

27<sup>th</sup> November 2017

Dear Members of the Independent Review Panel,


We would like to thank you for your thorough and constructive feedback on our Accountability Report 2015-2016. We take good note of the issues of concern that you highlighted in your general assessment.

In terms of the organisation-specific feedback, we are pleased to see that you feel we have made good progress in several areas and have identified some aspects of our work as good practice to share with other organisations. This is very encouraging and inspires us to continue striving to improve.

Likewise, we take good note of the areas identified for improvement and the recommendations made. These will be shared internally, and we will respond to the feedback on each indicator in our next report, paying particular attention to providing evidence of how institutional policies and mechanisms work in practice. We will also make sure we provide links to all our policies and other key documents, and clearly indicate if a document is not currently available in English. Please see below a list of the correct links to most of the documents that could not be accessed; we are working to ensure that the other documents mentioned are also accessible on our website, and will provide links to them in our next report.

In response to a couple of the specific comments you made, we would like to clarify that, as for all previous reports, all of our Country Offices have provided information for inclusion in this report (profile disclosure 3.5). We would also like to request clarification on your feedback to profile disclosure 2.8, so that we can fully respond to this point in our next report. You commented that: "The panel considers that staff levels appear high relative to overall income (about 31.000 EUR per employee)." We would like to know what this refers to and how this figure was calculated.

With thanks and warm regards,



José Faura  
Executive Director  
Educo



Síguenos  
@educoco\_ONG



Búscanos  
[www.facebook.com/EducoONG](http://www.facebook.com/EducoONG)

Llámanos  
(+34) 933 001 101

Estamos  
C/ Guillem Tell 47, 08006 Barcelona (ESP)



## LINKS TO REFERENCE DOCUMENTS

-  [Accountability Report 2014 \(Educo's latest full report\)](#)
-  [Educo's financial statements 2016](#)
-  [Educo's Complaints and Feedback Policy](#)
-  [Educo's By-Laws \(currently only available in Spanish\)](#)
-  [Educo's Ethical Code](#)
-  [Educo's Code of Good Governance](#)
-  [Child Friendly Accountability Initiative \(ChildFund Alliance\)](#)
-  [Study of Educo's Social Action Program - SROI \(currently only available in Spanish\)](#)
-  [Educo's Investment Policy \(currently only available in Spanish\)](#)