



# 2024 PLANS & BUDGET

ActionAid Sierra Leone  
Country Strategy Paper IV

# TRANSFORMATIVE ACTION FOR INCLUSIVE, RESILIENT AND SUSTAINABLE COMMUNITIES

2024 - 2028



**Priority 1: Inclusive and empowering education to foster diverse opportunities.**

**Focus Area 1:** School systems strengthening and improvement of learning environments for quality educational outcomes.

**Focus Area 2:** Skills training opportunities for women and girls.



**Priority 2: Inclusive and participatory governance for sustainable development.**

**Focus Area 1:** Strengthen and capacitate young people and women led Civil Society Organizations (CSOs) for effective participation in governance processes.

**Focus Area 2:** Influence accountable public service delivery.



**Priority 3: Climate resilience and sustainable livelihoods**

**Focus Area 1:** Sustainable community based resilient livelihood programmes.

**Focus Area 2:** Community led resilience actions against climate induced disasters and emergencies.

# ActionAid's Accountability

ActionAid's concept of accountability is one of mutual accountability driven by primary accountability to poor and excluded people with whom we and our partners work. For ActionAid, accountability is integrally linked to our mission; it is about empowering people and transforming power relations, thus it is part of our strategy and theory of change. Our accountability practice should empower poor and excluded people to claim from us, and ultimately from duty bearers, to shape their own development processes. It should strengthen our governance by ensuring mutual accountability between our members and all our stakeholders. It should allow us to demonstrate impact and be accountable to donors and supporters, thus building more support and solidarity.

Accountability requires transparency and the proactive sharing of information in relevant forms with all our stakeholders, particularly poor and excluded people, because they have a right to information, and information is a form of power. Information sharing facilitates effective communication, mutual understanding and trust in our relationships with poor and excluded people and other stakeholders.

## Our Open Information Policy

ActionAid Sierra Leone, as guided by ActionAid International maintains an Open Information Policy which stems as an arm of its accountability principles. Hence, at the start of every year, ActionAid Sierra Leone is mandated to publicly share its annual plans and budget with all its stakeholders.

In each of our 6 Local Rights Programmes (operational districts), an open information presentation event is organized which draws stakeholders from the poor and excluded people and their organizations, government MDAs, CSOs, NGOs, our donor partners, our implementing partners, the media and staff of ActionAid among others. Information on ActionAid's plans and budget for the district is presented and upon completion at district level, a national level presentation is done.

However, confidentiality will be retained in relation to personal details of staff (address, family details, income, property, sexual orientation, illness), and any specific agreements (intellectual property or legal disclosure agreements), disciplinary matters and information dealing entirely with internal administration or operating systems which has no direct effect outside the organization, or internal documents written by staff to their colleagues, supervisors or subordinates, unless those documents are intended for public circulation, as well as fundraising information, sharing of which will jeopardized ActionAid International's competitiveness in fundraising capacity.

# Highlights of Our 2023 Achievements

- We continued to challenge and dismantle the barriers to women's participation and empowerment through the following ways:
- Contributed to the enactment of the Gender Equality and Women's Empowerment (GEWE) Bill into an Act bringing 41 women (30.37%) women in parliament – the highest ever in the history of our country.
- Through our Village Savings and Loan Associations (VSLAs), hundreds of women have become economically empowered from their own resource mobilization and management. Millions of Leones are realised by these women and can now contribute to the welfare of their respective homes – making them respected and always valued. We have been able to transform the VSLAs to spaces where women now discuss and champion issues of the political, economic and social empowerment.
- Our continued capacity support to women through trainings and awareness programmes awakened their locked-up mentalities around basic rights and now have the confidence to talk and take actions themselves on Rights Violations.
- Through the Action to Empower Marginalized Adolescent Girls (AEMAG) Project, we returned about 200 out-of-school girls in school and supported 120 others into various skills training programmes (tailoring, hairdressing, catering etc.) to have their future unblocked.
- We promoted education and governance in many ways and these actions contributed largely to the progress made in the sectors. Within the period, we completed the following actions:
- We constructed a total of three primary schools (2 in Moyamba and 1 in Bombali) and a pre-school to improve access, reduce congestion and make the school environment a better place for learning.
- We distributed learning materials for over 8000 pupils in 8 districts worth millions of Leones (Old) as a way of fast-tracking learning processes among school children but also to reduce some economic burden on parents.
- Our infrastructural intervention (school building, furniture, library fitted with computers etc) in the Saint Peters Junior Secondary School in Tonkolili District led to the approval of an NPSE centre in the community thereby reducing VAGs associated risk and the huge cost on parents sending their kids to Matotoka.
- We launched an EU funded project in three districts (Bo, Bombali and Kono) in support of CSOs strengthening to ensure increased participation, inclusion, and national level policy processes.
- Through the above EU project, we provided small grants to 12 CSOs worth about NSL 70m to strengthen their capacity and support CBOs formalize their structures.
- We supported 12 university interns from Njala in Bo, UNIMARK and EBK in Makeni and UNIMTECH in Kono to get practical knowledge about what they do in their respective colleges.
- Our efforts contributed to the peace of the country though fragile; also making huge contributions to Climate Change actions and gains. In the period;

# Highlights of Our 2023 Achievements

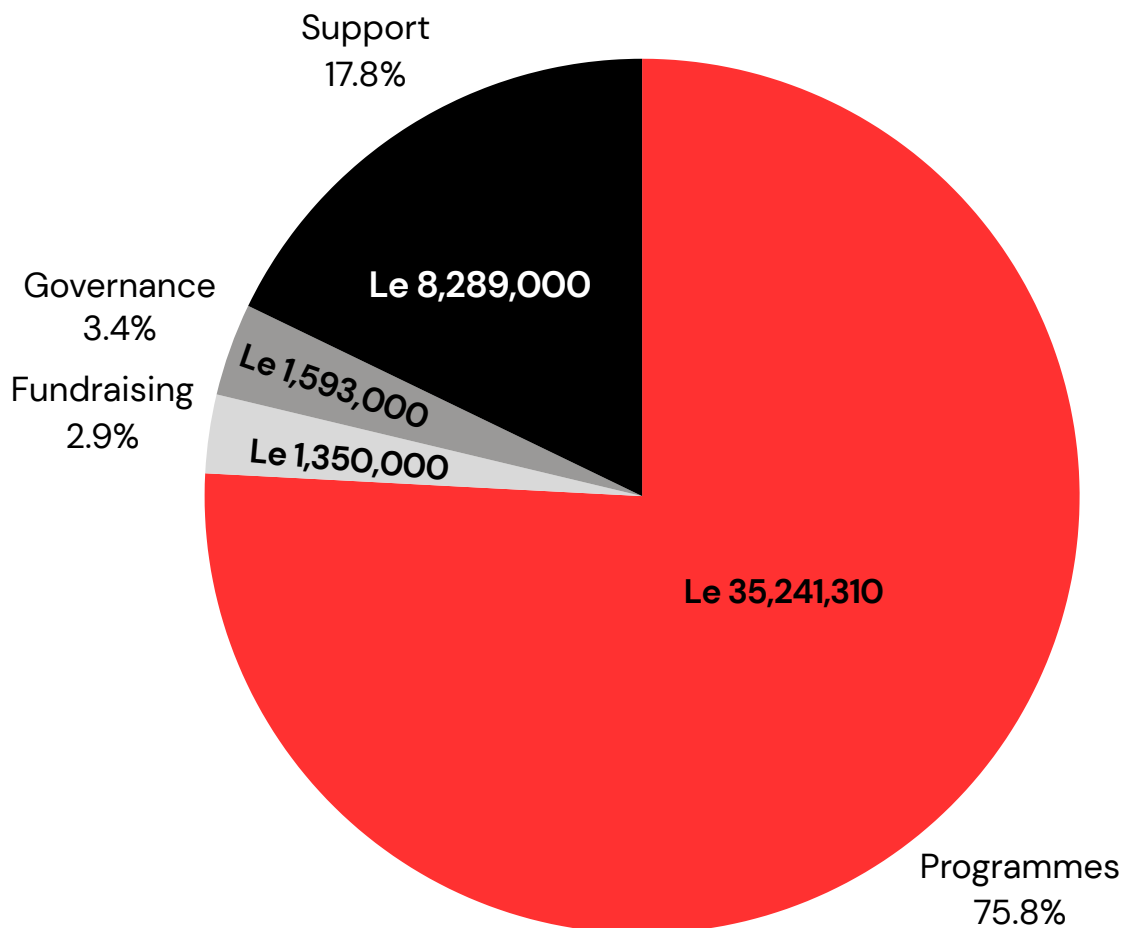
- We commissioned and launched a research on Climate Change (Loss and Damage) and presented findings to National Stakeholders for collaborative actions.
- We initiated a Climate Change Consortium of International NGOs to champion Climate related issues ranging from adaptation, resilience, mitigation, financing, and education.
- We launched our global campaign titled “fund our future” – targeting banks and the flow of finance into the climate change domain.
- Through funding from STARTFUND Project and in partnership with CCYA, Radio 98.1 Fm and See Beyond, we organized training sessions for young people on elections violence, translated their agility and frustration into peace ambassadors who stepped house to house and door to door before, during and after the multi-tier elections in 2023.
- Engagement on the Electoral Process: During the report period, AA held series of engagements both at national and local levels;
- Promoting Pace in the Electioneering Processes of Sierra Leone: ActionAid received 245K GBP from START Fund to implement the above project in partnership with the Centre for the Coordination of Youth Activities (CCYA), Radio Democracy FM 98.1, and “SEE BEYOND” a musical entertainment group.
- We trained 700 youths – 100 per district (men, women and people living with disability) covering 7 districts across the country. This training focused on conflict, violence, and peace and how youths have the most significant role in keeping the peace of Sierra Leone.
- Following the 4 days training, we had a 3-days national conference for young people and other relevant elections management bodies to talk and make commitments to peace before, during and after the elections. This conference brought a total of 1,750 young people, including political parties, ECSL, PPRC, Peace Commission, Security Sector, Civil Society Organizations, among others. In the peace conference, the youths presented their position paper agreed on during the 4 days training to the diverse stakeholders.
- Engaged in radio talk shows on Peace Building: We continuously engaged in radio programmes through the major state broadcaster to talk about peace in elections. This was coordinated by the Radio Democracy FM 98.1, connected to other district stations where all peace messages were disseminated.
- AASL also collaborated with wider Civil Society Organisations:
- Citizens Manifesto(CM): AASL is a member of the CM steering committee and supported district level consultations and production of the CM. The CM contains citizens expectations from their political leaders.
- Women’s Manifesto(WM): We also supported a process that led to the development of the WM demanding access to public services, policy change in favour of women, etc
- Climate Change Manifesto(CCM): Demanding concrete actions from political leaders to prioritise climate change programmes and policy implementation.

# 2024 Budget Allocation

Sponsorship & Projects Allocation to LRPs & Head Office Budget Holders	
Description	2024 Budget (Le)
<b>Programmes</b>	
<b>Local Rights Programmes (LRP)</b>	
Kambia	1,512,500
Western Area	1,241,839
Bo	1,460,297
Kono	2,646,740
Bombali	8,219,638
Moyamba	6,052,180
<b>LRPs Total</b>	<b>21,133,194</b>
<b>National Programmes</b>	
VAW & Economic Justices	135,000
Civic participation (Governance, Education Crosscutting)	405,000
Women Led Emergency - Women & Girls	270,000
Resilient Livelihood & Climate Justices	270,000
Programmes & Policy	894,899
Monitoring Evaluation Accountability and Learning	755,264
<b>National Programmes Total</b>	<b>2,730,163</b>
<b>Projects</b>	
Grace and John Perkins Project	2,361,258
Action to Empower Marginalised Adolescent Girls (AEMAG) Project	1,101,847
Enhancing CSO Participation in Governance and National-Level Policy Processes	7,314,058
Driving Change through Girl-Led Research in Sierra Leone	600,790
<b>Projects Total</b>	<b>11,377,953</b>
<b>Programmes Total</b>	<b>35,241,310</b>
<b>Fundraising</b>	
Sponsorship & Partnership	1,350,000
<b>Total</b>	<b>1,350,000</b>

<b>Governance</b>	
Internal Audit Unit	648,000
Board	945,000
<b>Total</b>	<b>1,593,000</b>
<b>Head Office Functions/Units Support</b>	
Executive Director's Unit	2,106,000
Finance Unit	1,755,000
Administration Unit	1,890,000
Human Resource and Organisational Development Unit	918,000
Communications Unit	675,000
IT Unit	945,000
<b>Total</b>	<b>8,289,000</b>
<b>Total Allocation</b>	<b>46,473,310</b>

## Budget by Statutory Expenditure



# Donor Funded Projects

List of approved projects in 2024 which includes projects that were included in the 2023 plans					
No.	Project Title	Donor	Start & End Dates	Overall Project Cost	Project Location(s)
1.	Enhancing CSO Participation in Governance and National-Level Policy Processes	European Union	1st Feb 2023 – 31st July 2025	€785.002	Bombali, Kono & Bo
2.	Improving Access to Primary Education for Children in Tonkolili District	John and Grace Perkin Project	15th Jul 2021 – 15th Jul 2024	£399,998	Tonkolili
3.	Action to Empower Marginalised Adolescent Girls (AEMAG) Project Phase II	People's Post Lottery Code	1st April 2023 – 31st March 2024	£234,783	Western Area & Bo
4.	Driving Change through Girl-Led Research in Sierra Leone	AAUK	1st Sept 2023 – 31st Aug 2025	£37,189	Western Area



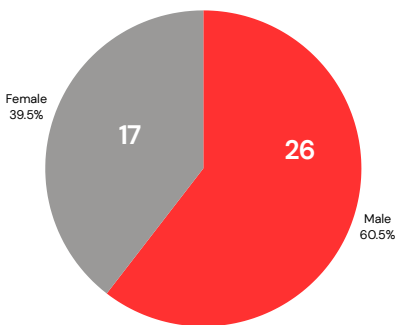
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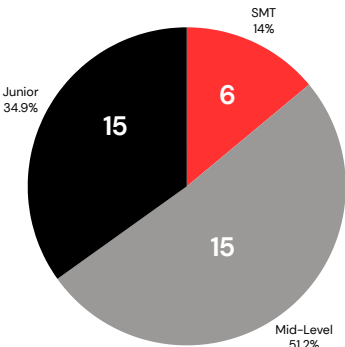
**JOHN & GRACE  
PERKIN**



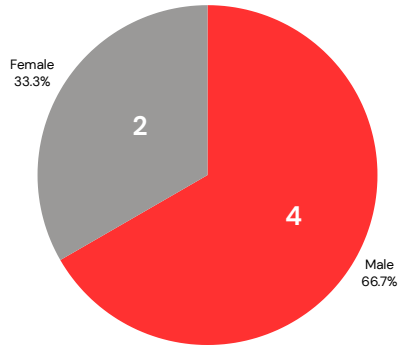
# Staff Compliments as at 15th January 2024



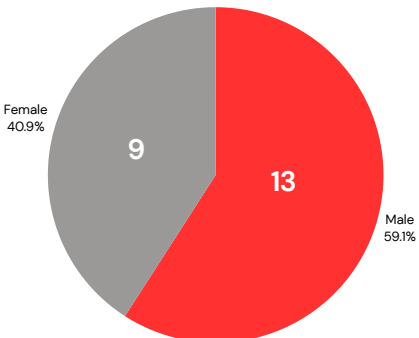
AASL Staff Compliments = 43



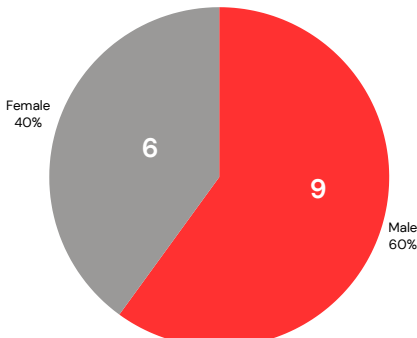
Staff by Heirarchy



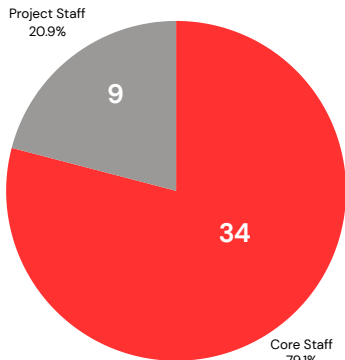
Senior Management



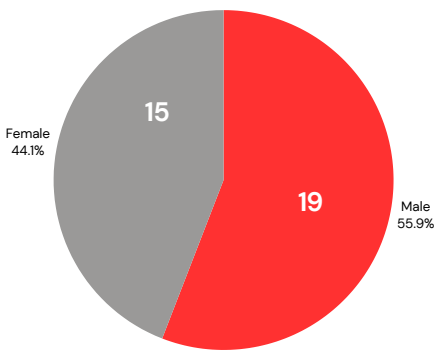
Mid-Level



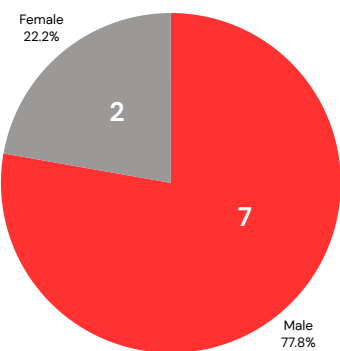
Junior



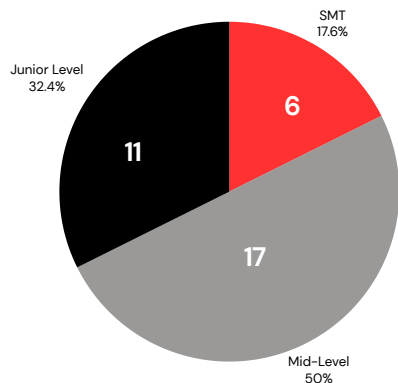
Staff categories



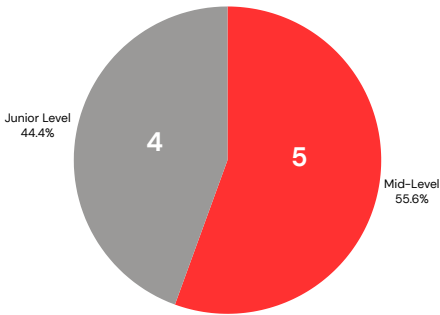
Core Staff



Project Staff



Core Staff



Project Staff

# Our Governance Team

\*GA = General Assembly

Simitie Lavalay (Board Chair)  
Pamela G. C. Ogunade (Board Member)  
Emmanuel A. B. Turay (GA Member)  
Memunatu Kamara (GA Member)  
Audrey B. Williams (Board Member)  
Hannah Lamina (Board Member)  
Abigail Cole (Board Member)  
Saffiatu P. Sankoh (GA Member)  
Arun Kamara (Board Member)  
Tagie Kappia (Board Member)

Mohamed A. Tarawallie (Board Vice Chair)  
Dr. Abdulai Dumbuya (Board Member)  
Aminata P. Lebbie (Board Member)  
Christiana Deen (GA Member)  
Isha Bangura (GA Member)  
Phebean B. Kandeh (GA Member)  
Isatu Peacock (Board Member)  
Richmond Junisa (Board Member)  
Sahr B. Kongor (GA Member)  
Mohamed Kanneh (Board Member)



A cross-section of Board & General Assembly Members

## Our Current Partners

Advocate for Social Justice and Development (ASJD)  
Association for the Wellbeing of Rural Community Development (ABC-Dev)  
Budget Advocacy Network (BAN)  
Campaign for Good Governance (CGG)  
Center for Accountability and the Rule of Law (CARL)  
Center for the Coordination of Youth Activities (CCYA)  
Community Organisation for Mobilisation and Empowerment ( COME SL)  
Grassroot Empowerment  
Movement towards Peace and Development Agency (MoPaDA)  
Network Support for Peace Education (NESPE)  
Western Area Budget Advocacy Education Network (WABAEN)  
Women in Crisis Movement (WICM)  
Women's Action for Human Dignity (WAHD)  
Women's Forum for Human Right and Democracy (WoFHRAD)

# We would love to hear from you!

For Safeguarding or whistleblowing contact:

whistleblowingsl@actionaid.org or +23273461436

Connect with us @



ActionAid Sierra Leone



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## HEAD OFFICE

97c Wilkinson Road, Off Thompson Bay Road,  
Church Yard Junction, Freetown  
+ 232 73 461370  
Email: aai.sl@actionaid.org

## LOCAL RIGHTS PROGRAM (LRPS)

### KAMBIA LRP

C/O Association for the Wellbeing of Communities and Rural Development (ABC-DEV)  
9 Brima Njai Street, Kambia Town, Kambia District  
+232 88 225735,

### BOMBALI LRP (NORTHERN REGIONAL OFFICE)

3 Moses Conteh Street, Off Karma Street, Makeni City, Bombali District  
+232 76 955887

### KONO LRP

C/o Advocate For Social Justice & Development (ASJD), 71 Masingbi Road, Kono District ,  
+ 232 76 779392

### BO LRP (SOUTH AND EASTERN REGIONAL OFFICE)

10 Hanson Street, Off Torwama Road, Bo Town, Bo District,  
+232 78965990

### MOYAMBA LRP

C/o Network Support for Peace Education (NeSPE) 4 Stella Drive, Off Salena Section,  
Moyamba Town, Moyamba District,  
+232 76482741

**CHANGE**

**is**

**POSSIBLE**

**and it comes from**

**the**

**POWER**

**in**

**PEOPLE**