secured many positive outcomes, including releases, stays of execution, improvements in prison conditions, and evictions stopped. However, some of the Urgent Actions failed to prevent executions or evictions and, at year end, many cases remained open without clear conclusion.

We also encourage younger people to take part in Urgent Action. Each month during school term time, we send out a Junior Urgent Action to parents and educators of people aged 7-to-11. Each mailing includes the case details (edited to make them appropriate for the age group), along with background information, country information, ideas for creative actions, and extra discussion questions or quizzes.

## A BILL OF RIGHTS FOR NORTHERN IRELAND

Over the decades Amnesty International has documented violations of civil and political rights in Northern Ireland and made recommendations to halt such abuses. In 1998 the Belfast/Good Friday Agreement mandated the Northern Ireland Human Rights Commission to prepare the draft of a Bill of Rights for Northern Ireland, defining rights additional to those in the European Convention on Human Rights and reflecting Northern Ireland's circumstances. The UK government has the chance to create a modern, effective and forward-looking bill of rights for a society historically driven by violence and discrimination.

### Adopting a strong, inclusive Bill of Rights

#### **WHY** we are making a stand

We believe a Bill of Rights would allow people living in Northern Ireland to build on the strengths of the European Convention and consider the particular needs of Northern Ireland. The process of creating the Bill would also allow all sections of a divided society to come together and voice their views about what rights need to be protected in their lives.

#### **HOW** we are making a stand

We have been campaigning for a strong and inclusive Bill of Rights through the Human Rights Consortium, a high-profile coalition that is jointly led by Amnesty International. Research was commissioned that showed enthusiastic support. The coalition conducted an advertising and postcard campaign, urging people to take part in the public consultation process.

#### **WHAT** has been achieved

Despite public support and enthusiasm, progress has been slow. In November 2009, proposals published by the government were disappointing. We have stepped up our efforts; more than 34,000 people recently took action through our campaign.





Young human rights activists take the lead in an Amnesty delegation to the Nigerian High Commission in London, 2009. They were calling for the release of Patrick Okoroafor, who has spent more than half of his life in prison in Nigeria, after being convicted on a robbery charge in an unfair trial.  
© Marie-Anne Ventura

We also send out a monthly Youth Urgent Action to 1,312 young activists aged over 14, urging them to take action on particular cases.

In addition to this urgent response work, we take up a number of 'emblematic' cases for longer-term campaigning. Through these we aim not only to secure change for particular individuals, but also address the wider circumstances that put them and others at risk. In doing so, we try to achieve a geographical and gender balance and to take in a range of human rights issues. We also look for relevance to our campaign themes, and seek out cases in which action from the UK, in particular, could have a positive impact.

Then there is our Greetings Card Campaign. Each year, from November to January, our supporters send messages of goodwill and solidarity directly to people whose rights are being abused or denied.

This is one of the initiatives for which we are best known. It has massive popular appeal. And from the feedback we receive, we know that it can make a huge positive difference – to the morale of the people we aim to support and, in some instances, to the outcome of their cases.

In 2009-2010, the Greetings Card Campaign featured 32 cases from across the world, including 56 named individuals and several communities (such as Kenya's Deep Sea Settlement).

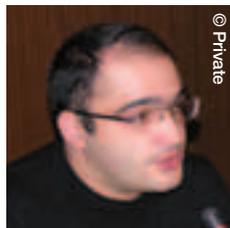
The six cases highlighted here provide a sample of the breadth and diversity of cases we have worked on from all over the world. (For more information see [www.amnesty.org.uk/iar](http://www.amnesty.org.uk/iar)).

## FIGHTING FOR FREEDOM OF EXPRESSION

### Campaigning for Eynulla Fatullayev

#### **WHY** we are making a stand

Eynulla Fatullayev is an Azerbaijani journalist. He was first arrested in April 2007 and sentenced to two-and-a-half



'In his journalism, Eynulla Fatullayev fought for the truth, for the concept of democracy. He put his work before his family, and so I feel he is not only our son, but his people's son. The news that Eynulla Fatullayev was to receive this award from Amnesty International delighted both him, and all our family. I am very proud and delighted that my son has been honoured with an award by an organisation as authoritative as Amnesty International.' **Emin Fatullayev, father of Eynulla Fatullayev**

years' imprisonment. Later that year he was sentenced to a further eight-and-a-half years. We believe that the charges against him are politically motivated and regard him as a prisoner of conscience.

#### **HOW** we are making a stand

We have been running a vociferous high-profile campaign in support of Eynulla Fatullayev. For example, he has featured in our Greetings Card Campaign for the last two years. In June 2009, some of our staff and supporters demonstrated outside the Azerbaijani embassy with a 270-metre paper chain made up of thousands of messages of support. And, in June 2009, he received the Special Award for Journalism Under Threat at the Amnesty International Media Awards. We liaised directly with a local partner organisation working on media freedoms in Azerbaijan to discuss strategy and actions, and with diplomats stationed in the country to press for international governmental advocacy.

#### **WHAT** has been achieved

The Azerbaijani authorities seem determined to resist the growing international pressure for Eynulla Fatullayev's release, including by bringing new charges against him. And his father, Emin Fatullayev, has received repeated threats for speaking out on Eynulla's behalf; Amnesty International has called on the authorities to properly investigate these threats and bring those responsible to justice.

In September 2009, the European Court of Human Rights began a review of his case. But, three months later, the Azerbaijani authorities charged Eynulla Fatullayev with possession of illegal drugs and threatened him with a further three years' imprisonment. We believe this to be a spurious charge, intended to discredit the journalist as his case went before the European Court. We encouraged EU diplomatic missions to attend and observe his trial on the drugs charges.

In the meantime, Eynulla Fatullayev and members of his family have received more than 11,000 cards and letters of support and solidarity from all over the world. We continue to campaign vigorously for his release.

'One of the campaigns in which members of **Watford Amnesty Group** have become especially involved is calling for the release of a Chinese couple detained in China because they practise Falun Gong, a spiritual movement.

Qiao Yongfang and his wife, Yan Dongfei, were both 60 when arrested in July 2009. Falun Gong had been outlawed 10 years earlier.

Group members have sent appeals and campaigned locally including a petition at **Watford Celebration 2010**. **Margaret Collier, Watford Amnesty Group**

## Campaigning for Gambian journalists

### **WHY** we are making a stand

In August 2009 six Gambian journalists (Ebou Sawaneh, Emil Touray, Pa Modou Faal, Pap Saine, Sarata Jabbi-Dibba and Sam Sarr) were sentenced to two years' imprisonment for sedition and defamation after a press release issued by the Gambian Press Union criticised the country's President. Journalists are under serious threat in the country, having been targeted with unlawful arrest and detention, torture, unlawful killing, and enforced disappearance. More than 15 have had to leave the country in the last two years.

### **HOW** we are making a stand

We immediately issued an Urgent Action. Our campaign included two protests outside the Gambian High Commission in London, supported by the Trades Union Congress, the National Union of Journalists and the International Federation of Journalists.

### **WHAT** has been achieved

Less than a month after their conviction, the six journalists were released by presidential pardon. Also, members of London's Gambian community who took part in our protests said they felt encouraged to do more about human rights in their country. All six journalists have returned to work: a small victory in the struggle for freedom of expression.

## PROTECTING PRISONERS OF CONSCIENCE

### Campaigning for Dr Binayak Sen

#### **WHY** we are making a stand

Dr Binayak Sen is a medical doctor and human rights defender from Chhattisgarh, Central India. He was arrested in May 2007, accused of passing letters between imprisoned members of a banned leftist group. We believe that these charges were politically motivated and intended to prevent him carrying out his human rights work.



#### **HOW** we are making a stand

We joined the international campaign for the release of Dr Binayak Sen. In March 2009 we worked directly with Dr Sen's wife, Ilina, during her visit to the UK, organising press work and an event in Edinburgh. In May 2009, we participated in a global protest for Dr Sen, through a demonstration in London and Edinburgh. Amnesty supporters lobbied the Indian authorities directly and sent messages of solidarity to Dr Sen, and we lobbied the UK and other countries within the EU to call on the Indian government to release Dr Sen.

#### **WHAT** has been achieved

In May 2009, after being granted bail by the Supreme Court, Dr Binayak Sen was released. He is currently able to travel freely within India and participate in public meetings. He thanked Amnesty International and other human rights organisations that had been campaigning for his release, and said that he would continue to defend human rights in Chhattisgarh in the face of any threats.

## STANDING UP FOR WOMEN HUMAN RIGHTS ACTIVISTS

### Campaigning for Justine Bihamba

#### **WHY** we are making a stand

In 2007 Justine Bihamba and her family were attacked because of her work as a coordinator of a women's human rights organisation, supporting victims of sexual violence in eastern Democratic Republic of Congo (DRC). Soldiers forced their way into her home, tied up her children, and sexually assaulted her 21-year-old daughter. Although the family were able to identify the soldiers, no one has been arrested or brought to trial. Justine remains at risk because of her work.



#### **HOW** we are making a stand

Our supporters sent persistent appeals to the authorities calling for protection for Justine Bihamba and the arrest and prosecution of the soldiers. We printed and distributed thousands of action cards for people to send to the DRC, and held a national student day of action in March 2010. Justine Bihamba featured in our Greetings Card Campaigns for the last two years and also in our December 2009 donor appeal – in which people were asked not only to give money to Amnesty, but also to take action on her case.

As a result Amnesty International supporters have sent her a huge volume of cards with messages of solidarity. In fact Justine Bihamba reported in February 2010 that she had received some 50kg of cards and was considering with her colleagues how best to make use them.

#### **WHAT** has been achieved

We have achieved our primary aim of providing a morale boost to Justine Bihamba and the women she works with and supports. It also appears that international pressure is ensuring significant attention in DRC for Justine Bihamba's case. In December 2009 she met President Kabila – indicating that her case is receiving attention at the highest levels. Also, early in 2010 Amnesty International's researchers confirmed that the letter-writing appeals and solidarity actions were helping to improve Justine Bihamba's safety.

## STANDING UP FOR TRADE UNIONISTS UNDER THREAT

### Campaigning for Konstantina Kuneva

#### **WHY** we are making a stand

Konstantina Kuneva, Secretary of the Attica Union of Cleaners (PEKOP), was attacked with acid in Athens in December in 2008. The attack left her with serious injuries. Konstantina Kuneva had been defending the rights of migrant workers and fighting for better conditions and pay. A teacher by profession in her native Bulgaria, she had worked as a cleaner since arriving in Greece in 2001 to earn money for medical treatment for her son.



#### **HOW** we are making a stand

Amnesty supporters deluged the Greek authorities with appeals for an effective investigation into the case of Konstantina Kuneva and called for those responsible for her attack to be brought to justice. They also sent her thousands of solidarity messages.

#### **WHAT** has been achieved

Konstantina Kuneva received over a thousand cards from Amnesty International supporters, many of them from children. Initially, it appeared that our campaigning was having some impact. The Greek government replied directly to many of the letters sent by UK activists, stating its commitment to continuing efforts to apprehend those responsible for the attack. And, in a speech to the Greek Parliament, the Minister of Citizen Protection publicly acknowledged the significance of Konstantina Kuneva's case. We learned in mid-November that her case had been sent for further investigation.

However, in late January 2010 the investigating judge concluded his inquiries, reporting that no significant evidence had emerged. The possibility remains that the case will be archived. We will continue to press for justice for Konstantina Kuneva.

## DEMANDING THE TRUTH ABOUT ENFORCED DISAPPEARANCE

### Campaigning for Ernestina and Erlinda Serrano Cruz

#### **WHY** we are making a stand

In 1982, during the internal armed conflict in El Salvador, sisters Ernestina and Erlinda Serrano Cruz, then aged seven and three, were captured by the army. The girls have not been seen or heard from since. Nearly three



decades on, their family (pictured) is still trying to find out what happened to them.

Their case is one among very many. More than 75,000 people were killed, tortured or 'disappeared' during the armed conflict. More than 700 of the 'disappeared' were children.

#### **HOW** we are making a stand

The sisters' case, which had featured in solidarity actions and appeals to authorities, was also a particular focus for activism around the International Day of the Disappeared on 30 August 2009. Activists from our local groups sent in photos of themselves holding up signs reading 'Where are Ernestina and Erlinda?' which were then used to cover cardboard cut-out silhouettes to represent the two girls. On 24 September, Amnesty International UK representatives met with El Salvador's ambassador to the UK, Roberto Ricardo Avila Avilez, and presented the silhouettes to him.

#### **WHAT** has been achieved

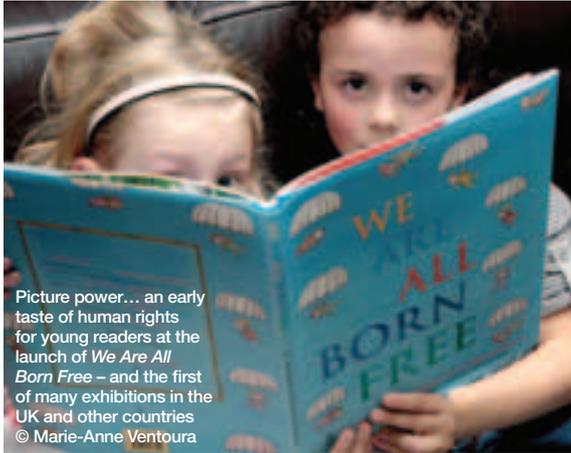
In June 2009 a new government came to power in El Salvador. It publicly promised to take action over the human rights violations perpetrated during the armed conflict. This included a commitment to search for all the forcibly disappeared children, to give some support to their families, to investigate what had happened and to bring those responsible to justice.

In October 2009 the Attorney General's Office promised to establish a new team to reinvigorate investigations into the disappearance of Ernestina and Erlinda, and to hold regular meetings with representatives of the Serrano Cruz family to update them on progress.

On 28 January 2010 the Salvadoran State attended a private hearing at the Inter-American Court of Human Rights (IACtHR). The Salvadoran State presented a report on its progress in implementing the IACtHR order in the Serrano Cruz case. The State accepted responsibility for its failure to execute the principal obligation of this court order, namely to determine the whereabouts of the Serrano Cruz sisters. The State also mentioned that it had recently signed an agreement for the provision of psychological services and medical care for the Serrano Cruz family.

We will keep a watchful eye on the new government to ensure that it delivers on its promises.

**'The government of El Salvador is aware of this problem, and there is a strong will to solve this and to find out where the girls are. This will take time, but we must work hard – now is the time to do it'.  
Dr Roberto Ricardo Avila Avilez, El Salvador  
Ambassador to the UK**



Picture power... an early taste of human rights for young readers at the launch of *We Are All Born Free* – and the first of many exhibitions in the UK and other countries © Marie-Anne Ventura

## RAISING AWARENESS AND EDUCATING A NEW GENERATION OF HUMAN RIGHTS ACTIVISTS

We want everyone to understand what human rights are so that everyone can claim them for themselves and defend them for others. Amnesty International raises awareness of human rights in the media, and through popular culture, arts and entertainment. Our education materials, films, school speakers and teacher training programmes also help to educate and get the message across to younger people.

As well as raising awareness of human rights issues in general, we also draw attention to particular threats and abuses. This adds to the momentum behind our campaigns and encourages people to think about the importance of human rights.

By reaching out to diverse audiences beyond our committed base of supporters, we seek to build a human rights culture in the UK – a culture in which everyone takes responsibility for protecting human rights. We want young people in this country to grow up knowing and caring about human rights. Ultimately we want them to become the next generation of human rights activists.

### Getting the message across through the UK media

#### **WHY** we do this

As a campaigning organisation, we use the UK-based media (print, broadcast and online) to get our message across, win support for our campaigns, and put pressure on the authorities – both in the UK and elsewhere in the world. We know that if the media cover our campaigns, we have a better chance of achieving our goals. And we recognise that the

UK-based media are influential on the world stage.

#### **HOW** we do this

Our media relations team issues press releases, gives interviews and submits letters and opinion pieces for publication. The London-based team focuses on the national media, while our offices in Scotland, Wales and Northern Ireland get the message across there. And our local, student and youth groups and other activists generate significant coverage in the local and student media.

#### **WHAT** has been achieved

We can measure the outcome of this work by the number of times we are mentioned in print, on the air and online. During the reporting period, we were mentioned 647 times in the ‘quality’ or ‘broadsheet’ press and 118 times in the mid-market and tabloid press. The media team in London conducted or arranged more than 300 interviews and nations and regions staff more than 50. We also had 25 letters published in the national media and 25 opinion pieces published in the national online and print media.

More important than numbers is the impact of the coverage for the people whose human rights we aim to defend. Quantifying this is a challenge. But we can point to many instances in which the coverage we generated made a difference. For example, British woman Marnie Pearce, imprisoned in Dubai after her husband accused her of adultery, faced the threat of never seeing her children again. We issued statements of support, focusing on the welfare of her children, and did many media interviews. Although Marnie Pearce continues to fight for the right to see her children, she obtained limited access to them after the authorities announced her early release and suspended her deportation. We believe this decision was directly influenced by the UK media coverage.

### Celebrating great journalism through the Amnesty Media Awards

#### **WHY** we do this

Amnesty International was launched through a newspaper appeal nearly 50 years ago and we have worked closely with the media ever since. Journalists work to expose – and often to stop – human rights violations. Thanks to their efforts, viewers, listeners and readers can witness the courage of ordinary people who make a stand for human rights. We want reporters to keep reporting these stories and editors to keep commissioning, publishing and broadcasting them. And we believe it is right to celebrate great journalism and its contribution.

#### **HOW** we do it

Every year since 1992 we hold the Amnesty International Media Awards. The awards have 10 main categories in broadcast, print and digital media, and we invite entries from all UK-based media. An independent panel of judges is selected from the media, the arts and

entertainment industries, the non-government sector, academia and the legal profession. Each year we also present a Special Award for Journalism Under Threat to a journalist from outside the UK who has been persecuted for his or her work. We invite influential journalists, opinion formers and members of the human rights community to the awards ceremony.

#### **WHAT has been achieved**

It is difficult to evaluate the extent to which the Media Awards succeed in encouraging an increase in the quality and quantity of human rights coverage. Many winners inform us that the Awards encourage them or their editors to cover human rights stories. In 2009 the number of entries was 202, slightly down on 2008 but up on the previous year despite the economic climate. Some 51 different organisations entered, nine for the first time. The relationship between Amnesty International UK and the media was also strengthened through the participation of 40 external judges, mostly senior members of media organisations, and through the ceremony itself, a powerful and moving occasion attended by over 400 key media and other guests.

#### **Informing, educating and engaging online**

##### **WHY we do this**

Digital and social media have changed the way we communicate within and beyond the organisation. We can reach a wide audience, update our news and publicise campaigns and urgent appeals quickly and cheaply, making it easier for our supporters to take part in a campaign. And supporters can use our websites and social media to contribute their opinions, stories, photos and ideas, creating a human rights community online.

##### **HOW we do it**

We launched a major online media initiative (one of our organisational priorities, see page 11). In the meantime, we have improved our existing websites (amnesty.org.uk and protectthehuman.com), and extended our use of social media. We have carried out a fundamental review of our e-communications programme: analysis shows this has huge potential to boost participation in our campaigns and increase our funds.

##### **WHAT has been achieved**

- **Amnesty.org.uk** attracts an average of 130,613 unique visits each month. It has been an important way for people to get up to date information, participate in our campaigns and contribute to our funds. On average each month through the website we have raised £36,000 from one-off gifts and direct debits, recruited 826 new members and donors, and seen 12,507 web actions – sending an email, adding a name to a petition, or donating to a specific cause.
- **Protectthehuman.com** is our UK community website using blogs, shared video, pictures and links to inspire action. It has over 100,000 members

and more than 30,000 visits each month (most of whom are not current members or donors).

- **Social Media** was a huge growth area in 2009-2010. Our network grew by nearly 400 per cent to exceed 25,000 direct connections, and at least 50 direct daily interactions. When we use social media to support a campaign, the level of engagement becomes far higher: our Twitter action on International Women's Day made us the day's most 'tweeted' site in the world.

#### **Working with publishers**

##### **WHY we do this**

Linking up with publishers enables us to reach new audiences, young and old, with inspiring human rights stories. By encouraging the publication of books on human rights issues, we can raise awareness of Amnesty International's work, and motivate more people to take a long-term interest in the subject.

##### **HOW we do it**

To mark the 60th anniversary the Universal Declaration of Human Rights, we worked with three different publishers to produce a series of books for readers of all ages. The first of these, *We Are All Born Free* – a picture book for children, was published in late 2008. The next two, *Free?* and *Freedom*, followed during 2009-2010.

##### **WHAT has been achieved**

- *We Are All Born Free* proved an immediate hit. In the year following publication in the UK, it came out in 32 languages worldwide selling 250,000 copies, attracting awards and good reviews, and prompting wide interest through exhibitions and workshops.
- *Free?* is an anthology of stories for teenagers, contributed by 15 top children's writers. It was launched at the Hay Literary Festival in May 2009 and, with a special print-run for the *Guardian*, 15,000 copies were distributed free to festival-goers. It also featured in BBC Radio's *Big Toe Books*.
- *Freedom*, launched at the Edinburgh Festival in August 2009, is a collection of stories celebrating human rights contributed by 36 best-selling writers, with a foreword from Archbishop Desmond Tutu.

#### **Reaching out through popular culture, arts and entertainment**

##### **WHY we are making a stand**

We believe that human rights are for everyone – and everyone has a role to play in standing up for their own rights and those of others. Popular culture is a powerful medium to reach a wider public.

##### **HOW we are making a stand**

Over many years we have built relationships across the creative industries. This has enabled us to use film, music, theatre and comedy to bring human rights issues to life for audiences beyond our committed base of supporters. By collaborating with film-makers, actors, writers, comedians, musicians and other





Outside the White House: Richard Hughes, drummer with the band Keane, had been to Georgia to play gigs at Atlanta. When Amnesty asked if he would go to visit death row prisoner Troy Davis in Jackson, he did not hesitate. Richard's blogs gave thousands of young fans a moving insight into the horror of the death penalty and brought many new young supporters to our campaign. © Jesse Quin

artists, we work to catch people's interest, explain what human rights are about, and inspire people to support our campaigns.

### **WHAT has been achieved**

During 2009-2010 we worked with hundreds of artists and other contacts on a range of creative projects. Assessing the impact of this activity is a challenge. We do know that many more people have become aware of our campaigns and many have pledged their support to our work.

- We made a series of four-minute human rights films featuring artists such as Annie Lennox, Terry Jones, Thandie Newton, Bill Nighy, Keira Knightley, Beverley Knight and Christopher Eccleston. One called for an end of the Gaza blockade. Another marked the birthday of Burmese opposition leader Aung San Suu Kyi. Yet another supported our Mother's Day campaign for maternal health. Embedded in our website and many others, they have been viewed hundreds of thousands of times.
- We supported the UK release of the award-winning documentary *The Yes Men Fix the World*, hosting a special preview at a West End cinema. The film exposes corporate abuse of human rights.
- With Britdoc, the Channel 4 Documentary Film Foundation, we hosted The Good Pitch – a one-day forum in which documentary film makers present proposals and footage for new social justice films to key funders and NGOs. The event helped to establish us as a key partner for film makers to approach for support and information.
- The band Portishead released their track *Chase the Tear* for the anniversary of the UN Universal Declaration of Human Rights, with proceeds and ongoing rights donated to Amnesty International.
- We cooperated with theatre performances, including a two-week run of *The Container* at the Young Vic, and a production of *1984* at the Battersea Arts Centre.
- Richard Hughes, the drummer from the band Keane, joined our delegation to visit Troy Davis on death row in Georgia, USA in September 2009. Through his blogging, photographs and personal accounts of the visit, Keane fans around the world have joined the campaign to save Troy Davis's life.
- Tens of thousands of visitors saw the sh[OUT] exhibition at Glasgow's Gallery of Modern Art, lauded for advancing the cause of equality in Glasgow. We provided supporting information.
- We take our campaigns to arts and music festivals around the country. Five thousand festival-goers in Scotland signed cards calling for the charges against Dr Binayak Sen (see page 31) to be dropped. For Edinburgh and Belfast, we run a programme of activities, from comedy shows to lectures. The 2009 Amnesty Lecture in Belfast was delivered this year by Noam Chomsky, to a paying audience of 1,200 people.



Young people set off from the Human Rights Action Centre on a delegation to the Nigerian High Commission © Marie-Anne Ventoura

## **A HOME FOR HUMAN RIGHTS ACTION**

As its name implies, the Human Rights Action Centre is an expression of who we are and what we stand for. Opened in 2005, this is much more than the working headquarters of Amnesty International UK. With public spaces and a 250-seater auditorium, it directly promotes human rights, supporting our campaigns and providing a platform for debates and events. We actively encourage the use of the facilities by other human rights and social justice organisations and want the centre to be a focal point for human rights activism in the UK. Our four main objectives are:

- to encourage activism and raise awareness of human rights issues
- to provide a venue for the wider human rights community
- to bring more people into direct contact with Amnesty International
- to inspire and educate young people.

During the year, the Human Rights Action Centre hosted 202 events – ranging from visits for school groups to film screenings – attracting 12,963 visitors. Sixty-eight per cent of these events were organised by other groups including the British Institute of Human Rights, Hackney Link, Lifelines, the Equality and Human Rights Commission, Greenpeace, Médecins Sans Frontières and Object.

Through room hire and associated fees, the centre generated almost £29,600 in income. To encourage the use of the centre by a wide range of organisations, a sliding price scale means groups and charities with more modest resources can use our public spaces. In applying to use the facilities, every organisation must explain how their event contributes to our vision for the Human Rights Action Centre. (To find out more about the centre and forthcoming Amnesty International events, see [www.amnesty.org.uk/hrac](http://www.amnesty.org.uk/hrac))



Students at Eastlea Community School help launch Amnesty's Poverty and Human Rights education pack, October 2009 © Marie-Anne Ventoura

## HUMAN RIGHTS EDUCATION

At Amnesty International we believe that human rights education can give young people the understanding, skills, knowledge and confidence to stand up for human rights. We want to empower young people to take action. And we aim to inspire the next generation of human rights activists.

Our human rights education work is focused on schools. We produce a wide range of high-quality resources which are easy for the teachers to use, and interesting and inspiring for their students. We also provide training for teachers to use the resources effectively – an important aspect of our education programme.

### Poverty and Human Rights education pack

#### **WHY** we did this

We believe that it's important for people to understand that poverty is a human rights issue – and that human rights violations drive and deepen poverty. So we decided to provide UK secondary schools with an educational resource to introduce teachers and students alike to our Demand Dignity campaign and encourage young people to take action.

#### **HOW** we did this

We produced an education pack, *Poverty and Human Rights*, which focuses on the plight of the Deep Sea community in Kenya (see page 15) – and

#### What teachers say about our education pack

'Made a difficult topic and concept much easier to teach'

'Useful, valuable information – an excellent resource'

'Thought-provoking; accessible to pupils of all abilities'

demonstrates the link between poverty and human rights. Developed for educators of secondary school students aged 14-16, it is made up of a DVD film, assembly script, and lesson plans. It also provides teachers with information and advice on teaching controversial issues, campaigning and getting involved with Amnesty International.

#### **WHAT** has been achieved

The pack went out to almost 5,000 schools, equating to 92 per cent of all UK secondary schools, and generated a great deal of positive feedback.

Our previous evaluations show that between 40-to-50 per cent of teachers who receive a pack such as this plan to use it in their lessons. Unfortunately, like many other organisations working in this sector, we have found it increasingly difficult to obtain feedback from teachers to fully evaluate this type of work. However, we are committed to finding other ways to evaluate the impact, and are developing a new evaluation method for future initiatives.

### Making Human Rights Real education pack

#### **WHY** we did this

We recognise that different parts of the UK have different curricula, circumstances and needs. So, when the need and opportunity arise, we work with local partners to create tailored resources. In Northern Ireland, for example, it became clear that Key Stage 4 students (aged 14-to-16) needed specific resources for their Local and Global Citizenship curriculum.

#### **HOW** we did this

We worked with the Northern Ireland Human Rights Commission to produce the *Making Human Rights Real* resource. This provides a thorough introduction to human rights, with 15 step-by-step lesson plans on human rights topics. It was written specifically for the Northern Ireland curriculum, and was accompanied by a teacher training programme. This aims to support teachers with focused training relevant to the classroom, by providing them with knowledge and understanding of human rights and enabling them to discuss human rights issues with their students.

The pack covers human rights history, laws and values; human rights concepts; the proposed Bill of Rights for Northern Ireland; and advice on how human rights relate to other citizenship issues (such as diversity, democracy, equality and social justice).

#### **WHAT** has been achieved

Initial feedback has been very positive. We will conduct a full evaluation of this project in 2011.

### Talking to young people

#### **WHY** we do this

We know that many of our activists can speak

passionately about human rights and Amnesty's work.

So we encourage them to visit schools and colleges, where they can explain the importance of human rights to young people in a clear, compelling manner. They can also inspire teachers to give the subject a higher priority in their lessons.

#### **HOW we do this**

We provide training, guidance and coordination to a network of school speakers around the UK, who visit their local schools to talk about our work and generate enthusiasm for our campaigns. Our school speakers also take part in National Schools Film Week every year, introducing young people and their teachers to human rights issues through film. In 2009, the week was launched by our director, Kate Allen, and Danny Boyle, director of *Slumdog Millionaire*.

#### **WHAT has been achieved**

During the year, we recruited many more people to the network. Running eight speaker training events around the country, we attracted an additional 94 people, bringing the total number of school speakers to 144. Between them, our school speakers spoke to more than 30,000 young people during 2009-2010 in a range of educational institutions, from primary schools right through to universities. As a result of their talks, this year 43 of the schools and colleges they visited asked for information about setting up an Amnesty youth group and 288 teachers signed up for our TeachRights scheme (see below).

### **Supporting teachers through the TeachRights scheme**

#### **WHY we do this**

We know that teachers need easy-to-use, accessible information on human rights issues, that they can adapt or take directly into the classroom.

#### **HOW we do this**

Our free TeachRights scheme provides teachers with a whole range of easy-to-use, curriculum-linked resources. Members of the scheme receive a twice-termly e-newsletter providing updates and details of new resources produced by Amnesty International and others, and information about related events and training.

#### **WHAT has been achieved**

The scheme grew significantly during 2009-2010. An additional 990 teachers signed up, bringing the total number to 3,961.

### **Human rights Lift Off in primary schools throughout Ireland**

#### **WHY we do this**

Human rights have a place in the classroom for children of all ages. Primary school pupils have an innate sense of what's fair and what isn't, and may face human rights challenges such as bullying and

discrimination in the playground and local community. And many of them are eager to contribute to a fairer world for children overseas.

#### **HOW we do this**

With our colleagues in Amnesty International Ireland, we have worked closely with teachers' unions and educationalists on both sides of the border to develop human rights education materials for 5-to-11 year olds. The initiative is called Lift Off.

Three comprehensive teaching resources for three different age groups are complemented by regular newsletters and additional resources, all of which are made available through the Lift Off website. It has been backed up by a comprehensive training programme for both qualified and trainee teachers.

#### **WHAT has been achieved**

Independent evaluations of the programme have been positive, with teachers reporting a noticeable change in attitudes among their students.

During 2009-2010, the programme was held up as an example of good practice at the UN Durban Review Conference in Geneva. It was also included in a compendium of good practice, Human Rights Education in the School Systems of Europe, Central Asia and North America, published by UNESCO and other intergovernmental organisations.

The Northern Ireland Department of Education has renewed its support for Lift Off, which means that primary schools from every sector of Northern Ireland's divided education system now have free access to the programme.

### **Amnesty at the Eisteddfod Yr Urdd**

#### **WHY we do this**

We produce human rights educational resources for all of the UK's nations and regions and we translate many of our education materials into Welsh. It's important that teachers understand what's on offer.

#### **HOW we do this**

The Eisteddfod Yr Urdd, or the Youth Eisteddfod, involves Welsh people from the age of seven to 24 in a week of competition in singing, recitation, dancing, acting and musicianship during the summer half-term school holiday. In 2009 the event was held in Cardiff, and Amnesty International volunteers spent the entire week at the event, promoting our bilingual school resources to young people and their teachers.

#### **WHAT has been achieved**

Our participation helped raise our profile and promote our educational materials among more than 100,000 visitors and 15,000 competitors.



# THE DEEP STORY



People who live in poverty find it hard to claim their rights. And the denial of human rights drives and deepens poverty. To help secondary school students in the UK explore the links between poverty and human rights, Amnesty International produced an education pack with lesson plans, an assembly script, and a film. We asked teachers and students at Eastlea School in Newham, London, to help us launch the pack. © Marie-Anne Ventura

A group of protesters wearing aluminum foil masks are holding a large black banner. The banner features the text 'VEDANTA STOP FOILING HUMAN RIGHTS' in white, bold, sans-serif font. Below the main text, it says 'Amnesty International PROTECT THE HUMAN'. On the right side of the banner, there is a white graphic of a lit candle with barbed wire wrapped around its base. The protesters are wearing blue jeans and dark shoes. The background shows a building with windows.

# VEDANTA STOP FOILING HUMAN RIGHTS

Amnesty International  
PROTECT THE HUMAN

Amnesty International is a global movement, with the ability to bring pressure to bear across the world. Amnesty activists challenge the mining giant Vedanta at its headquarters in London, over human rights abuses arising from the company's operations in Orissa, India. © Simone Novotny



# OUR STRUCTURE

**Amnesty International UK is one of the largest national sections in the global movement. In terms of number of supporters, we are the third largest section and, in terms of the funds we generate for the global movement, we are also the third largest (after the USA and the Netherlands).**

## OUR STRUCTURE INTERNATIONALLY

We are part of the global Amnesty International movement, which has more than 2.8 million supporters in more than 150 countries and territories.

Across the world, Amnesty International operates as a collection of autonomous national organisations that share the same vision, mission and values and abide by the Statute of Amnesty International.

We believe that, as a global movement, Amnesty International has the greatest human rights impact when we act together in a concerted and coordinated manner (see 'Decisions, decisions' pages 45 to 51). We all contribute and subscribe to the same priorities and global strategic plan.

In countries where Amnesty International has a strong presence, members are organised as 'sections' (as in the UK). A section can be established in any country, so long as it meets the criteria and abides by the terms of the Statute of Amnesty International. In 2010, there were 55 of these sections.

In countries where our presence is not so strong, the global movement may choose to establish a 'structure'. This will typically have a smaller membership and more limited resources, and its operations may be subsidised by the global movement. In 2010, there were 13 such structures.

In countries where no section or structure exists, people can become 'international members' of Amnesty International.

The global movement is represented by the International Council Meeting and by the International Executive Committee. Authority for conducting the daily affairs of the global movement is delegated to the International Secretariat, based in London. The International Secretariat coordinates the movement's global campaigns and keeps the movement informed

about human rights developments around the world. Its teams of researchers investigate reports of human rights abuses, cross-checking information from a wide variety of contacts and sources. It also sends fact-finding missions to assess the situation on the spot.

For more information about the global movement and our international governing bodies, see [www.amnesty.org](http://www.amnesty.org)

## OUR STRUCTURE IN THE UK

Amnesty International UK is made up of two legal entities – the UK Section and the Charitable Trust.

### Amnesty International UK Section

Amnesty International United Kingdom Section is the body responsible for undertaking our human rights campaigning. It also carries out a range of fundraising and trading activities.

Under UK charity law, some of our campaigning activity could, potentially, be deemed not to be charitable. For this reason, the UK Section is not registered as a charity and was, instead, established in 1983 as a limited company.

The UK Section is owned and controlled by its members (that is, all the people, groups and networks who have joined Amnesty International in the UK). As of 31 March 2010, the UK Section had 156,754 members.

The UK Section also has a subsidiary company, Amnesty Freestyle, which manages Amnesty International events such as the *Secret Policeman's Ball*.

### Amnesty International UK Charitable Trust

Amnesty International Charitable Trust is a charity established in 1995. The Trust funds some of the Amnesty International projects undertaken both here in the UK and globally, including:

- Monitoring abuses of human rights

- Educating the public about human rights
- Raising awareness of, and promoting public support for, human rights
- Research into human rights issues

While we would prefer all our activities to be deemed charitable, this is currently not possible.

For more information about the UK Section and the Charitable Trust, including their constitutions, see [www.amnesty.org.uk/constitution](http://www.amnesty.org.uk/constitution)

### Where you can find us

The Amnesty International UK Section headquarters and registered office is the Human Rights Action Centre located in Shoreditch, Central London.

We also have offices and staff in Belfast, Cardiff and Edinburgh, each providing a focus for Amnesty campaigning and fundraising in their country.

Volunteers also help to run *Books for Amnesty*, a small network of second hand bookshops – located in Brighton, Bristol, Cambridge, Great Malvern, Hammersmith and Newcastle. Through the sale of donated books these bookshops help raise money

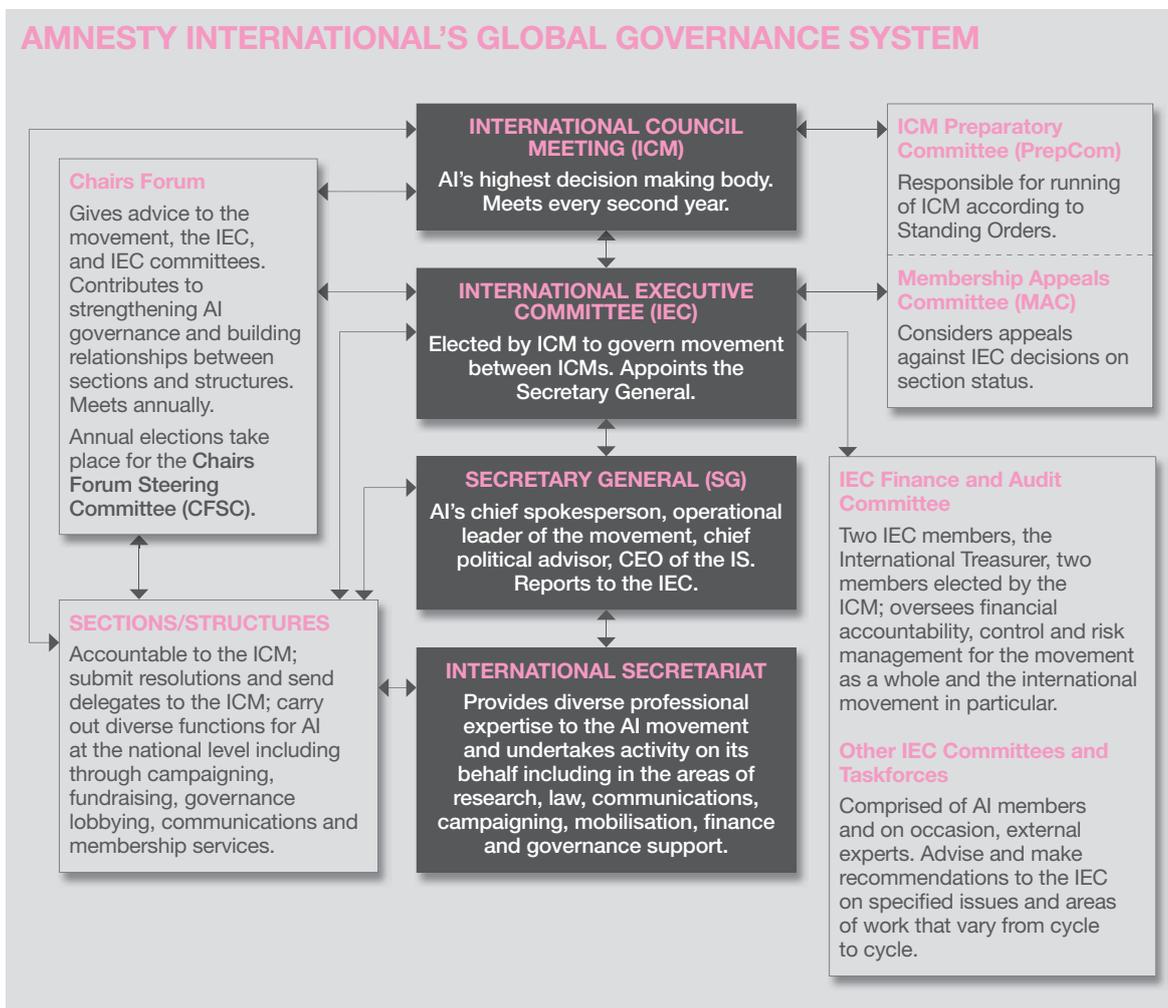
for Amnesty International and build awareness of our work and campaigns.

### OUR REAL STRENGTH: ACTIVISTS, MEMBERS AND SUPPORTERS

Perhaps our most visible and vital presence across the country is the network of supporters, members and activists who stand behind our campaigns, organise their own events and raise funds on our behalf.

In the UK, this movement comprises:

- **Supporters** – 225,605 people who we know have recently contributed money to Amnesty International. This could be someone who donates regularly (and has done so within the past three months), or someone who has donated to us on an ad hoc basis (within the past two years).
- **Members** – The supporters described above include 156,754 members of the Amnesty International UK Section, who pay a regular membership subscription, and are entitled to participate and vote in our Annual General Meeting.
- **Activists** – In addition, thousands of people actively support Amnesty campaigning, either as individuals, for example online, or as members of local groups or special interest networks.



Across the country, there are hundreds of local, student and youth groups, affiliated trade unions, special interest networks, as well as thousands of individual activists. They send countless letters and emails to stand up against human rights abuses and they raise funds for Amnesty. They run stalls, organise concerts, comedy nights or gigs, write to newspapers or their politicians. They bring our campaigns to life and attract new supporters in schools, campuses and communities around the country.

For thousands of people, joining an Amnesty local group is the best way to protect and promote human rights. They see it as a way to contribute to human rights campaigns – something they couldn't or wouldn't do on their own but feel empowered to do with others. During 2009-2010, for example, members of local groups took to the streets, their campuses and schools dressed in orange jumpsuits to highlight the plight of Guantánamo Bay detainees, demonstrated against the death of civilians in Gaza, painted roses in solidarity with the bereaved 'Tiananmen mothers' of China and renamed playgrounds Tiananmen Square for the day, held vigils against the death penalty and organised human rights film screenings.

### **Local groups**

We have 270 local groups across the country, from Shetland to Jersey. They are the public face of Amnesty in their community and are vital to our work. Assisting these local groups is a network of regional representatives – volunteer activists who are formally elected by the local groups in each region of the country. They provide support to the groups and act as a channel through which they can communicate, raise concerns and share achievements. In addition, volunteer trainers help local group activists to develop their campaigning and organising skills.

### **Country coordinators**

More than 50 country coordinators help local groups to get involved in our country-specific campaigns and Urgent Action cases and other campaigning for individuals at risk. Country coordinators have specialist knowledge of specific countries and are organised in 13 teams, each focusing on a particular world region. Their tasks range from formulating appeals for local groups to send, to giving talks at group meetings and writing summaries of new Amnesty reports. They participate in our regional conferences to share their expertise.

### **Student groups**

We have 102 student groups at UK universities and colleges. Our growing number of individual student members (currently 11,212) was boosted by an Amnesty membership special offer for students attending the 2009 Big Chill festival. The Amnesty Student Action Network Committee, elected annually, plays a vital role in keeping students active, inspired and engaged in human rights.

### **Youth groups**

We have 648 youth groups across the UK, most of them based in schools. (This number is likely to decrease in the coming year as we tighten up our re-affiliation procedures to ensure that we do not send resources to groups that have become dormant.)

We also have 1,179 individual youth members. Our 30-strong Youth Advisory Group which plays a key role in developing our work with young people, consists of 14-18-year-olds from Amnesty youth groups across the UK. It meets three times a year for residential weekends and participates in online consultations throughout the year.

This year youth groups were given greater influence in the way our organisation is run (see Decisions, decisions page 46). They now have the same status as our student groups and local groups and can vote in Board elections and at the AGM.

### **Trade unions**

This year marked the 30th anniversary of the Amnesty International UK Trade Union Network. In February 2009, an agreement between Amnesty and the Trades Union Congress (TUC) was signed, setting out how the two organisations will work together to improve human rights. The TUC will encourage union members in the UK to join Amnesty International, and we will continue to support labour rights and work for trade unionists at risk. This is now the biggest specialist network in Amnesty International UK. It has over 11,000 individual supporters/subscribers, and has seen a 20 per cent increase in union branch affiliations – the network now has 220 affiliates (including national unions).

### **Specialist networks**

We also have a range of specialist e-networks, which reflect professional or personal interests. By sharing information and taking joint action, these networks enable people to create far more pressure than would be possible working alone. On sign-up, members receive regular emails with news, updates and campaigning actions. Specialist networks include: Children's Human Rights network (5,957 members), Lesbian, Gay, Bisexual and Transgender network (1,875), TeachRights (3,961), and Women's Action Network (9,243).



The Annual General Meeting (AGM) is the main decision-making body of Amnesty International UK. It is a forum where members can take part in debates, hold the Board to account, and vote on decisions. © Marie-Anne Ventoura

# DECISIONS, DECISIONS

**Amnesty International is a membership organisation. Our members provide the vast majority of our income and they stand behind our campaigns. And they play a key part in running the organisation.**

**As a membership organisation, it is vital for us to have truly collaborative and participatory decision-making processes. And we need to work with the rest of the global movement in a concerted and coordinated manner. Our structure, our constitution and our systems of governance accommodate these realities.**

**As we prepare for our 50th anniversary (Amnesty International was founded in 1961), the entire global movement is seeking to work more closely and purposefully together. Its strategic planning processes have been refined and strengthened and its reporting and planning periods are being aligned.**

## THE INTERNATIONAL DIMENSION

The way that the movement functions globally is set out in the Statute of Amnesty International. This defines our vision and mission, our core values, our methods, and the principles under which we operate.

Ultimate authority is vested in the International Council Meeting (ICM), which meets every two years. The role of the ICM includes:

- setting our vision, mission and values
- determining our integrated strategic plan
- holding the global movement accountable.

The international governing bodies are the owners of the Amnesty International brand and logos, which are used under licence by the national organisations.

Also, responsibility for Amnesty's international work on abuses of human rights in any country or territory, including the collection and evaluation of information and the sending of delegations, lies with the international governing bodies.

For the Statute of Amnesty International, which provides a fuller description of the international governing bodies, see [www.amnesty.org/en/who-we-are/accountability](http://www.amnesty.org/en/who-we-are/accountability)

### Setting the global direction

In August 2009, the International Council Meeting took place in Antalya, Turkey.

The overriding theme was for the global movement to work as 'One Amnesty', with its component parts aligning priorities, coordinating activity, and applying greater rigour to how they plan, manage and evaluate human rights work.

The ICM also :

### Adopted an Integrated Strategic Plan for 2010-2016

This establishes exactly **WHAT** the global movement will focus on over the next six years and **HOW** it will go about it (see page 11).

### Refined the movement's governance and democracy

The meeting agreed on how the global movement could coordinate its work more closely, increase the level partnership across the human rights community, and give more emphasis and influence to the membership in the global South and East.

### Refined the way we allocate and manage our resources

The meeting agreed on how the global movement could re-allocate its resources and improve its financial management. It is envisaged that 40 per cent of each Section's funds will be allocated to the global movement, and the entire movement will implement common financial processes and controls.

### Changed the emphasis in the way we work

The ICM also agreed to certain changes of emphasis in the way the global movement works. In particular:

- *Promoting active participation*

Amnesty International will seek to bring about change through empowering rights holders and will promote the active participation of our members, donors and supporters.

- *Engaging partnerships*

We will establish and strengthen strategic partnerships with other groups, organisations and individuals, particularly in the global South and East, in order to increase our presence, relevance and effectiveness in those regions.

## THE PRIMARY DECISION MAKING FORUM IN THE UK

Our Annual General Meeting (AGM) is an important event in the Amnesty International UK calendar.

Open to all Amnesty International UK members, this is our primary decision-making forum. Combined with our National Conference, it provides a three-day

residential programme where members can come together to inspire and be inspired, to learn more about our campaigns and programmes, and to share knowledge and experiences with other members.

Above all, it is a crucial part of our democracy and accountability, where every member can have their say and contribute to debates and decisions.

Our constitution defines the functions of the AGM as:

- determining the policy of Amnesty International UK
- receiving the report of the directors
- receiving the accounts and ratifying the budget for the coming year

### The big decisions in 2009

The 2009 AGM was held in Swansea.

Eighteen resolutions were carried. Six of these were proposed by local groups. Five were proposed by individual members. Five were proposed by the Amnesty International UK Board. And two were proposed by trade union affiliates.

In terms of our governance, one of the most important resolutions related to the role of youth groups in Amnesty International UK, and led to a significant constitutional change for the organisation. Youth groups (typically organised in schools and youth clubs) were given the same status as student groups and local groups – enabling them to have a greater say in the organisation and granting them, for the first time, voting rights in Amnesty International UK.

In addition, several resolutions related to particular campaigns and campaign areas, including:

- Individuals at risk

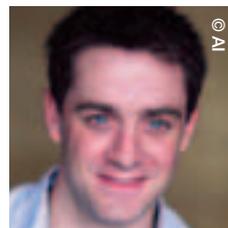
'Amnesty International is driven by a clear, strong strategy to prevent and end grave abuses of all human rights. National and international leaders of Amnesty International work closely together to analyse the human rights situation around the world, identify the most effective ways in which Amnesty International can intervene, and plan and prioritise the use of Amnesty International's mass activist base and other resources.



Our leaders meet frequently to carry out these tasks, and come together each two years at the International Council Meeting to evaluate our recent work and adjust our plans for the coming years. Every six years, we agree an 'Integrated Strategic Plan' which provides the overall framework for Amnesty International's activities.

Involving members at every level – from individuals and activists in local groups through to Board members – is crucial to building this plan into an effective tool that can energise and mobilise all of our activists and supporters.' **Peter Pack, Chair, International Executive Committee**

'The International Council Meeting (ICM) is an opportunity for Amnesty to come together and speak with one voice.



At the meeting we have the challenge of multiple languages, cultures and attitudes and yet we overcome this in order say and to demonstrate very clearly that we, as a movement of ordinary people, will not stand by whilst injustice continues. In past ICMs we have come together to take big and difficult decisions and will no doubt need to do so again in ICMs to come. But it is in taking these big and difficult decisions that we define ourselves – as a movement of people willing to face these challenges head on to secure the human rights change we all believe in.' **Ciaran Helferty, Amnesty International UK Board member**

- Burma
- Human rights abuses in Israel and the Occupied Palestinian Territories
- Human rights violations arising from counter-terrorism law and practice.

Several resolutions related to the position that the UK Section should take at the International Council Meeting (which took place four months after the AGM) and the formulation of the Integrated Strategic Plan of the global movement, for example:

- the democratic processes in the global movement
- policies on accepting funds from companies
- the financial strategy of the global movement.

For full details of these resolutions see [www.amnesty.org.uk/agm](http://www.amnesty.org.uk/agm)

## THE PRIMARY GOVERNING STRUCTURE: THE BOARD

The Board of Directors is the primary governing structure for Amnesty International UK. It is accountable to the membership for our overall performance and compliance, providing strategic direction, effective governance and leadership on behalf of our members.

The Board can have up to 15 members. Twelve are directly elected by our membership, the remainder are co-opted by the Board. All Board members are non-executive (and our constitution prevents any Amnesty International staff or office-based volunteers from serving on the Board).

The Board meets eight times a year. It is responsible for interpreting and taking forward the decisions made at the AGM. It is also accountable for the general performance of Amnesty International UK (with day-to-day management delegated to the director).

At its first meeting after each AGM, the Board nominates a chair, a vice chair and a treasurer. The Board also appoints the trustees of the Amnesty International Charitable Trust, some of whom are serving Board members.

The Senior Management Team attends all Board meetings to make presentations and offer advice. In addition, a staff representative, elected by our staff, attends and is entitled to speak at meetings.

Members of the Board (at 31 March 2010) are: Alex

Siddall, Chris Usher (Vice chair), Ciarnan Helferty, David Callow, Duncan Booth, Emma France, Glyn Isherwood (Treasurer), Katie Boothby, Pepper Harow, Peter James Murray, Réshad Suffee, Rona Keen, Sharmila Kar, Tom Hedley (Chair).

## BOARD COMMITTEES

The Board sets up committees to help prepare policy options and implications for Board deliberation. Each of these committees is composed of Board members, as well as non-Board members of Amnesty International UK and staff members with specialist skills or knowledge.

### Active membership sub-committee

The purpose of this committee is to provide advice to the Board on issues affecting members and activists, and includes members from different activist constituencies. It meets four times a year.

### Finance sub-committee

This committee (which also acts as our audit committee) monitors and reviews the systems in place to ensure the sound financial condition, budgeting practices and risk management of our organisation. It also ensures that we are fully compliant with all relevant UK regulations, and reports to the Board on other aspects of our performance.

### International issues sub-committee

This committee provides advice and guidance to the Board on major developments in the global Amnesty International movement, such as global priorities and the matters discussed at the ICMS.

### Joint consultative committee

This provides a forum in which our Board, management and union can work together to ensure we follow best practice in human resources management. The committee also formally reports to the Board on staff relations (see page 55). For a fuller explanation of each committee, its role and its current members see [www.amnesty.org.uk/subcommittees](http://www.amnesty.org.uk/subcommittees)

## More about the Board

Amnesty International UK Section is a company limited by guarantee and subject to UK law, and the Board members are personally accountable for its conduct and performance.

### Election procedure

Twelve of the Board members are directly elected by a ballot of the whole membership using a preference voting system run by independent scrutineers. The results of an election are normally declared within 10 days of the AGM.

### Term of office

Board members serve a three-year term of office and can then be elected for a further three-year term, after

which they must stand down. After a gap of at least one year they can stand for election again.

Co-opted Board members can serve up to three one-year terms.

**Supervision and evaluation**

The Board approves the strategic and operational plans of Amnesty International UK, and monitors performance against these plans. The various committees of the Board provide updates, advice and guidance to the Board on specific aspects of the organisation’s performance.

A formal finance report is made at each meeting, and the Board also agrees on the composition of a risk register, which the Finance Sub-Committee monitors

and updates regularly. This ensures that the Board understands the likelihood and potential impact of various risks, and makes its decisions accordingly. Each year, the chair and the treasurer provide a report to the AGM, and the full audited accounts are publicly available via [www.amnesty.org.uk/finance](http://www.amnesty.org.uk/finance)

**Conduct**

The Board’s code of conduct commits all members to ethical, businesslike and lawful conduct.

As directors of a limited company, Board members are required by law to act only in the interests of that company, and have to declare any interests (financial or otherwise) that may require them to withdraw from any discussion or vote. As an additional safeguard, each Board member is required to complete a

**HOW IT ALL FITS TOGETHER**

This diagram shows how our governance systems work together. Along with the AGM and the Board and its committees, additional consultative forums enable members to take an active role and exert influence. For details see [www.amnesty.org.uk/structure](http://www.amnesty.org.uk/structure)



'declaration of interest' to identify areas where a conflict of interest or loyalty may arise.

### **Remuneration**

Board members serve on a voluntary basis and do not receive any form of remuneration. They can be reimbursed for reasonable expenses directly related to Board activities.

### **Credentials and performance**

The election process seeks to ensure that the Board has the right skills and experience to govern the organisation. Induction training is provided for new Board members.

Also, the Board regularly carries out a full skills audit and, on the basis of this audit, can decide to supplement its skills and expertise by co-opting up to three additional Board members.

Although there are no formal mechanisms for evaluating the Board and its members, the constitution of Amnesty International UK ensures that their performance is under scrutiny from the wider membership. In addition, the Board frequently discusses its performance, comparing Board activity and discipline to sector best practice.

### **Consultation and influence**

Any member of Amnesty International UK can raise any matter with Board at any time. All members are entitled to propose resolutions to the AGM and to have them debated.

Staff are entitled to be members of Amnesty International UK. They can also raise issues with the Board through their staff representative (who attends Board meetings) or through the Joint Consultative Committee.

## **OUR TRUSTEES**

The Amnesty International UK Charitable Trust carries out some Amnesty International activities, deemed by the Charity Commission to be charitable. The Trust is a limited company, subject to statutory UK regulations covering charities and companies. The Trustees of the charity act as the directors of the limited company. There are usually eight Trustees, appointed by the Board of Amnesty International UK Section (some are serving Board members). They serve a three-year term of office and can serve one further three-year term before standing down for one year.

The Trustees (as of 31 March 2010) are: Chris Usher, David Norgrove (Chair), Glyn Isherwood, Grainne Walsh, Pepper Harow, Stuart Hathaway, Tom Hedley.

## **OUR SENIOR MANAGEMENT TEAM**

The Senior Management Team is responsible for leading Amnesty International UK's work by providing a clear, coherent vision and direction, applying discipline, and nurturing the passion, expertise and

commitment of staff, volunteers and members. The team consists of: Kate Allen, director of Amnesty International UK, and three departmental directors: Martin Tyler (corporate services), Tim Hancock (campaigns) and Matthew Beard (marketing – covering maternity leave for Kerry Moscogiuri).

The director is the most senior member of paid staff, to whom the Board delegates day-to-day management of the organisation. The Senior Management Team works together to achieve the goals set out each year in the operational plan. The team is required to embody the achievement and the experience of human rights in its management objectives and practice, and ensure they are central to the work, vision and experience of their respective departments.

Before each Board meeting, the director provides a report to the Board members on her programme of activities and the priorities for the organisation. The Board assesses the performance of the director annually, and the three officers of the Board (the chair, the vice chair and the treasurer) form the director's evaluation committee.

# **ACCOUNTABILITY**

## **Acting on feedback**

We value feedback from all our stakeholders – members, partners and supporters, the other individuals and organisations we work with and on behalf of, and the wider public. Whether people are happy or unhappy about any aspect of our activity or work, we want to hear about it; listening to all views will help improve our work.

To this end, we introduced a formal organisation-wide feedback policy and procedure in December 2009. Through this we seek to deal with comments (expressions of satisfaction or dissatisfaction, or suggestions for improvement) and complaints (more formal claims that we have failed to meet commitments) in a consistent, respectful, open and responsible way. This replaces a set of less formal processes.

To ensure we learn from our feedback, the details of all comments and complaints are circulated to relevant teams. In addition, a Feedback Oversight Panel meets quarterly to discuss the feedback we receive. The panel, composed of the Amnesty International UK director, the director of corporate services, the transparency and accountability manager, and a member of the Board:

- monitors the implementation of this policy and procedure

- analyses feedback patterns
- fosters wider organisational learning
- where appropriate, recommends organisational change to the Senior Management Team and the Board.

In the first four months (1 December 2009 to 31 March 2010) after introducing the new policy and procedure, we received feedback on 582 occasions.

- This feedback consisted of 125 positive comments, 218 negative comments and 239 complaints.
- Most of the feedback related to specific campaigns where individuals may agree or disagree with our position on a particular issue.
- We received some negative feedback about how we communicate with members and supporters and how we raise funds.

We will report more fully on the feedback we receive and our response to it in our next annual report.

For full details of the policy and procedure, and guidance on how to make a comment or a complaint see [www.amnesty.org.uk/feedback](http://www.amnesty.org.uk/feedback)

## Challenges faced, lessons learned

Not everything went well during the year. We learned some painful lessons and several of our campaigns failed to live up to expectations. What follows here is not an exhaustive list of problems, but an account of some of the most significant challenges we faced over the year.

### Working with others

As a human rights organisation we frequently work with others. For example, we often join formal coalitions with other human rights and non-governmental organisations – and we have seen that the additional weight this brings to our campaigns can yield greater impact.

But, sometimes, difficult questions arise. A case in point was the controversy surrounding our relationship with Moazzam Begg and his organisation, Cageprisoners, and the disagreement that ensued between Amnesty International and Gita Sahgal, then an employee of Amnesty's International Secretariat.

A former detainee at Guantánamo Bay, Moazzam Begg speaks passionately and eloquently about his arrest and subsequent detention. We worked with him extensively in our Security and Human Rights campaign.

Gita Sahgal publicly questioned the merits of this relationship, alleging that Moazzam Begg held pro-Taliban views which undermined our work on universal human rights and specifically women's rights. (A full statement of Amnesty International's position can be found at <http://bit.ly/9OdrV7>).

This issue became the focus of media comment in early 2010. We received a total of 214 negative comments or complaints from our supporters. At least 72 people cancelled their membership or ceased regular donations to Amnesty International.

At the heart of the controversy was an enduring issue: how do human rights organisations work with others? In particular, how do they ensure that the concerns and needs of people who have suffered human rights violations are heard without endorsing (or being seen to endorse) all their views?

In the past, these decisions have been made on a pragmatic, case-by-case basis. In the light of this controversy the global movement has embarked on a thorough review of its approach to partnerships. A review conducted by independent, external consultants will help us to establish formal policies, guidelines and criteria for future partnerships. Details of the outcome will be in our next annual report. The full review is available at [www.amnesty.org.uk/accountability](http://www.amnesty.org.uk/accountability)

### Ensuring the participation of the people affected by our work

It is important for our work to be participative – and for the people whose rights we seek to protect to have an active role in planning and executing the campaigns that are supposed to benefit them.

### Good practice?

We commissioned the One World Trust, a think tank specialising in accountability issues, to provide an independent evaluation of our new feedback procedure.

It also made recommendations on how we could improve the process, which we are now considering.

'The One World Trust's Global Accountability Reports have consistently shown that complaints handling (or responding to feedback) is the most underdeveloped area of NGO accountability. In this regard, Amnesty International UK's efforts to address this gap in its accountability should be applauded. The Policy which has been developed is of a high quality, meeting key good practice principles such as guaranteeing the confidentiality of those that provide feedback and ensuring non-retaliation; offering multiple avenues for feedback to be made; committing to acknowledging and responding to feedback within specific time frames; and putting in place a two-step appeals process for those that are unsatisfied with Amnesty International UK's response to a complaint.'

**The One World Trust report on Amnesty International UK**

This entails certain challenges. In our work with individuals at risk, for example, our starting point should always be the individual and their wishes and needs. We try to take action in support of an individual only with their consent and, wherever possible, we should consult them or their representatives on the campaign strategy. Sometimes this is not possible – for example in a closed country such as Burma. In such instances, we usually work with local or regional partners who can advise, or may have direct contact with the individual's family.

Similarly, when we campaign in support of a wider community, we should work with them and their representatives. This means that the people we work with directly should be legitimate representatives of the community, and we must consider the opinions and motivations of all members of the community. We have to recognise the fact that members of the community may take actions we don't necessarily approve of.

At the global level, we contribute to an Amnesty International working group on participation, which is formulating a policy for the whole movement. We took part in pilot projects on participation, for example with the Deep Sea community (see page 15).

UK campaign staff have attended training on involving rights holders in human rights work. We plan to extend this learning to the rest of the organisation, and embed the principles of consent and consultation in everyday working processes. If we intervene in people's lives, we must seek their consent and consult them on our methods. Their voices bring authenticity, relevance, effectiveness and impact to our campaigning and fundraising.

#### **Establishing realistic, measurable objectives**

For our supporters and for those people whose rights we seek to protect, it is vital to see that our work makes a positive difference.

It is important to us that our campaigns lead to specific outcomes, such as a change in government policy. It is also important that our work has a discernible impact on the quality of people's lives. But one of the real challenges we face is how best to establish formal, realistic and measurable objectives for our work, to structure our campaigns accordingly – and to report on our successes.

In this report we have sought to give an account of our achievements. Yet, often, we are merely reporting on how we may have influenced a change, as opposed to assessing, in tangible terms, the difference we have made.

On the one hand, we want to avoid creating a mechanistic, target-setting culture that would restrict

our ambitions to small, easy, short-term gains while large-scale human rights abuses go unchallenged. On the other, we want to be able to measure and judge the impact of our work.

We are addressing this directly through the Integrated Strategic Plan of our international movement and also the Strategic Directions of the UK Section. In essence, we seek to bring greater discipline to our campaign planning, to evaluate our work on a more formal and consistent basis, and show how our activity contributes to our mission. We expect this new emphasis to become more discernible in future annual reports.

'Amnesty is a membership-based organisation, and young people make up a considerable proportion of that. Now younger members have the opportunity to vote they are able to directly influence AGM decisions.



This confirms a sense of belonging; young people now have a place to participate in debates and get involved right to the core of the organisation. They are an incredible contribution, they add charisma and creativity to our work, and if given the right opportunities, they will remain passionate and rope their friends in!

I joined Amnesty at school, and this had a profound impact on me and I went on to study Politics. I became president of my university group and represent young people in Amnesty through the Student Action Network Committee. Such opportunities ensured that I could grow within the organisation as well as enabling the movement to grow. I have been on the Board for a year, and I am honoured to have been elected to represent the membership. It is fascinating to get an overview of the whole organisation. I take the role seriously, but we also squeeze in a bit of fun. It is great to be around such passionate and dedicated members with diverse experiences.

**Katie Boothby, Board member**



Amnesty's strength lies in the power of ordinary people standing up for humanity. Members, supporters and activists, staff and volunteers all make a vital contribution to our work. Here Amnesty members, staff and volunteers at the Annual General Meeting take a stand for the rights of people living in poverty. © Marie-Anne Ventoura

# STANDING UP FOR HUMANITY

**Amnesty International is a movement of ordinary people. Together, we stand up for humanity and human rights. Our purpose is to protect individuals wherever justice, fairness, freedom and truth are denied. So, clearly, it is vital that we try to reflect this respect for humanity in our relations with individual members of staff, volunteers, members and supporters.**

We are privileged to employ a team of people who really care about Amnesty International.

In our most recent staff survey in 2009, for example, 91 per cent of respondents said that they feel proud to work for us and 80 per cent indicated that they would happily go above and beyond what was expected of them in their everyday work.

In return, we want this organisation to be a great place to work. In particular we aim to provide an environment in which our people can excel and grow professionally, where self-development is encouraged, where a healthy work life balance is supported, and where we continually seek to improve our performance and our work practices.

To live up to these ambitions, we provide:

- a clear commitment to the principles of humanity across our workplace (by, for example, promoting diversity and equal opportunities, providing a free counselling service for all our staff, volunteers, and their families, and operating a childcare voucher scheme)
- a constantly evolving learning and development programme, which enables our staff to develop their knowledge and skills, as well as improve the performance of our organisation
- a package of benefits which meets, and in many cases exceeds, the norms of the not-for-profit sector.

## Amnesty International UK as an employer

Total number of staff	194
Total number of staff (full-time equivalent)	173
Number of full-time staff (35 hours per week)	116
Number of part-time staff (less than 35 hours per week)	78
Number of permanent staff	169
Number of contract or fixed-term staff	25
Number of staff based in London	182

Number of staff based in our regional offices and bookshops	12
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Annual staff turnover 2009/10	16.3% <sup>1</sup>
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<sup>1</sup>The staff turnover figure comprises 8.7 per cent unplanned turnover and 7.6 per cent turnover arising from the end of fixed term contracts. All of these figures relate to the number and tenure of staff on 31 March 2010

## Learning and development

Average number of hours of formal training per employee	8.4
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Average annual expenditure on formal training per employee	£353
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## Introducing new employees

As a human rights organisation, the principle of equality matters to us. So our selection policy ensures that all our staff are recruited on merit, and are formally and fairly judged against other internal or external candidates.

We also want to be sure that everyone understands the nature of Amnesty International. So, on starting work for us, everyone receives a welcome pack of information about our organisation and is encouraged to attend a formal two-day induction course.

## The benefits we provide

Typically, the remuneration, reward and benefits packages we provide are not the prime reasons why people choose to work for us. But we aim to be competitive with our peers.

Consequently, our pay and reward structure covering all staff is simple and transparent, allowing for annual increments up a six-step scale, depending on grade. It is benchmarked against the not-for-profit sector, and we commit to pay at least at the median of the range for the sector. A separate cost of living award is negotiated annually with the trade union.

Our package of benefits, available to all staff, includes

27 days' annual holiday (with an increase after five years' service), training and development opportunities, and a range of measures to encourage a healthy work-life balance, such as:

- flexible working policy
- enhanced maternity and paternity/co-carer leave packages
- an occupational health service
- a career break scheme
- interest-free loans for purchase of bicycles, travel season tickets and computers.

For a full description of these benefits see [www.amnesty.org.uk/jobs](http://www.amnesty.org.uk/jobs)

Also, all permanent staff are entitled, and encouraged, to join our pension scheme which, as of 31 March 2010, had 141 members. This is managed by The Pensions Trust, one of the leading multi-employer occupational pension schemes for the charitable, social, educational, voluntary and not-for-profit sectors.

## Our commitment to training and development

Here, we have two considerations:

### What is needed for our organisation?

Based on our strategic and operational plans we develop a programme of formal training that will enable our organisation to operate more effectively. And, based on our employee survey and other such feedback, we assess where and how we should develop the skills and capabilities of our people.

These training programmes include additional vocational and management training. They also include specific human rights training on particular Amnesty International campaigns or campaign themes, such as our new Demand Dignity campaign.

Training programmes in 2009-2010 included: management development (including project management); appraisal and management skills; professional development (including areas such as campaign effectiveness); health and safety; equality, diversity and dignity (covering diversity, bullying and harassment, stress awareness); and interpersonal skills (including personal effectiveness and assertiveness).

### What is needed by our people?

We also care about the personal and professional development of individuals.

For example, all staff are expected to have a formal review, held annually, to discuss and record performance for the previous year and agree with their line manager a personal work plan (based on their team and department plans), and an individual development plan. And, to keep track of progress, monitor performance and raise any concerns, regular one-to-one meetings are encouraged. We are looking to improve

this process and ensure it links to our training and development plans. We also encourage work-related further education leading to recognised qualifications.

We do not have a formal secondment policy, but many vacancies are advertised on an internal secondment basis. Secondments also take place between different Amnesty International Sections worldwide and with other organisations. In the reporting year, four employees were seconded to another department, another Amnesty International Section or a work-based sabbatical.

Our training expenditure, at £353 per employee, was £100 per employee (or 40 per cent) higher than the average for the voluntary and community sector. During 2009-2010, the average number of hours of formal training per employee by employee category was:

Senior management team	4.8 hours
Heads of function	10.9 hours
Specialist/professional/managers	8.1 hours
Administrative	9.4 hours

One of the key reasons staff leave Amnesty International UK relates to the limited scope for personal development and career opportunities in a relatively small organisation.

## Workplace communication

In terms of internal communications, regular department and team meetings are supplemented by formal organisation-wide monthly meetings, and we make a wide range of information available via our intranet. Each year we commission an independent research company to run a staff survey, which allows us to understand the attitudes of our staff and compare these to the norms in the not-for-profit sector. The results are fed back to staff members through internal briefings and we develop an action plan to address any areas of concern or dissatisfaction.

'Amnesty was so important for me and had been for such a long time. It seemed such an amazing opportunity that it was actually Amnesty that had offered me a job.' **Kathy Voss, Individuals at Risk programme assistant**

'My first experience of Amnesty was during the Northern Ireland conflict and something that I realised was that they were an organisation that addressed human rights violations wherever they occurred and that really attracted me to it – the independence and impartiality.' **Allan Hogarth, senior advocacy officer**

'I work in Office Management, the day to day running of the office. It's a small thing but it's my small thing, my part of the cause – and I get a great deal of satisfaction from that.' **Rob Shuster, administrator, facilities management**

The most recent survey was conducted during September and October 2009. More than 130 staff members participated, representing a response rate of 72 per cent (compared to an average of 56 per cent among the not-for-profit sector as a whole).

The survey confirmed that:

- There are high levels of staff engagement, particularly in terms of people feeling proud to work for Amnesty International
- Staff members generally feel they are treated with fairness and respect
- Compared to the past, perceptions of Amnesty International as an equal opportunities employer have improved.

However the survey did reveal certain concerns, which are to be formally addressed through our 2010 Operational Plan. For example, we will:

- ensure that there is clear internal communication on Amnesty's vision and direction
- invest in upgrading the quality of our IT resources
- bring more rigour to some aspects of people management processes.

We also have a long history of working in partnership with trade unions. And, in terms of relations between the management and staff of Amnesty International, we always try to live up to the principles of trade unionism. All staff members are therefore covered by our collective bargaining agreement with the Unite trade union. Similarly, any significant operational changes are always implemented in consultation with union representatives.

As well as informal communication channels, the Amnesty International UK director and head of Human Resources meet the union representatives on a more formal basis every six weeks at the Joint Negotiating Committee. The unions also have a direct forum for communicating with the Board every four months at Joint Consultative Committee (JCC) meetings. These meetings are attended by the Chair of the Board and two other Board members, as well as members of our Senior Management Team and union representatives. Matters discussed at the JCC this year included staff dissatisfaction with our occupational health service, and the Board's view of the results of the annual staff survey.

We also have a whistle-blowing policy that encourages staff to report any activities that may not

'I just wanted to say that I really got a lot out of the course on Friday. It was really well put together and well facilitated. Offering this kind of training sends a really strong message that Amnesty cares about its employees and takes stress seriously – which is great to know!' **Laura Jayatillake, Human Rights Education manager**

comply with the law, or with the mission, vision or values of Amnesty International.

### **Don't just take our word for it**

As an organisation we have received several accreditations and awards for our employment practice. For example, we are accredited as a 'Mindful Employer', a national initiative which aims to increase awareness of mental health at work and provide support for organisations in recruiting and retaining staff.

In February 2010 we were proud to be one of just 220 UK organisations to receive One Star status in the Best Companies accreditation scheme, reflecting the high levels of workplace engagement and staff commitment at AIUK.

We also won the award for Best Not-for-profit Employer at the Target Jobs 2010 Graduate Recruitment Awards.

### **Occupational health and safety**

We have a robust and effective occupational health and safety management system in place. As well as complying with all the relevant UK legislation, this also follows the best practice guidance for charity and voluntary workers as laid down by the UK Health and Safety Executive (HSE).

We have a Health, Safety and Environmental Committee chaired by our Office Manager. All our staff and volunteers are represented, together with representatives from our regional offices, our network of bookshops, a trade union safety representative and a volunteer representative. The monthly minutes are distributed across the organisation and are a regular agenda item at Senior Management Team meetings.

Between 1 April 2009 and 31 March 2010 there were 25 reported accidents or incidents, none of which was reportable to the HSE.

A total of 496 days were lost due to sickness absence,

'Amnesty International has long recognised the important role trade unions play in protecting human rights around the world. We also recognise the importance of the union in the workplace and are pleased that the vast majority of staff at Amnesty International UK are members of their union.

Union and management have a good working relationship, which is conducted within a practical framework of meetings and procedures. We don't always agree and do have some strong and frank debates and disagreements but we endeavour to conduct these in the spirit of what's best for Amnesty International UK and its staff.' **Shop stewards**

the majority of which (263) were supported by a medical certificate and the remainder self-certificated: 44 per cent of reported sickness absence (218 days) was due to stress, depression or other psychiatric issues. This represented an increase of 27 per cent on the previous year, but it did include some long-term sickness.

To address this we have developed and implemented a stress policy, including a formal risk assessment procedure. We also offer regular stress management training and include a work-life section in our staff handbook. And we have several practical measures in place to help our people to manage stress (including the reporting of late working, a new occupational health service from April 2010, and our external counselling service).

The average number of days lost per employee was 2.5 days. However, we suspect that this figure is currently under-reported and we are trying to address this through better internal processes and training.

In terms of health and safety training, certain courses are mandatory. These include induction health and safety training for new recruits, fire safety training, and specific courses for newly appointed managers and event managers. They also include dedicated courses on particular issues such as manual handling and fire safety courses.

### Diversity and equal opportunities

As a matter of principle, we strongly oppose all forms of unlawful or unfair discrimination on the grounds of race, ethnic origin, class, gender, sexual orientation, age, religion, HIV status, appearance, disability, marital status

or responsibility for dependants. We also acknowledge and respect the cultural diversity of the UK (although our staff profile is not as diverse as we would like it to be).

Partly to address this imbalance, we have an Equality and Diversity Working Group comprising staff from across the organisation and chaired by our director. The working group develops and oversees an organisation-wide action plan, a key aim of which is to monitor and improve our equality and diversity positions. A range of initiatives being undertaken by our Human Resources team specifically aim to bring the ethnic diversity of our staff profile closer to the benchmarks for the population in the regional areas in which we recruit. We also seek to improve our monitoring of sexual orientation.

### OUR VOLUNTEERS

Volunteering is fundamental to the Amnesty International ethos.

Volunteers enrich our culture, strengthen our relationships and help to make our work more effective by contributing their time, their skills, their energy and their enthusiasm.

At any one time, our staff members will be supported by about 90 volunteers across our UK offices. They are involved in roles such as campaigning, marketing, event management and general support.

We also enjoy the support of approximately 200 volunteers in our network of six second-hand bookshops.

<b>Staff breakdown by gender</b>		<b>Staff breakdown by ethnic group</b>	
Female	64%	White	83%
Male	36%	Asian	8%
<b>Staff breakdown by age</b>		Black	3%
Under 25	2%	Mixed	3%
25-34	41%	Chinese	1%
35-44	39%	Declined to say	1%
45-54	13%	Other	1%
55-64	4%	<b>Staff turnover by gender</b>	
Over 65	1%	<i>Unplanned turnover %</i>	
<b>Gender representation in management</b>		Female	6.6%
Women in senior management team and heads of function	50%	Male	3.2%
Women in management positions	57%	<i>End of fixed term contract turnover %</i>	
		Female	4.4%
		Male	2.1%
		<i>Total turnover %</i>	
		Female	11%
		Male	5.3%
The date for figures is 31 March 2010			

## Recruiting volunteers

We have a volunteer policy which outlines the process for fair and equitable recruitment and selection of volunteers. This ensures that all voluntary vacancies are normally advertised externally, in line with our principles of equality.

## Setting and meeting expectations

We want to be sure that both Amnesty International UK and individual volunteers get the most out of the skills, experience time and energy that they give to the organisation. We have therefore developed a Volunteer Charter which clearly sets out mutual expectations and responsibilities and encourages the development of an effective working partnership between staff and volunteers. See [www.amnesty.org.uk/volunteers](http://www.amnesty.org.uk/volunteers)

## Listening, learning and improving

We never take for granted the contribution which volunteers make to our organisation and our work – and we always try to improve our related policies and procedures.

To this end, our volunteer representatives, who are current volunteers in our offices, represent the views of their peers at various forums and events. Volunteers are also invited to participate in our annual staff and volunteer conference and to attend monthly briefings. And, to keep in touch with the way that our volunteers think about us and their work with us, we run a volunteer survey every two to three years.

## SUPPORTING OUR ACTIVISTS, MEMBERS AND SUPPORTERS

The one thing that sets us apart from most charities is the role played by our supporters, members and activists in defining our work.

To do this we have to ensure that activists have the tools, information and skills they need to campaign effectively.

- Between 10 and 13 regional conferences are organised every year by our regional representatives to give Amnesty supporters an opportunity to meet fellow activists in their region, learn more about our campaigns and discuss developments in the international movement. Each of these is attended by 20 to 120 supporters.
- About 190,000 members and supporters receive *Amnesty Magazine* six times a year. The *Action* magazine, which used to be sent to 30,000 individual activists, has now become a section of the *Amnesty Magazine*, giving a much larger audience more opportunity to take action on campaigns and cases. Also, weekly action bulletins are emailed to donors and activists.

## Learning opportunities for activists

Around 60 volunteer trainers make up our Active Learning programme which aims to enable activists to share and gain knowledge, skills and enthusiasm, and to take part in Amnesty debates. We call it active because it's a lively way of learning, and also because the purpose is taking action and bringing about change. Our workshops create learning opportunities for Amnesty local groups and other community groups who are interested in human rights. The workshops cover a range of topics from understanding our campaigns, preparation for lobbying and media work, and how to have even better group meetings. These workshops take place within a local group meeting, at regional conferences and at the AGM.

- This year saw the third in our series of weekend training events for local groups – the Big Amnesty Skillshare (BASS) – offering activists a chance to hone their campaigning and organising skills by learning from each other. Fifty-four people from about 30 local groups attended BASS 2009, which offered workshops on healthy groups, creating a scene, communicating messages and online campaigning.
- We ran two training events for students this year: the Action for Change weekend, which focuses on campaigning and group leadership skills, and a student media day for young journalists and broadcasters.
- Each November we host an annual student conference. In 2009 this attracted a record number of participants: 250 from 50 universities, with special guests from Australia, Sweden and Ukraine.
- We run an annual series of youth group and student visits to the Human Rights Action Centre, providing opportunities for our younger activists to participate in campaign workshops and related activities such as creative banner-making sessions.
- For the 30th anniversary of the Amnesty International UK Trade Union Network, we produced an exhibition – *Thirty Years, Thirty Voices* – in which 30 trade unionists talk about the importance of Amnesty International and human rights.

'Volunteering for Amnesty International has been a really rewarding experience. I have been able to contribute to an organisation that works on an issue I feel passionate about, whilst learning lots of new skills. I have always felt included in the teams I have worked in and have been given many opportunities to take on challenging and interesting work. I have also had the chance to get involved in events that I would not have been able to attend if I was not a volunteer here, such as the Amnesty International Media Awards. Knowing that, as a volunteer, my point of view on issues such as equality and diversity will always be represented on Amnesty International UK's working groups is really reassuring and I think makes volunteers feel valued within the organisation.' **Natalie Ntim, volunteer**

# ENVIRONMENT

**At Amnesty International UK, we see environmental protection and climate change as issues with definite human rights implications. In particular, we believe that any failure to act effectively on climate change could result in widespread violations of the rights to life, health, water, food, and housing.**

Climate change was discussed at our 2009 AGM, and we have established a dedicated webpage at [www.amnesty.org.uk/climate](http://www.amnesty.org.uk/climate), which collates all our related campaigning work. It is also referenced in our Integrated Strategic Plan for 2011-2016 ('Responding to Emerging Challenges and Opportunities').

We try to keep our own environmental impact to a minimum and have made the following commitments:

- to continually seek to understand and improve on our environmental performance
- to take account of environmental considerations in all our planning and design decisions, and the maintenance and management of our properties
- to raise staff awareness of environmental issues and promote good practice
- to require suppliers to provide goods and services with the minimum adverse environmental impact
- to make efficient and environmentally responsible use of energy, water and other natural resources
- to minimise waste by evaluating our operations and ensuring they are as efficient as possible
- to promote reuse and recycling both internally and with suppliers
- to communicate our environmental performance to all our stakeholders.

To live up to these commitments, our first step has been to get a better understanding of our true environmental impact, and how our operations compare to other organisations. 2009-2010 was the first full year in which we monitored things in this way. This will enable us to establish targets for the future.

Here, we report on the environmental impact of our work at the Human Rights Action Centre (HRAC), where the majority of our staff are based (182 out of a total of 194). In future we also intend to report on the environmental impact of our regional offices and our chain of second hand bookshops.

We focus on our use of energy, materials, waste and local transport. This is because our operations have no significant biodiversity impact (for example, our premises are located in city centres). And we do not

emit significant levels of ozone-depleting substances or harmful effluents.

We follow all the related UK legislation – and have never been accused of or fined for non-compliance.

## THE MATERIALS WE USE

As a campaigning organisation we use significant amounts of paper and card in our communications and day-to-day office work.

Wherever possible, we use recycled paper and card. But it is not always possible or appropriate for us to use 100 per cent recycled materials, in which case we use materials from sustainable sources.

However, we intend to pay more attention to packaging used by the suppliers who distribute our merchandise, publications, campaign and fundraising materials.

## THE WAY WE MANAGE OUR WASTE

We produced 37.7 tonnes of waste during the year. Some 66 per cent of this was recycled (comprising paper, cardboard, plastics, glass and metal). Thirty-three per cent was non-recyclable (including kitchen waste and paper towels) and was sent by our local council waste contractor for incineration. The remaining one per cent was reused through, for example, scrap paper being turned into scratch pads, cardboard boxes reused for outgoing deliveries and unwanted stationery items put back into stock.

Our hazardous waste is minimal, consisting primarily of used batteries, fluorescent tubes, paints, solvents and so on. It is separated from all other waste, and collected and processed by a licensed waste carrier.

During 2009-2010 we continued to encourage people to reduce, re-use and recycle.

## THE ENERGY WE CONSUME

As a new building the HRAC is relatively energy efficient. The only direct energy source is natural gas, used for heating and hot water. The only indirect energy source is electricity, which powers our lighting, cooling systems and office equipment (and which does not currently come from renewable sources).

During 2009-2010 we used:

Direct energy	1,336 gigajoules
Indirect energy	1,545 gigajoules

Unfortunately our energy use during 2009-2010 did see a slight increase on the previous year, owing to an increase in the number of workstations and associated equipment, and a colder winter – as well as keeping the building open longer for more public events.

Each year we monitor and benchmark our energy use based on the criteria set by the Carbon Trust. Our performance compares well to typical performance and comes close to good practice. But we recognise that the amount of public space at the HRAC skews the results in our favour (in that the HRAC has fewer desks and less electrical equipment than other office buildings of its size).

### Electricity kwh/m2

Good practice	132
Typical performance	206
Our performance	158

### Gas kwh/m2

Good practice	105
Typical performance	197
Our performance	177

We always want to make our people more aware of their energy use and to encourage them to minimise its consumption. For example:

- ‘Switch off’ campaigns have urged people to switch off equipment, lights, cooling systems and so on.
- All our replacement electrical equipment must be A-rated for energy efficiency.
- Printing and copying equipment automatically shuts down outside of office hours.
- Motion sensors have been installed on several lights.

To monitor the environmental impact of our energy use at the HRAC, we use the Carbon Trust methodology to calculate our greenhouse gas emissions:

Emissions from direct energy use	70 C02e tonnes
Emissions from indirect energy use	232 C02e tonnes

## HOW WE TRAVEL

The HRAC is centrally located and most staff travel to and from it by public transport, cycling or walking, so the related environmental impact is limited. Even so, during 2009-2010 we began to estimate the amount of greenhouse gas emissions from staff commuting:

Emissions from staff commuting	66 C02e tonnes
--------------------------------	----------------

We have not so far estimated and reported on the environmental impact of our business travel, but will begin to do so in 2010.

We have several policies in place to keep our travel related emissions to a minimum, for example:

- We do not encourage the use of cars, particularly when one person is travelling alone.
- To encourage the use of public transport (both for commuting and work-related travel) we offer loans for season tickets.
- To encourage people to cycle to work, we offer bike loans and provide secure bike storage facilities and showers.
- Use of the HRAC car park is restricted to staff and volunteers with a disability.

## THE WATER WE USE

During 2009-2010 we used 1736m<sup>3</sup> of water, all drawn from municipal sources. Similarly, all our waste water was discharged to municipal sewers for processing.

Although our use of water is already quite modest, we attempt to use it sparingly, for example by installing water-saving devices in toilets. This contributed to a 15 per cent reduction in water use compared to the previous year.

# MONEY

## WHERE DOES IT COME FROM?

Most of our income – 94 per cent – comes from individual members and supporters. This means that, financially, the only people we are truly dependent upon are those individuals who participate in the Amnesty International movement. We also seek funding from trusts and foundations.

We receive donations from governments and

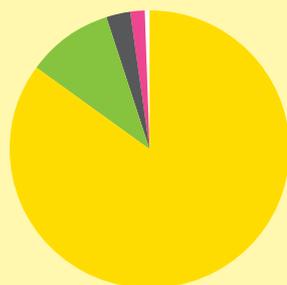
companies (see pages 61 and 62) – but we only accept money or assistance from these sources if we are confident our work will not be compromised.

By maintaining our political and financial independence, we maintain our impartiality: we remain entirely free to challenge all human rights violations, however and wherever they occur.

### THE TOP LINE

#### Where our money came from (£000s)

2009-2010



Subscriptions, donations and legacies <sup>1</sup>	£19,724	85%
Additional giving (raffles, companies, events, bookshops, etc)	£2,348	10%
Trading	£642	3%
Grants <sup>2</sup>	£322	1.5%
Investment income	£103	0.5%
<b>TOTAL</b>	<b>£23,139</b>	

### MEMBERS AND SUPPORTERS

The fact that we are a movement of ordinary people is one of the real strengths of Amnesty International.

Consequently, we are always eager to retain our existing supporters and attract new people to join the organisation and take action in our campaigns. In the tough financial climate, we have been paying particular attention to the level of support (and therefore funding) we receive. And, for 2009-2010, keeping our supporters was one of our five organisational priorities (see page 10).

In fact, the total number of active supporters dipped slightly (from 229,844 to 225,605). But we attracted 28,683 new supporters. And the amount of money donated barely fluctuated (dropping by less than 2 per cent from £16.02 million to £15.71 million).

Our supporters have shown great loyalty, as well as generosity: well over half of them have been contributing to Amnesty International for more than five years, and more than a third have been doing so for more than a decade.

### LARGER DONATIONS, GRANTS AND LEGACIES

Although most of our funding comes in the form of relatively small amounts from individual supporters, we are also fortunate to receive some larger individual donations and legacies, as well as grants from various trusts and foundations.

Often, these larger donations or grants are made for a particular purpose or area of our work. Any such restricted donations are clearly identified as such in our accounts (for full copies of these see [www.amnesty.org.uk/finance](http://www.amnesty.org.uk/finance)). During the year, the largest of these donations included:

<sup>1</sup> This figure includes Gift Aid

<sup>2</sup> Includes £10,000 of government funding to education projects

## Donations, grants and legacies greater than £5,000

Donor	Purpose	
Diana Princess of Wales Memorial Fund	Work with refugees/asylum	£44,000
City Bridge Trust	Human Rights Education in London	£32,000
Anonymous grant	Arts for Amnesty programme	£25,000
Balcombe Trust	Work with individuals at risk	£20,000
City Parochial Foundation	Work with refugees/asylum	£20,000
A & N Ferguson Charitable Trust	Lift-off project	£20,000
Tolkien Trust	Stop Violence Against Women campaign	£16,000

With the larger individual donations (anything above £5,000) and also with grants, we always report back

to donors on the nature and impact of the work that was made possible by this money.

## ADDITIONAL FUNDRAISING INITIATIVES

A fundraising highlight of the year was the success of our community fundraising programme, which encourages and assists our supporters to raise money in their local community through initiatives such as Team Amnesty, Protect the Human week and

AMNESTEA. As well as raising awareness of human rights and attracting support for campaigns, our members and supporters generated some £736,000 through this programme (up from £615,000 the previous year).

## MONEY FROM COMPANIES

Although we welcome funding from businesses, this is an area where we feel it is necessary to apply formal criteria. So, as a matter of policy:

- The proportion of our overall funding that can come from businesses is capped at 10 per cent.
- We will never accept benefits in money or in kind from any corporation which we know to be involved in human rights violations.

These rules are strictly enforced. In 2007, the International Executive Committee of Amnesty International adopted a policy on corporate relationships (defined as any arrangement by which Amnesty International receives a benefit from a corporation for less than its fair market value, or a gift or donation of money).

The policy is binding on the entire global movement. And, to put this policy in practice here in the UK, our Board approved a set of Implementation Guidelines in 2008. (For the policy in full, see [www.amnesty.org.uk/corporate](http://www.amnesty.org.uk/corporate))

In total, we received 131 corporate donations from 103 separate entities (some of which made more than one donation). The total value of these donations amounted to £400,155<sup>3</sup>, equal to 1.73 per cent of our annual income.

As in previous years, the Co-operative Bank was by far our largest corporate donor, with most of this funding coming from the 'commission' on the Amnesty International credit card. Two prospective corporate relationships were rejected.

## Corporate donations and gifts valued at more than £5,000

Corporation	Value	Type
The Co-operative Bank	£227,761	Money
Wentforth Consultancy Limited	£40,000	Money
The Big Chill	£30,975	Money/gift in kind
GBR Trade and Technology Limited	£20,000	Money
The Co-operative Group	£20,000	Money
Endemol TV	£6,709	Money

<sup>3</sup> This figure includes all gifts in kind (regardless of value), so it differs from that in the combined accounts.

## FUNDS FROM GOVERNMENTS AND STATUTORY BODIES

We rarely request funding from statutory bodies. As a matter of principle, Amnesty International will only accept money from any government (local, national or supra-national) for human rights education work. In the UK, there is limited opportunity for this type of funding, but we were pleased that the Department of Education in Northern Ireland agreed to provide £10,000 part-

funding for the successful cross-border Lift Off primary school programme during 2009-2010 (see page 38). Also, we are able to receive money from government if it is non-discretionary and available to all similar organisations. The main examples of this are Gift Aid on donations to the Amnesty International Trust and business rate relief on our premises.

## FUNDRAISING STANDARDS

We seek to apply the highest standards to all our fundraising. As a member of the UK Fundraising Standards Board (FRSB), all our fundraising materials feature the FRSB logo. In this scheme, we are bound by a Fundraising Promise (see [www.amnesty.org.uk/fundraisingstandards](http://www.amnesty.org.uk/fundraisingstandards)). If anyone is unhappy with the way we respond to a comment or complaint about our fundraising, we accept the authority of the FRSB to make a final adjudication.

All the fundraising materials we produce are subject to internal scrutiny by our Content Approval Panel. This ensures that our statements about what we will do with the money raised are accurate.

Like many other non-governmental organisations, we sometimes use external agencies to carry out face-to-face and telephone fundraising on our

behalf. To ensure that their work complies with our standards, we carry out random checks. Also, we only use agencies that can demonstrate to us that they follow recognised fundraising codes, such as the Public Fundraising Regulatory Association's Code of Practice and the FRSB guidelines.

We also do our best to respect the wishes and privacy of the people who donate money to Amnesty International. For example, all individual donors are entitled to give anonymously. And, if a past or a potential supporter asks us not to contact them, we will comply with their wishes.

Ultimately, as with any charity in the UK, the Charity Commission holds us to account for our fundraising methods, how we use our money, our compliance with the law and our transparency.

## RISK MANAGEMENT

We do face certain risks and uncertainties. All such risks are considered and, where possible, quantified by the director of Amnesty International UK and the Finance sub-committee. And they

are factored into a detailed 'risk register' which is periodically reviewed by the Board. A full analysis of the main risks can be found on our full accounts at [www.amnesty.org.uk/finance](http://www.amnesty.org.uk/finance)

## HELD TO ACCOUNT

There is no legal framework that embraces both the Amnesty International UK Section and the Amnesty International Charitable Trust, and therefore no requirement to produce combined accounts. In the interests of transparency and accountability, we have traditionally produced audited combined accounts which cover the financial affairs of all our UK entities.

These accounts are prepared in accordance with the Statement of Recommended Practice (SORP) 2005 which governs charity reporting and accounting.

Our external auditors report annually in person to the Finance sub-committee, and in writing to the Directors and Trustees. Our internal controls ensure that

expenditure can be incurred only within agreed limits, and all payments must be authorised by designated individuals. We use an independent firm to conduct internal audits on a rolling programme, scrutinising areas such as income, Gift Aid, and internal controls in our bookshops.

Any risk of theft or corruption at any of our offices and bookshops, and by third party suppliers handling income on our behalf, is analysed every year as part of our risk appraisal exercise. The internal audit programme on income processing includes a review of any such risks. We explicitly prohibit any form of bribery or corruption by anyone working for or on behalf of our organisation.

# MONEY WHERE DOES IT GO?

With every pound we spend, we aim to get one step close to fulfilling our mission – by undertaking research and action which can prevent and end grave abuses of human rights.

Primarily, this is done **DIRECTLY** – by investing in research, in campaigns, in awareness and education initiatives, and in encouraging people to take an active role in our work.

But we also need to do it **INDIRECTLY** – by recruiting, retaining and communicating with our

supporters, by raising additional funds and by sustaining our systems of governance.

Like so many other organisations, our biggest financial challenge is to get this balance of spending right. We need to achieve the right mix of direct and indirect investment, so that:

- our campaigns become as effective as possible
- our organisation becomes as efficient as possible.

So, how did we spend our money during 2009-2010?

## THE TOP LINE

### How we spent our money (£000s)

	2009-2010	
<b>Investing DIRECTLY in our human rights work</b>		
Finding out what's happening (research)	£6,790	29%
Campaigning, raising awareness and educating	£7,932	34%
Encouraging more people to take action	£1,789	8%
<b>Investing INDIRECTLY in our human rights work</b>		
Encouraging more people to become supporters, members and funders	£4,717	21%
Raising additional funds	£1,487	6%
Sustaining our systems of governance	£373	2%
<b>Total</b>	<b>£23,088</b>	<b>100%</b>

Note: Each of the figures in the table includes the direct costs entailed and a proportion of central or indirect costs (eg personnel, training, and administration).

## FINDING OUT WHAT'S REALLY HAPPENING

As explained (see page 13), we rely on our colleagues at the International Secretariat to investigate reports of human rights abuses from around the world and publish their findings. This takes the form of reports, fact sheets, legal briefings, campaign briefings, as well as Urgent Action appeals supplied to all Amnesty

International sections worldwide.

During 2009-2010, we contributed £6.79 million to this invaluable work – an increase of 33 per cent on the previous year.

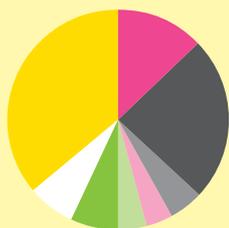
## CAMPAIGNING, RAISING AWARENESS AND EDUCATING

This work accounts for the largest proportion of our spending. The money is used to plan, run and publicise our campaigns, and to mobilise our network of activists across the country to take action. As well as covering the cost of campaign materials, the

money pays for all the related personnel costs.

For 2009-2010, the total spending on campaigning, awareness raising and education was £7.93 million – down marginally on the previous year.

## Campaigning, raising awareness and educating (£000s)



● Specific campaigns	£1,040	13%
● Publications, magazines, media and other awareness raising work	£1,913	24%
● Human rights education	£403	5%
● Supporting and mobilising other activists	£327	4%
● Human rights work in the nations and regions of the UK	£334	4%
● Policy and lobbying	£537	7%
● General campaign support	£569	7%
● Allocated share of organisational support costs	£2,807	36%
<b>Total</b>	<b>£7,932</b>	<b>100%</b>

## ENCOURAGING MORE PEOPLE TO TAKE ACTION ON HUMAN RIGHTS AND TO BECOME SUPPORTERS

Our work in building a movement of ordinary people means we are always seeking to increase our support base – both in terms of the number of people who take action in our campaigns and the number of people who provide financial support to our work.

Since we generally use the same type of work to attract both types of support, we allocate our expenditure between these two headings.

During 2009-2010, we allocated £1.79 million to increasing the number of people who take action – a decline in spending of about 6 per cent on the previous year.

The heading ‘Encouraging more people to become supporters, members and funders’ applies to money spent on our work to attract more members and regular supporters – that is, people who join and pay

a regular subscription to the Amnesty International UK Section, or who make a regular donation to the Trust.

It is also about expenditure to retain and regularly communicate with these supporters – including, for example, responding promptly to their enquiries and managing their records efficiently.

Through these activities, we recruited 28,683 people to support Amnesty International – and talked to many more about the importance of standing up for human rights.

In total we spent £4.7 million in this way during 2009-2010 – nearly 4 per cent down on the previous year. As the majority of our financial supporters make a commitment to regular giving, this year’s investment will deliver income in future years.

## RAISING ADDITIONAL FUNDS

Most of our funding comes from regular donations and subscriptions. But we also raise a significant amount from one-off donations, from community fundraising by our supporters, from the sale of merchandise and books, and from events that we organise.

In total we spent £1.49 million on these initiatives during 2009-2010. This enabled us to raise £2.78 million in additional funding. Many of these activities combined fundraising with campaigning or promotion of human rights, thus making the investment even more effective.

## **SUSTAINING OUR SYSTEMS OF GOVERNANCE**

As an open, democratic membership organisation, we incur governance costs.

Every year we organise an Annual General Meeting and a membership ballot to elect Board members. And every other year we fund Amnesty International UK's participation in the International Council Meeting.

With both these events taking place in 2009-2010, our governance costs reached £373,000 – up 15 per cent on the previous year.

Also in 2009-2010 we undertook more projects to improve our transparency and accountability practices and spending on this was allocated to governance costs (see pages 11 and 49).

## **ABOUT OUR SUPPLIERS**

When we spend money on our suppliers, we have two considerations in mind. We want value for money, and we want our suppliers to meet basic ethical standards.

We have therefore been reviewing our procurement policies and procedures, giving particular attention to sustainable procurement principles, including ethical, environmental and economic considerations.

We expect that our new procurement policy will incorporate the following principles:

- We will support the Ethical Trading Initiative Base Code, and expect our suppliers to adhere to its principles throughout their supply chains.
- We will not deal with any companies involved in the supply of arms, or strategic services for military, security or police forces or involved in the production of tobacco.
- We will commit to using companies that can demonstrate sound environmental policies and practices.
- We will not discriminate against local and smaller suppliers in our procurement process and give them preferential treatment wherever possible.
- We will not knowingly work with or recommend companies that oppose the principles of trade unionism.

## **SUFFICIENT RESERVES, ETHICAL INVESTMENTS**

We don't take risks in the way we manage our finances.

For example, we don't engage in speculative investments, we always keep our funds liquid (enabling us to call on them whenever necessary), and we never knowingly invest in anything that would (or could be seen to) compromise our commitment to human rights.

In practice, this means that all our funds are placed with banks on short and medium term deposit – so

we get a reliable income stream, yet we can access funds quickly to pay for essential human rights work.

Our principal banking relationship is with the Co-operative Bank, which holds the bulk of our cash deposits. We originally chose this bank because of its ethical policies and practices.

Finally, we never make any contributions, financial or in kind, to any political party, politician or related institution.

# FINANCIAL STATEMENTS

## INDEPENDENT AUDITORS' STATEMENT TO THE BOARDS OF AMNESTY INTERNATIONAL UNITED KINGDOM

We have examined the summarised pro forma combined financial statements of the following entities:

- Amnesty International United Kingdom Section
- Amnesty International (United Kingdom Section) Charitable Trust
- Amnesty Freestyle Limited

### Respective responsibilities of the Boards and auditors

The Boards are responsible for preparing the summarised combined annual report in accordance with the basis of accounting and accounting policies included in the full pro forma combined financial statements.

Our responsibility is to report to you our opinion on the consistency of the summarised pro forma combined financial statements within the summarised annual report with the full pro forma combined financial statements and Boards Report. We also read the other information contained in the summarised annual report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summarised pro forma combined financial statements.

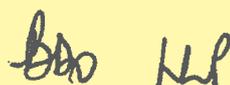
Our report has been prepared in accordance with the terms of our engagement letter and for no other purpose. No person is entitled to rely on this report unless such a person is a person entitled to rely upon this report by virtue of our engagement letter or has been expressly authorised to do so by our prior written consent. Save as above, we do not accept responsibility for this report to any other person or for any other purpose and we hereby expressly disclaim any and all such liability.

### Basis of opinion

We conducted our work in accordance with Bulletin 2008/3 'The auditors' statement on summary financial statement in the United Kingdom' issued by the Auditing Practices Board. Our report on the organisation's full pro forma combined financial statements describes the basis of our opinion on those financial statements and combined Boards Report.

### Opinion

In our opinion the summarised pro forma combined financial statements are consistent with the full combined pro forma financial statements and combined Boards report of the entities as listed above for the year ended 31 March 2010.



**BDO LLP**  
**Chartered Accountants**  
**Gatwick**  
**United Kingdom**  
**10 July 2010**

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

## Combined statement of financial activities for the year ended 31 March 2010

	Unrestricted Funds £000s	Restricted Funds £000s	Endowment Fund £000s	Total 2010 £000s	Total 2009 £000s
<b>Incoming resources from generated funds</b>					
<b>Voluntary income</b>					
Subscriptions and donations from members and supporters	15,711			15,711	16,025
Legacies	2,571			2,571	2,251
Gift Aid	1,442			1,442	1,524
Grants		322		322	185
<b>Total voluntary income</b>	<b>19,724</b>	<b>322</b>		<b>20,046</b>	<b>19,985</b>
<b>Activities for generating funds</b>	<b>2,780</b>			<b>2,780</b>	<b>3,257</b>
<b>Income from pursuit of objectives</b>	<b>210</b>			<b>210</b>	<b>173</b>
<b>Investment and other income</b>	<b>103</b>			<b>103</b>	<b>341</b>
<b>Total incoming resources</b>	<b>22,817</b>	<b>322</b>		<b>23,139</b>	<b>23,756</b>
<b>Expenditure</b>					
Cost of generating voluntary income	4,717			4,717	4,956
Activities for generating funds	1,487			1,487	2,093
<b>Total cost of generating funds</b>	<b>6,204</b>			<b>6,204</b>	<b>7,049</b>
<b>Expenditure in pursuit of objectives</b>					
Human rights campaigning	7,669	263		7,932	8,254
Research: human rights violations	6,790			6,790	5,117
Investment in activist recruitment	1,789			1,789	1,936
<b>Total expenditure in pursuit of objectives</b>	<b>16,248</b>	<b>263</b>		<b>16,511</b>	<b>15,307</b>
<b>Governance costs</b>	<b>373</b>			<b>373</b>	<b>324</b>
<b>Total resources expended</b>	<b>22,825</b>	<b>263</b>		<b>23,088</b>	<b>22,680</b>
<b>Net surplus for the year before revaluation</b>					
	(8)	59		51	1,076
<b>Unrealised (loss)/gain on revaluation of investment asset</b>					
			(12)	(12)	74
<b>Net movement on funds</b>	<b>(8)</b>	<b>59</b>	<b>(12)</b>	<b>39</b>	<b>1,150</b>
<b>Movement between funds</b>	<b>(20)</b>	<b>20</b>			
<b>Total funds brought forward</b>	<b>15,652</b>	<b>90</b>	<b>236</b>	<b>15,978</b>	<b>14,828</b>
<b>Total funds carried forward</b>	<b>15,624</b>	<b>169</b>	<b>224</b>	<b>16,017</b>	<b>15,978</b>

All amounts relate to continuing activities. There are no recognised gains or losses other than the surplus for the year.

## Combined balance sheet at 31 March 2010

	2010 £000s	2010 £000s	2009 £000s	2009 £000s
<b>Fixed assets</b>				
Tangible fixed assets	11,091		11,527	
Investments	<u>224</u>		<u>236</u>	
		11,315		11,763
<b>Current assets</b>				
Debtors	1,363		1,953	
Cash at bank and in hand	<u>8,255</u>		<u>7,686</u>	
	9,618		9,639	
<b>Creditors: amounts falling due within one year</b>	<u>(1,197)</u>		<u>(1,611)</u>	
<b>Net current assets</b>		8,421		8,028
<b>Creditors: amounts falling due after more than one year</b>		(3,719)		(3,813)
<b>Total assets less current liabilities</b>		<u>16,017</u>		<u>15,978</u>
<b>Reserves</b>				
<b>Restricted</b>				
Endowment	224		236	
Grants	<u>169</u>		<u>90</u>	
		393		326
<b>Unrestricted</b>				
Undesignated	15,574		15,602	
Designated	<u>50</u>		<u>50</u>	
		15,624		15,652
<b>Total reserves</b>		<u>16,017</u>		<u>15,978</u>

These financial statements are now approved by the Board and authorised for issue on

10th July 2010



Glyn Isherwood, Treasurer

## Combined cash flow statement for the year ended 31 March 2010

	2010 £000s	2010 £000s	2009 £000s	2009 £000s
<b>Net cash inflow from operating activities</b>		957		1,567
<b>Returns on investment and servicing of finance</b>				
Interest received	80		334	
Interest paid	<u>(234)</u>		<u>(239)</u>	
<b>Net cash inflow from return on investments and servicing of finance</b>		(154)		95
<b>Taxation</b>				
Corporation tax paid		0		0
<b>Capital expenditure and financial investment</b>				
Payments to acquire tangible fixed assets	(140)		(304)	
Proceeds from the disposal of fixed assets	<u>          </u>		<u>9</u>	
<b>Net cash outflow from capital expenditure and financial investment</b>		(140)		(295)
<b>Financing</b>				
Decrease in long term debt		(94)		(127)
<b>Increase in cash</b>		<u>569</u>		<u>1,240</u>

These summary financial statements are part of the full proforma combined financial statements approved by the Board on 10 July 2010. Full copies of the accounts are available at [www.amnesty.org.uk/finance](http://www.amnesty.org.uk/finance)

# MORE ABOUT THIS REPORT

**This report provides an overview of Amnesty International UK and its work from 1 April 2009 to 31 March 2010.**

## THE AREAS REPORTED

Amnesty International is a signatory of the International NGO Accountability Charter, which outlines a common commitment to enhance transparency and accountability among non-governmental organisations.



As well as meeting the terms of this charter, our report seeks to comply with the principles of the Global Reporting Initiative (and, more specifically, the G3 guidelines). We have used these guidelines because they provide a framework for reporting on social, environmental and governance matters. They also help organisations to compare themselves with peers and track progress over time. According to our own assessment, we achieved a B level of application of the guidelines. This was checked and confirmed by the GRI.



To see how we have complied with the INGO Accountability charter and the G3 Guidelines, please visit the online version of the report at [www.amnesty.org.uk/annualreport](http://www.amnesty.org.uk/annualreport)

## THE STAKEHOLDERS

Amnesty International UK has a wide range of stakeholders including:

- the people whose rights we seek to protect
- members • supporters • activists • partners • suppliers • staff • volunteers • the media • government and regulatory bodies • the community at large.

These stakeholders have been identified through various internal working groups. We engaged external consultants to validate our findings and to map stakeholder groups based on the strength and importance of their relationships with Amnesty International UK.

We recognise that these stakeholders have numerous diverse concerns about our organisation and its work. This report has therefore sought to address some of these issues, allowing stakeholders to more fully understand our objectives, our work and achievements.

We also hope that it will raise new questions and generate challenging feedback. This will help us improve our reporting and data collection processes.

Please tell us what you think about this report. You can do this through our online survey (see [www.amnesty.org.uk/annualreport](http://www.amnesty.org.uk/annualreport)) or by filling in the freepost questionnaire enclosed with this report.

## THE PROCESS

To determine what should be included in this report, we undertook a process of identifying issues of concern to stakeholders. We consulted a wide range of staff and drew from the perspectives, expertise and experience of our own Accountability Working Group. We also conducted a thorough audit of annual reports produced by many of our peers in the NGO community, as well as some reports produced by commercial entities.

This is our first full annual report and we are still learning. Reporting in this way and in this level of detail is new to us. And, in many instances, we do not yet have all the right measures and processes in place to understand and improve upon our true impact. Even so, we hope this report demonstrates our long-term commitment to transparency and accountability.

## FURTHER INFORMATION

Contact our Transparency and Accountability Manager:  
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Telephone: +44 (0)20 7033 1535

For more background information see [www.amnesty.org.uk/accountability](http://www.amnesty.org.uk/accountability)

According to best practice, we invited an independent organisation to comment on the content of our report (see opposite).

## FUTURE REPORTS

From 2010 our reporting period will be adjusted in line with the global Amnesty International movement. Our next reporting period will be 1 April 2010 to 31 December 2010, and subsequent reporting periods will be 1 January to 31 December.

## INDEPENDENT COMMENTARY

We conducted a review of Amnesty International UK's (AIUK) annual report. We did not receive payment for the project in line with our company volunteering policy.

### Methodology

We used principles including Inclusivity, Materiality and Responsiveness when assessing the report, but did not use any formal assurance standard. The process included interviewing key members of staff, conducting a peer report review and feeding back on early draft of the report. We did not check any of data or claims relating to systems, performance or processes.

### Observations

Overall, AIUK's first report is very good with useful detail on the key issues facing an organisation of this type. Reporting on non-financial information is less common in the NGO sector and we welcome AIUK's level of disclosure. Of particular note is:

- Coverage of AIUK's long term strategy, operational plans and key priority areas
- Detailed account of key campaign focus areas, including those where unexpected challenges have arisen
- Stakeholder feedback including complaints and how they were responded to
- Coverage of human resources, especially diversity statistics, pay structure, training and development, employee satisfaction and survey results and freedom of association
- Transparent reporting of health and safety, including stress related absence and AIUK's response
- The inclusion of environmental disclosures – although AIUK does not have significant impacts

on the environment, some KPIs and policies are in place and there are future aspirations to expand on this

- A section on governance arrangements within AIUK covering the structure of AIUK, how Board members are selected, the purpose of AGMs and how decisions are made
- A breakdown of AIUK's income from different sources (including the strict policy around corporate donations) and how this money is spent.

### Recommendations

**Inclusivity** – the participation of stakeholders in developing and achieving an accountable and strategic response to sustainability

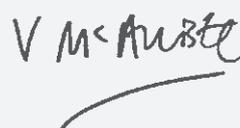
- There are various accounts of how AIUK engages with stakeholders throughout the report (employee survey, AGM etc) but we recommend that a section devoted entirely to stakeholder engagement is included in future reports.

**Materiality** – the identification of those issues which are necessary for stakeholders to make informed judgments concerning AIUK and its impacts

- We recommend that AIUK formalises its materiality process in order to select key issues for disclosures, for example, through running a workshop with internal and external stakeholders.

**Responsiveness** – the extent to which an organisation responds to stakeholder issues

- We recommend that AIUK develops a set of quantitative, time-based targets around key areas such as employee satisfaction, responsiveness to members and campaign outputs.



Vicky McAllister  
June 2010



Alex Nichols

'I don't have the words to thank you for such solidarity... Since two years ago I have been seriously affected by the complaint alleging five crimes which, together with another eight prominent women leaders of different organisations, we have been facing, but when I feel such tenderness, understanding, solidarity, love, energy and dedication from people from different parts of the world who are watching what is happening in Nicaragua and watching the legitimate work which we are trying to develop, my spirit is strengthened and the size of our struggle grows, we realise that we are not alone, that a huge wave is growing and that joining forces we can fight to achieve human rights for women and for men. The cards which I received in December from organisations and individuals encourage me and my organisation, the network of women against violence, to carry on.'

**Myra Sirias, Nicaragua, one of nine Nicaraguan human rights defenders who faced legal action over their work for women's and girls' rights**





**STUDENT  
CONFERENCE**  
Amnesty International



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## INTERNATIONAL NGO ACCOUNTABILITY CHARTER – COMPLIANCE

This table has been prepared to demonstrate the way in which Amnesty International UK complies with the INGO Accountability Charter. The left-hand column lists the principles of this charter. The right-hand column indicates where you can find the relevant content within this report.

For more information about the charter, please visit [www.ingoaccountabilitycharter.org](http://www.ingoaccountabilitycharter.org)

INGO ACCOUNTABILITY CHARTER PRINCIPLES	REPORT SECTION (AND PAGE NUMBER)
1. Respect for Universal Principles	<ul style="list-style-type: none"> <li>• Our vision, mission and core values (2)</li> <li>• More about this report (74)</li> </ul>
2. Independence	<ul style="list-style-type: none"> <li>• Our vision, mission and core values (2)</li> <li>• AIUK at a glance (7)</li> <li>• Money, where does it come from? (64)</li> </ul>
3. Responsible advocacy	<ul style="list-style-type: none"> <li>• Our vision, mission and core values (2)</li> <li>• From the director (4)</li> <li>• Our human rights work (14)</li> <li>• Decisions, decisions (45, 51)</li> </ul>
4. Effective programmes	<ul style="list-style-type: none"> <li>• Our priorities in 2009-2010 (10-11)</li> <li>• Our human rights work (14-36)</li> <li>• Decisions, decisions (52)</li> </ul>
5. Non-discrimination	<ul style="list-style-type: none"> <li>• Our vision, mission and core values (2)</li> <li>• Our priorities in 2009-2010 (10)</li> <li>• Ordinary people standing up for humanity (56-59)</li> </ul>
6. Transparency	<ul style="list-style-type: none"> <li>• Our priorities in 2009-2010 (10)</li> <li>• Decisions, decisions (50)</li> <li>• Financial statements (70)</li> <li>• More about this report (74)</li> </ul>
7. Governance	<ul style="list-style-type: none"> <li>• Decisions, decisions (45-52)</li> </ul>
8. Ethical fundraising	<ul style="list-style-type: none"> <li>• Money, where does it come from (64-66)</li> </ul>
9. Professional management	<ul style="list-style-type: none"> <li>• Decisions, decisions (50, 51)</li> <li>• Ordinary people standing up for humanity (56-58)</li> <li>• Money, where does it go to (69)</li> </ul>
10. Human resources	<ul style="list-style-type: none"> <li>• Our priorities for 2009-2010 (10)</li> <li>• Decisions, decisions (50)</li> <li>• Ordinary people standing up for humanity (56-59)</li> </ul>

## GLOBAL REPORTING INITIATIVE – COMPLIANCE

This annual report has also been produced with reference to the Global Reporting Initiative's (GRI) G3 Reporting Guidelines. More specifically, we have used the GRI NGO Sector Supplement (which seeks to take account of the circumstances of non-governmental organisations such as Amnesty International UK).

The following table shows where in the report the GRI indicators have been referenced.

Where we do not consider the indicator to be relevant to Amnesty International UK, or where it is not material to us (in accordance with the materiality test in the GRI guidelines) we have stated 'not applicable' (n/a). This is typically because:

- Our operations, offices and staff are based entirely within the UK and (as a minimum) we abide by all of the relevant UK legislation
- Our environmental impact is largely restricted to those emissions related to our premises and staff travel

For more information about GRI, please visit [www.globalreporting.org](http://www.globalreporting.org)

## GRI NGO SECTOR SUPPLEMENT INDICATORS

Indicator	Description	Report section (and page number)
NGO1	Processes for involvement of affected stakeholder groups in the design, implementation, monitoring and evaluation of policies and programmes: <ul style="list-style-type: none"> <li>• Our approach to 'participation'</li> <li>• Member involvement in strategic planning</li> <li>• Our feedback mechanisms</li> <li>• Our relationships with rights holders and partners</li> </ul>	<ul style="list-style-type: none"> <li>• Our priorities in 2009-2010 (10-11)</li> <li>• Decisions, decisions (46)</li> <li>• Decisions, decisions (50)</li> <li>• Decisions, decisions (51)</li> </ul>
NGO2	Mechanisms for feedback and complaints in relation to programs and policies and for determining actions to take in response to breaches of policies	<ul style="list-style-type: none"> <li>• Decisions, decisions (50, 51, 52)</li> </ul>
NGO3	System for programme monitoring, evaluation and learning, (including measuring programme effectiveness and impact), resulting changes to programmes, and how they are communicated	<ul style="list-style-type: none"> <li>• Our priorities in 2009-2010 (10-11)</li> <li>• Our human rights work (13-38)</li> <li>• Decisions, decisions (52)</li> </ul>
NGO4	Measures to integrate gender and diversity into programme design and implementation, and the monitoring, evaluation, and learning cycle	<ul style="list-style-type: none"> <li>• Our priorities in 2009-2010 (10)</li> <li>• Our human rights work (19-20)</li> </ul>
NGO5	Processes to formulate, communicate, implement, and change advocacy positions and public awareness campaigns: <ul style="list-style-type: none"> <li>• Description of our 'positions and campaigns'</li> <li>• Our approach to research and campaigns</li> <li>• The involvement of members in campaigns</li> <li>• Ongoing support for activists</li> </ul>	<ul style="list-style-type: none"> <li>• AIUK At a glance (6)</li> <li>• Our human rights work (13-14)</li> <li>• Our structure (42-43)</li> <li>• Decisions, decisions (59-60)</li> </ul>
NGO6	Processes to take into account and coordinate with the activities of other actors: <ul style="list-style-type: none"> <li>• Our approach to 'participation'</li> <li>• Examples of specific campaigns which involve other partners and 'actors'</li> <li>• Refining our approach to participation with other partners and 'actors'</li> </ul>	<ul style="list-style-type: none"> <li>• Our priorities in 2009-2010 (10)</li> <li>• Our human rights work (13-38)</li> <li>• Decisions, decisions (51-52)</li> </ul>
NGO7	Resource allocation	<ul style="list-style-type: none"> <li>• Money, where does it go to? (67-69)</li> </ul>
NGO8	Sources of funding by category and five largest donors and monetary value of their contribution	<ul style="list-style-type: none"> <li>• Money, where does it come from? (64-66)</li> </ul>
NGO9	Mechanisms for workforce feedback and complaints, and their resolution	<ul style="list-style-type: none"> <li>• Ordinary people (57)</li> </ul>

## GRI STANDARD DISCLOSURES

Disclosure	Description	Report section (and page number)
<b>Strategy and analysis</b>		
1.1	Statement from the most senior decision-maker about the relevance of sustainability to the organisation and its strategy	<ul style="list-style-type: none"> <li>• From the director (4)</li> </ul>
1.2	Description of key impacts, risks, and opportunities	<ul style="list-style-type: none"> <li>• Our priorities in 2009-2010 (10-11)</li> <li>• Our human rights work (13-38)</li> <li>• Decisions, decisions (51, 52)</li> <li>• Money, where does it come from? (66)</li> </ul>
<b>Organisational profile</b>		
2.1	Name of the organisation	<ul style="list-style-type: none"> <li>• About this report (2)</li> </ul>
2.2	Primary activities, brands, products, services	<ul style="list-style-type: none"> <li>• AIUK At a glance (6)</li> <li>• Decisions, decisions (45)</li> <li>• Our human rights work (13-38)</li> </ul>
2.3	Operational structure of the organisation, including national offices, sections, branches, field offices	<ul style="list-style-type: none"> <li>• Our structure (41-43)</li> </ul>
2.4	Location of the organisation's headquarters	<ul style="list-style-type: none"> <li>• Our structure (42)</li> </ul>
2.5	Countries of operation	<ul style="list-style-type: none"> <li>• About this report (2)</li> </ul>
2.6	Nature of ownership and legal form, including details and current status of not-for-profit registration	<ul style="list-style-type: none"> <li>• About this report (2)</li> <li>• Our structure (41-43)</li> </ul>
2.7	Target audience and affected stakeholders	<ul style="list-style-type: none"> <li>• Decisions, decisions (45-53)</li> <li>• More about his report (74)</li> </ul>

2.8	Scale of the reporting organisation, including number of supporters, volunteers, employees and total income	<ul style="list-style-type: none"> <li>• Our structure (42-43)</li> <li>• Ordinary people (55)</li> <li>• Financial statements (71-73)</li> </ul>
2.9	Significant changes during the reporting period regarding size, structure, or ownership	N/A
2.10	Awards received in the reporting period	<ul style="list-style-type: none"> <li>• Ordinary people (58)</li> </ul>
<b>Report parameters</b>		
3.1	Reporting period	<ul style="list-style-type: none"> <li>• About this report (2)</li> </ul>
3.2	Date of most recent previous report	N/A
3.3	Reporting cycle	<ul style="list-style-type: none"> <li>• More about this report (74)</li> </ul>
3.4	Contact point for questions regarding the report or its contents.	<ul style="list-style-type: none"> <li>• More about this report (74)</li> </ul>
3.5	Process for defining report content	<ul style="list-style-type: none"> <li>• More about this report (74)</li> </ul>
3.6	Boundary of the report	<ul style="list-style-type: none"> <li>• About this report (2)</li> </ul>
3.7	State any specific limitations on the scope or boundary of the report	<ul style="list-style-type: none"> <li>• About this report (2)</li> </ul>
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, etc	<ul style="list-style-type: none"> <li>• Our structure (41)</li> </ul>
3.9	Data measurement techniques and the bases of Calculations	Any relevant sources are included in the relevant sections of the report
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement	N/A
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	N/A
3.12	Table identifying the location of the GRI Standard Disclosures in the report.	<ul style="list-style-type: none"> <li>• GRI compliance (appendix)</li> </ul>
3.13	Policy and current practice with regard to seeking external assurance for the report	<ul style="list-style-type: none"> <li>• Independent commentary (75)</li> </ul>
<b>Governance</b>		
4.1	Governance structure of the organisation, including committees under the highest governance body	<ul style="list-style-type: none"> <li>• Decisions, decisions (45-49)</li> </ul>
4.2	Indicate whether the Chair of the highest governance body is also an executive officer/report the division of powers between the highest governance body and the management	<ul style="list-style-type: none"> <li>• Decisions, decisions (45-49)</li> </ul>
4.3	Number of members of the highest governance body that are independent and/or non-executive members	<ul style="list-style-type: none"> <li>• Decisions, decisions (46-47)</li> </ul>
4.4	Mechanisms for internal stakeholders and employees to provide recommendations or direction to the highest governance body	<ul style="list-style-type: none"> <li>• Decisions, decisions (46-50)</li> <li>• Ordinary people (57)</li> </ul>
4.5	Linkage between compensation for members of the highest governance body, senior managers and the organisation's performance	<ul style="list-style-type: none"> <li>• Decisions, decisions (47-49)</li> </ul>
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	<ul style="list-style-type: none"> <li>• Decisions, decisions (47-49)</li> </ul>
4.7	Process for determining the qualifications and expertise of the members of the highest governance body	<ul style="list-style-type: none"> <li>• Decisions, decisions (47-49)</li> </ul>
4.8	Internally developed statements of mission or values	<ul style="list-style-type: none"> <li>• Our vision, mission and values (2)</li> </ul>
4.9	Procedures of the highest governance body for overseeing the organisation's management of economic, environmental and social performance	<ul style="list-style-type: none"> <li>• Decisions, decisions (47-49)</li> </ul>
4.10	Processes for evaluating the highest governance body's own performance	<ul style="list-style-type: none"> <li>• Decisions, decisions (47-49)</li> </ul>
<b>Commitments and external initiatives</b>		
4.11	Whether and how the precautionary approach or principle is addressed by the organisation	<ul style="list-style-type: none"> <li>• Money, where does it come from? (66)</li> <li>• Money, where does it go? (69)</li> </ul>
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses	<ul style="list-style-type: none"> <li>• Environment (63)</li> <li>• Money, where does it go? (69)</li> <li>• More about this report (74)</li> </ul>
4.13	Memberships in associations, including industry associations, coalitions and alliance memberships	<ul style="list-style-type: none"> <li>• Our human rights work (13-38)</li> <li>• Money, where does it come from? (66)</li> </ul>
<b>Stakeholder engagement</b>		
4.14	List of stakeholder groups engaged by the	<ul style="list-style-type: none"> <li>• More about this report (74)</li> </ul>

	organisation	
4.15	Basis for identification and selection of stakeholders with whom to engage	<ul style="list-style-type: none"> <li>• More about this report (74)</li> </ul>
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group: <ul style="list-style-type: none"> <li>• Engagement with activists</li> <li>• Engagement with external stakeholders</li> <li>• Feedback mechanisms</li> <li>• Engagement with our members and supporters</li> </ul>	<ul style="list-style-type: none"> <li>• Our structure (43)</li> <li>• Decisions, decisions (49-50)</li> <li>• Decisions, decisions (51-53)</li> <li>• Ordinary people (59-60)</li> </ul>
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded	<ul style="list-style-type: none"> <li>• Decisions, decisions (50-51)</li> </ul>

## GRI ECONOMIC PERFORMANCE INDICATORS

Indicator	Description	Report section (and page number)
<b>Economic performance</b>		
EC1	Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>• Financial statements (71-73)</li> </ul>
EC4	Significant financial assistance received from government	<ul style="list-style-type: none"> <li>• Money, where does it come from? (66)</li> </ul>
<b>Market presence and impact on local communities</b>		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit	<ul style="list-style-type: none"> <li>• Our human rights work (36)</li> </ul>

## GRI ENVIRONMENTAL PERFORMANCE INDICATORS

Indicator	Description	Report section (and page number)
<b>Energy</b>		
EN3	Direct energy consumption by primary source	<ul style="list-style-type: none"> <li>• Environment (63)</li> </ul>
EN4	Indirect energy consumption by primary source	<ul style="list-style-type: none"> <li>• Environment (63)</li> </ul>
EN5	Energy saved due to conservation and efficiency improvements	<ul style="list-style-type: none"> <li>• Environment (63)</li> </ul>
EN6	Initiatives to provide energy-efficient or renewable energy based products and services	<ul style="list-style-type: none"> <li>• Environment (63)</li> </ul>
EN7	Initiatives to reduce indirect energy consumption	<ul style="list-style-type: none"> <li>• Environment (63)</li> </ul>
<b>Water</b>		
EN8	Total water withdrawal by source	<ul style="list-style-type: none"> <li>• Environment (63)</li> </ul>
<b>Emissions, effluents and waste</b>		
EN16	Total direct and indirect greenhouse gas emissions by weight	<ul style="list-style-type: none"> <li>• Environment (63)</li> </ul>
EN17	Other relevant indirect greenhouse gas emissions by weight	<ul style="list-style-type: none"> <li>• Environment (63)</li> </ul>
EN18	Initiatives to reduce greenhouse gas emissions	<ul style="list-style-type: none"> <li>• Environment (63)</li> </ul>
EN21	Total water discharge by quality and destination	<ul style="list-style-type: none"> <li>• Environment (63)</li> </ul>
EN22	Total weight of waste by type and disposal method	<ul style="list-style-type: none"> <li>• Environment (62)</li> </ul>
<b>Products and services</b>		
EN26	Initiatives to mitigate environmental impacts of activities, products and services	<ul style="list-style-type: none"> <li>• Environment (62-63)</li> </ul>

## GRI SOCIAL PERFORMANCE INDICATORS

Indicator	Description	Report section (and page number)
<b>Labour practices</b>		
LA1	Total workforce, including volunteers, by employment type, employment contract, and region	<ul style="list-style-type: none"> <li>• Ordinary people (55)</li> </ul>
LA2	Total number and rate of employee turnover by age group, gender, and region	<ul style="list-style-type: none"> <li>• Ordinary people (55, 58)</li> </ul>
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>• Ordinary people (56)</li> </ul>
LA4	Percentage of employees covered by collective	<ul style="list-style-type: none"> <li>• Ordinary people (57)</li> </ul>

	bargaining agreements	
LA6	Percentage of total workforce represented in formal health and safety committees	• Ordinary people (58)
LA8	Education, training, counselling, prevention, and risk-control programs in place	• Ordinary people (58)
LA9	Health and safety topics covered in formal agreements with trade unions	• Ordinary people (57)
LA10	Average hours of training per year per employee	• Ordinary people (56-57)
LA11	Programmes for skills management and lifelong learning	• Ordinary people (56-57)
LA14	Ratio of basic salary of men to women by employee category	• Ordinary people (56)
<b>Human rights</b>		
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights	• Ordinary people (56-57) • Decisions, decisions (52)
<b>Society</b>		
SO5	Public policy positions and participation in public policy development and lobbying	• Our human rights work (14-38)
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	• Money, where does it go? (69)
<b>Product responsibility</b>		
PR6	Programmes for adherence to laws, standards, and voluntary codes related to fundraising and marketing communications	• Money, where does it come from? (66)