



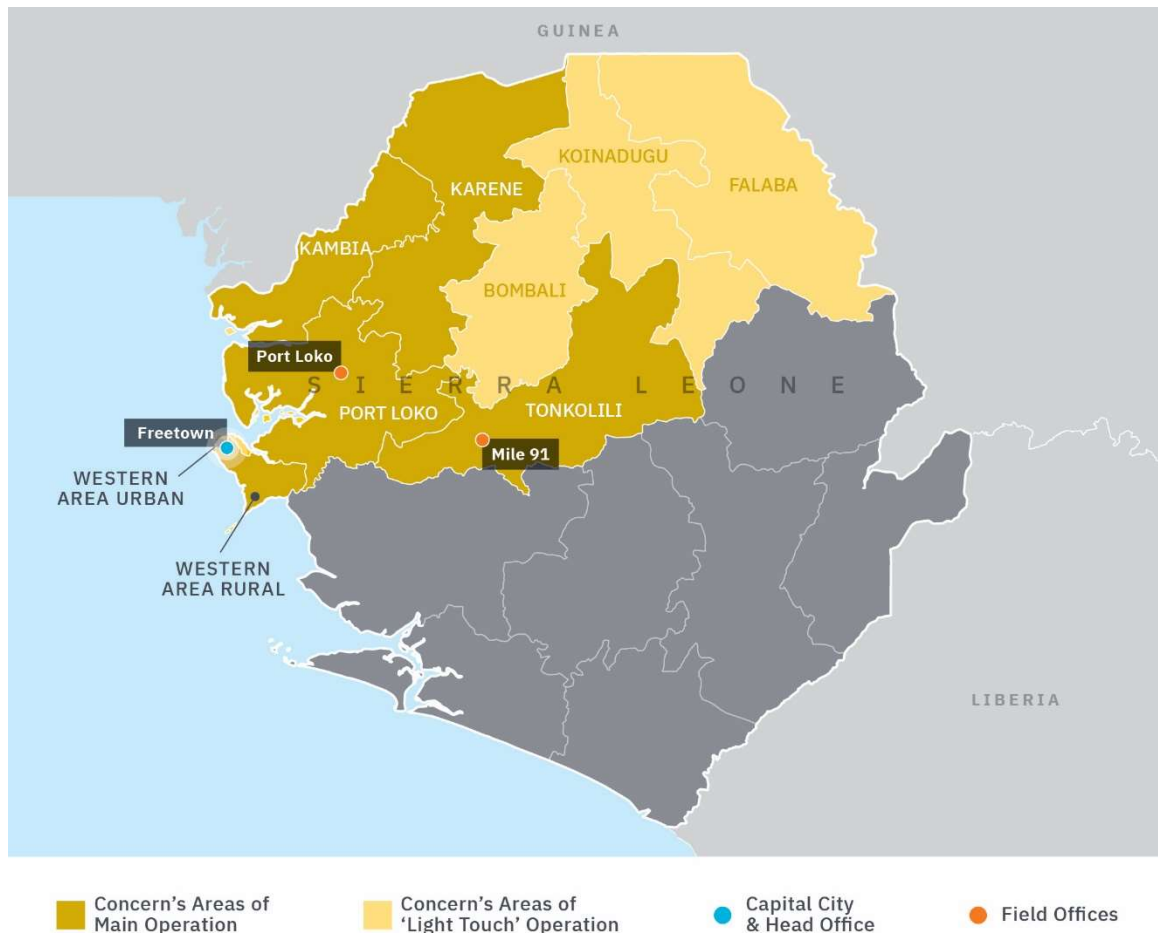
**ENDING
EXTREME POVERTY
WHATEVER
IT TAKES**

CONCERN
worldwide

Overview of Country

Sierra Leone remains one of the world's poorest countries, ranking 184 out of 193 on the 2023 Human Development Index. The country continues to face deep economic challenges following a disputed national election and rising inflation, which has pushed food and fuel prices sharply upwards and weakened the national currency. More than 26% of people live below the international poverty line, and income poverty affects 56.8% of the population. Youth unemployment stands at 60%, leaving many young people without opportunities and increasing financial insecurity. Food and nutrition insecurity continue to worsen as household purchasing power declines. While Sierra Leone made progress in reducing maternal mortality and increasing school access through the Free Quality Education initiative, illiteracy and poor health outcomes remain widespread. Sexual and gender-based violence (SGBV) is still high, and many survivors face barriers accessing legal, health, and psychosocial support. The country ranks 153 out of 162 in the Gender Inequality Index. Sierra Leone is among the 10% of countries most vulnerable to climate change. Communities face increasingly frequent storms, flash floods, and rising sea levels, which damage homes and farmland, undermining progress and increasing vulnerability.

Concern Worldwide has been working in Sierra Leone since 1996 when it commenced its operations in emergency response, evolving over-time into development activities across; Health, Education, WASH and Livelihoods, with an emphasis on gender and equality, protection, environment and disaster risk reduction. Concern currently operates in the Districts of Western Area Urban (WAU), Kambia, Tonkolili and Port Loko with a presence in Koinadugu, Falaba, Bombali, Karene, Moyamba and Kono. The Sierra Leone country office is supported by a dedicated team of **154 staff**, comprising **109 men** and **45 women**, who bring technical expertise and field experience across multiple sectors.



Our Programmes

Food and Nutrition Security through Equitable and Climate Smart Food Systems (Yoti Yoti)

Project Overview

Food and Nutrition Security through Equitable and Climate Smart Food Systems (Yoti Yoti) is a €6 million five-year project funded by Irish Aid under the 'Ireland's Civil Society Partnership for A Better World' (ICSP) 2023-2027 aiming to increase vulnerable households' resilience to food and nutrition insecurity by strengthening food systems in Tonkolili and Port Loko Districts in Northwest Sierra Leone.

Sierra Leone is among the least developed countries in the world (ranked 184 out of 193 countries on the Human Development Index) and is continuing to struggle with a highly fragile economy.

Although consumer inflation has decreased in the last 2 years at 28.6% it remains one of the highest globally. The Cadre Harmonisé analysis showed annual food inflation rate reached 45% in February 2024, leading to substantial increases in staple food prices including; local (Increase of 33%), imported rice (Increase of 38%), and cassava (increase of 122%) leaving up to 82% of the population were food insecure, with 18% facing severe food insecurity (WFP).

Although many challenges still exist the 2024 Global Hunger Index continues to show some improvement in the overall trend in all categories measured with the exception of % of the population who are undernourished showing that with support to strong and inclusive policies which build stronger systems there can be success in the future.

To increase vulnerable households' resilience to food and nutrition insecurity, the programme adopts an integrated food system for food security approach, bringing together the four food security pillars:

1. **Availability:** Enough food is produced and present in a place for people to eat. It includes food from farming, food from gathering, fishing
2. **Access:** People have adequate income to access appropriate food domestically, through home production, buying in local market, **people can get the food they need** — physically and economically. This means food is available in nearby local markets (physical access), and people have enough money or resources to buy it (economic access).
3. **Utilization:** People utilize food properly through food storing and processing practices while have sufficient knowledge where they apply nutritional, health sanitation, socio-cultural as well as spiritual parameters of food.
4. **Stability:** Evidence generated is used to influence, advocate both at district and national level through active participation in relevant networks, supporting national surveys, developing and implementing advocacy plans

Each of these pillars do not stand alone; they interact with each other at micro, meso and macro levels, with gender equity and inclusion and climate adaptation and environment underpinning all four of the above pillars.

Partnership

The project is implemented in conjunction with four partners – Community Integrated Development Association, CIDA-SL, Action for Advocacy and Development, -AAD-SL, Miro Forestry and WASHnet.



Implementing Village Savings and Loan (VSLA) and Natural resource management (NRM) activities



Implementing Community managed Disaster Risk Reduction, Agro ecology, liquid fertilizer and compost making, radio talk shows on climate adaptive approaches



To improve access to adequate and safe drinking water, rehabilitation of hand-dug wells, construction of new hand-dug wells, drilling of boreholes



Miro Forestry is a private sector partner whose skills and expertise we are leveraging to pilot agro forestry and out grower scheme in 3 communities in [Tonkolili](#).



The project is also being implemented in collaboration with Government ministries such as Ministry of Agriculture and Food Security, Ministry of Health, Ministry of Youth, Ministry of Water Resources and Sanitation, Ministry of Social Welfare, Gender and Children's Affairs and the District Councils.

Target Communities and Beneficiaries

The Yoti Yoti Project was implemented across 108 vulnerable communities in Port Loko and Tonkolili districts over a two-year period. In Year 1, the project reached 64 communities, 52 in Port Loko and 12 in Tonkolili. In Year 2, it expanded to 44 more communities, with 23 in Port Loko and 21 in Tonkolili. By the end of the two years, the project successfully reached and slightly exceeded its target of 21,000 participants, engaging 21,188 direct beneficiaries. Of these, 10,035 were men (47.6%) and 11,153 were women (52.4%), all living in conditions of extreme poverty.

Selection of participants was based on specific vulnerability criteria, including households with persons with disabilities, female-headed households, chronically ill individuals, widows, households with high dependency ratios, and out-of-school adolescents. This ensured that the most at-risk populations benefited from the interventions.

Expected Outcomes and Achievements

Increased Inclusive Climate-Smart Food Production (Availability)

In support of community action plans developed through the CVCA process, solar-powered irrigation systems were piloted in two communities. These included the drilling of two boreholes and construction of two elevated towers sufficient to irrigate three acres of inland valley swamp (IVS) land per day. The project, in partnership with the Ministry of Agriculture and Food Security (MAFS), conducted a successful animal vaccination campaign for small ruminants. A total of 13,576 animals were vaccinated 4,723 in Year 1 and 8,852 in Year 2 mostly goats and sheep.

Additionally, 256 lead farmers were trained across the two districts, comprising 132 men and 124 women from the 108 Yoti Yoti communities. A total of 75 Farmer Field Schools (FFS) were established and trained in improved agronomic practices. According to the 2024 annual survey, households reported an increase in the number of different types of agricultural produce grown from an average of 2.8 types at baseline to 4.76 in Year 2. This result exceeded the project's target of 3.36.

Stronger Access to Markets (Access)

To build inclusive access to markets, 261 participants including 143 men and 118 women engaged in discussions to identify market barriers and find practical solutions. The project shared regular market information with small-scale farmers, enabling them to participate more effectively in both local and regional markets. To strengthen business knowledge, a Training of Trainers (ToT) on business skills was conducted for 19 staff and partners, including 14 men and 5 women.

CIDA also led a refresher training for 174 VSLA animators (89 men and 85 women) from Cohort 1, and a new training for an additional 172 VSLA animators (104 men and 68 women) from Cohort 2 communities. By 2024, the average number of barriers faced by participants when accessing markets dropped from 4 at baseline to 1.41 well below the project's target of 3.19. The proportion of participants earning income from selling food produce and food products increased from 0% at baseline to 31% in 2024, surpassing the target of 25%

Stable Consumption of an Adequate and Affordable Diet (Utilization)

To improve dietary practices and nutritional knowledge in target communities, the project trained a total of 131 community animators 62 men and 69 women on "Knowing Your Food" "Maternal and Child Nutrition". With close supervision from the project team, these animators cascaded the training to 64 groups, reaching 1,404 participants (including 246 men and 1,158 women).

Cooking demonstrations were conducted to reinforce key lessons from the modules, with a focus on preparing nutritious meals using locally available ingredients. To amplify impact, a nutrition awareness campaign was rolled out through local radio stations in both Port Loko and Tonkolili, targeting both urban and rural listeners. These messages promoted healthy eating habits and improved community understanding of food diversity and child nutrition.

Results from the 2024 annual survey show a positive shift in nutrition indicators. The Minimum Dietary Diversity for Women (MDD-W) increased from 34% in 2023 to 48% in 2024, exceeding the target of 40%. The Child Minimum Dietary Diversity also rose significantly, from 15% in 2023 to 29.4% in 2024, surpassing the target of 20%.

Using Evidence to Influence Policy and Promote at Both District and National Level (Stability)

Beyond community-level implementation, the project also prioritized advocacy and evidence-based influence at district and national levels. In 2023, Concern Worldwide and partners organized the national launch of the Yoti Yoti Project, providing visibility to its contributions to food security and underlining its alignment with the Government's Feed Salone strategy. The project team has actively participated in both district and national Food and Nutrition Security working groups, helping to ensure that the voices of smallholder farmers particularly women and adolescents are heard in government dialogues and policy-making spaces.

Over the last three years, the project supported the Cadre Harmonise convergence of evidence meeting facilitated by the Ministry of Agriculture and Food Security (MAFS), helping to bring together diverse data for food security analysis and planning.

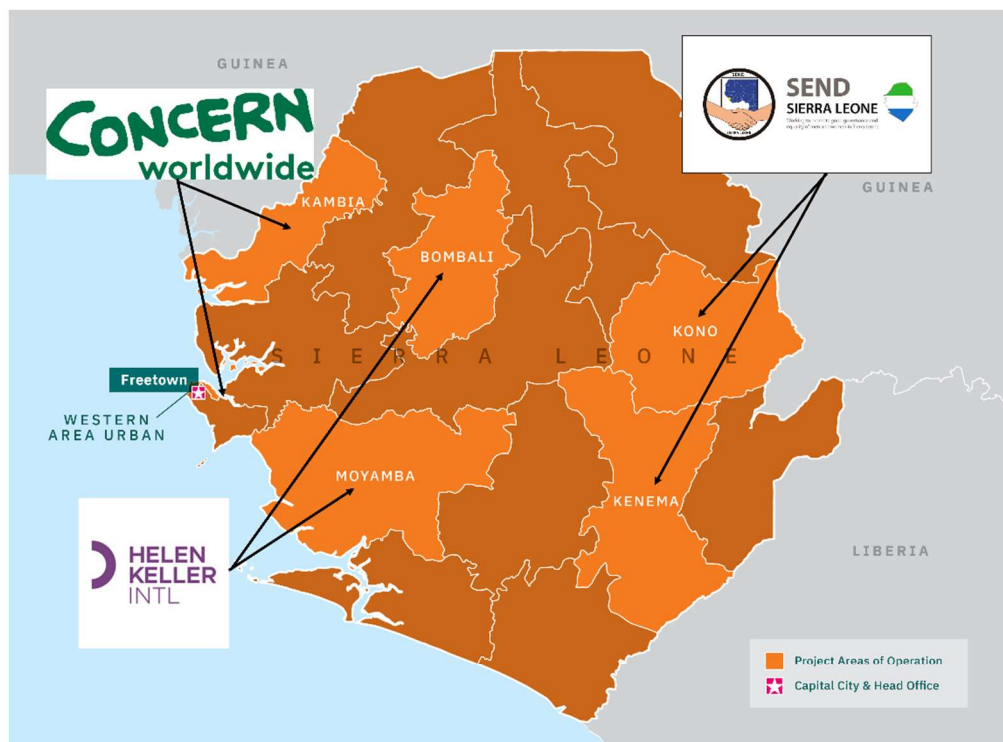
In addition, the project has supported community-driven events tied to global campaigns, including International Women's Day, 16 Days of Activism, World Food Day, and International Breastfeeding Week, all of which highlight the project's cross-cutting focus on gender, nutrition, and equity. To enhance its advocacy efforts, a dedicated Advocacy and Communications Manager has now joined the team. A roadmap for stronger advocacy collaboration with partners is being developed to amplify community voices and improve long-term policy impact.

Saving Lives 3

Overview of the Project

Saving Lives 3 (SLiSL 3) is a consortium project funded by the Foreign, Commonwealth & Development Office (FCDO) that aims to support the Government of Sierra Leone in reducing maternal and child deaths. It focuses on improving the quality, availability, and accessibility of reproductive, maternal, new-born, child, and adolescent health services.

The project works across all levels of the health system to help Sierra Leone progress toward Universal Health Coverage (UHC). In close alignment with the Ministry of Health, the project strengthens leadership, enhances coordination among stakeholders, builds the capacity of health workers, and ensures that service users are actively involved in shaping health care delivery.



The project aims to achieve three main outcomes:

- Improve access to and use of quality reproductive, maternal, new-born, child, and adolescent health and nutrition services.
- Strengthen the capacity of district health authorities to provide accountable, respectful, and people-centered services.
- Improve the ability of district-level health teams to implement national health policies and strategies.

Support is provided to District health Management Teams, District Hospitals and communities;

DISTRICT SUPPORT	COMMUNITY LEVEL INTERVENTIONS	HEALTH WORKFORCE DEVELOPMENT AND ACCOUNTABILITY	CLINICAL SERVICES
 Operational Support	 Health right & Literacy	 Management & Leadership training	 Blood donation & safe use
 MPDSR	 Community Dialogue	 Cascade Mentorship	 Access to contraceptives
 Data use & Management	 Nutrition & Dietary Diversity	 Equality	 Last Mile Distribution
 Supportive Supervision			 Health Innovation
Concern SEND Sierra Leone Helen Keller	Concern SEND Sierra Leone Helen Keller Humanity & Inclusion	Concern Kings Sierra Leone Partnership Welbodi Partnership Humanity & Inclusion	Concern SEND Sierra Leone Helen Keller Welbodi Partnership

At the district level, the project strengthens operational management, improves data use, supports maternal death reviews (MPDSR), and enhances supportive supervision. At the community level, it promotes health rights literacy, increased uptake of services, and better nutrition practices through various methods including the community conversation approach.

To build a stronger health workforce, the project offers leadership and management training, ongoing mentorship, and promotes equality. Clinical services are also strengthened, including safe blood donation and use, increased access to contraceptives, and delivery of essential health commodities to remote areas.

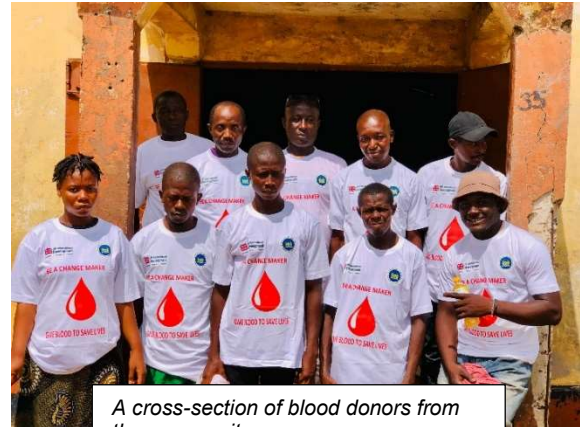


Stakeholders and patients at Kamboma CHC

Blood Donation Drive – Rokupa Government Hospital

As part of efforts to improve emergency care, the Saving Lives in Sierra Leone Phase 3 (SLiSL 3) project supports blood donation drives at community and hospital levels including at Rokupa Government Hospital. The main goal is to encourage voluntary, non-paid blood donation to ensure a steady supply of safe blood for patients in urgent need—especially pregnant women, children, accident victims, and those undergoing surgery. This initiative helps reduce preventable maternal and child deaths caused by excessive bleeding, or severe anaemia (due to malaria) strengthens the hospital's ability to respond to emergencies, and promotes a culture of regular, voluntary blood donation. It also raises awareness among community members about the importance and safety of donating blood.

The activity begins with planning sessions between Concern Worldwide and the hospital's team. Before the donation day, community engagement meetings are held to educate residents, build trust, and encourage participation. On the day of the event, donors are registered and screened by trained hospital staff. Blood is safely collected, and donors are offered refreshments and post-donation care. Each donor also receives a certificate. After the drive, the collected blood was transported to storage facilities for safe keeping. Follow-up contact is made with donors for future drives and general health checks, ensuring that this life-saving activity could have a lasting impact.



A cross-section of blood donors from the community

Operational Support to Rokupa Government Hospital

Concern Worldwide partners with Rokupa Government Hospital because of its critical role in delivering maternal and child health services in Freetown. The hospital receives a high number of maternal cases, including pregnant women with complications referred from other health centres. Its central location and capacity make it a key referral hub for surrounding communities, including Waterloo, the eastern part of the city, and some areas in the west. By supporting Rokupa, the project strengthens a facility that is essential to managing emergencies and saving lives in one of the busiest urban areas in Sierra Leone.

Through the SLiSL 3 project, Concern Worldwide has provided vital operational support to Rokupa Government Hospital, one of Freetown's busiest referral health facilities. This support has been instrumental in strengthening the hospital's ability to deliver high-quality care for mothers, newborns, and children. The assistance includes regular fuel support to keep the hospital running during frequent power cuts and to maintain ambulance services for emergency referrals. Infection Prevention and Control (IPC) materials are supplied to reduce the risk of infections and help prevent outbreaks, including Mpox. These supplies contribute to a safer, cleaner hospital environment, which boosts patient trust and encourages more women to seek care.



The medical superintendent receiving the IPC materials

In addition, the project supports the hospital with essential stationery and documentation tools. These materials improve day-to-day operations, help maintain

accurate medical records, and ensure accountability in service delivery. For a high-volume facility like Rokupa, these resources are critical to ensuring efficient and quality health care.

Case Study:

Strengthening Infection Control at Rokupa Government Hospital

Background

Rokupa Government Hospital, located in Eastern Freetown in the Western Urban District, is one of the city's busiest referral hospitals. It serves a large population and handles frequent maternal and emergency cases. However, the hospital faced serious challenges with infection prevention and control (IPC), due to poor sanitation practices, limited IPC supplies, and inconsistent documentation.

The Challenge

High risks of hospital-acquired infections, gaps in hygiene and waste management, and lack of essential administrative materials were compromising service delivery. Incomplete records and weak compliance with national IPC standards further increased the risk to both patients and staff.

The Intervention

On 18th June 2025, Concern Worldwide provided much-needed support by handing over IPC and stationery materials to Rokupa Government Hospital. The handover was conducted in partnership with the Medical Superintendent, Hospital Secretary, and the IPC focal person, alongside Concern staff.



The support included items such as hand sanitizers, gloves, disinfectants, waste disposal tools, and standardised stationery. These materials were provided to:

- Reduce infection risks and improve hospital hygiene
- Ensure proper documentation and administrative efficiency
- Strengthen IPC compliance in line with Ministry of Health and WHO protocols

Results

Since the intervention, the hospital has reported noticeable improvements in infection control and cleanliness. With consistent access to IPC supplies, staff can now manage hygiene and sanitation more effectively, reducing the risk of disease transmission and improving patient recovery rates. The availability of stationery has improved record keeping, accountability, and service flow.

Testimony

"On behalf of the IPC team, I express our sincere gratitude for this timely support. These materials will go a long way in strengthening our efforts to prevent hospital-acquired infections and ensure a safer environment for both patients and staff."

IPC Focal Person, Rokupa Government Hospital

Linking Agriculture Nutrition and Natural Resources Management- Nutrition Smart Communities (LANN-NSC)

Overview of the LANN-NSC Project

The Linking Agriculture Nutrition and Natural Resources Management-Nutrition Smart Communities (LANN-NSC) was an Irish Embassy funded project led by Welt Hunger Hilfe, the project ended in 2024 however a follow on program has commenced (Life) which will build on LANN-NSC with an additional focus on systems change.

The project aimed to respond to key issues in Port Loko and Pujehun District, such as food insecurity, malnutrition, limited access to health and nutrition services, limited access to financial services, and inadequate climate resilience. The main elements of LANN+ focused on building a knowledge basis at household and community levels regarding locally available foods and their nutritional values, mother and child care, water, sanitation, and hygiene, as well as sustainable agricultural practices and natural resource management based on the Participatory Learning and Action approach. The Nutrition Smart Community approach adds several elements to the LANN+ approach, aiming at tackling malnutrition in children through systematic screening of children under 5 years and conducting nutrition camps to discuss the screening results and adequate nutritional practices to improve malnutrition. Furthermore, the Nutrition Smart Community approach added the development of nutrition-sensitive community plans to foster both self-reliance but also to empower the right-holders at the community level to take the nutrition-sensitive development up with the duty bearers at the district level. The project implemented activities in 37 communities and targeted a total of 1,110 direct project participants in Lokomasama and Kamasondo chiefdoms in Port Loko.

An evaluation of the project found;

- 99.5% of the beneficiaries targeted by the Farmer Field Schools cultivate promoted crops using sustainable production techniques.
- 96% of women in groups improved their understanding of malnutrition, food groups, and maternal/child nutrition against a baseline figure of 46% and a target of 85%
- Over 78% of respondents could identify malnutrition symptoms, with common signs including weight loss (99%) and swollen stomachs (88.8%).
- 92% of children met minimum dietary diversity.
- 91.3% of infants (0–6 months) are exclusively breastfed against a baseline value of 42.5% and a target of 85%
- 96.2% of women have reported being able to influence community group decisions from a baseline figure of 38% and a target of 70%
- 89% of VSLA members used their loans to fund nutrition-sensitive and climate-smart income-generating activities (IGAs) against a baseline figure of 0% and a target of 85%
- Drivers of Income Growth:
 - 95.2% attributed income increases to sustainable farming practices.
 - 79.9% linked it to being part of a VSLA group.
- 75% of households have access to safely handled water against a baseline figure of 56% and a target of 85%
- Open defecation is low, with only 7.4% of households practicing it. The baseline figure was 58% and the target was to reduce it to 20%

Summary of Living Peace Sessions

The Living Peace Sessions at the community level present a proactive effort to address family dynamics and reduce the likelihood of conflicts that could affect other family members. Since couples serve as crucial role models for their children, the sessions enabled them to demonstrate effective communication and conflict-resolution skills. The Living Peace Sessions at the community level represent a proactive effort to address family dynamics and reduce the likelihood of conflicts that could affect other family members. Couples serve as crucial role models for their children, and the sessions make it possible for them to demonstrate effective communication and conflict-resolution skills. Facilitators created a safe space for participants, who engaged in role-playing exercises to explore and practice effective communication, conflict resolution, and empathy within family dynamics. Participants had the opportunity to share their personal experiences, challenges, and successes in fostering family harmony. Storytelling was used to convey important lessons, values, and cultural norms related to family relationships and positive behaviour. This living peace serves as a model for empowering individuals to become role models in their own families and communities, ultimately leading to more peaceful and harmonious environments.



Creating a safe space during living peace session at Maska community in Lokomasama chiefdom.

Summary of the Village Savings and Loans Association

Village Savings and Loan Association provides simple savings and loan facilities in all operational communities that do not have access to formal financial services. The loans from the VSLA will serve as a form of self-insurance to members, supplemented by a social fund which provides small but important grants to members in times of stress. This contributes not only to household income but to a wide variety of poverty reduction and community development initiatives. The VSLA model empowers individuals, particularly women, to pool their resources, foster a culture of savings, and access microloans to invest in income-generating activities and solve other emergencies. This model has been a beacon of hope, offering a lifeline to individuals previously excluded from formal financial services and fostering a sense of ownership and agency among its members. Activities and Operations: The activities of VSLAs are multifaceted and dynamic. Regular meetings (every week) serve as the cornerstone of their operations, providing a platform for members to discuss financial matters, make decisions democratically, and plan future initiatives. Savings contributions are collected diligently, with members encouraged to save regularly to build a robust fund for lending purposes. Loans are disbursed based on predetermined criteria, often to support income-generating activities and emergencies. By providing timely access to credit without the need for collateral or formal paperwork, VSLAs empower members to seize opportunities and improve their livelihoods. Village Savings and Loan Associations represent more than just financial institutions; they embody the spirit of community resilience and empowerment. A total of 37 VSLA groups were established in all 37 operational communities, with 10 spontaneous groups formed in other communities.



VSLA weekly sitting at Benkia community in Kamasondo chiefdom

Case study of Magbokworr Community

Empowering the Magbokworr Community through Village Savings and Loan Activities

The Magbokworr community, located in Kamasondo Chiefdom in Port Loko District, has experienced a significant transformation through the Village Savings and Loan (VSL) activities supported by the Linking Agriculture, Natural Resource Management and Nutrition Nexus Scaling Consortium (LANN NSC) Project. With a focus on strengthening economic resilience and improving livelihoods, this initiative has ignited a growing sense of financial independence among residents, particularly women, who have traditionally faced barriers to formal financial services.

Through the LANN NSC Project, community members received training and start-up kits to establish and manage Village Savings and Loan Associations (VSLAs). These groups, governed by a shared constitution rooted in trust, cooperation, and mutual accountability, allow members to pool their savings into a communal fund. This fund is then used to provide small loans to members based on agreed criteria, often to support income-generating activities or respond to household emergencies.

The operations of the VSLAs in Magbokworr are dynamic and community-driven. Weekly meetings serve as a platform for financial decision-making, progress tracking, and group discussions on future initiatives. Members contribute savings consistently, building a strong internal fund that supports the group's lending and growth. One of the most impactful elements of the VSL model is its ability to provide timely loans without the need for collateral or complex paperwork. This accessibility enables members to invest in small businesses, farming activities, and pressing family needs, ultimately improving their economic stability.



Hassanatu Kanu, a VSLA Member in her vegetable plot

Beyond the financial gains, the VSLAs have nurtured a culture of self-reliance, confidence, and collective responsibility. Members report improved money management skills, increased household contributions, and a greater sense of pride in their ability to support their families and communities. For many women, participation in VSLAs has also led to stronger voices within decision-making processes at home and in community settings.

While the VSLAs have recorded impressive successes, challenges remain. Fluctuating economic conditions, group governance issues, and external shocks continue to test the resilience of the model. However, with ongoing field support and monitoring, alongside the unwavering commitment of the community members, these challenges are being met with innovative and collaborative solutions. The future of VSLAs in Magbokworr is bright, and their continued growth will play a vital role in deepening financial inclusion and community empowerment.

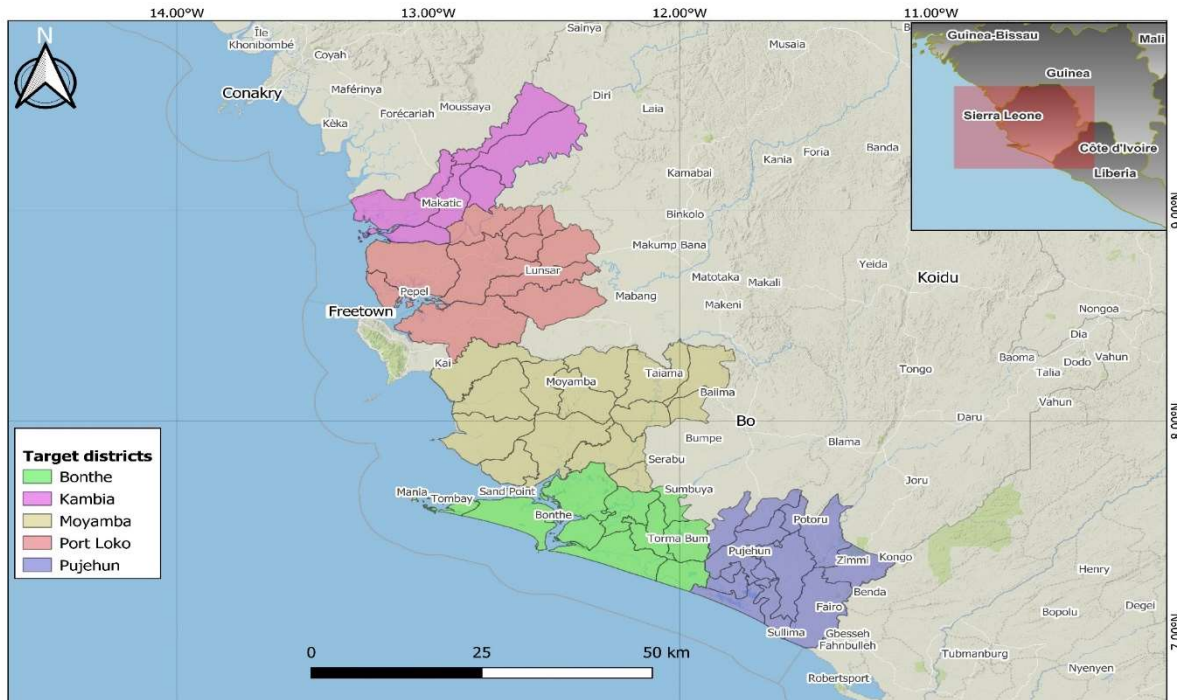
The story of Magbokworr's VSLAs is not just about savings and loans. It is about restoring dignity, enabling opportunity, and building a foundation for long-term prosperity from within the community itself.

The Sierra Leone Coastal Resilience Project (SLCRP)

Led by Save the Children and funded by the Green Climate Fund this project aims to Create a new paradigm in Sierra Leone's coastal communities by strengthening their resilience to climate change through interventions focused on food and water security, livelihoods, wellbeing and ecosystems health.

This goal will be achieved via three interlinking components:

1. Community mainstreaming of climate change adaptation through governance, partnerships, education and training
2. Enhanced climate resilience of food production systems and value chains to secure food and livelihoods, especially for women, youth and children.
3. Ecosystem-based adaptation for coastal protection and natural resources.



Component 1

Community mainstreaming of climate change adaptation through governance, partnerships, education and training

Component 2

Enhanced climate resilience of food production systems and value chains to secure food and livelihoods, especially for women, youth and children

Component 3

Ecosystem-based adaptation for coastal protection and natural resources

Currently in the inception phase we anticipate a start-up of core activities in July.

Sierra Leone Staff Representative Council

Background:

Concern Sierra Leone has a Staff Representation Council, which has the ability to speak out on behalf of the employees of Concern Sierra Leone regarding work or employment related issues. The Council has the responsibility of representing the staff and is all about bringing staff members together so that people can freely express grievances and share ideas/common interests with their representatives. The Council is considered as a communication intermediary between HR, CMT and the general body of staff for the benefit of all staff and in the interest of the organisation.

Concern commits to provide the SRC with an opportunity to contribute to issues related to personnel policy, staff welfare and development to Management.

Overall Objective of the SRC

The overall objective of the SRC is to contribute to a favourable working environment where staff can freely participate in HR Management related policies and procedures that maximize staff morale and productivity.

The SRC is expected to:

- Serve as communication mediator between CMT and all staff
- Support the HR department in rolling out staff policies and interpreting national staff manuals as required.
- Advise and guide national staff as necessary in line with policies and procedures.
- Create awareness on Concern's safeguarding policies with staff
- Represent employees as a collective group.
- Maintain confidentiality on all sensitive matters.

The SRC is not intended to ignore the Line Management authorities, and therefore no SRC representative should bypass local management structures.

The SRC will be consulted when new policies/procedures are to be implemented. National SRC meetings will be held bi-monthly, a quorum will constitute at least 3 members of the council (at least 1 staff representative from each location), or more frequent if the need arises. Such meetings will be organised around CMT meetings and one or two elected SRC members will be given a 15-minute slot at CMT to present the views and suggestions from national staff to CMT.

The Council may request meetings with management where elected representatives can bring up issues raised by staff - respecting strict confidentiality of the staff members.

The SRC representatives were selected via an election process, the current president is based in Port Loko and shared the following points gathered from staff.

Areas staff are impressed with

- Partnership and Localization strategy
- Communication and visibility of our activities
- Support from senior management to programmes and capacity building
- Staff Retention
- New Programmes
- Our Project Implementation Activities are highlighted by Government
- Engagement with the Staff Representative Council
- National Staff opportunities for senior roles
- Mental Health and wellbeing
- More engagement with and understanding of the policies and procedures

Areas that need Improvement

- Global Band Framework Roll-out; to finalise
- Secondment Opportunities for National Staff to other Country Programmes
- Reviewing of Salary structure for National staff who have international/secondment experience

CONCERN'S WORK IN SIERRA LEONE IN 2024

CONCERN
worldwide

Concern's impactful work in Sierra Leone and how your generous support can save lives:

One of the least developed countries, 26% of Sierra Leone's population are considered below the global poverty line. Economic pressure is deepened by the depreciating currency and food inflation. **In 2024**, Concern's evidence-based interventions **reached 1,275,655 people (724,352 females; 551,303 males)**.

In partnership with the Ministry of Health, health outreach and mobile teams administered **841,309 COVID-19 vaccines**, achieving a **96% national coverage** - one of Africa's highest. The programme also **vaccinated 221,886 children**, a **29% increase from 2022**, and identified **21,971 zero-dose children**. Concern's Saving Lives in Sierra Leone 3 programme has significantly improved healthcare recorded a cumulative total of **551 patients** referrals to higher level facilities. Through a variety of Maternal Health Initiatives; **34.8%** were due to CRADLE warning signs, with documented BP and pulse which aligns with the government strategy. Blood drives have boosted life saving supply, with supported hospitals collecting **168 units for transfusion** to vulnerable patients.

Food security and livelihoods interventions reached **15,038 people**, with **climate-resilient agriculture, financial inclusion, and nutrition-sensitive interventions**. VSLA groups boosted their savings by **50%** and facilitated capital for micro-enterprises and community development initiatives. **113 children** and **12 pregnant women** recovered from moderate acute malnutrition (MAM) through an "Eat some, keep some, sell some" strategy.

The team also **strengthened Community Disaster Management Committees (CDMCs)**, preventing fire and flooding incidents within vulnerable communities, helping over **2,700 people**. **The Lifeblood App**, developed with **local tech start up AutoHealth**, is enhancing **awareness and increasing blood donation**. With these combined interventions, Concern is enhancing Sierra Leone's resilience and facilitating a transition from crisis towards sustained stability.

Concern supplied 7.5 litres of clean drinking water per person per day to 4,500 people through a solar water system. Five boreholes and seven wells were also constructed and restored for the use of **4,283 people (1,884 men and 2,395 women)**.



Aminata Bangura at a water point in the village of Magborkorr, Sierra Leone, which was rehabilitated by Concern with funding from Irish Aid. Photo: Kieran McConville/Concern Worldwide

"Before, we struggled every day to fetch water, walking long distances and sometimes getting sick from dirty wells. Now, thanks to Concern and Irish Aid, we have clean water right here in our village. Our children are healthier, and we have more time to focus on farming and our businesses. This has truly changed our lives".

Three additional boreholes currently under construction will further increase access to safe water. Irish Aid projects will build two new wells and restore five for the use of **1,594 people (701 men and 893 women)**. Concern also **built two latrine** blocks within fire zones and installed solar-powered lights at water points, reducing gender-based violence (GBV) risks.

On behalf of everyone at Concern Worldwide Sierra Leone, and the thousands of lives you have helped transform, we extend our deepest gratitude for your unwavering support. Your generosity has not only provided immediate relief but has also empowered communities to build resilience, access healthcare, and secure sustainable livelihoods.

Thank you so much for supporting our programme participants in Sierra Leone at this critical time.

For more information contact:

Aisling Meaney, Major Donor Officer / aisling.meaney@concern.net
Tanera Scott, Donor Relations Manager / tanera.scott@concern.net

CONCERN
worldwide

ENDING
EXTREME POVERTY
WHATEVER
IT TAKES