THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

England & Wales · Charity number 1043409

Details

Other names	C I W E M
Status	Registered
Legal form	Other
Company number	RC000746
Registered	1995-01-19
Register	View on the Charity Commission register

Contact

Address	C I W E M 106-109 Saffron Hill London EC1N 8QS
Phone	02078313110
Email	hello@ciwem.org
Website	www.ciwem.org

Activities

Objects: A)TO ADVANCE THE SCIENCE AND PRACTICE OF WATER AND ENVIRONMENTAL MANAGEMENT FOR THE PUBLIC BENEFIT B)TO PROMOTE EDUCATION TRAINING STUDY AND RESEARCH IN THE SAID SCIENCE AND PRACTICE FOR THE PUBLIC BENEFIT AND TO PUBLISH THE USEFUL RESULTS OF SUCH RESEARCH C)TO ESTABLISH AND MAINTAIN FOR PUBLIC BENEFIT APPROPRIATE STANDARDS OF COMPETENCE AND CONDUCT ON THE PART OF MEMBERS OF THE INSTITUTION

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Classification

- **How:** Provides Advocacy/advice/information
- **What:** Education/training, Environment/conservation/heritage
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Hong Kong
- Ireland
- New Zealand
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£4,207,031	£5,181,270	£367,803	32
2023-12-31	£4,506,213	£4,224,462	£1,342,042	32
2022-12-31	£3,297,465	£3,808,121	£1,060,291	30
2021-12-31	£2,578,446	£2,391,003	£1,570,947	28
2020-12-31	£2,352,211	£2,342,404	£1,239,710	25

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Trustees

Name	Role	Appointed
Ann Shepperd	Chair	2023-04-21
Benedick Pratt		2025-06-01
Dave Tickner		2026-05-21
Hannah Burgess		2021-07-22
John Curtin		2020-10-06
Karyn Ruth Georges		2022-11-14
Kate Coghlan		2025-06-01
Kathryn Giblin		2025-03-24
Nicholas Howden		2020-10-06
Nicola Louise Cunningham		2022-12-09
Peter Brooks		2020-10-06
Sun Yan Evans		2023-04-21
Timothy John Bianek		2025-03-24
Wendy Anne Story		2022-11-04

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THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

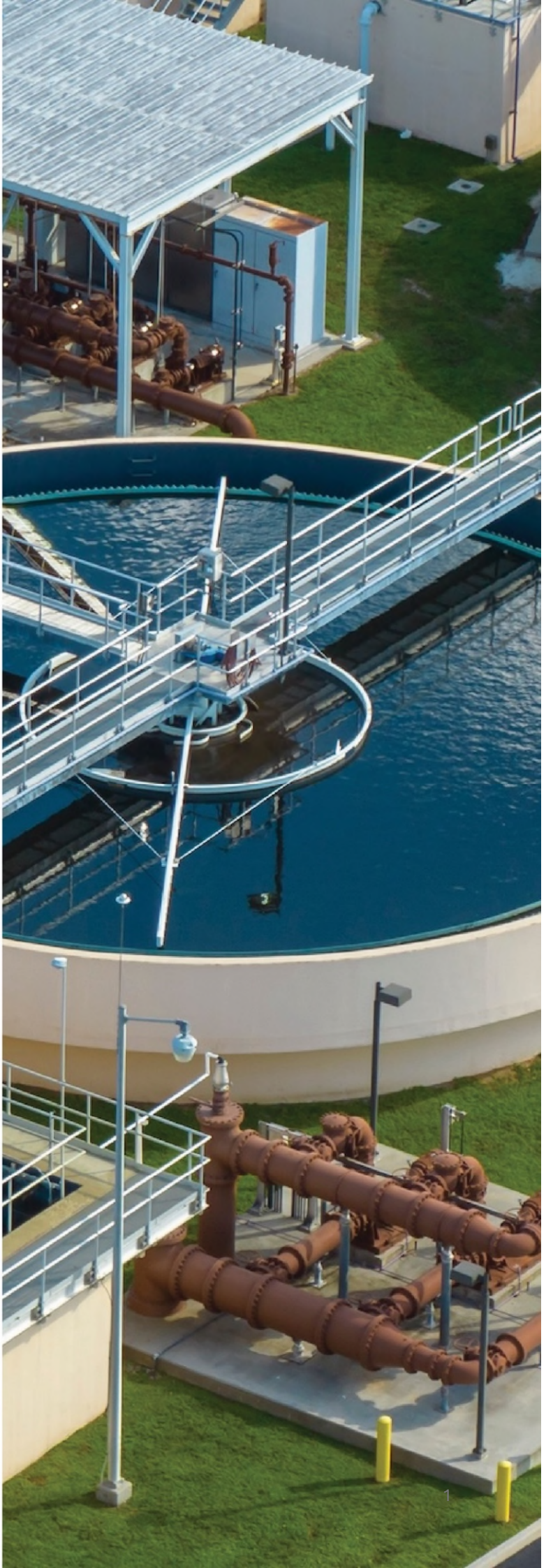
England & Wales - Charity number 1043409

Accounts

CIWEM Chartered Institution of Water and Environmental Management

2024 Annual Report

FOR THE YEAR ENDED 31 DECEMBER 2024



Charity No: 1043409 (England and Wales)
Charity No: SCO38212 (Scotland)

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Charity Information

Registered Charity Number:
1043409 (England and Wales)
SCO38212 (Scotland)

Registered Office:
106-106 Saffron Hil
London
EC1N 8QS

Contact Details:
Telephone: 0207 831 3110
E-mail: hello@ciwem.org
Website: www.ciwem.org

Auditors:
Moore Kingston Smith LLP
9 Appold Street
London EC2A 2AP

Bankers:
Barclays Bank PLC
Level 27, 1 Churchill Place
Canary Wharf
London E14 5HP
National Westminster Bank plc
PO Box No 159, 332 High Holborn
London, WC1V 7PS

Solicitors:
Bircham Dyson Bell LLP
50 Broadway, Westminster
London SW1H 0BL

Trustee Board:
Tim Bianek
Peter Brooks (Vice Chair)
Hannah Burgess
Kate Coghlan
Nicola Cunningham
John Curtin
Sun Yan Evans
Karyn Georges (Vice Chair and Honorary Treasurer)
Kathryn Giblin
Nicholas Howden
Shaun Nicholson
Ben Pratt
Annie Shepperd OBE (Chair)
Wendy Story
Steve Thompsett
Tracey Woods
Rachel Yoxen

Company Secretary:
Vacant

Trustees who served during the financial year 2024:
Caroline Gould
Bushra Hussein

Directors of CIWEM Services Limited in post at the time of signing this report:
Caroline Gould
Annie Shepperd OBE

Directors of CIWEM Services Limited who served during the financial year 2024:
Joanna Cochrane
Anna Daroy
Mike Summersgill

Charity Information

Directors of 106-109 Saffron Hill Management Limited in post at the time of signing this report:
Ben Pratt
Annie Shepperd OBE

Directors of 106-109 Saffron Hill Management Limited who served during the financial year 2024:
Ben Pratt
Annie Shepperd OBE

Directors of CIWEM Professional Services Limited in post at the time of signing this report:
Annie Shepperd OBE

Directors of CIWEM Professional Services Limited who served during the financial year 2024:
Anna Daroy

Presidential Team:

President 2024/25:	Hannah Burgess
President 2023/24	Bushra Hussein
Early Careers President 2024/25:	Emily Clarke
Early Careers President 2023/24:	Peter Rook
Chair of Honorary Past Presidents Group:	Ken Shapland

CIWEM Senior Management Team in post at the time of signing this report:

Sue Boswell	Finance and Commercial Executive Director
Alastair Chisholm	Director of Policy
Sophie Dunajko	Director of Membership and Professional Standards
Darren Eckford	Director of Learning and Organisational Development
Rob McLoughlin	People and Culture Director
Paul Shaffer	Director of Projects
Emma Simon	Director of Marketing and Communications

CIWEM Senior Management Team members who served during the financial year 2024:
Rachael Bliss, Joe Hayman, Andrew Herbert, Ellie Walsh, Richard Wilson.

Anna Daroy served as Chief Executive from 8th April 2024 until 26th August 2025 when her contract ceased, as instructed by Trustees.

Forward by the Chair of the Trustee Board

This is my second year as the Chair of CIWEM, and I want to start by thanking all our Trustees for their continued work and support. Our trustees are volunteers, giving their time and talents generously, with dedication and good humour. I'm indebted to them for their support and wisdom. In the New Year's Honours List, one of our long-serving trustees and a past president, Steve Thompsett, was awarded an MBE for his services to CIWEM and other charitable work.

CIWEM has a key role in shaping the way the UK manages water, flooding, river pollution, disposal of sewage and the protection of our coastline. Fresh challenges have been highlighted this year as the skills shortage in the UK water sector comes into focus. Whilst the sector employs over 127,000 people - more than 20% of the water industry's skilled workforce are expected to retire within the next decade. It is not possible to ignore the growing public awareness and concern about the polluted state of our rivers and coastlines. Members have spoken directly to me about not wanting to tell people that they work in the water industry, and yet this is the industry that every day is bringing safe drinking water into the homes, schools, hospitals, offices, and factories of this nation.

The need for a professional membership organisation which promotes the benefits of working in this essential sector is urgent. Our Presidential Team and Executive are developing our membership offer to support individuals in developing their skills and experience and give vital support to employers in building a skilled and enthusiastic workforce. If you work in the water industry, and are not a member of CIWEM, I urge you to consider joining us as we focus on the future of your career, professional development and public pride in our industry.

CIWEM's charitable purpose is to provide public benefit. We do this by training and developing the workforce, by supporting other charitable organisations who work directly with the public to become more flood resilient, and we have supported the public in the past year by the publication of A Fresh Water Future. This collaborative piece of work demonstrates that the professionals in this industry do know how our current challenges can be met. Our members and the work they do are as important to our nation as the National Health Service, because providing safe, clean water is essential to the health and wellbeing of this nation and our future generations.



Annie Shepperd OBE

Annie Shepperd OBE

President's Report

In 2024, our Trustees spent time reflecting on how we can build stronger connections with our amazing members. At the heart of that mission is the CIWEM Presidential Team.

Bushra Hussain led the way as CIWEM President from October 2023 to October 2024, with Emily Clarke by her side as Junior President.

In October 2024, I stepped into the role of President, and it's a post I have held with pride because it's such a privilege to be given this opportunity. I was joined by Peter Rook as Early Careers President, and prior to us taking up our posts we had a great six months working together - planning, collaborating, and working with our brilliant volunteers from branches and national and regional groups across the UK and beyond.

Our members are the lifeblood of CIWEM, and we've been passionate about encouraging everyone to share their skills and expertise to further the cause of water and environmental management. That's where our Presidential Ripple Effect comes in—an invitation to spark change and inspire others to do the same.

On the theme of adaptation and resilience to our changing climate, the message we took to our membership is that as individuals we cannot solve the climate and ecological crisis. Our strength is in our collective knowledge and action as professionals in the water and environmental sector. We encouraged our members to take action, share our knowledge and inspire others to act by starting a ripple, and asking "How far will yours spread?"

We've loved getting out and meeting members face-to-face. Late 2024 was packed—we got stuck into the Urban Drainage Group and A Freshwater Future conferences. I was thrilled to attend the opening of the Leeds Flood Alleviation Scheme and the Joint CIWEM and ICE Tyne and Humber Conference, while Peter represented us at the Welsh Flooding Conference. We also both contributed to the Planet Possible Podcast and Presidential blogs, so if you haven't tuned in yet, give it a listen or catch up on our blogs on the CIWEM website!

In 2025, I was hosted by the Hong Kong branch, and I want in this Annual Report to say "thank you" for their generosity, all their kindness, and for sharing their professional work with me. We are so proud to have them as part of our international membership. Our UK work has taken us to Wales, Scotland, Ireland, Northern Ireland and our branches in England.

President's Report (continued)

Peter and I have been spreading the word about the benefits of CIWEM membership by connecting with members in person. Our Ripple Effect theme has really resonated, and we've benefitted from teaming up with other membership organisations hosting joint events.

It should also be noted that we have now changed the title of Junior President to Early Careers President. It's a small change with big a meaning, recognising the vital role being played in inspiring and engaging the next generation of professionals in our field.

As I prepare to hand over the presidential chain to John Curtin, I want to say a huge thank to all those members who have worked with me during the year, who have inspired me with the talent and enthusiasm they bring to their work in the water industry, and I'm grateful that being a member of CIWEM gives our membership pride in working in this essential industry, which is at the heart of the health and welfare of mankind.

Hannah Burgess, President of CIWEM 2024-25



President of CIWEM Hannah Burgess and Early Careers President Peter Rook addressing CIWEM members in Coventry 2024.

Presidential Team: 2025-2026

I started my career in water and environment management in the early 1990s as a hydrologist and central to my development - both technically and personally - has been CIWEM.

It's a deep personal honour to be taking on the Presidency next year. And it's quite a year to do it. Trying to rebuild the narrative about how important it is to work with nature to foster the nation's prosperity, rather than viewing it as a threat will be central to my efforts this year.

I'm also constantly astounded by the amazing work our members do - across so many sectors - and look forward to learning more from them and magnifying their inspirational stories.



John Curtin: President Elect

Presidential Team: 2025-2026 (continued)

TAs a committed member of CIWEM, and having been based in New Zealand for the last nineteen years, I have focused on supporting sustainable water and environmental management both locally and globally. I have worked to promote practical solutions to key challenges, encourage teamwork across different fields, and help others develop their skills in the sector. I have also been involved in projects that highlight the need for resilient water systems and climate adaptation strategies.

Sharing knowledge through talks and publications has been an important part of my work, as has mentoring young professionals, which I find particularly rewarding. These efforts reflect my passion for helping others and making a positive impact.

I remain committed to CIWEM's goals and will continue to tackle environmental challenges with practical expertise and collaboration. Together, we can work towards a more sustainable and resilient future.



Pete Brooks: Vice President celebrating Flood & Coast's move to Liverpool in 2026

Report of the Trustee Board

The Trustee Board presents this annual report with the audited financial statements for the year ended 31 December 2024. These consolidate the activities of the Institution and its wholly owned subsidiaries CIWEM Services Limited and 106-109 Saffron Hill Management Limited (together referred to as "the group").

In presenting their report the members of the Trustee Board confirm that they have governed this Institution according to the Charity Commission's guidance on public benefit.

Organisation and Governance Arrangements

CIWEM is constituted and governed by its Royal Charter and Bye-Laws. CIWEM is also a registered charity in England and Wales and Scotland. The Trustee Board sets out the strategic direction of CIWEM and its business priorities. It approves the terms of reference, and monitors the work, of committees, boards, Task groups and panels. The Trustee Board meets a minimum of nine times. The Trustee Board reserves matters to itself that the Charity Commission requires to be reserved to trustees. The Trustee Board has a delegation scheme to delegate specific responsibilities to the executive. The chair of the board meets with the executive at regular intervals, but annually to check with the executive if they are experiencing any difficulties with the delegation scheme. The board continues to review its governance arrangements, with a view to improving the organisation's efficiency and effectiveness. The board has an annual awayday where it specifically looks at what improvements it wishes to make in the governance of the organisation that year. To support the board in this work, in December 2024 the board approved the new staff post of Governance Manager, and an appointment to that post has been made recently.
CIWEM is continuing its work in reviewing governance to improve decision-making efficiency across CIWEM.

Sub Committees of the Board

Changes made during the financial year were that the board established two new committees, the Membership Committee and the HR Committee. The role of the Membership Committee is to provide a sharp focus on our membership offer, and how CIWEM should respond to the needs of our membership. The role of the HR Committee is to support the HR manager in keeping our policies and procedures up to date and ensuring there are induction programmes for new staff and trustees, and a training plan for the organisation. These committees are supported by senior officers.

The Professional Standards Committee (PSC) is a Standing Committee reporting to the Trustee Board. Its key role is to ensure best practice is followed in CIWEM's membership policy as set out in its Royal Charter, and to uphold the terms of our external registration licenses. It is assisted by an Engineering Standards Committee, a Business and Science Subcommittee, an Accreditation Board, and a Qualifications Panel, all of which report to the PSC.

The Remuneration Committee's role is to assess the performance of the members of the executive, for the purposes of awarding performance-related pay, it also has responsibility for setting the Chief Executive's renumeration. The Charity Commission requires that the Trustee Board report the awards of performance-related pay. Five members of the executive received a 5% award (pro-rata for those who served for less than a year).
The Finance Audit and Risk Committee (FARC) meets prior to each Trustee Board meeting. The name of this committee was changed during the financial year to emphasise the importance of risk.

The Nominations and Appointments Committee is responsible for recommending to the Trustee Board the appointment of trustees, the president and appointments to the CIWEM Executive Team. All trustees and members of the executive are appointed on merit from an independently-facilitated selection process. Details of trustees' appointment periods, terms of office and the appointment process can be found in the Institution's Bylaws. Trustees are recruited by advertisement. Staff are recruited by internal and external advertisements, and through the use of a recruitment agency if required. Honorary officers are appointed from the Trustee Board.

Subsidiaries

CIWEM operates with two active subsidiary companies, CIWEM Services Limited (CSL) and 106-109 Saffron Hill Management Limited (SHML).
CSL Activities. CIWEM's commercial activities are carried out through CSL, which is a wholly-owned subsidiary of CIWEM. CIWEM is a not-for-profit organisation, and all surplus generated by CSL is gifted to CIWEM to further our public benefit activities and our members' professional development.

The principal revenue streams are events, publications, training accreditation, advertising and venue hire. In 2024 CIWEM events produced and delivered a wide range of in-person and online events. These included the Flood & Coast conference and exhibition, the Urban Drainage Group annual conference and exhibition, and we supported the Rivers and Coastal Group in delivering an in-person study day.

Activities within CSL will be transferred to other entities. The trading activities that are provided to our members, training, events and learning, will be moved to CIWEM Professional Services Ltd from the 1st January 2025. Remaining activities relating to the property at 106-109 Saffron Hill will be transferred to the parent charity, upon successful completion of legal work relating to updating terms in the Headlease and individual leases for the residential tenants. This work was completed in August 2025 with the transfer of remaining activities to CIWEM from 1st September 2025.

SHML Activities

This is the management company responsible for operating our office building at 106-109 Saffron Hill, and it includes our responsibility as freeholder for four privately-owned flats on the top two floors of the building. During 2024 the company had to deal with a flood in the basement of the property and ensuring the organisation responded the fire risk assessment. During long-term planning in 2024 the Trustee Board agreed that the ownership and management of the building were not enhancing or supporting the core activities of the charity. A decision was taken to sell the property. However, while a buyer was secured a new fire risk assessment advised the Trustee Board that cladding on the residential part of the building was unsuitable. CIWEM has applied for the Government funding for the financial support available to landlords to remove the cladding. The flat owners and leaseholders have been advised, and new fire safety precautions have been put in place to protect staff and the residents. CIWEM is continuing to have positive discussions with the potential buyer of the building.

Trustee Board's main objectives in 2024

The Charities Statement of Recommended Practice (SORP) requires the Trustee Board to agree its main objectives for the year, differentiating from business as usual.

For 2024 the Trustee Board agreed the following key strategic objectives:

- To increase our membership and improve our membership offer
- To agree the future of the CIWEM office, owned by CIWEM
- To recruit new Trustees and build a culture of growing interest in CIWEM as a charity of choice to volunteer for
- To bring our finance function back in house
- To improve the finances of CIWEM
- In a year of a National Election, to influence the industry and political leaders to address the strategic issues facing the water and environmental sector
- To promote our charity's objectives through research and project delivery
- To identify a river or coast location for future Flood & Coast conferences
- To support and promote the work of the Presidential Team as the leadership team of the water profession
- To promote equality and inclusion as values that underpin all of our work with our members and communities

We are required by the SORP to evaluate what has been achieved in respect of these objectives.

Membership offer

In 2024 application rates for membership remained positive, with the total number of new members, excluding students, 7% higher than in 2023. Transfers to higher grades of membership and professional registration increased by 15% across the same period. The involvement of our dedicated volunteers underpins our membership activities and these volunteers are supporting our members by mentoring, engaging in peer reviews and undertaking assessments. The trustees wish to record their thanks to our volunteers for their major contribution to CIWEM and our membership. Improving the membership offer remains a key objective for 2025.

We produce for members and non members a monthly digital newsletter, the purpose of which is to drive interest and engagement with CIWEM. Its content is designed to reflect the activities and interests of CIWEM's branches, and it promotes the quarterly magazine "The Environment" as a member benefit. The magazine's content is designed to engage, advance and educate our members, providing essential knowledge, fostering connections and inspiring actions to address the challenges and opportunities in our sector.

The future of the CIWEM Office

In 2024 the Trustee Board agreed that the CIWEM office should be sold, and a communication plan around that decision was developed in order to explain to our members the importance of this decision. This remains a key objective in 2025.

Recruitment of trustees

We recruited six new trustees who were appointed to the Trustee Board in December 2024. The Trustee Board agreed that we would seek to recruit trustees who brought a variety of business skills to the board. This was a bold move, away from recruiting only from the water sector. We successfully recruited trustees with specialist skills in finance, human resources, risk management, communications and the charity sector. These trustees have made a significant contribution since joining the board, and our aim is to keep a balance within the board of those who bring experience of the water sector with the diversity of business skills. We have also agreed as a trustee board to bring in as non-executive directors people with specialist skills who are interested in CIWEM as a charity but cannot make the commitment to be a full trustee at this point in time. Where appropriate, these individuals could progress to being full trustees, so that when they take up that responsibility they already have experience and knowledge of the organisation. The other change we have made is that the President and Early Careers President are members of the Membership Committee.

Finance function

We successfully brought our finance function back in-house. This project was led by an interim appointee to our executive team. There were major challenges for the staff in this team, including not having in place the appropriate policies and procedures and robust financial controls that are now being put in place. The task of bringing our finance function in-house was forced on the trustees by our external provider withdrawing their services because they wished to focus on their larger clients. However, we did not seek another external provider because trustees agreed that an internal finance team will give us greater control and transparency over our finances, and enable more agile budgeting, forecasting and resource allocation aligned with our organisational goals.

Strengthen finances of CIWEM

We have not during the year strengthened our financial position. Our plans for doing so were based on selling the CIWEM office and thereby reducing our running costs, and using the capital receipt for investment. The sale of the building has been delayed. Further details are given later in the report.

Influencing political leaders

A Fresh Water Future was launched in early 2024 and proved to be a highly effective document which CIWEM took to Government, regulators, parliamentarians and a wide range of other stakeholders throughout the year. A Fresh Water Future presented a bold, forward-thinking national strategy and vision of what was possible. In the autumn of 2024 it was announced by Government that there was to be an Independent Water Commission to examine the regulation and governance of the water sector. This announcement was consistent with a key recommendation in A Fresh Water Future.

Promote our charity's objectives through research and project delivery

CIWEM is obliged as a charity to show how we provide public benefit in the work that we do. In the Appendix there are details of four projects we wish to highlight that have brought public benefit. These are:

- The OFWAT Innovation project Enabling Water Smart Communities.
- BeFloodReady: Community of Practice for Property Flood Resilience.
- A Fresh Water Future.
- The Water Quality Register.

Identify a new location for the Flood & Coast conference

The Trustee Board agreed in 2024 that the Flood & Coast Conference in 2026 and 2027 will be in Liverpool. Our thanks go to Liverpool City Council for the support they have given our staff to make this possible.

Support the work of the Presidential Team

The Trustee Board are clear that the presidential team lead the profession, and this year the Trustees have agreed to provide dedicated administrative support to the presidential team, allocate a budget, and reinstate an annual event for Past Presidents.

Equality and Inclusion

This objective demands attention to equality and inclusion both within the organization and with external partnerships. The Trustees had instructed that a staff group, with a cross-section of staff from all grades and teams, be set up to promote equality and inclusion within the organization. However, this did not happen in 2024, and will be a priority in 2025. Externally, attention ahs been paid to the venues we hire for conferences so that all our conferences are accessible. Our publications make people our priority, and we have a set of enabling principles within our strategy which can be found on our website. The aim is to connect with our communities, demonstrating value in everything we do and being inclusive and accessible for all.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales and Scotland requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charity and the group and of the income and expenditure of the group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business
- Receiving recommendations from the Finance, Audit and Risk Committee regarding setting renumeration for staff.

The Trustee Board is responsible for ensuring that proper accounting records are kept which disclose with reasonable accuracy, at any time, the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 as amended by the Charities Act 2022, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the Royal Charter.

They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustee delegate some of their responsibilities to the Chief Executive Officer and the Senior Leadership Team as detailed in the Scheme of Delegation. These delegations relate to the day-to-day operational duties necessary to perform the functions of the organisation in supporting its members.

Risk Management

A major review of Risk management was completed in 2023 assessing the Institution's risk management system and processes, including training for all teams in developing risk plans. This resulted in developing a new risk register with each team maintaining a register for their activities which is drawn together in an overall risk register for the organisation ('the corporate risk register'). This is presented to each Trustee Board meeting and discussed as a standing item. The Finance, Audit and Resources Committee has taken on additional responsibilities for risk in the organisation and has been renamed the Finance, Audit and Risk Committee, with the corporate risk register discussed by the Committee in advance of each Trustee Board meeting.

Policies and procedures have been put in place to manage and mitigate the identified risks, which is regularly assessed and updated to ensure their adequacy and effectiveness.

The principal risks, uncertainties and steps taken to mitigate the likelihood of their occurrence and impact are as follows:

Risk	Key controls and mitigation
Financial position in an uncertain economy	Detailed financial planning and in particular cashflow forecasting and monitoring forecast against actuals. Making activities more profitable, focussing organisational energy on income generating activities. Sale or rental of the London Headquarters.
Major building works with significant cost	Planned preventative maintenance to service all assets annually or as and when needed.; reserve fund with flat residents being set up; budget forecast for major works.
Staff workload, turnover and wellbeing	Significant recruitment undertaken to fill gaps. Prioritisation and redistribution of organisational resources (deprioritising non-business critical and moving staff to business- critical activities if necessary). Current focus is Flood and Coast conference. Beyond this we will seek to fill gaps in the management team. Staff reminded of the benefits available to them, including pensions. Work being undertaken on target operating model to ascertain staffing needs.
Membership retention	We are building out offer for members, making ourselves the best in class; improving the systems that enable the membership journey; improving customer service; undertaking cost reviews of our subscriptions; ensuring that everything we do funnels people into membership, meaning that the whole organisation is working towards driving membership up.
Digital transformation	We established Board level oversight through the Finance, Audit and Risk committee a special advisory group and employed specialist advisers to support the project management of the programme. We also invested in training of in-house resource

Key objectives for the Trustee Board in 2025

During 2024, the Trustees and the Senior Management Team have been reviewing the five year strategy and have been developing a shorter-term strategy to cover the period from September 2025 until June 2027. This will focus on the core activities of the organisation and ensure that the executive focus on delivering the key objectives in that strategy, alongside business-as-usual activities. The key objectives of the Trustee Board for 2025 are outlined below:

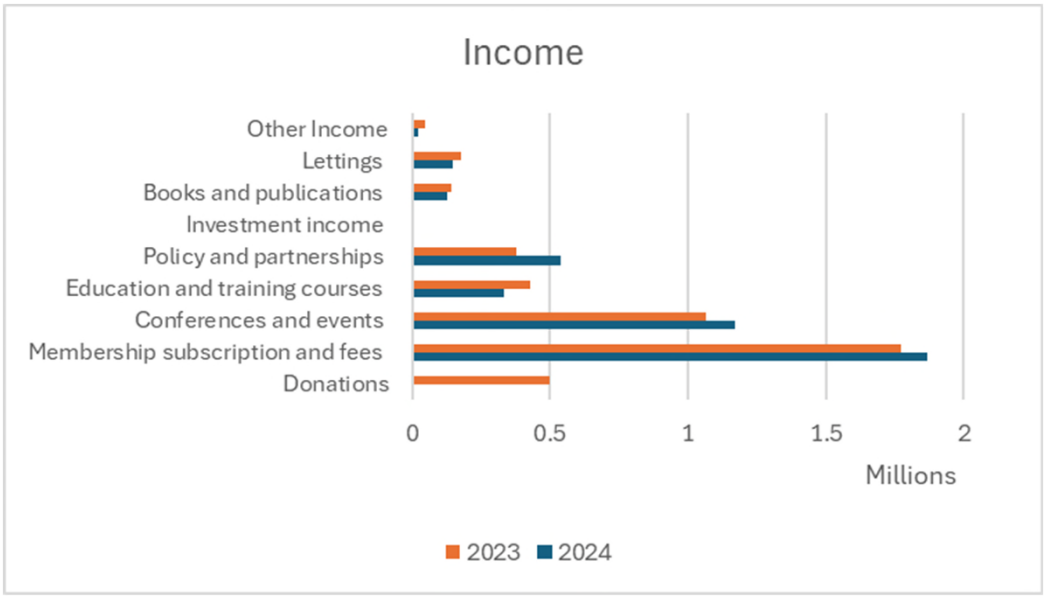
- A clearer, better articulated and marketed member value proposition.
- A CIWEM academy is ready to be the hub of member learning and development.
- Our application for funding to remove the cladding to enable us to sell our building is positively progressed. (1)
- Finances are stabilised, with sound governance processes and improved financial controls.
- A successful transfer of Flood & Coast to Liverpool.
- A review of how we support our volunteers and demonstrate how we value their contribution to CIWEM.
- Our staff work in a culture where they feel supported and valued, and engaged in our purpose and values.
- Further recruitment of trustees.
- Begin reviewing our HR policies and procedures, and update the staff handbook.
- To work collaboratively with the executive team, and increase the profile of trustees with our whole staff team.
- Prepare our website to have a dedicated area for the presidential team.
- Establish a staff quality and inclusion group.

(1) The cladding issue has been reported to the Charity Commission in order that the Charity Commission knows how seriously the trustees are taking it. The residential part of CIWEM's building has cladding fitted which, at the time it was installed, conformed to Building Regulations. Following the changes arising from the Grenfell fire, this cladding must now be removed. Government has set up a fund that landlords of residential buildings can apply to, because Government recognise that the leaseholders in such residential buildings will not have the resources to pay for the necessary changes. The trustees have applied for this funding. The application process required preliminary work to be done. The trustees have set up a group of trustees to oversee the application process. On a day-to-day basis the priority of the Executive Team is to ensure that fire safety in the building for staff and residents is an absolute priority. Trustees will be continuing to take legal advice on this matter.

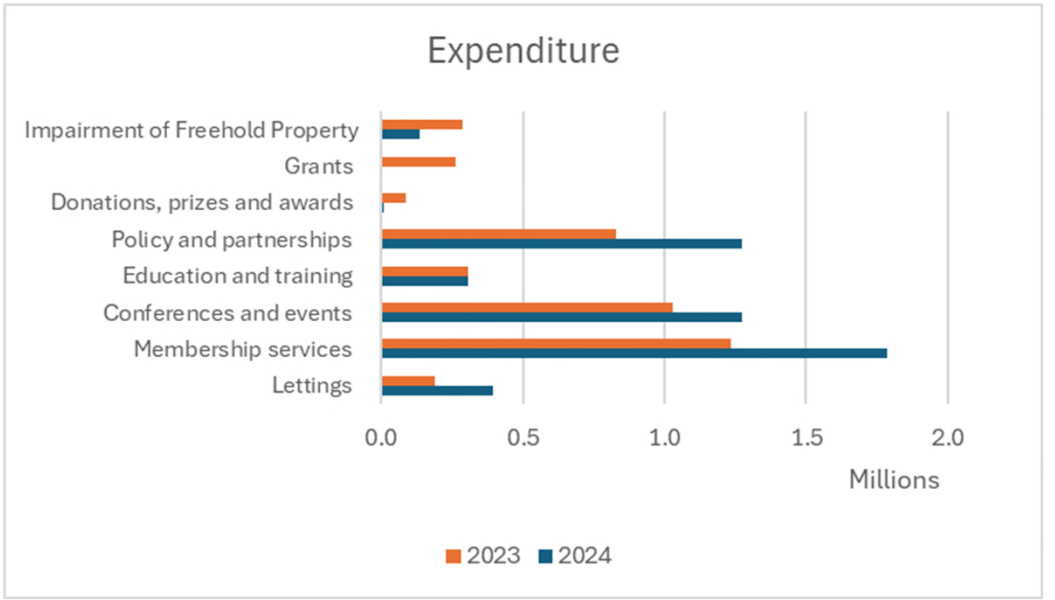
Financial Overview

Income and Expenditure Summary

Group income for the year totalled £4.20m (£4.51m in 2023).



Membership fees, Conference and Events and Policy and partnership have increased in 2024, compared to 2023, with lettings, education and training course reducing in value compared to last year. The grant of £500K in 2023, was project-based income that did not occur in 2024.



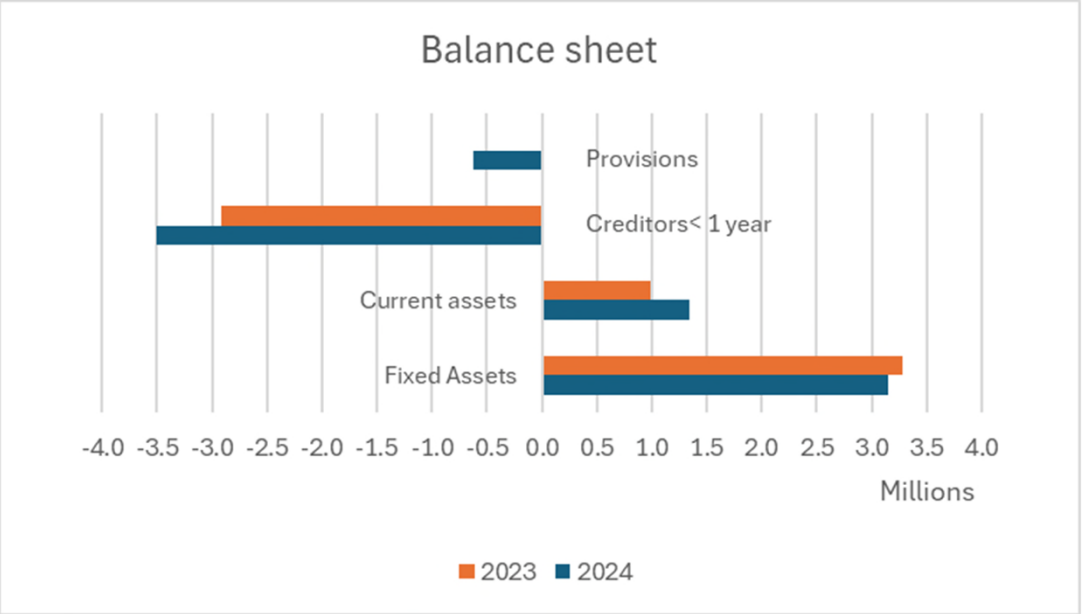
Group expenditure in the year totalled £5.18m (£4.22m in 2023), after incurring an impairment charge on the Charity's freehold property at Saffron Hill of £137K and a £622K provision for Cladding remediation works (see going concern note). Excluding the effect of the impairment and provision Group expenditure was £4.42m (£3.94m in 2023).

Balance Sheet

CIWEM's group balance sheet shows total net assets of £0.37m at the end of 2024 (£1.34m at the end of 2023).

A provision has been made for £622K representing the estimated costs of the cladding remediation works.

At the year end, the total funds held within the group were £0.37m, compared to £1.34m at the end of 2023, with unrestricted funds at the year-end of £(0.08)m compared to £0.95m at the end of 2023.



The Trustees are required to consider if there is any indication that the Saffron Hill property has been impaired at each balance sheet date. The building was formally valued by external and professional valuers on 31 December 2023 with a valuation of £3.0m. The property is currently under offer of sale at £2.8m, this value has been used to determine the current market value in the 2024 accounts. After a depreciation charge of £59K in the year a further adjustment of £137K (2023: £285K) has been made to the carrying value of the property in the 2024 accounts to reflect this valuation (see Note 9).

Reserves Policy

The Trustee Board is satisfied that the banking facilities, originally negotiated in 2019 and renegotiated in 2024, pending the building sale, which are secured on the freehold of the building, and the fabric of the building itself, provide for appropriate cash reserves in the immediate term. However, this investment of reserves in the building has resulted in negative free reserves in the years since the property was originally purchased.

The Reserves Policy was updated during the year, using a risk-based approach to determine a level of reserves required against the predictability of income and working capital requirements.

Free reserves are calculated as unrestricted funds less unrestricted fixed assets and any designated funds. The target value at the year-end is £933K, against an actual balance of £(3,234)K. This negative reserve position is being addressed through the sale of the Saffron Hill Building, which will add £2,800K to the reserves figure.

The negative reserves position has been further increased due to the current position of the work being undertaken in relation to the Cladding work. A provision of £622K has been included in the accounts, we are awaiting the outcome of our application to the Cladding Safety Scheme, for funding to cover this work, which was submitted in June 2025.

The Trustee Board have a three-year budget plan to build free reserves through operating surpluses. These will be further updated to ensure funds are available to complete the building works and building free reserves are a priority in the longer term.

Going Concern

The Trustee Board, having undertaken a comprehensive review of the Institution's current financial position, has carefully considered the financial projections for the remainder of the 2025 financial year, as well as the approved budgets for the subsequent years 2026 and 2027. Based on this thorough analysis, the Board is confident that the Institution possesses sufficient financial resources at the time of signing the financial statements to continue its operations without material uncertainty.

In addition to reviewing long-term financial forecasts, the Trustee Board has also evaluated the Institution's short-term liquidity and the level of cash reserves currently held. This assessment has reinforced the Board's view that the Institution is well-positioned to meet its ongoing operational and financial obligations. Accounting for both the current financial health and the forward-looking financial planning, the Trustee Board has assessed that the Institution will continue to operate as a going concern for the foreseeable future. Accordingly, the Board has concluded that it is appropriate to prepare the financial statements on a going concern basis.

The report of the trustees, including the message from the Chair and the Reference and Administrative details set out on the pages above, was approved by the Trustees on 03 October 2025 and is signed on their behalf as below.

Report of the Trustees signed by:



Annie Shepperd
(Chair)



Karyn Georges
(Honorary Treasurer)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

We have audited the financial statements of The Chartered Institution of Water and Environmental Management (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31 December 2023 which comprise Group Statement of Financial Activities, the Group and Parent Charity Balance Sheets and the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2023 and of the group's and parent charity's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charity has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements;

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, and Section 151 of the Charities Act 2011 and report to you in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, and in respect of the consolidated financial statements, in accordance with section 154 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and the charity's trustees, as a body for our audit work, for this report, or for the opinion we have formed.

Andrew Stickland (Senior Statutory Auditor)
For and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Moore Kingston Smith LLP

3 October 2025

Moore Kingston Smith LLP,
Statutory Auditor
9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
INCOME					
DONATIONS AND LEGACIES	3	-	-	-	500,000
INCOME FROM CHARITABLE ACTIVITIES:					
Membership subscription and fees		1,866,700	-	1,866,700	1,772,923
Conferences and events		1,028,923	140,183	1,169,106	1,065,663
Education and training courses		330,246	-	330,246	425,849
Policy and partnerships		133,560	403,313	536,873	375,467
OTHER TRADING ACTIVITIES					
Investment income	4	6,532	-	6,532	3,278
Books and publications		126,662	-	126,662	140,879
Lettings		147,417	-	147,417	175,062
OTHER INCOME		23,495	-	23,495	47,092
TOTAL INCOME		**3,663,535**	**543,496**	**4,207,031**	**4,506,213**
EXPENDITURE					
EXPENDITURE ON RAISING FUNDS:					
Lettings		393,617	-	393,617	187,506
EXPENDITURE ON CHARITABLE ACTIVITIES:					
Membership services		1,787,952	-	1,787,952	1,235,456
Conferences and events		1,152,260	120,702	1,272,962	1,029,937
Education and training		305,996	-	305,996	308,220
Policy and partnerships		908,945	366,453	1,275,398	830,259
Donations, prizes and awards		8,345	-	8,345	86,797
Grants		-	-	-	260,844
IMPAIRMENT OF FREEHOLD PROPERTY	9	137,000	-	137,000	285,443
TOTAL EXPENDITURE	**5**	**4,694,115**	**487,155**	**5,181,270**	**4,224,462**
NET (EXPENDITURE) / INCOME & MOVEMENT IN FUNDS		**(1,030,580)**	**56,341**	**(974,239)**	**281,751**
TRANSFERS		**-**	**-**	**-**	**-**
TOTAL FUNDS BROUGHT FORWARD	**16**	**951,737**	**390,305**	**1,342,042**	**1,060,291**
TOTAL FUNDS CARRIED FORWARD	**16**	**(78,843)**	**446,646**	**367,803**	**1,342,042**

Note 19 – shows the Charity Statement of Financial Activities

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT
CONSOLIDATED AND CHARITY BALANCE SHEETS
AS AT 31ST DECEMBER 2024

	Note	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Fixed Assets					
Tangible assets	9	2,830,800	3,027,153	2,830,800	3,027,153
Intangible assets	10	324,431	250,363	324,431	250,363
Investments	11	-	-	100	100
Total Fixed Assets		**3,155,231**	**3,277,516**	**3,155,331**	**3,277,616**
Current Assets					
Debtors	12	763,172	456,457	568,780	258,817
Cash at bank and in hand		576,089	528,975	449,811	360,088
Total Current Assets		**1,339,261**	**985,432**	**1,018,591**	**618,905**
Creditors: Amounts falling due within one year	13	3,504,689	2,920,906	3,394,530	2,822,473
Net Current (Liabilities)		**(2,165,428)**	**(1,935,474)**	**(2,375,939)**	**(2,203,568)**
Provisions:	14	622,000	-	622,000	-
Net Assets		**367,803**	**1,342,042**	**157,392**	**1,074,048**
Funds	16				
Restricted funds		446,646	390,305	329,727	390,305
Unrestricted funds:					
General		(78,843)	951,737	(172,335)	683,743
Total Funds		**367,803**	**1,342,042**	**157,392**	**1,074,048**

The total incoming resources for The Charity during the year ended 31 December 2024 was £2,369,490 (2023: £2,928,193) and Net Expenditure during the year ended 31 December 2024 was £(1,184,654) (2023: Net Income £75,806).

These Accounts were approved and authorised for issue by the Trustee Board on 3 October 2025 and signed on its behalf by:

Annie Shepperd

Annie Shepperd
(Chair)

Karyn Georges
(Honorary Treasurer)

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT CONSOLIDATED AND CHARITY STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31st DECEMBER 2024

	Group 2024 £	Group 2023 £
Cash flows from operating activities:		
Net income / (expenditure) for the year	(974,239)	281,751
Adjustments for:		
Depreciation and amortisation charges	105,846	106,451
Impairment charge / (reversal)	137,000	285,443
Interest	(6,532)	(3,278)
Loss on disposal of fixed assets		-
(Increase) / decrease in debtors	(306,715)	(7,603)
Increase / (decrease) in creditors	245,329	37,776
Increase / (decrease) in provisions	622,000	
Net cash provided by operating activities	**(177,311)**	**700,540**
Cash flows from investing activities:		
Interest	6,532	3,278
Purchase of tangible fixed assets	(17,424)	(10,689)
Purchase of intangible fixed assets	(103,138)	(141,338)
Net cash (used in) investing activities	**(114,030)**	**(148,749)**
Cash flows from financing activities:		
Repayments of borrowing	(34,819)	(56,012)
Net cash (used in) financing activities	**(34,819)**	**(56,012)**
Change in cash and cash equivalents in the year	**(326,160)**	**495,779**
Cash and cash equivalents at the beginning of the year	501,031	5,252
Cash and cash equivalents at the end of the year	**174,871**	**501,031**
Represented by		
Cash at bank and in hand	576,089	528,975
Bank overdraft	(401,218)	(27,944)
	174,871	**501,031**

Analysis of changes in net debt

	Brought forward 1/1/2024 £	Cash flows £	Carried forward 31/12/2024 £
Cash at bank and in hand	528,975	47,114	576,089
Bank overdraft	(27,944)	(373,274)	(401,218)
Loans falling due within one year	(1,663,265)	34,819	(1,628,446)
Loans falling due after more than one year			
Total (net debt)	**(1,162,234)**	**(291,341)**	**(1,453,575)**

Note 1: Accounting Policies

Basis of accounting

These financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charity and its subsidiary are a public benefit group for the purposes of FRS 102 and therefore have also prepared the financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The presentational currency used is British pound sterling, and balances are rounded to the nearest £1.

CIWEM responsibilities under the Building Safety Act

The 2022 Building Safety Act puts responsibilities on building owners to remedy historical safety defects on their buildings. This responsibility largely relates to cladding and fire safety issues. When the Saffron Hill building was developed cladding was used to insulate the four residential units. The recent fire safety inspection commissioned by CIWEM requires the cladding to be removed and in accordance with the Act this must be replaced by 2029. Provision for the cost of this has been made in these financial statements.

CIWEM is entitled to apply for a government grant to cover the costs of the cladding work and has submitted an application.

Note 1: Accounting Policies

Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the Charity and Group to continue as a going concern. This has included the impact of possible interest rate rises on the bank loan, interest on which is payable at Base Rate plus 1.95% and the timing of the cladding remediation works which have to be completed by 2029 . The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

The Trustees have considered their responsibilities under the Building Safety Act 2022. The Trustees note that provision has been made in these financial statements, resulting in negative unrestricted funds at the balance sheet date.

Detailed forecasts and projections have been prepared, and these indicate that the Institution continues to be able to operate within the arranged overdraft facility with its bankers. However, as with all overdraft facilities, it is subject to annual review and can be cancelled at any time. The next annual review is in March 2026, although the Trustees have no reason to believe it will not be renewed.

Accordingly, the trustees have concluded that there is a reasonable expectation that the Charity and Group have adequate resources to settle its debts as they fall due, and therefore continue to adopt the going concern basis in preparing its financial statements.

Consolidated financial statements

The group financial statements consolidate the financial statements of the charity and its wholly-owned subsidiary undertakings, CIWEM Services Limited and 106-109 Saffron Hill Management Limited.

Branches and groups

The financial transactions of all UK branches and groups and the two non-sterling branches of Hong Kong and the Republic of Ireland have been included within the main CIWEM accounts.

Income

Subscription income represents total subscriptions received from members for the year. Subscription receipts relating to the following year are treated as deferred income. No accrual is made for subscriptions in arrears.

Conference and event income is recognised within the year held. Any conference and event receipts relating to the following year are treated as deferred income. Attendance and sponsorship is the main source of income, which is either invoiced in advance or payable as an entrance fee.

Income from government or other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable the income will be received, and the amount can be reliably measured.

All other income is included in the Statement of Financial Activities when the Charity is entitled to the income, the amount is probable, and the amount can be measured reliably.

Expenditure

Expenditure is charged to the Statement of Financial Activities on an accruals basis, net of recoverable VAT. All costs have been charged where possible directly to the relevant activity. Where costs cannot be directly attributed to particular activities, property costs have been allocated between expense headings based on floor area, and other costs have been allocated based on time spent.

Tangible fixed assets and depreciation

Tangible fixed assets are included in the balance sheet at original cost less accumulated depreciation. Cost includes capitalised interest and other finance costs where appropriate. Depreciation is provided on a straight line basis calculated to write down the cost of all tangible assets to their estimated residual values over the number of years of expected use. Leased assets are written off over the period of the lease

Assets are depreciated at the following rates:

Flood & Coast event	4 years
Freehold Land	Not depreciated
Freehold buildings	60 years
Fitting out costs	20 years
Furniture and fittings	5 years
Office equipment	5 years
Computer equipment	3 years

All single purchases of less than £1,000 (excl. VAT) are written off in the year of purchase unless forming part of a more comprehensive scheme or capital project.

Intangible fixed assets and amortisation

Intangible fixed assets are included in the balance sheet at original cost less accumulated amortisation. Amortisation is provided on a straight line basis calculated to write down the cost of all intangible assets to their estimated residual values over the number of years of expected use. Assets are depreciated at the following rates:

Computer systems	3 years
Flood and coast event	4 years

Impairment of fixed assets

Assets that are subject to depreciation or amortisation are assessed at each reporting date to determine whether there is any indication that the assets are impaired. Where there is an indication that an asset may be impaired, the carrying value of the asset is tested for impairment. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. Assets that have previously been impaired are reviewed at each reporting date to assess whether there is any indication that the impairment losses recognised in prior periods may no longer exist or may have deceased.

Taxation

Under the provisions of Section 466-497 of the 2010 Corporation Taxes Act and section 256 (1) of the Taxation of Capital Gains Act 1992 , the Institution qualifies for exemption from liability to taxation on charitable income and gains.

Pensions

Contributions are made to individual personal pension plans which are defined contribution schemes.

The pension costs charged to the Statement of Financial Activities in the year are those actually paid or due to be paid into the pension plans.

Translation of overseas currencies to sterling

The financial statements are presented in pounds sterling as this is the functional currency of the organisation. The accounts of non-sterling branches are translated into sterling. Income and expenditure items are translated at appropriate average rates and monetary assets and liabilities at the rates at the balance sheet date. The currency gains and losses are taken to the unrestricted funds.

Operating leases

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

Unrestricted and restricted funds

Unrestricted funds are expendable at the discretion of the Trustee Board and in furtherance of the Institution's charitable objectives.

The restricted funds held by the Group relate to the income and expenditure of FWR grant, Pollution from Highways Outfalls, Fresh Water Future and CIWEM branches.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all its financial instruments. Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

With the exceptions of balances to/from HMRC, prepayments and deferred income, all other debtor and creditor balances are basic financial instruments under FRS 102. See notes 12 and 13 for the debtor and creditor notes.

The year end carrying value of financial assets and financial liabilities, measured at amortised cost, was as follows:

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Financial assets	495,673	323,947	353,206	186,708
Financial liabilities	473,088	292,012	385,704	201,931

The year end carrying value of financial assets that are equity instruments, measured at cost less impairment and relating to the Charity only were £100 (2023: £100). This balance relates to the investment in the subsidiary company, CIWEM Services Limited.

Accounting judgements and estimates

The key judgements and estimates used in the preparation of these Financial Statements are as follows:

- The depreciation rate of tangible fixed assets and amortisation rate of intangible fixed assets (detailed above).
- The impairment of the freehold property detailed in Note 9.
- A provision for the work required for remediation of cladding on the Saffron Hill property.
- The provision for bad debts included at the year end.
- Support costs are apportioned to direct activities based on the direct staff costs allocated to those activities (see Note 5).

There are no other key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Note 2: Subsidiary Undertakings

CIWEM has a wholly-owned trading subsidiary undertaking, CIWEM Services Limited, a company incorporated and registered in England and Wales (registered no 03166701). The principal activities of this company are conferences, events and publications. All its profits are paid to the charity by gift aid. The charity owns the entire issued share capital of 100 ordinary shares of £1 each.

CIWEM controls a second trading subsidiary undertaking, 106-109 Saffron Hill Management Limited (SHML), a company limited by guarantee and incorporated and registered in England and Wales (registered no 08822614). SHML own the leasehold rights of the four privately owned residential flats on the top two floors of 106-109 Saffron Hill. The charity has charged 106-109 Saffron Hill Management Limited for the running and maintenance costs of the flats and these costs have been recharged to the flat owners.

A summary of the results of the subsidiaries is shown below:

CIWEM Services Limited

	2024 £	2023 £
Profit and Loss Account		
Turnover	1,812,476	1,860,625
Cost of sales	1,227,847	1,276,190
Gross profit	**584,629**	**584,435**
Administration expenses	374,214	316,441
Profit on ordinary activities	**210,415**	**267,994**

Changes in equity:

	2024 £	2023 £
Total equity brought forward	268,094	62,149
Total comprehensive income for the year	210,415	267,994
Gift aid distribution to parent charity	(267,994)	(62,049)
Total equity carried forward	**210,415**	**268,094**

	2024 £	2023 £
Balance Sheet		
Intangible fixed assets	-	-
Current assets	362,016	418,096
Creditors: amounts falling due within one year	(151,501)	(150,002)
Total assets less current liabilities	**210,515**	**268,094**
Called up share capital	100	100
Retained profit and loss account	210,415	267,994
Shareholders' funds	**210,515**	**268,094**

106 - 109 Saffron Hill Management

	2024	2023
	£	£
Profit and Loss Account		
Turnover	25,065	21,634
Cost of sales	(25,065)	(21,634)
Gross profit	-	-
Interest	-	-
Retained profit and loss account	-	-

	2024	2023
	£	£
Balance Sheet		
Current assets	13,805	13,567
Cash at bank and in hand	66,877	55,183
Creditors: amounts falling due within one year	(7,229)	-
Amounts owed to group undertakings	(73,454)	(68,750)
Other creditors	-	-
Total assets less current liabilities	-	-

Note 3: Donations and Legacies

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
	£	£	£	£
FWR grant (see Note15)	-	-	-	500,000
Total Donations and legacies	-	-	-	**500,000**

Note 4: Investment Income

	2024	2023
	£	£
Bank interest receivable	6,532	3,278
Total Investment Income	**6,532**	**3,278**

Note 5: Expenditure

Current year

	Key management / Staff costs	Activities undertaken directly	Support costs	Impairment	Total 2024
	£	£	£	£	£
Lettings	67,318	1,329	324,970	-	393,617
Membership services	572,622	158,852	1,056,478	-	1,787,952
Conferences and events	103,994	666,948	502,020	-	1,272,962
Education and training	214,088	91,908	-	-	305,996
Policy and partnerships	357,221	259,111	659,066	-	1,275,398
Prizes, awards, & scholarships	-	8,345	-	-	8,345
Support costs	912,842	1,629,692	(2,542,534)	-	-
Impairment of freehold property	-	-	-	137,000	137,000
	2,228,085	**2,816,185**	**-**	**137,000**	**5,181,270**

Prior year

	Key management / Staff costs	Activities undertaken directly	Support costs	Reversal of impairment	Total 2023
	£	£	£	£	£
Lettings	52,549	1,874	133,083	-	187,506
Membership services	517,205	185,771	532,480	-	1,235,456
Conferences and events	138,572	540,425	350,940	-	1,029,937
Education and training	217,756	90,464	-	-	308,220
Policy and partnerships	274,711	272,724	282,824	-	830,259
Prizes, awards, & scholarships	34,218	52,579	-	-	86,797
Grants	-	260,844	-	-	260,844
Support costs	459,732	839,595	(1,299,327)	-	-
Impairment of freehold property	-	-	-	285,443	285,443
	1,694,743	**2,244,276**	**-**	**285,443**	**4,224,462**

Grants in the prior year includes £250,000 paid to The Rivers Trust. See Note 16 for further detail.

Expenditure include:

	Total 2024 £	Total 2023 £
Operating lease payments (excluding VAT)	3,889	3,983
Interest costs	120,274	111,374
Depreciation	58,849	81,451
(Loss) /gain on foreign exchange	-	(3,311)

Note 6: Direct Support Costs

	Total 2024 £	Total 2023 £
Governance costs		
Auditors' remuneration:		
For Audit: Current year	39,502	29,450
Non-audit fees	7,771	5,004
Trustee Board costs	15,622	3,785
AGM/EGM costs	647	413
Legal and professional fees	27,002	117
	90,544	38,769
Other support costs:		
Management costs (including outsourced accounting)	91,389	87,562
Human Resources	60,412	47,948
Legal, professional & bank / finance costs	228,222	192,668
Premises	970,643	331,215
Office Services	7,875	23,988
ICT	180,607	117,445
	1,629,692	**839,595**

Note 7: Employees and Key Management Personnel

The key management personnel of the Charity comprise the Trustees, the Chief Executive Officer and Senior Management team. The total amounts paid for salaries, fees and expenses in respect of the key management personnel of the Charity, inclusive of employer pensions and employer National Insurance contributions, were £502,689(2023 - £421,592).

The average monthly number of employees during the period was 32 (2023 - 32). Staff costs during the period consisted of:

	Total 2024 £	Total 2023 £
Salaries	1,568,616	1,374,823
Temporary agency staff	296,280	46,464
Social security costs	170,756	151,180
Pension and life assurance costs	104,578	112,477
Recruitment costs	87,855	9,799
	2,228,085	**1,694,743**

The number of employees earning £60,000 in the year or more (exclusive of employer pensions and employer National Insurance contributions) was:

	Total 2024 Number	Total 2023 Number
£60,000- £70,000	1	3
£70,000- £80,000	1	2
£80,000- £90,000	3	1
£110,000-£120,000	1	-

The pension payments for staff earning £60,000 or more in the year amounted to £46,039 (2023 - £53,281). These contributions were paid into defined contribution schemes.

Note 8: Trustees

The members of the Trustee Board received no remuneration in relation to fulfilling their role as Trustees (2023: £Nil). Expenses for travel and subsistence reimbursed to 8 Trustees amounted to £4,892 (2023: £3,434 reimbursed to 7 Trustees).

Note 9: Tangible Fixed Assets - Group and Charity

	Furniture and Fittings	Office Equipment	Freehold Property	Computer Equipment	Total
	£	£	£	£	£
Cost					
At 1st January 2024	10,228	51,133	6,273,773	117,099	6,452,233
Additions	-	-	-	17,424	17,424
At 31st December 2024	**10,228**	**51,133**	**6,273,773**	**134,523**	**6,469,657**
Depreciation					
At 1st January 2024	10,228	51,133	3,273,773	89,946	3,425,080
Charge in year	-	-	58,849	17,928	76,777
Impairment of freehold property (see below)	-	-	137,000	-	137,000
At 31st December 2024	**10,228**	**51,133**	**3,469,622**	**107,874**	**3,638,857**
Net Book Value					
At 31st December 2024	**-**	**-**	**2,804,151**	**26,649**	**2,830,800**
At 31st December 2023	**-**	**-**	**3,000,000**	**27,153**	**3,027,153**

The impairment losses recognised during the financial year amounted to £137,000, reflecting the value attributable to the property at Saffron Hill, which was under offer of sale at £2.8million at the balance sheet date. This has resulted in a reduction in the carrying amounts of the affected asset on the balance sheet. The impairment losses have been charged to the Statement of Financial Activities, thereby reducing the net income for the financial year by the same amount.

Note 10: Intangible Fixed Assets - Group

	Computer Systems	Flood & Coast Event	Total
	£	£	£
Cost			
At 1st January 2024	683,271	100,000	783,271
Additions	103,138	-	103,138
Disposals	(107,128)	-	(107,128)
At 31st December 2024	**679,281**	**100,000**	**779,281**
Amortisation			
At 1st January 2024	432,909	100,000	532,909
Charge in year	29,069	-	29,069
Disposals	(107,128)	-	(107,128)
At 31st December 2024	**354,850**	**100,000**	**454,850**
Net Book Value			
At 31st December 2024	**324,431**	**-**	**324,431**
At 31st December 2023	**250,363**	**-**	**250,363**

Computer systems cost carried forward included costs relating to the CRM development. This was not amortised in the prior year because the CRM was not brought into use until the current year.

Note 11: Fixed Asset Investments

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Investments held in subsidiary CIWEM Services Limited (Note 2)	-	-	100	100
Total investments	**-**	**-**	**100**	**100**

Note 12: Debtors

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade debtors	399,529	172,548	279,391	53,700
Other debtors	96,144	151,399	361	64,258
Prepayments	240,421	123,475	188,496	63,074
Amounts owed from subsidiary undertakings	-	-	73,454	68,750
VAT recoverable	27,078	9,035	27,078	9,035
	763,172	**456,457**	**568,780**	**258,817**

Trade debtors above are net of provisions made against specific bad debts within the subsidiaries totalling £19,538 (2023: £31,830).

Note 13: Creditors: Amounts falling due within one year

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade creditors	186,511	150,923	169,795	102,005
Taxation and social security	72,182	66,255	54,476	47,103
Other creditors	12,475	22,329	2,475	12,329
Accruals	274,102	118,760	217,458	87,597
Deferred income	929,755	871,430	879,321	830,661
Amounts due to subsidiary undertakings	-	-	41,341	51,569
Bank overdraft	401,218	27,944	401,218	27,944
Bank loan (see Note 14)	1,628,446	1,663,265	1,628,446	1,663,265
	3,504,689	**2,920,906**	**3,394,530**	**2,822,473**

The bank overdraft facility and the Bank loan are both secured on the Saffron Hill property.

The interest charged on the overdraft facility is Bank of England Base Rate plus 3% this facility is next due for review in March 2026.. This facility can be cancelled by the bank at any time.

The interest rate charged on the Bank Loan during 2024 was Bank of England Base Rate plus 1.95%. As the Trustees have made the decision to sell the Saffron Hill property and as the facility secured on this property is due for repayment in September 2025, it was reclassified as Creditors: Amounts falling due within one year.

The Trustees have recently renewed the mortgage for an additional year from 29th August 2025 at an interest rate of Base Rate plus 1.8%.

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Deferred income:				
Balance brought forward	871,430	864,274	830,661	814,991
Amount released to income	(871,430)	(864,274)	(830,661)	(814,991)
Amount deferred in the year:				
Membership receipts	649,721	787,668	649,721	787,668
Project income	-	42,993	-	42,993
Invoices relating to events	234,100	-	229,600	-
Business partnerships	36,967	26,990	-	-
Invoices relating to room rentals	8,967	13,779	-	-
Balance carried forward	**929,755**	**871,430**	**879,321**	**830,661**

Note 14: Provisions

A provision has been made in relation to the cladding remediation, the is based on an estimated cost by the Quantity Surveyor, Academy Consulting and is an initial budget estimated. At present this represents the most accurate cost of the associated works available. The Trustees recognise more precise and detailed work is require to establish the full cost of the works required.

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Provision for cladding remediation	622,000	-	622,000	-
	622,000	-	**622,000**	

Note 15: Operating Lease Commitments

At the reporting end date the company had the following future minimum lease payments under non-cancellable operating leases (all for equipment) which fall due as follows:

	2024	2023
	£	£
Less than one year	599	3,596
Two - five years	-	599

Note 16: Movement on Funds

Group current year

	Balance at 31/12/2023	Income	Expenditure	Transfers	Balance at 31/12/2024
	£	£	£	£	£
Restricted funds					
FWR grant	232,500	-	-	(85,000)	147,500
Branch funds	125,542	140,183	(120,702)	-	145,023
Pollution from Highways Outfalls	17,720	-	(7,480)	-	10,240
Fresh Water Future	14,543	-	(14,543)	-	-
Community of Practice for PFR	-	117,410	(49,018)		68,392
Toolkit and Training on partnership working	-	75,000	(87,009)	85,000	72,991
Bioresources action plan	-	27,690	(26,440)	-	1,250
Enabling Water Smart Communities	-	183,214	(181,964)	-	1,250
	390,305	**543,497**	**(487,156)**		**446,646**
Unrestricted funds					
General charitable funds	951,737	3,663,535	(4,694,115)		(78,843)
Total funds	**1,342,042**	**4,207,032**	**(5,181,271)**	**-**	**367,803**

Purposes of restricted funds:

The **Foundation for Water Research (FWR)** provided CIWEM a £500,000 grant to deliver better water management outcomes. A Fund Committee approves the allocation of funds and awarded £250,000 in the year to The Rivers Trust (TRT), who CIWEM are working collaboratively to deliver various projects. TRT are spending that grant on activities to monitor, report, promote and advocate improvements to river health. The balance on the fund is being used by CIWEM to support partnership working and integrated water management in around homes and small businesses.

The restricted **branch funds** relate to the income and expenditure of CIWEM branches.

The **Pollution from Highways Outfalls** fund relates to a grant received from Rees Jeffreys Road Fund towards research and a report, Highway Runoff and Water Quality to be published in Summer 2024.

The **Community of Practice for Property Flood Resilience (PFR)** is a funded project to develop a BeFloodReady platform that supports professionals and the public with an interest in the delivery of PFR and Build Back Better. A website is a go-to resource for sharing case studies, good practice, policy updates supporting improved flood resilience.

The **Toolkit and Training on partnership working** is a funded project that will create an engaging toolkit of learning resources and training on approaches to delivering successful collaboration and partnerships. This includes guidance on communication, engagement and collaborative leadership that can be applied to support improved water management.

The **Bioresources action plan** is a funded project that will develop an Action Plan for PR29 which builds upon the recommendations and next steps in the Water UK report. This will enable the water sector in England to make informed, confident interventions and investment programmes at PR29 around the trajectory of bioresources management.

Enabling Water Smart Communities is a project funded from the OFWAT innovation fund to build the skills and framework necessary to apply Integrated Water Management and work in the most efficient manner. This will result in greater awareness and collaboration on water infrastructure design.

Group prior year

	Balance at 31/12/2022	Income	Expenditure	Balance at 31/12/2023
	£	£	£	£
Restricted funds				
FWR grant	-	500,000	(267,500)	232,500
Branch funds	80,226	87,181	(41,865)	125,542
Pollution from Highways Outfalls	-	25,060	(7,340)	17,720
Fresh Water Future	-	191,750	(177,207)	14,543
	80,226	803,991	(493,912)	390,305
Unrestricted funds				
General charitable funds	980,065	3,702,222	(3,730,550)	951,737
Total funds	**1,060,291**	**4,506,213**	**(4,224,462)**	**1,342,042**

Group restricted income in the prior year consisted of branch conference and event income of £87,181 (included within charitable activities). Restricted expenditure consisted of branch conference and event expenditure of **£30,609** (included within charitable activities), expenditure of **£12,935** relating to the Storm overflows project (included in 'Policy and partnerships' within charitable activities) and donations, prizes and awards expenditure of **£5,301** (included within charitable activities).

Note 17: Analysis of Group Net Assets between Funds

Current year

	Fixed Assets	Net Current Assets /(Liabilities)	Creditors due after more than 1 year	Total
	£	£	£	£
Restricted funds	-	446,646	-	446,646
Unrestricted funds	3,155,231	(3,234,074)	-	(78,843)
Total funds	**3,155,231**	**(2,787,428)**	**-**	**367,803**

Prior year

	Fixed Assets	Net Current Assets /(Liabilities)	Creditors due after more than 1 year	Total
	£	£	£	£
Restricted funds	-	390,305	-	390,305
Unrestricted funds	3,277,516	(2,325,779)	-	951,737
Total funds	**3,277,516**	**(1,935,474)**	**-**	**1,342,042**

Note 18: Related Party Transactions

Most of the trustees are also members of or employed by other organisations which may undertake transactions with CIWEM and CSL in the normal course of business and all such transactions are on an arm's length basis. At all meetings, Trustees are required to declare any conflict of interest.

During the year, the charity provided a loan to a member of staff who is considered a related party due to their role as a member of key management personnel.
(1) Anna Daroy, CEO, a loan of £5,000 was made in May 2024. This was repaid in June, August and September 2024. The balance was fully repaid in the year. This loan was authorised.
(2) Anna Daroy, CEO, loan amounts were made in August 2024 - £1,029, September - £412, November - £1,390 and December - £1,544. Total Loan Amount £4,375. The balance outstanding at the year end date was £4,375. This was repaid in full during 2025 between February and May. These loans were not authorised.

Appendix 1

This appendix outlines major projects that CIWEM has delivered, with our partners, for public benefit.

Enabling Water Smart Communities

Enabling Water Smart Communities is the Ofwat innovation fund project that aims to embed integrated water management into new developments, for which we provide policy and communications support.

Following a research-heavy first year, the project has really grown wings over the subsequent twelve months, building a water practitioner and developer community around increasingly crystalised and aligned positions on where new housing needs to get to, to be fit for the future.

The work has been given extra oxygen by the Government's housing and growth agendas and potential challenges in being able to achieve these in targeted growth areas because of water scarcity issues. This has sat alongside a longer-term picture of a considerable water supply-demand deficit by 2050 without serious action, whilst increasing surface water flood risk.

Our comms team have built up the website as a valuable resource for everything from good practice case studies to academic insight on a wide range of technical and social aspects of this scale of integrated water management. They've run webinar series and facilitated participation in an extensive range of events, helping to spread knowledge and awareness to new audiences.

As with many other areas of our policy and communications work, this project speaks to everything that CIWEM is: solutions-focused, aware of the big picture, evidence-based, and committed to linking the wide range of technical disciplines that need to be engaged with this most fluid area of practice to unlock better outcomes for communities, a resilient economy and the environment.

BeFloodReady: Community of Practice for Property Flood Resilience

In 2024 CIWEM launched the BeFloodReady Community of Practice for Property Flood Resilience (PFR), a platform for sharing good practice and driving improvement in the sector. This initiative consolidates and signposts PFR information, delivers online events and provides a vital collaborative space for peer-to-peer learning for flood risk assessors, surveyors, building contractors, insurers, local authorities and property owners.

This is a collaborative project funded by 14 organisations: Flood Re, the Environment Agency, the devolved governments of Wales and Northern Ireland, insurers, consultants and contractors. By working together, we're embedding good practice, driving change, and ensuring PFR is robustly delivered to a high-standard.

The community of practice also complements our development of comprehensive training on PFR and the specialist professional register that has been recently launched exemplifying our approach to support the competent, confident and consistent delivery of PFR.

A Fresh Water Future

A Fresh Water Future, launched early in 2024, proved a highly effective platform to engage government, regulators, parliamentarians and a wide range of other stakeholders throughout the year.

Much of what was in the report informed early-stage announcements and commitments by Defra ministers on water issues. It opened doors to discussion with senior officials around issues including monitoring, catchment governance, the future of the water framework directive, and some of our core challenge areas such as sustainable drainage (SuDS).

A Fresh Water Future has boosted our engagement levels with government considerably, offering a more direct route to put members' experience in front of decisionmakers.

In autumn 2024 it was formally announced that there was to be an Independent Water Commission to examine the regulation and governance of the water sector. This announcement was in line with A Fresh Water Future's headline recommendation,

In December 2024 we held the inaugural A Fresh Water Future conference, bringing together 200 senior representatives from the water industry.

Our conference for 2025 will be focusing on how to practically implement the recommendations of the Cunliffe review..



Alastair Chisholm, Director of Policy, with Emma Hardy, Parliamentary Under-Secretary (Department for Environment, Food and Rural Affairs).

The Water Quality Register

Launched in 2024, the CIWEM Specialist Register for Water Quality Practitioners and Regulators recognises the skills, knowledge and experience of regulators and industry wastewater managers certifying their attainment of competence as a Water Quality Practitioner (RWQP) or Water Quality Regulator (RWQR). The registration and related training provides a benchmark for competency across the two roles.. Registrants are assessed against the Water Quality Competence Framework and have undertaken the appropriate Water Quality technical training under assessment, aligned with TechCIWEM membership providing a facilitated route into professional membership. This makes professional membership more accessible for a wider group of sector practitioners and regulators alike.

UK Junior Water Prize:

The UK team won the international title in Stockholm, representing the UK and CIWEM on a global stage. Our national UK Junior Water Prize is bringing young people interested in science and the environment into the water sector.

Organisations supporting the sector

In 2024 we were supported by our corporate partners, all dedicated to inspiring professionalism and building connections to enable widespread, impactful water and environmental solutions.

Premium partners:

ARCADIS

WSP

wavin

JBA consulting

MOTT MACDONALD

Advanced partners:

AtkinsRéalis

binnies

Glanua For a cleaner planet

rps

Jacobs

raa CONSULTING ENGINEERS an RSK company

Foundation partners:

MERISTEM DESIGN

Stantec

waterman aspen

WJ UK Expert in Water Management

CityU 香港城市大學 City University of Hong Kong

FATHOM

ANDEL

RIDGEWAY ROCKBAGS 100% RECYCLED

A big thank you to all the organisations, partners and sponsors who supported our activities in 2024, including the Esmee Fairburn Foundation who grant funded *A Fresh Water Future*. Whether through sponsorship, networking or championing professional standards you have helped make a wide range of activities that advance the science and practice of water and environmental management a reality.

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

England & Wales - Charity number 1043409

Accounts

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

Charity No: 1043409 (England and Wales)

Charity No: SCO38212 (Scotland)

ANNUAL REPORT

AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 DECEMBER 2023

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

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THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 DECEMBER 2023

Registered office	106-109 Saffron Hill London EC1N 8QS
Telephone:	0207 831 3110
E-mail:	admin@ciwem.org
Website:	www.ciwem.org
Registered Charity Number:	1043409 (England and Wales) SC038212 (Scotland)
Bankers	Barclays Bank Plc Level 27, 1 Churchill Place Canary Wharf London E14 5HP National Westminster Bank PO Box No 159, 332 High Holborn London WC1V 7PS
Auditors	Moore Kingston Smith LLP 9 Appold Street, London EC2A 2AP
Solicitors	Dechert LLP 160 Queen Victoria Street, Moorgate, London EC4V 4QQ

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

REPORT OF THE TRUSTEE BOARD

Forward by the Chair of the Trustee Board

This is my first year as the Chair of CIWEM and I want to thank all the Trustees for their work and support over these few months, because that support and the energy all Trustees have put into helping me into this role has been exceptional. Every Trustee has been generous with their time, talents and good nature. CIWEM is an amazing organisation with gifted staff and members who work in an industry that is crucial to the health and wellbeing of our nation. It is my view that CIWEM has the capacity to influence and bring about change in the way the UK manages water, flooding, river pollution, disposal of sewage, and protecting our coastline. CIWEM wants to harness the talent and ambition of our Members to influence and, by working with policy makers, regulators, water companies, farmers, voluntary organisations and communities, to bring about change.

Change is desperately needed. In 2023 the UK again experienced strong storms and floods, while drought, wildfires and pollution impacted communities across the world. I attended COP28 in December 2023, where the agreement of the nations signalled the "beginning of the end" of fossil fuel use. Many remain sceptical that world leaders have a genuine commitment to that statement, because transitioning fairly to a green economy is not without challenge, and brings anxiety about stabilising economies and preventing job losses.

Our Earth's ecosystem is under threat as the impact of carbon emissions is devastating our environment and our safety. In the UK, communities up and down the country are protesting at the amount of sewage being pumped into our rivers and sea; flooding has caused heartache to the people whose homes and businesses have been ruined; we have seen erosion of our coastline, pollution of our rivers, and many feel it's no longer safe to swim in our seas.

In this context, earlier this year CIWEM published **A Fresh Water Future,** and launched this at the House of Commons, starting our journey of influence, looking to our future government to adopt the solutions outlined in this bold approach to changing water management in the UK. This blueprint, generously funded by the Esmee Fairbairn Foundation, was developed to demonstrate to our political leaders that they must act on water pollution and resilience to recover the health of our rivers and coast. It is a work of collaboration, bringing together the views of 400 water experts and environmental practitioners and stakeholders. 4,500 members of the public were involved and the public enthusiasm, indeed desperation, that change should happen was evident. **A Fresh Water Future** concludes by explaining the ten recommendations for action. Our country's experts are agreed that the implementation of these recommendations will transform our rivers and seas, and safe drinking water, which underpins the health of our nation, will continue to flow when we turn on our taps. As we head towards a general election CIWEM will continue to share our findings and recommendations widely and will continue to advocate strongly for better water management in the run-up to an election and beyond.

What gives such initiatives their credibility is the knowledge and skills of our members. This transformation will need major investment in green skills and knowledge sharing. Through our membership, learning and development, events, publications and policy activities we look forward to working to drive this essential transition to a green and resilient economy. While our memory of the Covid pandemic is still with us and as a nation we paid tribute to the dedication of our NHS staff, I remembered that every day my home had power and water and I want to take this opportunity to say thank you to all our CIWEM members and those working in the power and water industries for making that happen.

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CIWEM as an organisation emerged from the pandemic in reasonable health, but like all industries the impact of the pandemic now provides CIWEM with new challenges as to how we build our membership as the water industry expands and ensure that our offer to our members is meeting their needs and supporting them to develop their careers. Questions arise as to how we can encourage more people into this sphere of work, and how we can, as the leading experts, support those who work in the water industry, and ensure they understand that CIWEM is there for them, and that we are together important for the future of this amazing planet we live on.

2024 will be a year of examining how we improve our offer and support to our members, and how we can encourage more to join CIWEM to increase our influence for the benefit of all. Local authorities may be given more responsibilities for flood management though new sustainable drainage rules. They have a duty to protect their citizens from raging storms and flooding, and CIWEM wants to bring those skilled staff into our organisation to help us influence local policy makers and all the community organisations who are passionate about their local environment.

We are launching a staff-led Diversity, Equality and Inclusion group to help Trustees create a place for people to work where staff feel they are genuinely valued, and the diversity of our work force is supported and indeed celebrated.

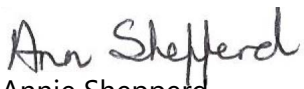
CIWEM Trustees are charged with the responsibility for the good governance of our organisation, which is regulated by the Charity Commission. In 2023, we began an overhaul of our governance arrangements, as we aim to be a beacon of good governance and an employer of choice. 2023 saw the beginning of our review by evaluating our Committee structure and reviewing our scheme of delegation, bringing a more streamlined approach to governance.

CIWEM has recently appointed a new Chief Executive (CEO): Anna Daroy. Anna has worked in both private and public sectors for over 25 years, successfully leading organisations through complex changes across multiple environments. Beginning her career in management consulting with Ernst & Young and IBM, the past 19 years has been spent in Board and C-suite roles for Highways England, Government of Jersey, and more recently global membership not-for-profit and charities as CEO of the Institute of Directors and the British Association for Counselling and Psychotherapy.

An ambitious appointment by CIWEM and the leading candidate from a strong shortlist, Anna brings additional expertise in digital, governance, risk and ESG, and she has a genuine passion for the environment and the challenges we collectively face across the world in managing our limited water supply.

The Executive Team have been charged with much to enable CIWEM to grow and modernise the way we communicate with our membership and work as a team – including finding new headquarters fit for the post-pandemic world. I am grateful for the leadership that Rachael Bliss has given to CIWEM this year and to her enthusiastic work colleagues, the staff of CIWEM.

I wanted to conclude by mentioning the 2023 staff Christmas celebration, which was a day of public service. Staff gave a day of voluntary service to help create a new eco environment in one of London's woods in Holland Park. I am proud of them for their commitment to CIWEM and their wish to give more to our wider society, and I feel privileged to have been given the opportunity to be the Chair of CIWEM.



Annie Shepperd

Chair Trustee *Board*

Report of the Trustee Board

The Trustee Board have pleasure in presenting their annual report together with the audited financial statements for the year ended 31 December 2023. The report and accounts consolidate the activities of the Institution and its wholly owned subsidiaries CIWEM Services Limited and 106-109 Saffron Hill Management Limited (together referred to as "the group").

In presenting their report the members of the Trustee Board confirm that they have governed this Institution with regard to the Charity Commission's guidance on public benefit.

Organisation and Governance Arrangements

CIWEM is constituted and governed by its Royal Charter and Bye-Laws, which were originally granted in 1994 and amended in 2009 and 2021. CIWEM is also a registered charity in England and Wales number 1043409 and in Scotland number SCO38212. The Trustee Board is responsible for setting out the ongoing strategic direction of the Institution and defining its business priorities. It also approves the terms of reference and monitors the work of Committees, Boards, Task Groups and Panels, to which certain operational matters are delegated. The Trustee Board meets at least five times a year to carry out its decision making and strategic responsibilities.

CIWEM also has a network of branches, special-interest groups, common-interest networks and technical panels that are run by volunteers. They work alongside the executive staff helping to deliver the Institution's charitable objectives, principally through the provision of technical meetings and events for members both nationally and internationally. The Trustee Board monitors the work of the branches and groups at Trustee Board meetings.

A governance review of our committee structure was started this year with the aim of improving the efficiency of decision making across the organisation and better utilising the time of our volunteers. This is all being undertaken with a view to increasing our capacity, and to strive towards a greater impact within the industry.

As CIWEM grows and our working patterns change in the post-pandemic era, we have decided to move offices to help us support our growing team to work together more effectively and to enable us to deliver our ambitious plans.

As we are not a property management organisation, we will not be looking to own a building which would take time and energy to maintain and run. Instead, once our current building is sold, we will be looking for a flexible office and meeting space which is fit for the post pandemic era and enables us to focus on our members and our mission.

Statement of Trustees Responsibilities

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales and Scotland requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charity and the group and of the income and expenditure of the group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustee Board are responsible for ensuring that proper accounting records are kept which disclose with reasonable accuracy, at any time, the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 as amended by the Charities Act 2022, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the Royal Charter.

They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the charity and for the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Trustees

In 2023 we welcomed three new Trustees to our board: Annie Shepperd who was also appointed as Chair of the Board, Sun Yan Evans and Caroline Gould.
Two Trustees – Lila Thompson and Matthew Jack, and our independent remuneration chair – David Wilkes - resigned during the year. We thank them for their support.
The Trustees who served on the Trustee Board during the financial year are shown (in the positions they held at the year-end and up to the date of this report) and are as follows:

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REPORT OF THE TRUSTEE BOARD

Trustees
Annie Shepperd (appointed May 2023) (Chair)
Bushra Hussain (President)
Caroline Gould (appointed January 2023) (CIWEM Services Limited Chair)
Hannah Coogan (President Elect)
John Curtin (Vice President)
Karyn Georges (Honorary Treasurer)
Lila Thompson (resigned 07/12/2023)
Matthew Jack (resigned 07/12/2023)
Nicholas Howden (Professional Standards Committee Chair)
Nicola Cunningham
Peter Brooks (Financial Audit & Risk Chair)
Shaun Nicholson (Nominations Committee Chair)
Steve Thompsett
Sun Yan Evans (appointed 21 April 2023)
Wendy Story

Independent
David Wilkes (Remuneration Committee Chair) (resigned 07/12/2023)

The directors of the subsidiaries who served during the financial year and up to the date of this report, are as follows: CIWEM Services Limited –board directors
Caroline Gould (Chair)
Joanna Cochrane
Mike Summersgill
Terry Fuller (resigned 7 September 2023)

Company Secretary
Francesca Brahmbhatt (resigned 4 August 2023)

106–109 Saffron Hill Management Limited
Ben Pratt (appointed 16 May 2023)
Annie Shepperd (appointed 16 May 2023)
Terry Fuller (resigned 7 September 2023)

Company Secretary
Francesca Brahmbhatt (resigned 4 August 2023)

The Trustee Board is the body responsible for overseeing the Institution's management and administration and for setting policy. The Board consists of up to 15 Trustees, including the Chair, Honorary Treasurer, the Presidential Team, Trustees and co-opted Board members who are not Trustees.

All Trustees are non-executive members of the Board appointed on merit from an independently facilitated selection process. Further details of Trustee appointment periods, the Trustee appointment process and terms of office can be found in the Institution's Byelaws.

Trustees are recruited by advertisements in the Institution's magazine, on the website, alongside with external adverts in the national press. Honorary Officers are appointed from amongst the Trustee Board.

All new Trustees go through an induction process with regular opportunities to update skills.

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Management

2023 was another year of change for CIWEM. For the executives this meant a year for professional development and growth. Eight promotions were achieved, within the Memberships, Learning & Development, Training, Business Enablement, Events and Policy & Content departments, in addition to Rachael Bliss being promoted to the role of interim Managing Director. Three consultants have been appointed to help back fill our operations department and we have welcomed 8 new members of staff across the company.

The Executive Senior Management Team at the end of 2023 comprised:

- Rachael Bliss, Interim Managing Director
- Alastair Chisholm, Director of Policy
- Darren Eckford, Director of Learning and Organisational Development
- Paul Shaffer, Director of Innovation and Delivery
- Sophie Dunajko, Director of Membership and Professional Standards

Environmental Performance

We declared a climate and ecological emergency in 2019 and since then we have been instigating incremental changes in our building which form our scope 1 and 2 emissions. These include further upgrade of lighting to LED and continuation of energy supply certified as 100% renewable which helps us to achieve zero scope 1 and 2 emissions. We have also installed upgraded video conference facilities to enable reduced travel for all building users. Our building is rated as BREEAM Excellent. We are also working to improve our carbon footprint with the help of external consultants for both our main activities and our events. We will publish our 2023 carbon emissions baseline targets as part of our commitment to the Pledge to Net Zero later this year. This will help us reduce our carbon emissions in the long-term and allows us to be more transparent. Hopefully, this journey can also inspire other actors of our industry to disclose their footprints voluntarily, even when not required and increase overall awareness.

Our academic journals are now online only, enabling significant reduction of emissions from printing and shipping of printed journals. The Environment has moved from 10 printed issues a year to 4 as of this year and is replaced with more newsletter and online content.

Our other contributions towards tackling the climate and ecological emergency have come from our work to share knowledge, educate, and influence change. This has been achieved through our events, training, publications and awards and our partnerships with businesses and NGOs, all of which are detailed below.'

Organisational growth

Our institution grew notably in the following ways:

Membership – our membership and retention continue an upward trend, with strong growth across all membership grades

Commercial – our commercial activities fuel our charitable outreach as well as maintain CIWEM as a going concern. These activities are undertaken by CIWEM's subsidiary company CIWEM Services Ltd (CSL). During 2023 we continued our investment in our digital transformation, which will drive efficiencies in our processes and increase the value to our members through our digital and content first strategy.

Events – in 2023 we continued to deliver in-person conferences with both Flood & Coast and the Urban Drainage Group Annual Conference being great successes. Our events grew on the previous year's success and were noted by attendees as being best in class, firmly establishing our presence in the post-covid events environment.



Learning and Development - Overall, in 2023, we delivered professional training to 1,612 (2022: 1526) individual delegates. We are excited to innovate further in 2024, and further diversify our training offering.

Risk Management

As set out in our report last year we undertook a major review during 2023 of the Institution's risk management system and processes, including training for all teams in developing risk plans. This resulted in developing a new risk register with each team maintaining a register for their activities which is drawn together in an overall risk register for the organisation ('the corporate risk register'). This is presented to each Trustee Board meeting and discussed as a standing item. The Finance, Audit and Resources Committee has taken on additional responsibilities for risk in the organisation and has been renamed the Finance, Audit and Risk Committee, with the corporate risk register discussed by the Committee in advance of each Trustee Board meeting.

Policies and procedures have been put in place to manage and mitigate the identified risks, which is regularly assessed and updated to ensure their adequacy and effectiveness.

The principal risks, uncertainties and steps taken to mitigate the likelihood of their occurrence and impact are as follows:

Risk	Key controls and mitigation
Financial position in an uncertain economy	Detailed financial planning and in particular cashflow forecasting and monitoring forecast against actuals. Making activities more profitable, focussing organisational energy on income generating activities. Sale of the London Headquarters.
Major building works with significant cost	Planned preventative maintenance to service all assets annually or as and when needed.
Staff workload, turnover and wellbeing	Significant recruitment undertaken to fill gaps and redistribution of organisational resources moving staff to business-critical activities where necessary. Staff reminded of the benefits available to them, including pensions. Work being undertaken on target operating model to ascertain staffing needs.
Membership retention	We are building our offer for members, making ourselves the best in class; improving the systems that enable the membership journey; improving customer service; undertaking cost reviews of our subscriptions; ensuring that everything we do funnels people into membership, meaning that the whole organisation is working towards driving membership up.
Digital transformation	We established Board level oversight through the Finance, Audit and Risk committee and employed specialist advisers to support the project management of the programme. We also invested in training of in-house resource

CIWEM Group activities

CIWEM Charity undertakes core membership services whilst CIWEM operates with 2 active subsidiary companies: CIWEM Services Ltd. (CSL) and Saffron Hill Management Ltd.

CIWEM's commercial activities which include primary purpose trading activities are undertaken through CIWEM Services Ltd. (CSL) which is a wholly owned subsidiary of CIWEM. CIWEM is a not-for-profit organisation and all surplus generated by CSL are gifted to CIWEM to further our public benefit activities including the support of our members' professional development. It should be noted that the activities undertaken through CSL provide significant contributions to our public benefit remit as well as funding our other charitable activities though the gifted surplus.

Our principal revenue streams are:

- Advertising, including job adverts and event sponsorship
- Events
- Publications
- Training, accreditation, and business partnerships
- Venue Hire

106-109 Saffron Hill Management Ltd is the management company responsible for the operations of our property at 106 to 109 Saffron Hill including our responsibilities as freeholder of four privately owned flats on the top two floors of the building.

Department Summaries

CIWEM Membership

Advancing professionalism and empowering people are core to the CIWEM strategy and central to its overarching goals. Throughout 2023, CIWEM has worked to provide those across the sector with the information, tools, support and networks to develop and grow. Driving professional registration, personal development and knowledge.

Membership engagement remained a priority during the year, these included:

- Early careers professionals – our Early Careers Network continues to grow with the Steering Group providing insight into the needs of those in the first five years of their careers;
- Professional registration support – we continue to review and improve the support provided to individuals seeking registration through our guidance, provision of CPD and mentoring opportunities, and gained further understanding through our Career Survey 2023; and
- Career development – our career journey support has developed with growth of our 'Why I Became.' and 'Careers: This is my story' programmes, supporting individuals at all stages.

Across the year, application rates for membership remained positive, will the total number of new members (excluding students) 52% higher than the previous year and a 44% increase in application rate across all grades.

We were pleased to professionally register 180 (2022: 140) individuals as engineers, scientists, environmentalists and water and environment managers, and award 215 (2022: 143) individual registrations to our members, including Chartered Engineer (CEng), Chartered Environmentalist (CEnv) and Chartered Scientist (CSci), the intermediary registrations Incorporated Engineer (IEng) and Registered Environmental Practitioner (REnvP) and technical registration with Engineering Technician (EngTech), and the pinnacle of professional registration in the water and environment sector, our own Chartered Water and Environmental Manager (C.WEM) registration.

The continued involvement of our dedicated volunteers underpins many of our membership activities. Our achievements across membership and beyond are a direct result of these volunteers, supporting and mentoring, engaging in peer review and undertaking assessments. Thank you all.

Member Subscriptions

Income from membership subscriptions continues to form a significant part of the Institution's annual income, funding our activities for the public benefit and dissemination of best practice.

We undertook our annual review of our membership subscriptions, which has led us to increase annual membership subscriptions for the 2024 subscription period in line with forecast inflation for the subscription year.

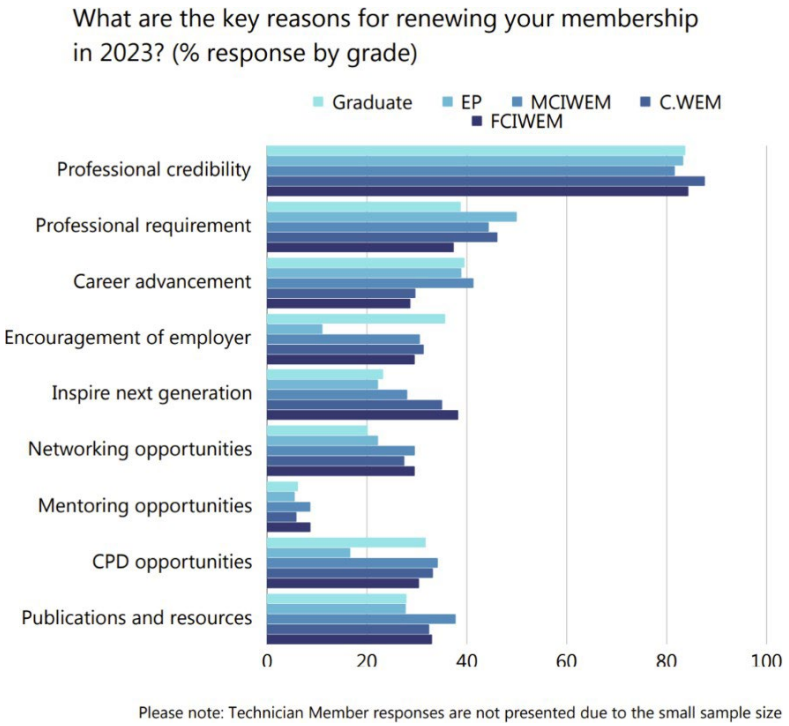
We continue to make our membership accessible with provisions in place for those that might see fees as a barrier to membership. With hardship rates for those experiencing financial hardship which includes taking a career break, for maternity and paternity leave or unemployment and supporting those from Low Income Countries with fee grades at 50% of the High-Income Country fees.

Bi-Annual CIWEM Member Career Survey

When we set our current five-year strategy, we placed the use of data and knowledge as an underpinning foundation to deliver independent and creative engagement. The bi-annual CIWEM career survey is a core element of our ongoing programme of work to understand our members and their work in the water and environment profession, including the changing challenges and barriers they face. This is done with the aim to build our knowledge base to inform our work, tailor our priorities and best support individuals and organisations in the sector.

As our data becomes more accurate and comprehensive, we are making better, evidence informed changes to our products, services and programmes to make them more inclusive and representative, taking care to not overburden individuals.

Building on the quality and quantity of our data is a vital part of achieving our vision: a world in which professionalism and excellence build connections to inspire widespread, impactful water and environmental change. With each of these internal data reports, we build on our own knowledge and take a step towards a safer, more sustainable world.



CIWEM Member Career Survey 2023

Across all individual grades professional credibility stands out as the key driver in individual decision making in joining a professional institution. This directly demonstrates the core value of CIWEM membership and registration as a Chartered Water and Environmental Manger (C.WEM) and the importance of promoting our professional standards. This closely links to the second and third ranking reasons in the 'very important' category of professional requirement and career advancement, again showing the value the sector attributes to membership of CIWEM.

Diversity and Inclusion (D&I)

Some of our highlights of this year include the amazing turn out that we had for Pride in London, organised in collaboration with our WEM Pride network. The event was attended by both staff and members alike representing a wide range of the industry, creating a sense of community and visibility for CIWEM. We also focused on raising awareness surrounding neurodiversity. Several staff and CIWEM members shared their experiences with neurodiversity, which we published on our website, shared in a particularly successful episode of our Planet Possible podcast and in an edition of the Environment magazine. This was not the only edition of the magazine that we used to raise awareness over the course of the year. We ran special editions on 'Sheroes' focusing on the achievements of women within the sector, and we ran a youth takeover special, organised by our early career professionals.

During our annual Flood and Coast conference there were several talks ranging from neurodiversity to queer experiences, which were also open to all attendees and received excellent feedback.

The second half of the year saw a slight change in our approach to D&I with establishment of a staff group to lead on this. This will help us to internalise our values and utilise the staff's passion to drive change. This includes a review of our internal policies and procedures as well as looking externally to our members and the industry as a whole. We organised several internal workshops led by staff to share their knowledge and experience to grow the team's understanding to maximise our impact externally.

Branches

In 2023 CIWEM's branches and groups delivered a varied programme of 88 (2022: 82) events, covering a wide range of topics relevant to the water and environmental management sector. These events provided 165 (2022: 122) hours of accessible CPD.

CIWEM branch and group event formats vary depending on their purpose, these include 39 virtual events, which were mainly technical webinars and panel discussions; 46 in-person activities, which included membership and Chartership workshops, conferences, study days, site visits and networking socials; as well as 3 hybrid events.

Although there were fewer webinars hosted by our branches and groups than in 2022, the overall number of registrations and attendance significantly increased by 62% and 32% respectively. Online branch and group events are more accessible and webinar recordings published on our YouTube channel create a library of learning materials for our members, the sector and public. This also showcases CIWEM, our branches and groups and our members' commitment to sharing good practice and overcoming challenges.

Over the year, our volunteers on the branch and group committees have not only volunteered their own time but have also sourced sponsorship, both financial and contributions in kind. These contributions help keep activities free, or more accessible to our members and those working in the sector. For instance: the sponsorship of the Northern Ireland branch programme by over 20 companies; and the contributions in kind support of our competitions, Glyn Ellis Prize Early Careers, Dr Jenkins and New Members' Papers Competition; as well as venue provision for the series of membership and Chartership workshops held in the South West.

2023 has seen an increase in partnership working between the branches and groups across the Institution and with other external organisations. A notable example is the Northern Ireland branch's collaboration with our Urban Drainage Group to deliver a one-day conference on managing storm overflows and reducing pollution. Other partnership working has been explored with our Business Partners and Accreditation Team to deliver joint events.

Branches also worked with our Presidential Team around COP28. The Central Southern, South Eastern and Northern Ireland branches developed a series of climate emergency adaption and resilience virtual events in the run up to COP28, which was attended by the CIWEM President.

These contributions underline why branches and groups remain the lifeblood of CIWEM. During 2024 and beyond we will continue to explore what we can do to better enable and support them. CIWEM want to celebrate and thank those branch and group committees for the support and passion they provided in 2023 and we are excited for what can be accomplished together in 2024.

Policy and Technical

2023 saw the public awareness of water challenges increase further, fuelled by media and political coverage and manoeuvring. A debate that had already become highly polarised verged on toxic with little public discussion of solutions.

A Fresh Water Future – an independent review of water sector performance and governance and a co-created expert, stakeholder and public vision for future water management in the UK – aimed to fill that void, pre-general election.



CIWEM Director of Policy Alastair Chisholm launches A Fresh Water Future at the House of Commons

Playing to CIWEM's collaborative strengths, we facilitated a cross-sector, multidisciplinary discussion of priorities across the autumn, putting forward a ten-point plan for the next government and launching it in Parliament in January 2024. We've also supported complementary thought leadership initiatives such as the Sustainable Solution for Water and Nature and continue to broaden our audiences and raise our profile as a broker of collaborative solutions to complex water and environmental challenges.

Through 2023 we mobilised Be Flood Ready – CIWEM's Community of Practice for Property Flood Resilience (PFR). Collaboratively funded by public and private sector organisations, the website and related activities will actively support those interested in PFR from Spring 2024 and is funded to continue to 2026.

We used our skills in enabling collaboration and project management to support the exploration of opportunities and challenges for the management of sewage sludge and bioresources for the water and environmental sector. This is an increasingly complex policy area and will continue to be a focus for 2024.

With our partner, The Rivers Trust, we mobilised projects funded by a grant from the Foundation for Water Research of £500,000. These projects advocate and support better integrated water management outcomes. Our particular focus is on sharing good practice and encouraging effective partnership working across the sector – something we all know is essential to deliver good outcomes but which is often difficult to do effectively in practice.

We continue to support improved approaches to surface water management and the delivery of multifunctional sustainable drainage. In 2023 we completed and shared a review of the challenges and opportunities around surface water management for risk management authorities (RMAs). We continue to explore what we can do to support RMAs to improve collaboration, capacity and skills and where we can advocate for improved allocation of funding.

Our dissemination and communication role in Enabling Water Smart Communities – a collaborative project between four water and sewerage companies, two universities and the housing sector was quiet whilst the work went through its discovery phase, but we will be breaking cover with findings as we progress through 2024.

Finally, we worked to build the evidence-base behind the impact of highway runoff on watercourses in an independently funded collaborative project with Stormwater Shepherds. We will be launching the findings in Spring 2024.

As ever, all our work is supported by the networks of experts and practitioners that exist in our specialist panels, groups and branches which bring hundreds if not thousands of members together to debate and workshop solutions and share knowledge. This expertise then feeds into our extensive events and webinar programme and our content and publications.

We increased the frequency of production of our Planet Possible podcast which continues to regularly top the earth sciences podcast charts and attract guests of the highest profile. And as we move through 2024 we will be embracing more digital and creative content delivery methods, building up our content team so we can tell more and more people about the importance of our profession and the crucial solutions it can, and must deliver.

Professional Standards Committee

The Professional Standards Committee (PSC) is a Standing Committee reporting to the Trustee Board. Its key role is to ensure best practice is followed in CIWEM's membership policy as set out in its Royal Charter and to uphold the terms of our external registration licenses. It is assisted by an Engineering Subcommittee, a Business and Science Subcommittee, an Accreditation Board, and a Qualifications Panel, all of which report to the PSC.

Qualifications Panel

The Qualifications Panel was established to fulfil CIWEM's obligation under the Engineering Council's Registration Code of Practice to maintain a panel of competent registrants to assess applicants for registration who do not possess the Council's exemplifying qualifications. The Panel reports to the Professional Standards Committee. Typically, the applicants considered by the Panel hold an overseas degree or a degree in a subject other than engineering.

CIWEM Services Ltd activities

The focus for our events in 2023 was primarily on delivering our revenue generating events and networking activities, thereby engaging thousands of CIWEM members, non-members, stakeholders and partners.

In 2023, CIWEM Events produced and delivered a wide range of commercial in-person and online events, including: Flood & Coast Conference and Exhibition, which incorporated the Urban Drainage Group (UDG) Spring Conference; the UDG Annual Conference and Exhibition; the UDG Virtual Training Day. In addition, we supported CIWEM's Rivers and Coastal Group in delivering an in-person study day. The events team also supported Branches and the broader CIWEM team in the delivery of Branch events, CIWEM Annual General Meeting, and CIWEM Presidential Induction.

The CIWEM UDG events programme included a two-day virtual training with a number of practical sessions on SuDS, the Spring Conference (part of Flood & Coast), and an in-person Annual Conference and Exhibition held in Birmingham. The UDG Annual Conference featured a packed programme of CPD-accredited panel sessions, technical paper presentations, panel discussions and workshops, addressing some of the hot topics of concern to water companies, regulators and other stakeholders. The UDG Annual Conference featured many opportunities for delegates to meet with organisations working on adaptation, resilience, and net zero in urban drainage management.

Our ambition in 2023 was to increase the number of companies that attend, exhibit at, and support Flood & Coast and UDG events. In order for us to achieve this we work closely with Syon as our event sales support. With guidance from CIWEM, Syon helped to increase total 2023 events profits by increasing their overall contribution by 40% year on year from 2022.

The diversity of our events programme in 2023 was a tribute to the breadth of interest and expertise within the CIWEM membership. CIWEM events will continue to bring leading experts, thinkers, and decision-makers together to debate the biggest environmental challenges of the day in engaging and interactive formats.

Flood and Coast

A 31% increase on 2022 saw 1,930 attendees, from 10 different nations, 82 speakers, 81 exhibitors, in 2023 as Flood and Coast really spread its wings and flew in its second year back from the virtual world. Strategic partners, The Environment Agency (Day 1), The Rivers Trust with CIWEM Rivers and Coastal Group (Day 2) and Association of SuDS Authorities with CIWEM Urban Drainage Group (Day 3) meant curated programs, expanded audience and a greater focus on integrated water management. It was fantastic to see so many familiar faces, people and companies whilst welcoming many new friends and members of the flood family.

Notable progress on many fronts in 2023 has set the event up for further diversification and accessibility in 2024. The early careers and education zone being an area of growth and change that will feature more heavily in 2024 and the introduction of a sustainability partner in 2023 will further enhance our efforts for 2024.

As part of the initial phase of the CIWEM rebrand, first initiated in September 2023, Flood & Coast will be part of the new look of CIWEM that Flood & Coast newsletter subscribers, social media followers and event attendees can see during event promotions and collateral in 2024.

A huge thank you to all of our partners, sponsors, exhibitors and attendees for their continued support, we look forward to welcoming you back in 2024 under the theme of innovation and skills.



The 'Showcase Report' produced by Syon Media

Learning and Development

2023 has seen CIWEM Learning and Development (L&D) further enhance their reputation within the water and environment sector. The ability to create bespoke content at pace alongside the sector's leading professionals is a unique selling point for the institution. Add to that the imminent launch of Professional Registers for Property Flood Resilience and Water Quality firmly puts CIWEM L&D on the map.

A highlight for the team was the delivery of the Urban Drainage Group spring training day. 2 half days of training delivered to 276 delegates across 17 different live learning hubs across the UK with many more joining online from the comfort of their own home. A pioneering approach utilising multiple digital tools to create interactions between those joining live and virtually. We are exciting to further evolve this in 2024. Another project to be proud of are the Free Property Flood Resilience (PFR) road shows we delivered across the UK in collaboration with the Environment Agency, delivering competency, consistency and confidence to those commissioning and working with PFR installations.

The introduction of our managed professional development schemes mean that we can now offer a service to SME's that gives them access to coordinated employee development aligned with the professional membership and chartership. A fantastic tool for valuing and retaining top talent in the sector.

We also invigorated our internal training offering for CIWEM creating the first in a range of collaboration training courses fostering greater trust and feedback skills within the CIWEM team.

Accreditations & Partnerships

CIWEM's accreditation and partnerships programme works with approximately 50 parties from around the world who are committed to our mission – this includes universities, consultancies, water companies, agencies, contractors, associations, suppliers and more. Their financial support is vital, but when we work closely with our organisational partnerships to achieve common goals, we can open up even more opportunities.

The team created a custom database to help track the individual relationships CIWEM has with our external partners – including Business Partners and organisations working together with us towards accreditation of their Professional Development Schemes, CPD activities, and university courses. This tracker supported the team in creating consistency within and between relationships, it helped us to identify opportunities for proactive outreach and initiatives, and so allowed us to drive more forward momentum across all relationships.

We are constantly working with and listening to our external partners to reflect their feedback in our practices. We jointly set priorities and actions, and where our team isn't the best fit to deliver solutions, we connect them with other departments within CIWEM to our mutual benefit.

Our partnerships and accreditation programme are supported by a board of passionate chartered members who help us safeguard professional standards by assessing each application and by monitoring existing accreditations each year. We thank them for their continued support and invite others to volunteer to do the same as we continue to grow and develop our partnerships programme.

One-off highlights of the year include:

- The Planet Possible podcast receiving a highly commended recognition at the 2023 Memcom Excellence awards
- Delivering the first virtual Careers Fair, where partner organisations presented routes forward into the industry to current students
- Running the first Early Careers & Education Zone at Flood & Coast
- A number of in-person visits with Business Partners, refreshing the relationships

Publications

The Environment magazine

The Environment magazine is CIWEM's flagship content vehicle, setting the sector standard in quality and breadth of its editorial. Switching to a quarterly printed edition in 2024, this version is complimented by a digital newsletter around a topical monthly focus for each edition. Upon completion of the new CRM, the print magazine will be digitised exclusively for members, as CIWEM moves towards a more sustainable delivery method in line with member sentiment and our partner's values.

Further benefits of going digital:

- Increases commercial opportunities for partners and suppliers due to its trackability and shareability
- Offers another marketing tool to promote public CIWEM events and training via banners
- Broadens readership to the whole sector as the primary lead generation tool for marketing CIWEM to the wider world
- As many Partner's sustainability policies prevent contributions to print, digital aligns to their needs and creates significant editorial opportunities. Our existing Service Level Agreements stipulate editorial opportunities within our higher premium packages, so we must adjust accordingly to meet those
- Allows more dynamic and richer and more engaging content possibilities
- New briefing process helps boost website content longevity, categorisation, and relevancy.

Editorial is guided by the core themes of Protecting Our Planet, Water For All, Adapting Our Built Environment and People of WEM, ensuring the content covers all core areas enshrined in CIWEM's values, expertise, and wider network of influence, as well as simplifying the number of topics we cover into broader themes. The benefit of this is to begin to build out 'content clusters' in future, when considering Search Engine Optimisation and 'content hubs' within any website redesign, a crucial component of a targeted, segmented content delivery approach.

Journals

The Water and Environment Journal received over 500 submissions in 2023 from more than 60 countries, spanning innovations and solutions focused on enhancing water management best practice. 829 pages of peer reviewed content were published across four issues, all freely available to CIWEM members online.

The Journal of Flood Risk Management has continued to grow in popularity as an international platform for knowledge sharing in all areas related to flood risk, seeing a 53% increase in submissions during 2023. The journal now has an impact factor of 4.1 and annual article downloads in excess of 390,000. The journal launched nine special issues in 2023, including "flood risk in coastal zones and tropical islands" and an issue linked to the 9th International Conference of Flood Management.

Impact Factor Definition: The "official" new definition is - a measure of the frequency with which the "average article" in a journal has been cited in a particular year or period. The annual impact factor is a ratio between citations and recent citable items published. Thus, the impact factor of a journal is calculated by dividing the number of current year citations to the source items published in that journal during the previous two years.

The top 20% of Environmental Science journals score 3.84 or higher, so a ranking of 4 is strong.

During 2023 the journals were supported by 81 editorial board members across 23 countries. Thanks go to our board members for their commitment and support, to ensure that CIWEM's journals continue to share best practice science with our members, the professional sector, and the public.

Financial Overview

Income and Expenditure Summary

- Group income for the year totalled £4.51m (£3.30m in 2022).
- Group expenditure in the year totalled £4.22m (£3.81m 2022), after incurring an impairment charge on the Charity's freehold property at Saffron Hill (for further details, see the 'Saffron Hill' section below). Excluding the effect of the impairment Group expenditure was £3.94m (£3.29m in 2022)
- The mix of income has changed quite significantly this year with just under 40% of total income coming from membership subscriptions compared to 50% in 2022 despite membership subscriptions growing by 6%.
- The change in the mix of income was driven by a significant increase in conferences and events which were up by 37% from 2022, an increase in income from education and training course of 59% compared to 2022 and grant income of £804k compared to £49k in 2022.
- Grant income consisted of £0.50m from Foundation for Water Research, further details of which are given earlier in this report, along with two further grants one from Esmée Fairbairn Foundation and the other from Rees Jeffreys Road Fund details of which are given in note 16 to the annual accounts.

Balance Sheet

- CIWEM's group balance sheet shows total net assets of £1.34m at the end of 2023 (£1.06m at the end of 2022).
- At the year end, the total funds held within the group were £1.34m, compared to £1.06m at the end of 2022, with unrestricted funds at the year-end of £0.95m compared to £0.98m at the end of 2022. The main reason for the reduction in unrestricted funds is a result of the impairment charge on the property of £0.29m incurred in 2023.

Saffron Hill

The Trustees are required to consider if there is any indication that the Saffron Hill property has been impaired at each balance sheet date. The building was formally valued by external and professional valuers as of 31 December 2023 with a valuation of £3.0m, which reflects current market conditions, compared with a valuation of £3.35m at the year-end 2022. An adjustment has been made to the carrying value of the property in the 2023 accounts to reflect this valuation. (see Note 9).

Reserves Policy

The Trustee Board is satisfied that the banking facilities negotiated in 2019 secured on the freehold of the building, and the fabric of the building itself, provide for appropriate reserves in the immediate term. However, this investment of reserves in the building has resulted in negative free reserves in the years since the property was originally purchased. Free reserves are calculated as the general fund at the year end, less the book value of fixed assets, plus the outstanding creditors at the year-end used to fund those fixed assets. As a result, the Trustee Board set out a five-year plan to build free reserves which will reduce CIWEM's dependency on bank support.

Our current financial arrangements will be due for renewal in the 3rd quarter of this year, and our bankers have confirmed that they are willing to renew the loan and overdraft facility on our existing terms, for a period of twelve months pending the sale of the building.

The plan adopts a hierarchy for the allocation of our year end surplus with the objective being to contribute to all three of the following but in a proportion that reflects the priority of our aims and our financial performance.

1. Build our free reserves
2. Enhance our charitable activities
3. Pay-off loan capital above the contracted obligations.

This hierarchy will be reviewed at least annually and in the event of a significant change such as business risk or external economics.

Going concern

The Trustee Board having carefully reviewed the financial position of the Institution, including the financial projections for 2024 and 2025, are satisfied that there are sufficient funds at the date of signature of the financial statements to manage any downturn in the UK and global economy. The trustee board having reflected on the level of liquid reserves held also considers that there is a reasonable expectation that the Institution has adequate resources to continue in operational existence for the foreseeable future and for these reasons the Trustee Board continues to adopt the going concern basis in preparing the financial statements.

The report of the trustees, including the message from the Chair and the Reference and Administrative details set out on the pages above, was approved by the Trustees on 19 June 2024 and is signed on their behalf as below.

Report of the Trustees signed by:



Annie Shepperd (Chair)

Date: 19/06/2024



Karyn Georges (Honorary Treasurer)

Date: 19/06/2024

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE CHARTERED INSTITUTION OF WATER AND ENVIRONMNETAL MANAGMENT

Opinion

We have audited the financial statements of The Chartered Institution of Water and Environmental Management (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31 December 2023 which comprise Group Statement of Financial Activities, the Group and Parent Charity Balance Sheets and the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2023 and of the group's and parent charity's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charity has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements;

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, and Section 151 of the Charities Act 2011 and report to you in accordance with regulations made under those Acts.
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended),, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.

- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, and in respect of the consolidated financial statements, in accordance with section 154 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and the charity's trustees, as a body for our audit work, for this report, or for the opinion we have formed.

Andrew Stickland (Senior Statutory Auditor)
For and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Moore Kingston Smith LLP, Statutory Auditor

9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
INCOME					
DONATIONS AND LEGACIES	3	-	500,000	500,000	-
INCOME FROM CHARITABLE ACTIVITIES:					
Membership subscription and fees		1,772,923	-	1,772,923	1,672,772
Conferences and events		978,482	87,181	1,065,663	775,119
Education and training courses		425,849	-	425,849	267,344
Policy and partnerships		158,657	216,810	375,467	215,932
OTHER TRADING ACTIVITIES					
Investment income	4	3,278	-	3,278	35
Books and publications		140,879	-	140,879	177,209
Lettings		175,062	-	175,062	172,290
OTHER INCOME		47,092	-	47,092	16,764
TOTAL INCOME		**3,702,222**	**803,991**	**4,506,213**	**3,297,465**
EXPENDITURE					
EXPENDITURE ON RAISING FUNDS:					
Lettings		187,506	-	187,506	188,802
EXPENDITURE ON CHARITABLE ACTIVITIES:					
Membership services		1,235,456	-	1,235,456	1,045,904
Conferences and events		1,007,135	22,802	1,029,937	1,053,861
Education and training		308,220	-	308,220	257,225
Policy and partnerships		628,212	202,047	830,259	640,024
Donations, prizes and awards		78,578	8,219	86,797	106,971
Grants		-	260,844	260,844	-
IMPAIRMENT					
OF FREEHOLD PROPERTY	9	285,443	-	285,443	515,334
TOTAL EXPENDITURE	**5**	**3,730,550**	**493,912**	**4,224,462**	**3,808,121**
NET (EXPENDITURE) / INCOME & MOVEMENT IN FUNDS		**(28,328)**	**310,079**	**281,751**	**(510,656)**
TOTAL FUNDS BROUGHT FORWARD	**16**	**980,065**	**80,226**	**1,060,291**	**1,570,947**
TOTAL FUNDS CARRIED FORWARD	**16**	**951,737**	**390,305**	**1,342,042**	**1,060,291**

Note 19 - shows the Charity Statement of Financial Activities

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT
CONSOLIDATED AND CHARITY BALANCE SHEETS AS AT 31ST DECEMBER 2023

	Note	Group 2023 £	#	Group 2022 £	Charity 2023 £	#	Charity 2022 £
Fixed Assets							
Tangible assets	9	3,027,153		3,383,358	3,027,153		3,383,358
Intangible assets	10	250,363		134,025	250,363		109,025
Investments	11	-		-	100		100
Total Fixed Assets		**3,277,516**		**3,517,383**	**3,277,616**		**3,492,483**
Current Assets							
Debtors	12	456,457		448,854	258,817		293,048
Cash at bank and in hand		528,975		121,729	360,088		69,800
Total Current Assets		**985,432**		**570,583**	**618,905**		**362,848**
Creditors: Amounts falling due within one year	13	2,920,906		1,374,552	2,822,473		1,203,966
Net Current (Liabilities)		**(1,935,474)**		**(803,969)**	**(2,203,568)**		**(841,118)**
Creditors: Amounts falling due after more than one year	14	-		1,653,123	-		1,653,123
Net Assets		**1,342,042**		**1,060,291**	**1,074,048**		**998,242**
Funds	16						
Restricted funds		390,305		80,226	390,305		80,226
Unrestricted funds:							
General		951,737		980,065	683,743		918,016
Total Funds		**1,342,042**		**1,060,291**	**1,074,048**		**998,242**

These Accounts were approved and authorised for issue by Trustee Board on 19 June 2024 and signed on its behalf by:



Annie Shepperd OBE

Chair



Karyn Georges

Treasurer

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT
CONSOLIDATED AND CHARITY STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2023

	Group 2023 £	#	Group 2022 £	Charity 2023 £	#	Charity 2022 £
Cash flows from operating activities:						
Net income / (expenditure) for the year	281,751		(510,656)	75,806		(500,303)
Adjustments for:						
Depreciation and amortisation charges	106,451		121,788	81,451		96,788
Impairment charge	285,443		515,334	285,443		515,334
Interest	(3,278)		(35)	(3,278)		(35)
Loss on disposal of fixed assets	-		1,831	-		1,831
(Increase) / decrease in debtors	(7,603)		(91,313)	34,231		(136,638)
Increase in creditors	37,776		44,021	109,929		106,585
Net cash provided by operating activities	**700,540**		**80,970**	**583,582**		**83,562**
Cash flows from investing activities:						
Interest	3,278		35	3,278		35
Purchase of tangible fixed assets	(10,689)		(22,302)	(10,689)		(22,302)
Purchase of intangible fixed assets	(141,338)		(89,738)	(141,338)		(89,738)
Net cash (used in) investing activities	**(148,749)**		**(112,005)**	**(148,749)**		**(112,005)**
Cash flows from financing activities:						
Repayments of borrowing	(56,012)		(72,085)	(56,012)		(72,085)
Net cash (used in) financing activities	**(56,012)**		**(72,085)**	**(56,012)**		**(72,085)**
Change in cash and cash equivalents in the year	**495,779**		**(103,120)**	**378,821**		**(100,528)**
Cash and cash equivalents at the beginning of the year	5,252		108,372	(46,677)		53,851
Cash and cash equivalents at the end of the year	**501,031**		**5,252**	**332,144**		**(46,677)**
Represented by						
Cash at bank and in hand	528,975		121,729	360,088		69,800
Bank overdraft	(27,944)		(116,477)	(27,944)		(116,477)
	501,031		**5,252**	**332,144**		**(46,677)**

Analysis of changes in net debt

	Brought forward 1/1/2023 £	Cash flows £	Carried forward 31/12/2023 £
Cash at bank and in hand	121,729	407,246	528,975
Bank overdraft	(116,477)	88,533	(27,944)
Loans falling due within one year	(66,154)	(1,597,111)	(1,663,265)
Loans falling due after more than one year	(1,653,123)	1,653,123	-
Total (net debt)	**(1,714,025)**	**551,791**	**(1,162,234)**

The notes on the following pages form part of these financial statements

1. Accounting Policies

Basis of accounting

These financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charity and its subsidiary are a public benefit group for the purposes of FRS 102 and therefore have also prepared the financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The presentational currency used is British pound sterling, and balances are rounded to the nearest £1.

Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the Charity and Group to continue as a going concern. To make this assessment as to whether the use of the going concern basis is appropriate the Trustees have carefully reviewed the following information:

- the budget for 2024 compared to the actual activity for the first three months of the year:
- revised forecasts for 2024 based on the actual results for the first three months and changes that have already been implemented or are likely to be implemented during the forecast period;
- projections for 2025 based on the latest forecast figures for 2024;
- projected cashflow for 2024 and 2025;
- various scenarios with different percentage increases in income and costs and the impact these changes would have on the projections;
- the impact of selling the building including the impact the timing has on the cashflow projections.

These forecasts indicate that the Institution continues to be able to operate within the arranged overdraft facility with its bankers. As with all overdraft facilities, it is subject to annual review and can be cancelled at any time. The next annual review is in September 2024 and the bank have confirmed they are willing to renew this facility on the current terms for a period of twelve months from renewal.

Based on all the information available to the Trustees they have concluded that there is a reasonable expectation the Charity and Group will has adequate resources to settle its debts as they fall due and therefore continue to adopt the going concern basis in preparing these financial statements.

Consolidated financial statements

The group financial statements consolidate the financial statements of the charity and its wholly-owned subsidiary undertakings, CIWEM Services Limited and 106-109 Saffron Hill Management Limited.

Branches and groups

The financial transactions of all UK branches and groups and the two non sterling branches of Hong Kong and the Republic of Ireland have been included within the main CIWEM accounts.

1. Accounting Policies (continued)

Income

Subscription income represents total subscriptions received from members for the year. Subscription receipts relating to the following year are treated as deferred income. No accrual is made for subscriptions in arrears.

Conference & event income is recognised within the year held. Any conference and event receipts relating to the following year are treated as deferred income. Attendance and sponsorship is the main source of income, which is either invoiced in advance or payable as an entrance fee.

Income from government or other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable the income will be received and the amount can be reliably measured.

All other income is included in the Statement of Financial Activities when the Charity is entitled to the income, the receipt is probable, and the amount can be measured reliably.

Expenditure

Expenditure is charged to the Statement of Financial Activities on an accruals basis, net of recoverable VAT. All costs have been charged where possible directly to the relevant activity. Where costs cannot be directly attributed to particular activities, property costs have been allocated between expense headings on the basis of floor area, and other costs have been allocated on the basis of time spent.

Grants payable are recognised when the grant has been approved and the recipient has been informed that it has been awarded.

Tangible fixed assets and depreciation

Tangible fixed assets are included in the balance sheet at original cost less accumulated depreciation. Cost includes capitalised interest and other finance costs where appropriate. Depreciation is provided on a straight line basis calculated to write down the cost of all tangible assets to their estimated residual values over the number of years of expected use. Leased assets are written off over the period of the lease. Assets are depreciated at the following rates:

Freehold Land	Not depreciated
Freehold buildings	60 years
Fitting out costs	20 years
Furniture and fittings	5 years
Office equipment	5 years
Computer equipment	3 years

All single purchases of less than £1,000 (excl. VAT) are written off in the year of purchase unless forming part of a more comprehensive scheme or capital project.

Intangible fixed assets and amortisation

Intangible fixed assets are included in the balance sheet at original cost less accumulated amortisation. Amortisation is provided on a straight line basis calculated to write down the cost of all intangible assets to their estimated residual values over the number of years of expected use. Assets are depreciated at the following rates:

Computer systems	3 years
Flood & Coast event	4 years

1. Accounting Policies (continued)

Impairment of fixed assets
Assets that are subject to depreciation or amortisation are assessed at each reporting date to determine whether there is any indication that the assets are impaired. Where there is an indication that an asset may be impaired, the carrying value of the asset is tested for impairment. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. Assets that have previously been impaired are reviewed at each reporting date to assess whether there is any indication that the impairment losses recognised in prior periods may no longer exist or may have deceased.

Taxation
Under the provisions of Section 466-497 of the 2010 Corporation Taxes Act and section 256 (1) of the Taxation of Capital Gains Act 1992 , the Institution qualifies for exemption from liability to taxation on charitable income and gains.

Pensions
Contributions are made to individual personal pension plans which are defined contribution schemes.

The pension costs charged to the Statement of Financial Activities in the year are those actually paid or due to be paid into the pension plans.

Translation of overseas currencies to sterling
The financial statements are presented in pounds sterling as this is the functional currency of the organisation. The accounts of non sterling branches are translated into sterling. Income and expenditure items are translated at appropriate average rates and monetary assets and liabilities at the rates at the balance sheet date. The currency gains and losses are taken to the unrestricted funds.

Operating leases
Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

Unrestricted and restricted funds
Unrestricted funds are expendable at the discretion of Trustee Board and in furtherance of the Institution's charitable objectives.

The restricted funds held by the Group relate to the income and expenditure of FWR grant, Pollution from Highways Outfalls, Fresh Water Future and CIWEM branches.

1. Accounting Policies (continued)

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

With the exceptions of balances to/from HMRC, prepayments and deferred income, all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See notes 12 and 13 for the debtor and creditor notes.

The year end carrying value of financial assets and financial liabilities, measured at amortised cost, was as

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Financial assets	323,947	341,323	186,708	234,818
Financial liabilities	292,012	1,892,629	201,931	141,892

The year end carrying value of financial assets that are equity instruments, measured at cost less impairment and relating to the Charity only were £100 (2022: £100). This balance relates to the investment in the subsidiary company, CIWEM Services Limited.

Accounting judgements and estimates

The key judgements and estimates used in the preparation of these Financial Statements are as follows:

- The depreciation rate of tangible fixed assets and amortisation rate of intangible fixed assets (detailed above)
- The impairment of the freehold property detailed in Note 9
- The provision for bad debts included at the year end
- Support costs are apportioned to direct activities based on the direct staff costs allocated to those activities (see Note 5)

There are no other key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

2. Subsidiary Undertakings

CIWEM has a wholly-owned trading subsidiary undertaking, CIWEM Services Limited, a company incorporated and registered in England and Wales (registered no 03166701). The principal activities of this company are conferences, events and publications. All its profits are paid to the charity by gift aid. The charity owns the entire issued share capital of 100 ordinary shares of £1 each.

CIWEM controls a second trading subsidiary undertaking, 106-109 Saffron Hill Management Limited (SHML), a company limited by guarantee and incorporated and registered in England and Wales (registered no 08822614). SHML own the leasehold rights of the four privately owned residential flats on the top two floors of 106-109 Saffron Hill. The charity has charged 106-109 Saffron Hill Management Limited for the running and maintenance costs of the flats and these costs have been recharged to the flat owners.

A summary of the results of the subsidiaries is shown below:

CIWEM Services Limited

	2023 £	2022 £
Profit and Loss Account		
Turnover	1,860,625	1,499,235
Cost of sales	1,276,190	1,247,902
Gross profit	**584,435**	**251,333**
Administration expenses	316,441	189,284
Profit on ordinary activities	**267,994**	**62,049**

Changes in equity:

	2023 £	2022 £
Total equity brought forward	62,149	72,502
Total comprehensive income for the year	267,994	62,049
Gift aid distribution to parent charity	(62,049)	(72,402)
Total equity carried forward	**268,094**	**62,149**

	2023 £	2022 £
Balance Sheet		
Intangible fixed assets	-	25,000
Current assets	418,096	207,735
Creditors: amounts falling due within one year	(150,002)	(174,887)
Total assets less current liabilities	**268,094**	**57,848**
Called up share capital	100	100
Retained profit and loss account	267,994	62,049
Shareholders' funds	**268,094**	**62,149**

2. Subsidiary Undertakings (continued)

106 - 109 Saffron Hill Management

	2023 £	2022 £
Profit and Loss Account		
Turnover	21,634	16,764
Cost of sales	(21,634)	(16,764)
Gross profit	-	-
Interest	-	-
Retained profit and loss account	-	-

	2023 £	2022 £
Balance Sheet		
Current assets	13,567	19,978
Cash at bank and in hand	55,183	24,694
Creditors: amounts falling due within one year		
Amounts owed to group undertakings	(68,750)	(31,141)
Other creditors	-	(13,531)
Total assets less current liabilities	-	-

3. Donations and Legacies

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
FWR grant (see Note16)	-	500,000	500,000	-
Total Donations and legacies	-	**500,000**	**500,000**	-

4. Investment Income

	2023 £	2022 £
Bank interest receivable	3,278	35
Total Investment Income	**3,278**	**35**

5. Expenditure

Current year

	Key management / Staff costs	Activities undertaken directly	Support costs	Impairment	Total 2023
	£	£	£	£	£
Lettings	52,549	1,874	133,083	-	187,506
Membership services	517,205	185,771	532,480	-	1,235,456
Conferences and events	138,572	540,425	350,940	-	1,029,937
Education and training	217,756	90,464	-	-	308,220
Policy and partnerships	274,711	272,724	282,824	-	830,259
Prizes, awards, & scholarships	34,218	52,579	-	-	86,797
Grants	-	260,844	-	-	260,844
Support costs	459,732	839,595	(1,299,327)	-	-
Impairment of freehold property	-	-	-	285,443	285,443
	1,694,743	**2,244,276**	**-**	**285,443**	**4,224,462**

Grants in the year includes £250,000 paid to The Rivers Trust. See Note 16 for further detail.

Prior year

	Key management / Staff costs	Activities undertaken directly	Support costs	Reversal of impairment	Total 2022
	£	£	£	£	£
Lettings	70,075	11,708	107,019	-	188,802
Membership services	394,903	175,651	475,350	-	1,045,904
Conferences and events	235,521	458,652	359,688	-	1,053,861
Education and training	161,880	95,345	-	-	257,225
Policy and partnerships	227,946	137,697	274,381	-	640,024
Prizes, awards, & scholarships	29,420	77,551	-	-	106,971
Support costs	447,610	768,828	(1,216,438)	-	-
Impairment of freehold property	-	-	-	515,334	515,334
	1,567,355	**1,725,432**	**-**	**515,334**	**3,808,121**

Expenditure includes:

	Total 2023	Total 2022
	£	£
Operating lease payments (excluding VAT)	3,983	4,104
Interest costs	111,374	59,716
Depreciation	81,451	96,788
(Loss) /gain on foreign exchange	(3,311)	4,768

6. Direct Support Costs

	Total 2023 £	Total 2022 £
Governance costs		
Auditors' remuneration:		
For Audit: Current year	29,450	27,350
Non-audit fees	5,004	4,975
Trustee Board costs	3,785	5,116
AGM/EGM costs	413	392
Legal and professional fees	117	91
	38,769	37,924
Other support costs:		
Management costs (including outsourced accounting)	87,562	119,515
Human Resources	47,948	52,527
Legal, professional & bank / finance costs	192,668	134,427
Premises	331,215	286,452
Office Services	23,988	17,688
ICT	117,445	120,295
	839,595	**768,828**

7. Employees and Key Management Personnel

The key management personnel of the Charity comprise the trustees, the Chief Executive Officer and Senior Management team. The total amounts paid for salaries, fees and expenses in respect of the key management personnel of the Charity, inclusive of employer pensions and employer National Insurance contributions, were £442,598 (2022 - £421,592).

The average monthly number of employees during the period was 32 (2022 - 30). Staff costs during the period consisted of:

	Total 2023 £	Total 2022 £
Salaries	1,374,823	1,281,544
Temporary agency staff	46,464	3,879
Social security costs	151,180	161,393
Pension and life assurance costs	112,477	107,071
Recruitment costs	9,799	13,468
	1,694,743	**1,567,355**

The number of employees earning £60,000 in the year or more (exclusive of employer pensions and employer National Insurance contributions) was:

	Total 2023 Number	Total 2022 Number
£60,000- £70,000	3	3
£70,000- £80,000	2	1
£80,000- £90,000	1	-
£120,000 - £130,000	-	1

The pension payments for staff earning £60,000 or more in the year amounted to £53,281 (2022 - £46,802). These contributions were paid into defined contribution schemes.

8. Trustees

The members of the Trustee Board received no remuneration in relation to fulfilling their role as Trustees (2022: £Nil). Expenses for travel and subsistence reimbursed to 7 Trustees amounted to £3,434 (2022: £1,413 reimbursed to 2 Trustees).

9. Tangible Fixed Assets - Group and Charity

	Furniture and Fittings	Office Equipment	Freehold Property	Computer Equipment	Total
	£	£	£	£	£
Cost					
At 1st January 2023	10,228	51,133	6,273,773	106,410	6,441,544
Additions	-	-	-	10,689	10,689
At 31st December 2023	**10,228**	**51,133**	**6,273,773**	**117,099**	**6,452,233**
Depreciation					
At 1st January 2023	10,228	49,315	2,923,773	74,870	3,058,186
Charge in year	-	1,818	64,557	15,076	81,451
Impairment of freehold property (see below)	-	-	285,443	-	285,443
At 31st December 2023	**10,228**	**51,133**	**3,273,773**	**89,946**	**3,425,080**
Net Book Value					
At 31st December 2023	**-**	**-**	**3,000,000**	**27,153**	**3,027,153**
At 31st December 2022	**-**	**1,818**	**3,350,000**	**31,540**	**3,383,358**

A valuation of the freehold property at 106-109 Saffron Hill EC1N 8QS was carried out by Fletcher King Chartered Surveyors of 19-20 Great Pulteney Street W1F 9NF. This valuation was as of 3 January 2024 and represents an impairment on the depreciated cost previously included in the financial statements. An impairment loss of £285,443 has subsequently been reflected in the year to 31 December 2023.

10. Intangible Fixed Assets - Group

	Computer Systems (Charity) £	Flood & Coast Event (CSL) £	Total (Group) £
Cost			
At 1st January 2023	441,934	100,000	541,934
Additions	141,338	-	141,338
At 31st December 2023	**583,272**	**100,000**	**683,272**
Amortisation			
At 1st January 2023	332,909	75,000	407,909
Charge in year	-	25,000	25,000
At 31st December 2023	**332,909**	**100,000**	**432,909**
Net Book Value			
At 31st December 2023	**250,363**	**-**	**250,363**
At 31st December 2022	**109,025**	**25,000**	**134,025**

Computer systems cost carried forward includes £250,363 relating to CRM development. This was not amortised in the year because the CRM was not in use before the year end.

11. Fixed Asset Investments

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
Investments held in subsidiary				
CIWEM Services Limited (Note 2)	-	-	100	100
Total investments	**-**	**-**	**100**	**100**

12. Debtors

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
Trade debtors	172,548	255,376	53,700	134,648
Other debtors	151,399	85,947	64,258	64,728
Prepayments	123,475	107,531	63,074	58,230
Amounts owed from subsidiary undertakings	-	-	68,750	35,442
VAT recoverable	9,035	-	9,035	-
	456,457	**448,854**	**258,817**	**293,048**

Trade debtors above are net of provisions made against specific bad debts within the subsidiaries totalling £31,830 (2022: £17,647).

13. Creditors: Amounts falling due within one year

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
Trade creditors	150,923	108,021	102,005	58,696
Taxation and social security	66,255	87,691	47,103	64,452
Other creditors	22,329	18,775	12,329	10,775
Accruals	118,760	112,710	87,597	72,421
Deferred income	871,430	864,724	830,661	814,991
Amounts due to subsidiary undertakings	-	-	51,569	-
Bank overdraft	27,944	116,477	27,944	116,477
Bank loan	1,663,265	66,154	1,663,265	66,154
	2,920,906	**1,374,552**	**2,822,473**	**1,203,966**

The bank overdraft facility and the Bank loan are both secured on the Saffron Hill property. The interest charged on the overdraft facility is Bank of England Base Rate plus 3% fixed for five years from September 2019. This facility can be cancelled by the bank at any time. The interest rate charged on the Bank Loan is Bank of England Base Rate plus 1.95% fixed for five years from September 2019. As the Trustees have made the decision to sell the Saffron Hill property and as the facility secured on this property was due for repayment in September, it was reclassified as Creditors: Amounts falling due within one year. Subsequent to the year end the bank have confirmed that they will renew the existing facility for a period of twelve months, until the following September, and the proceeds from the sale will be used to repay the facility.

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
Deferred income:				
Balance brought forward	864,724	844,337	814,991	726,084
Amount released to income	(864,724)	(844,337)	(814,991)	(726,084)
Amount deferred in the year:				
Membership receipts	787,668	724,091	787,668	724,091
Project income	42,993	90,900	42,993	90,900
Invoices relating to events	-	7,259	-	-
Business partnerships	26,990	27,873	-	-
Invoices relating to room rentals	13,779	14,601	-	-
Balance carried forward	**871,430**	**864,724**	**830,661**	**814,991**

14. Creditors: Amounts falling due after one year

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
Bank loan (see Note 13)	-	1,653,123	-	1,653,123
	-	**1,653,123**	**-**	**1,653,123**

Payments of accruals and the bank loan are as follows:

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
One to Two Years	-	66,154	-	66,154
Two to Five Years	-	1,586,969	-	1,586,969
	-	**1,653,123**	**-**	**1,653,123**

15. Operating Lease Commitments

At the reporting end date the company had the following future minimum lease payments under non-cancellable operating leases (all for equipment) which fall due as follows:

	2023 £	2022 £
Less than one year	3,596	3,596
Two - five years	599	4,195

16. Movement on Funds

Group current year

	Balance at 31/12/2022 £	Income £	Expenditure £	Balance at 31/12/2023 £
Restricted funds				
FWR grant	-	500,000	(267,500)	232,500
Branch funds	80,226	87,181	(41,865)	125,542
Pollution from Highways Outfalls	-	25,060	(7,340)	17,720
Fresh Water Future	-	191,750	(177,207)	14,543
	80,226	803,991	(493,912)	390,305
Unrestricted funds				
General charitable funds	980,065	3,702,222	(3,730,550)	951,737
Total funds	**1,060,291**	**4,506,213**	**(4,224,462)**	**1,342,042**

Purposes of restricted funds:

The Foundation for Water Research provided CIWEM a £500,000 grant to deliver better water management outcomes. A Fund Committee approves the allocation of funds and awarded £250,000 in the year to The Rivers Trust (TRT), who CIWEM are working collaboratively to deliver a number of projects. TRT are spending that grant on activities to monitor, report, promote and advocate improvements to river health. The balance on the fund is being used by CIWEM to support partnership working and integrated water management in around homes and small businesses. That work begun to be mobilised towards the end of 2023, with £17,500 being spent before the year end.

The restricted branch funds relate to the income and expenditure of CIWEM branches.

The Pollution from Highways Outfalls fund relates to a grant received from Rees Jeffreys Road Fund towards research and a report, Highway Runoff and Water Quality to be published in summer 2024.

The Fresh Water Future fund relates to a grant received from 'Esmée Fairbairn Foundation towards the A Fresh Water Future report and engagement programme.

16. Movement on Funds (continued)

Group prior year

	Balance at 31/12/2021 £	Income £	Expenditure £	Balance at 31/12/2022 £
Restricted funds				
Branch funds	66,720	49,416	(35,910)	80,226
Storm overflows project	12,935	-	(12,935)	-
	79,655	49,416	(48,845)	80,226
Unrestricted funds				
General charitable funds	1,491,292	3,248,049	(3,759,276)	980,065
Total funds	**1,570,947**	**3,297,465**	**(3,808,121)**	**1,060,291**

Group restricted income in the prior year consisted of branch conference and event income of £49,416 (included within charitable activities). Restricted expenditure consisted of branch conference and event expenditure of £30,609 (included within charitable activities), expenditure of £12,935 relating to the Storm overflows project (included in 'Policy and partnerships' within charitable activities) and donations, prizes and awards expenditure of £5,301 (included within charitable activities).

The restricted Storm overflows project related to funding from Esmée Fairbairn Foundation in 2021. The grant was restricted towards producing and disseminating a report which addressed the problems of raw sewage pollution from Combined Sewer Overflows.

Charity current year

	Balance at 31/12/2022 £	Income £	Expenditure £	Balance at 31/12/2023 £
Restricted funds				
FWR grant	-	500,000	(267,500)	232,500
Branch funds	80,226	87,181	(41,865)	125,542
Pollution from Highways Outfalls	-	25,060	(7,340)	17,720
Fresh Water Future	-	191,750	(177,207)	14,543
	80,226	803,991	(493,912)	390,305
Unrestricted funds				
General charitable funds	918,016	2,124,202	(2,358,475)	683,743
Total funds	**998,242**	**2,928,193**	**(2,852,387)**	**1,074,048**

16. Movement on Funds (continued)

Charity prior year

	Balance at 31/12/2021 £	Income £	Expenditure £	Balance at 31/12/2022 £
Restricted funds				
Branch funds	66,720	49,416	(35,910)	80,226
Storm overflows project	12,935	-	(12,935)	-
	79,655	49,416	(48,845)	80,226
Unrestricted funds				
General charitable funds	1,418,890	2,046,444	(2,547,318)	918,016
Total funds	**1,498,545**	**2,095,860**	**(2,596,163)**	**998,242**

Charity restricted income in the prior year consisted of branch conference and event income of £49,416 (included within charitable activities). Restricted expenditure consisted of branch conference and event expenditure of £30,609 (included within charitable activities) expenditure of £12,935 relating to the Storm overflows project (included in 'Policy and partnerships' within charitable activities) and donations, prizes and awards expenditure of £5,301 (included within charitable activities).

17. Analysis of Group Net Assets between Funds

Current year

	Fixed Assets £	Net Current Assets /(Liabilities) £	Creditors due after more than 1 year £	Total £
Restricted funds	-	390,305	-	390,305
Unrestricted funds	3,277,516	(2,325,779)	-	951,737
Total funds	**3,277,516**	**(1,935,474)**	**-**	**1,342,042**

Prior year

	Fixed Assets £	Net Current Assets /(Liabilities) £	Creditors due after more than 1 year £	Total £
Restricted funds	-	80,226	-	80,226
Unrestricted funds	3,517,383	(884,195)	(1,653,123)	980,065
Total funds	**3,517,383**	**(803,969)**	**(1,653,123)**	**1,060,291**

18. Related Party Transactions

Most of the trustees are also members of or employed by other organisations which may undertake transactions with CIWEM and CSL in the normal course of business and all such transactions are on an arm's length basis.

19. Charity Statement of Financial Activities

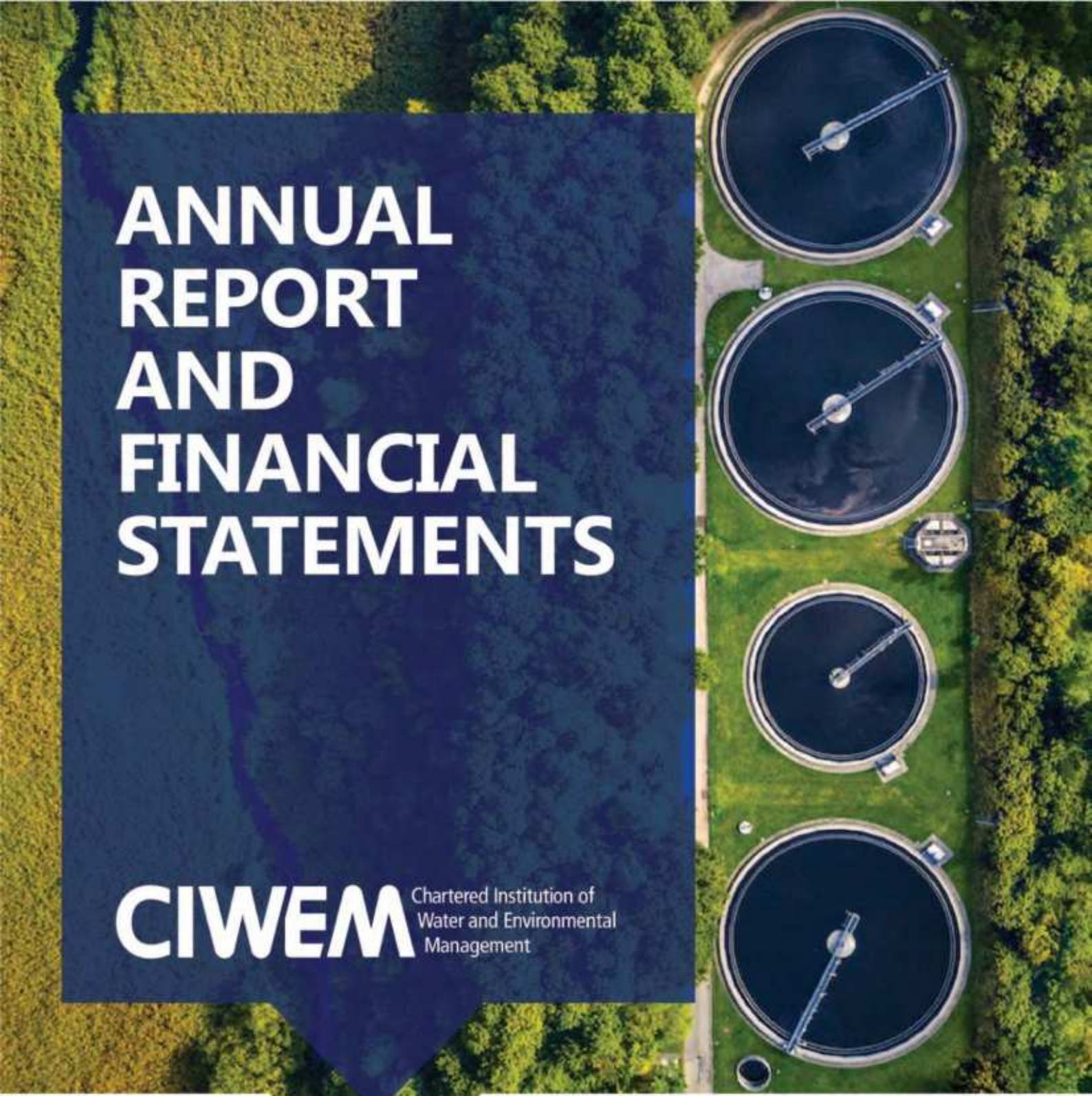
The below Charity Statement of Financial Activities relates to the activities of the Charity only and so excludes the activities of subsidiary undertakings.

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
INCOME				
DONATIONS AND LEGACIES	62,049	500,000	562,049	72,402
INCOME FROM CHARITABLE ACTIVITIES:				
Membership subscription and fees	1,772,923	-	1,772,923	1,672,772
Conferences and events	80,203	87,181	167,384	117,955
Policy and partnerships	158,657	216,810	375,467	215,932
OTHER TRADING ACTIVITIES				
Investment income	3,278	-	3,278	35
OTHER INCOME	47,092	-	47,092	16,764
TOTAL INCOME	**2,124,202**	**803,991**	**2,928,193**	**2,095,860**
EXPENDITURE				
EXPENDITURE ON RAISING FUNDS:				
Other trading activities	167,582	-	167,582	277,423
EXPENDITURE ON CHARITABLE ACTIVITIES:				
Membership services	1,198,660	-	1,198,660	1,025,802
Conferences and events	-	22,802	22,802	30,609
Policy and partnerships	628,212	202,047	830,259	640,024
Donations, prizes and awards	78,578	8,219	86,797	106,971
Grants	-	260,844	260,844	-
IMPAIRMENT OF FREEHOLD PROPERTY	285,443	-	285,443	515,334
TOTAL EXPENDITURE	**2,358,475**	**493,912**	**2,852,387**	**2,596,163**
NET (EXPENDITURE) / INCOME & MOVEMENT IN FUNDS	**(234,273)**	**310,079**	**75,806**	**(500,303)**
TOTAL FUNDS BROUGHT FORWARD	**918,016**	**80,226**	**998,242**	**1,498,545**
TOTAL FUNDS CARRIED FORWARD	**683,743**	**390,305**	**1,074,048**	**998,242**

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

England & Wales - Charity number 1043409

Accounts



ANNUAL REPORT AND FINANCIAL STATEMENTS

CIWEM Chartered Institution of Water and Environmental Management

For the Year Ended 31 December

2022

England and Wales
Charity No: 1043409
Scotland
Charity No: SC038212

CIWEM Chartered Institution of Water and Environmental Management

ANNUAL REPORT AND FINANCIAL STATEMENTS

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Reference and administrative details

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Scotland
No. SC038212

Bankers
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Foreword by the Chair of the Trustee Board

In 2022, we launched our new corporate strategy, the culmination of many months of development and consultation with our members, key stakeholders and partners. The strategy establishes a clear direction for CIWEM, building upon our Royal Charter while enabling us to grow. Our ambitions are founded upon a vision for ***A world in which professionalism and excellence build connections to inspire widespread, impactful water and environmental solutions.*** Our strategy also sets out our values and enabling principles, which guide our decisions on how to improve our services to members and influence the world around us.

Service to our members is always our priority and there is no better example of this than the tremendous support that our branches, groups and panels provide. Further details are given below, but the Board and Executive are indebted to the dedication of our volunteers, who helped us deliver more than 122 hours of continuing professional development [CPD] in 2022.

Our Trustee Board and committees are also run by volunteers to whom we are indebted. It has been a busy time, with the development and launch of the strategy, and support for our ambitious development activities, which are outlined below. We are especially proud of the early-career participation in our boards and committees, and on our Presidential team, more of which is described below.

This report demonstrates the ways in which we are growing in terms of our membership, financial standing and global recognition and, most importantly, the CPD of people with an interest in sustainability in water and environmental management. There is also great potential for anyone who wishes to participate in the achievement of our vision and we invite you to get in touch.

Foreword by the Chief Executive

I would like to acknowledge and give thanks to the Executive Team for their hard work and diligence in delivering services to our members and partners, and progressing significant projects that enable our Institution to grow.

Our digital transformation is essential for meeting our ambitions, and our development programme began in earnest in 2022. We are becoming a digital-first organisation. This will make us more accessible, more connected and more impactful. This is a complex undertaking for CIWEM, so it will take time. New CRM functionality will be tested and rolled out in 2023, with the more externally visible functionality to follow later and into 2024. Of course, development will be ongoing as we endeavour to stay ahead in a rapidly changing world.

Since the launch of our Policy to Practice initiative in 2021, we have supported the water and environment sectors to implement government and other third-party policies. Our policy team has been extremely active in 2022 as public and government interest in climate mitigation, adaptation and resilience grows. Awareness of environmental protection is ever-increasing and, by example, concerns over sewage discharges into water bodies has prompted a large number of enquiries for our team. We were therefore delighted to secure a significant pot of funding in 2022 from the Foundation for Water Research to enable us to deliver future projects that advance the education of the public on water environmental management in partnership with the Rivers Trust. In addition, interest from organisations in funding our programme of projects has increased.

2022 marked the return of face-to-face events, and Flood & Coast, and our Urban Drainage Group Annual Conference were notable highlights. People's desire to come together in this way was clearly evident in the popularity of the events and the energy of those in attendance. Our plans for 2023 build upon this success.

Above all, the Executive has taken hold of our Corporate Strategy, launched in July 2022, and is delivering this with enthusiasm and a firm belief that it sets the right direction for our Institution. This has enabled us to make a strong start to 2023 and we look forward to demonstrating further progress with our vision to support professionals and promote professionalism.

Environmental performance

We declared a climate and ecological emergency in 2019 and since then, we have been instigating incremental changes in our building to reduce our scope 1 and 2 emissions. These include further upgrading of lighting to LED and continuation of energy supply certified as 100% renewable. We have also installed upgraded video-conference facilities to help reduce travel for all building users. Our building is rated as BREEAM Excellent.

Our academic journals are now online-only, enabling a significant reduction of emissions from printing and shipping of printed journals. Plans are progressing with regard to the digitisation of The Environment magazine.

Our other contributions towards tackling the climate and ecological emergency have come from our work to share knowledge, educate and influence change. This has been achieved through our events, training, publications and awards, as well as our partnerships with businesses and NGOs, all of which are detailed below.

Professional competency development

The development of professional competency is central to our role and at the core of our Royal Charter. Our corporate, government and NGO partners all tell us how important this is to their organisations, especially in the mitigation of and adaptation to climate change and in addressing the degradation of nature. Our professional registrations, training, events, journals, magazine, policy papers, specialist panels, groups and networks all provide opportunities for people to develop competence. The mandatory requirements to maintain CPD are embedded within our processes for all professional registrations managed with the Society for the Environment, Science Council and Engineering Council.

During 2022, we undertook a review of competence and our member journey with our Professional Standards Committee, Executive and Board, which is directly informing our developing career provision for members at all levels.

Trustee Board and Executive team developments

In 2022, we welcomed two new Trustees to our Board: Karyn Georges and Wendy Brooks. The Board also had the pleasure of appointing Emily Clarke and Proceed Sibanda as early-career professionals to observe the Board for a year.

Four Trustees - Andy Dunn, Claudia David, Hanae Bezad and Joanna Cochrane - resigned during the year. Stephanie Campbell and co-opted member Niki Roach retired. We thank them for their support.

2022 was an investment year. For the Executive, this meant a year for professional development and growth. Six promotions were achieved within the Venue, Governance, Organisational Development, Policy and External Affairs teams. Five new members of staff were also successfully recruited into the Learning and Development, External Affairs, Events, Marketing and Communications teams. Since the launch of our Corporate Strategy in August, the Executive has been focusing on commercial growth and in order to support this, appointed a new Director from within the organisation. There was a particular focus on membership throughout 2022, where we targeted the professional development of specific skills to enhance our member experience. In order to do so, there were some changes made within the team.

Organisational growth

Our institution grew notably in the following ways.

Membership - our membership and retention continue an upward trend, with strong growth across all membership grades.

Commercial - our commercial activities fuel our charitable outreach, while also maintaining CIWEM as a going concern. These activities are undertaken by CIWEM's subsidiary company, CIWEM Services Ltd [CSL]. 2022 was an investment year for CIWEM, particularly in our digital transformation, which will drive efficiencies in our processes and increase the value to our members through our digital and content first strategy.

Events - in 2022, we delivered our first-ever in-person Flood & Coast event, our first in-person UDG Annual Conference since the pandemic and the UDG Virtual Training Day. Our events were a great success and were noted by attendees as being best-in-class, firmly establishing our presence in the post-Covid events environment.

Learning and development [L&D] - this continued to evolve in 2022 with the rollout of significant public-education programmes for property flood resilience, including roadshows for risk-management authorities. Our training in sustainable drainage systems [SuDS] continued to reach a broad audience from water and sewerage companies, with feedback remaining extremely strong. We launched a new wastewater-managers programme designed exclusively for one of the major water companies, which has been brilliantly received, with the "prestige" of the CIWEM logo on the training certificate providing great pride among completing delegates. We secured another major contract for delivering water-quality training, with an associated certification, in an effort to formalise an industry-wide approach. Development has begun for an early 2023 rollout. In 2022, we also significantly ramped up our internal L&D provisions. In support of our new strategy, and in line with our value of making people our priority, we are developing a suite of training that will help upskill and empower our internal team. We hope that, in time, we will be able to roll these courses out to members, helping all of us to represent CIWEM in a consistent and inspiring manner.

Together with some new partners, we launched training in workplace psychological safety and social support for wellbeing, and a suite of training on urban design for wellbeing. We also invested in our team to enable swifter development of online learning and, in 2023, we will begin to create more accessible learning outputs off the back of CIWEM Policy and Policy to Practice work.

We have some very exciting plans for 2023 consistent with our longer-term plans and building upon the successes of 2022, including:

- Continuation of our digital transformation;
- Expansion of our Policy to Practice initiative and L&D partnerships, including delivery of FWR funding;
- Delivery of a Flood & Coast that reaches a bigger and broader audience.

We look forward to working with our members and partners to meet these aims and continue to make CIWEM accessible and relevant.



Peter Brooks
Interim Chair,
Trustee Board

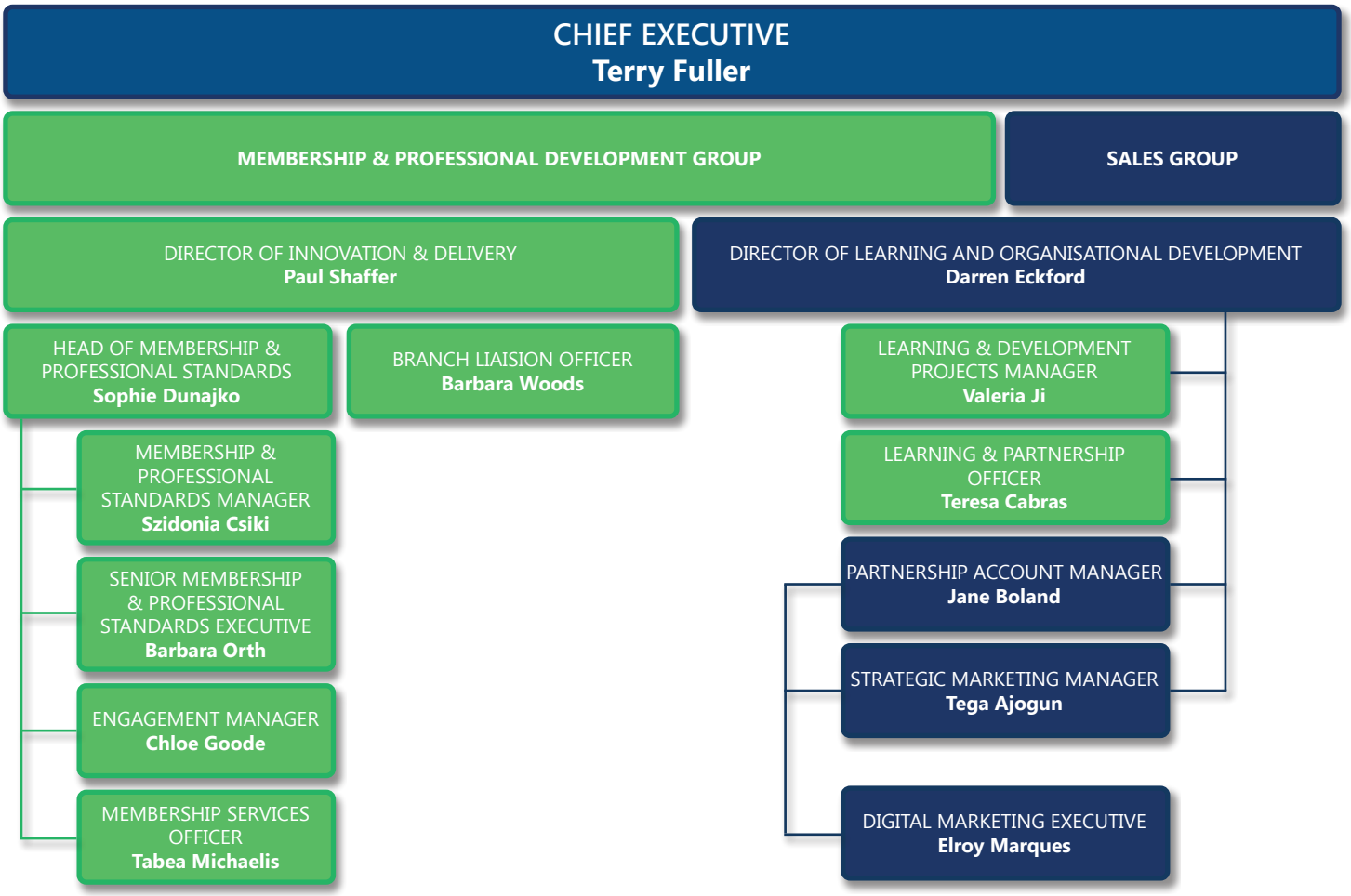


Terry Fuller
Chief Executive



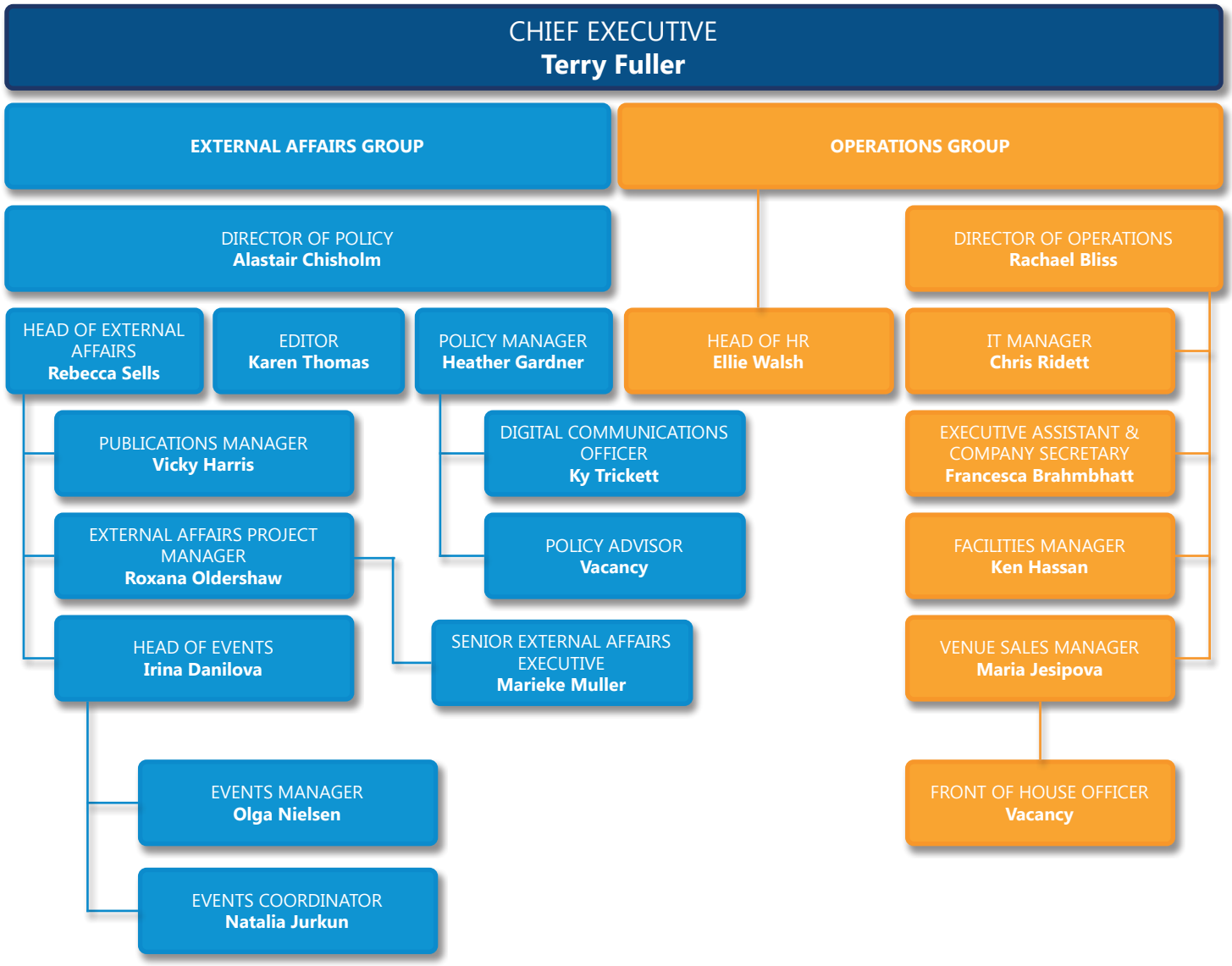
CIWEM staff structure

Team organisation and operation (line management)



CIWEM staff structure

Team organisation and operation (line management)



Report of the Trustee Board

The Trustee Board has pleasure in presenting its annual report and accounts for the year ended 31 December 2022. The report and accounts consolidate the activities of the Institution and its wholly owned subsidiaries CIWEM Services Limited and 106-109 Saffron Hill Management Limited (together referred to as "the group").
In presenting their report, the members of the Trustee Board confirm that they have governed this Institution with regard to the Charity Commission's guidance on public benefit.

Organisation and governance arrangements

CIWEM is a registered charity and is constituted and governed by its Royal Charter and bye-laws, which were granted in 1995 and amended in 2009 and 2020. The Trustee Board is responsible for setting out the ongoing strategic direction of the Institution and defining its business priorities. It also approves the terms of reference and monitors the work of committees, boards, task groups and panels, to which certain operational matters are delegated. The Trustee Board meets at least five times a year to carry out its decision-making and strategic responsibilities.

CIWEM also has a network of branches, special-interest groups, common-interest networks and technical panels, which are run by volunteers. They work alongside the Executive staff, helping to deliver the Institution's charitable objectives, principally through the provision of technical meetings and events for members, nationally and internationally. The Trustee Board monitors the work of the branches and groups at Trustee Board meetings.

Statement of Trustees responsibilities

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards [United Kingdom Generally Accepted Accounting Practice].

The law applicable to charities in England and Wales, and Scotland requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charity and the group, and of the income and expenditure of the group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustee Board is responsible for ensuring that proper accounting records are kept that disclose, with reasonable accuracy, at any time, the financial position of the charity and enable it to ensure that the financial statements comply with the Charities Act 2011, the Charity [Accounts and Reports] Regulations 2008, the Charities and Trustee Investment [Scotland] Act 2005, the Charities Accounts [Scotland] Regulations 2006 [as amended] and the provisions of the Royal Charter.

It is also responsible for safeguarding the assets of the charity and the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and for the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustees who served on the Trustee Board during the financial year are shown [in the positions they held at the year-end] and are as follows:

Trustees

Bushra Hussain [President elect]

Hannah Coogan [Vice president]

John Curtin

Karyn Georges [Honorary treasurer]

Lila Thompson

Matthew Jack

Nicholas Howden [Professional standards committee chair]

Nicola Cunningham [Diversity & Inclusion chair]

Peter Brooks [Interim chair] [Financial audit & resources chair]

Shaun Nicholson [Nominations committee chair]

Stephanie Campbell

Steve Thompsett [President]

Wendy Brooks [Strategy implementation chair]

Additional attendees

Co-opted Board Members

Caroline Gould [CIWEM Service Limited chair]

Independent

David Wilkes [Remuneration committee chair]

Company Secretary

Francesca Brahmbhatt

CIWEM Services Limited [CSL]- Non-Executive Directors

Trevor Harrington

Mike Summersgill

Caroline Gould [CIWEM Service Limited chair]

Joanna Cochrane

Early Career Professionals

Emily Clarke

Sian Leake [Junior president elect]

Emily Shipton [Junior president]

Proceed Sibanda

CIWEM governance

CIWEM governance

The Trustee Board is the body responsible for overseeing the Institution's management and administration and for setting policy. The Board consists of up to 15 Trustees, including the Chair, Honorary Treasurer, the Presidential Team, Trustees and co-opted Board members who are not Trustees.

All Trustees are non-executive members of the Board appointed on merit through an independently facilitated selection process. Further details of Trustee-appointment periods, the Trustee-appointment process and terms of office can be found in the Institution's bye-laws. Trustees are recruited by advertisements in the Institution's magazine, on its website and also through external adverts in the national press. Honorary Officers are appointed from within the Trustee Board.

All new Trustees go through an induction process and are offered regular opportunities to update skills.

Management

The Institution's Chief Executive is responsible for the day-to-day management of the Institution's affairs and for implementing policies agreed by the Trustee Board. The Chief Executive and Company Secretary are supported by Directors and Heads of Departments, who make up the Executive Senior Management Team.

The Executive Senior Management Team at the end of 2022 comprised:

- Terry Fuller, Chief Executive
- Rachael Bliss, Director of Operations
- Alastair Chisholm, Director of Policy
- Darren Eckford, Director of Learning and Organisational Development
- Paul Shaffer, Director of Innovation and Delivery
- Irina Danilova, Head of Events
- Sophie Dunajko, Head of Membership and Professional Standards
- Rebecca Sells, Head of External Affairs
- Ellie Walsh, Head of Human Resources

The remuneration of the Chief Executive is considered by the Remuneration Committee by reference to market rates and other appropriate factors. The Remuneration Committee provides oversight of the remuneration of the Executive Team and advises the Chief Executive, who is responsible for setting the remuneration.

Risk management and internal controls

During 2022, the Executive Senior Management Team maintained a risk register, which was regularly reviewed by the Trustee Board to manage the major risks to which CIWEM is exposed, especially business, operational and financial risks, and accounting for the changing environment. Policies and procedures have been put in place to manage and reduce the identified risks; these were also assessed in detail and updated to ensure their adequacy and effectiveness. We plan to undertake a review of our risk-management processes in 2023.

The principal risks and uncertainties, as well as the steps taken to mitigate the likelihood of their occurrence and impact, are as follows:

Economic downturn leading to increase inflation and uncertainty over the near-future economy - the principal concerns identified for our income were: reduction in membership numbers, a drop in sponsorship and funding support, and a fall in the purchasing of our training and events services. Concerns highlighted for our operational costs included salary pressures and inflation on bought-in services. These concerns will roll into 2023 as the uncertainty continues.

Mitigation actions included:
- Maintaining detailed modelling, forecasting and monitoring of our cash flow;
- Balancing planned in-year expenditure and investments against achievement/ outperformance of income targets.

Digital transformation - the comprehensive and complex nature of this programme makes this a big investment of finance and time of our Executive and Trustees. We established Board-level oversight through a special advisory group

and employed specialist advisers to support the project management of the programme. We also invested in training of in-house resource.

Venue income - the market for rental of office space is still settling following the pandemic. From our assessment of the local market, we maintained a mixed portfolio of short-term let of office space and short-term rental. During the latter part of the year, we were able to invest in some upgrade of facilities, which will continue into 2023.

The Trustee Board recognises that there are inherent limitations in any system of risk management and, accordingly, even the most effective system can only provide reasonable and not absolute assurance that the key risks have been managed adequately. However, the Trustee Board is satisfied that in 2022, through the risk-management process, the major risks have been mitigated to an acceptable level.

CIWEM also maintains a range of policies and procedures, including: health and safety; equality and diversity; environmental; and IT-systems protection. These policies are updated to ensure compliance with legal requirements and employment best practice.

Formal certification to the latest 2015 ISO 14001 and the ISO9001 International Standards was awarded to CIWEM in spring 2016. A re-certification visit was due to take place in 2020, but this has been deferred due to the restrictions of the pandemic. It is our intention to regain this certification at the earliest opportunity.

Member subscriptions

Income from membership subscriptions continues to form a significant part of the Institution's annual income, funding our activities for the public benefit and dissemination of best practice.
In 2022, we took the following direct action to retain and grow membership:

- Grew the support we provide for early-careers professionals within the CIWEM membership;
- Supported our members moving through their CIWEM journey and sought to bring back into membership those whose subscriptions had lapsed;
- Delivered a programme of activities supporting those in the first years of their careers through our Early Careers Network.

We undertook a review of our membership subscriptions, which led us to increase annual membership subscriptions for the 2022 subscription period in line with inflation. This equated to an increase of between £1 and £5 across the grades. We continue to make our membership accessible, with provisions in place for those who might see fees as a barrier to membership and hardship rates for those experiencing financial difficulties, which includes taking a career break, for maternity and paternity leave or unemployment, and supporting those from low-income countries, with fee grades at 50% of the high-income-country fees.

CIWEM Group activities
CIWEM Charity undertakes core membership services while CIWEM operates with two active subsidiary companies: CIWEM Services Ltd. [CSL] and Saffron Hill Management Ltd.

CIWEM's commercial activities are undertaken through CSL, which is a wholly owned subsidiary of CIWEM. CIWEM is a not-for-profit organisation and all surplus funds generated by CSL are gifted to CIWEM to further our public-benefit activities, including the support of our members' professional development. It should be noted that the activities undertaken through CSL provide significant contributions to our public-benefit remit in its own right, as well as funding other charitable activities though the gifted surplus.
Our principal commercial revenue streams are:

- Advertising, jobs and sponsorship;
- Events;
- Publications;
- Training, accreditation and business partnerships;
- Venue hire.

Saffron Hill Management Ltd is the management company responsible for the operations of our property at 106-109 Saffron Hill, including our responsibilities as freeholder of four privately owned flats on the top two floors of the building.



CIWEM charity

Membership

As a professional body, one of our most important roles is setting, maintaining and upholding professional standards for those across the water and environment sector. In 2022, we reviewed our membership journeys, driving our development towards a more inclusive membership, recognising the current roles, career stages and expertise across the sector.

Our professional-development and career-support services continued to advance, with the introduction of an ongoing programme of work aimed at enabling early-career individuals across the sector to develop their professional skills.

During 2022, we were pleased to professionally register more than 140 individuals as engineers, scientists, environmentalists and water and environment managers, and award 143 individual registrations to our members, including: Chartered Engineer [CEng], Chartered Environmentalist [CEnv] and Chartered Scientist [CSci]; the intermediary registrations Incorporated Engineer [IEng] and Registered Environmental Practitioner [REnvP]; technical registration with Engineering Technician [EngTech]; and the pinnacle of professional registration in the water and environment sector, our own Chartered Water and Environmental Manager [C.WEM] registration.

To support our growing membership and professional-registration activities, we grew our international pool of assessors and interviewers, who facilitate our professional-review activities across all registrations and licences.

We grew the number of established mentors on the CIWEM Mentor Platform to more than 80. This saw mentors support CIWEM members across a variety of areas, including professional registration, career development and key skills.

The continued involvement of our dedicated volunteers underpins many of our membership activities. We would like to thank everyone who has contributed - your work has been invaluable across the CIWEM community. Thank you.

Diversity and inclusion

2022 brought structure to diversity and inclusion [D&I] as the Trustee Board had instigated a committee to focus on creating a strategy and clear objectives. The strategy focuses on four themes:

THEME 1: A visible commitment
Objectives:
- CIWEM is a visible ally for all forms of diversity;
- The CIWEM Board, Executive, Volunteers and Trainers take collective responsibility for D&I.

THEME 2: A diverse membership
Objectives:
- Membership to reflect the current diversity of society and drive greater diversity in our sector;
- D&I to be supported throughout the entire member journey;
- D&I will be embraced and championed by the CIWEM membership.

THEME 3: An inclusive culture
Objectives:
- To provide an environment and experience that promote dignity and respect for all and are accessible;
- To create an environment in which individual differences and the contributions made by all are recognised and valued;
- To ensure that all of CIWEM's meetings, events and conferences promote an environment that is accessible, comfortable and encouraging for all to attend and actively participate in.

THEME 4: Data and evidence
Objectives:
- To develop the systems, processes and relationships in line with the D&I Framework that are needed to gather and analyse data on D&I, so that we can measure progress and target future interventions;
- Set benchmarks and regular reporting on progress towards D&I goals;
- In line with the D&I Framework, set standard criteria for collecting, analysing and reporting on protected characteristics of diversity.

Since 2017, we have been working as part of the Royal Academy of Engineering and Science Council Diversity and Inclusion Progression Framework steering group, as well as with other professional bodies, to improve our understanding of D&I, share successes and work to bring about improvement in this area. The Progression Framework was developed to progress D&I across engineering and science professional bodies. It provides a unique tool to plan and track work on D&I across all activities within the Institution. CIWEM's Chief Executive took on the role of Chair for this steering group.

In 2022, we made important updates to our routes to professional registration and fellowship of the Institution to ensure that they are accessible. This included reviewing our professional review processes to understand and remove barriers to those who wish to join the CIWEM community.

Our Early Careers Network Steering Group delivered a programme of activities designed to provide accessible career support and to share the diverse stories of our individual members for those in the first five years of their career. This included a peer-mentoring programme for those currently undertaking the Chartership process.

WEM Pride held its first two events, which were well attended and opened up on how we can be allies. One of the events was held jointly with Jacobs, the Environment Agency and Balfour Beatty. This was a successful collaboration that will grow in the coming years. The network also worked on some very informative communications, both in The Environment magazine and online.

Our Executive and committees' recruitment, nominations and award standards were reviewed to increase the number of applicants from a wider pool of diversity. This was done by changing the language in the initial advertisement and using alternative promotional platforms. The Nominations Committee introduced a new way of shortlisting in which the candidates were judged on answers to questions, as opposed to their CVs. This has proven to be successful and will hopefully be rolled out throughout the organisation.

We recognise that this is just the beginning and we are committed to reducing and eliminating inequality across the water and environment sector. Our D&I initiatives are being led by a sub-committee of our Trustee Board, with Board members and the CEO working with our Executive and external specialist D&I professionals.

Branches

In 2022, CIWEM's branches and groups delivered a programme of 82 events, covering a wide range of topics, such as climate adaptation and resilience, flooding and land and water management, as well as wellbeing and professional development. These events provided 122 hours of accessible CPD to our members and CIWEM continues to make these resources freely accessible to the public in line with our charitable aims.

CIWEM's branch and group events continued in virtual format, delivering 59 webinars over the year. Following the lifting of Covid-19 restrictions, our UK branches and groups began to hold in-person events from March onwards, and our international branches in Aotearoa New Zealand, Hong Kong and the Republic of Ireland followed suit later in the year. However, Hong Kong had to suspend in-person events in late 2022 due to lockdowns. In addition to our 21 in-person events, two hybrid events were also held.

Registrations and attendance at webinars were both lower than in 2021, in part due to the fact that there were fewer webinars, but the attendance rate remained good, and the webinars attracted a much larger audience than the in-person events. Online branch and group events remain more inclusive and sustainable, and have created a new avenue for the sector and public to learn more about our community and the work we do, as we also publish recordings of our webinars on YouTube where permitted.

In a recent survey of our membership on CIWEM's content, our members said that they value our webinars and their accessibility. We will continue to deliver these virtual events as part of a mixed programme of branch and group activities in 2023.

These contributions underline the central importance of our branches and our volunteers, who give so much of their time to CIWEM. CIWEM is deeply thankful for the continued support and passion that our community provided in 2022 and we are excited about what we will accomplish together in 2023.

Our Board and Executive meet with our branches on a regular basis and have consulted with branches to develop our corporate strategy, which is now being embedded in the work they do. Through this, we have a shared desire to develop the support that our central teams and Board provide to our branches and recognise their contributions.

Policy and technical

In 2022, we focused on bringing evidence, balance and objectivity to high-profile public, media and policy-maker discussions on water and climate. The issue of river health, and particularly sewage pollution associated with storm overflows, has exploded into the public consciousness with the publication of data on frequency and duration of discharges. Our work on a systems approach to tackling storm overflows positioned CIWEM as an objective and expert commentator, and many of our recommendations have since progressed into policy. Others remain in train and the government's Plan for Water embraces a wide-ranging and systems-focused approach advocated in this and other components of our work.

Summer 2022 saw record-breaking temperatures and drought conditions in the UK, which raised awareness of water resilience to new levels. Across the world, drought, wildfires, flooding and record heat and cold laid bare the increasing manifestation of climate change, with bodies including the Met Office advising that such conditions were considerably more likely as a result.

We enjoyed extensive media coverage across the year, providing commentary widely across television, radio and in the press. This was enabled by the support of our specialist panels, who once again provided advice and briefings, lending strong legitimacy to CIWEM's role as an expert voice.

Across the year, we worked to increase the frequency of our member engagement on technical issues through our panels, networks, branches and groups, recovering from the engagement challenges posed by the Covid-19 pandemic. We will continue this programme through 2023, with a new member joining the Policy to Practice team.

Our experience and standing have been bolstered by the work undertaken by our Policy to Practice team. With a strong focus on supporting good

practice and capacity-building, this practically focused work, initiated in 2021, grew in breadth and scale across the year.

During 2022, using our convening power and approach to project management, we worked with Water UK, water companies and their regulators, and other key stakeholders to develop a long-term bioresources strategy for England. We were also commissioned to undertake an independent review of the challenges and opportunities around surface-water management for risk-management authorities, focusing on collaboration, funding, capacity and skills.

Funds secured during 2022 will enable us to undertake further research in water management and develop a two-year Community of Practice on Property Flood Resilience [PFR], aligning with the training and certification we're developing on PFR.

The Policy to Practice function is strengthening our relationships with government and its agencies, and spanning between the policy and advocacy, and learning and development areas of CIWEM activity.

As both a critical friend and supporter of government and its agencies, our profile and reputation with policy- and decision-makers is rising rapidly because we are balanced, open and solutions-focused. We are called on to engage in discussions regarding water and environment issues with great frequency. Across our sector, we are regarded as a constructive commentator and thought leader, and we have strong relationships across industry, supply chains of all kinds, regulators and local and national government, as well as the NGO sector, underlining our mantra of [collaborate with conviction]. We are excited to continue building on this through 2023.

Professional standards committee

The Professional Standards Committee [PSC] was formed in 2014 as a standing committee reporting to the Trustee Board. Its key role is to ensure best practice is followed in CIWEM's membership policy as set out in its Royal Charter and to uphold the terms of our external registration licenses. It is assisted by an Engineering Subcommittee, a Business and Science Subcommittee, an Accreditation Board and a Qualifications Panel, all of which report to the PSC.

Qualifications panel

The Qualifications Panel was established to fulfil CIWEM's obligation under the Engineering Council's Registration Code of Practice to maintain a panel of competent registrants to assess applicants for registration who do not possess the Council's exemplifying qualifications. The panel reports to the Professional Standards Committee. Typically, the applicants considered by the panel hold an overseas degree or a degree in a subject other than engineering.

CIWEM Services Ltd activities

Events

The focus for our events in 2022 has been primarily on delivering our revenue-generating events and networking activities, engaging thousands of CIWEM members, non-members, stakeholders and partners.

In 2022, CIWEM Events produced and delivered a wide range of commercial in-person and online events, including our large-scale Flood & Coast event, which incorporated the Urban Drainage Group [UDG] Spring Conference within the conference, UDG Annual Conference and Exhibition, UDG Virtual Training Day. It also supported CIWEM's Rivers and Coastal Group in the delivery of an in-person study day that focused on innovative flood-risk-management techniques and a visit to the Leeds Flood Alleviation Phase 1 and 2 sites. The events team also supported branches and the broader CIWEM team in the delivery of branch events, CIWEM's Annual General Meeting and CIWEM's Presidential Induction.

CIWEM Events has been diligently tracking and measuring the success of each event, based on the following key performance indicators:

- Revenue and profit margin;
- Client retention rate;
- Average daily attendance;
- Customer satisfaction;
- Relevance and accessibility;
- Alignment with CIWEM goals and strategy.

CIWEM Urban Drainage Group's events programme included a two-day virtual training event with a number of practical sessions on SuDS, the Spring Conference as part of the Flood & Coast event and an in-person Annual Conference and Expo in Birmingham, previously known as the

UDG Autumn event. The UDG Annual Conference featured a packed programme of CPD-accredited panel sessions, technical-paper presentations, panel discussions and workshops, and addressed some of the hot topics of concern to water companies, regulators and other stakeholders eager to improve how urban drainage and wastewater services protect homes from flooding. Alongside the UDG Annual Conference, we hosted a dinner and expo where delegates could meet with organisations working on adaptation, resilience and net zero in urban-drainage management.

Our ambition in 2022 was to increase the number of companies that attend, exhibit at and support Flood & Coast and UDG events. In order for us to achieve this, we appointed Syon to become our event sales support. With guidance from CIWEM, Syon helped us achieve our financial targets across all commercial events.

The diversity of our events programme in 2022 was a tribute to the breadth of interest and expertise within the CIWEM membership. CIWEM events will continue to bring leading experts, thinkers and decision-makers together to debate the biggest environmental challenges of the day in engaging and interactive formats.

Flood & Coast

In 2022, we delivered our first in-person Flood & Coast event in Telford. More than 1,300 people attended the conference and exhibition, including delegates from local authorities, communities and businesses, students and more; 700 people attended the awards dinner alone. We welcomed back our long-term supporters and engaged with new organisations and individuals joining our community for the first time. The theme for the 2022 conference was working together for a climate-resilient, net-zero world. As a community devoted to flood and coastal erosion risk management, this has never been more critical. Flood & Coast provided a space to share and debate innovative solutions to managing the increased risk of flooding in our rapidly changing climate. It was also a perfect space in which to network and an opportunity to learn from a pool of experts that spans our diverse sector.

The CIWEM and Environment Agency conference team worked hard behind the scenes, with support from our advisory committee of experts from across the sector. We put together a first-class programme featuring leading national and international voices from the flooding, coastal erosion and climate change worlds, and spanning topics from adaptation at the coast to building teams fit for the future. Beyond the plenaries was an action-packed schedule of side events, a lively exhibition hall that welcomed more than 75 organisations, and the Flood & Coast Excellence Awards dinner, which joyously celebrated team and individual achievements.

Learning and development

2022 was a successful year for learning and development [L&D] that saw continual development of the CIWEM open training offerings and, excitingly, continued establishment of our place as a trusted provider of training to industry. Our ability to construct and deliver certification against set competencies is becoming a real benefit to working with CIWEM and developing robust end-to-end training.

The Property Flood Resilience [PFR] training that kicked off in 2021 continued to be a major pillar of work for the L&D team. After delivering some of the technical pilots, a re-development to better align with the certification journey ensued, with complete modules launching in 2023. This is an exciting opportunity and supports the roll-out of the Environment Agency's PFR Procurement Framework.

We have continued to update and upgrade our online-training portfolio, adding courses in social support and psychological safety in the workplace, and reverse osmosis to our portfolio. We also added live virtual-trainer-led surgery sessions to all of our online modules, enhancing the learner experience and taking the Q&A out of text and into conversation. We have been awarded a significant contract to begin in 2023 for Water Quality Training and Certification, and in 2022, began work on the development of the Professional Certification for PFR.

Overall, in 2022, we delivered professional training to 1,526 individual delegates. We are eager to deliver more in 2023.

Accreditations and partnerships

CIWEM's accreditation and partnerships programme works with more than 70 parties from around the world who are committed to our mission. This includes universities, consultancies, water companies, agencies, contractors, associations, suppliers and more. Their financial support is vital, but when we work closely with our organisational partnerships to achieve common goals, we can open up even more opportunities.

In 2022, we brought the programme more in line with one of our key values - collaborate with conviction - by restructuring the team and augmenting the way in which we manage these relationships. This means that, rather than treating each relationship as a "type" [i.e., university accreditation, professional-development scheme, CPD accreditation and/or business partner] we see everyone as invested partners in our work to build careers and skills, create community, share experiences and knowledge, and influence policy and best practice. Each partnership is unique, so we maintain close relationships that allow us to understand each other's priorities and identify ways to collaborate that will have the biggest impact.

One of the things we learned through this shift in mindset is that some of our partners would like more guidance and support in developing their internal professional-development schemes, which led us to launch our first pilot of a CIWEM-managed professional-development scheme. We also consulted with partners and our policy team on new industry roundtables and thought-leadership content and events, and worked in partnership with universities and industry partners to imagine CIWEM's first-ever virtual career fair, to be delivered in 2023.

Perhaps as a result of organisations coming back from Covid-19 and potentially further fuelled by this change in mindset, the increase in demand for partnerships with CIWEM grew over 2022 and we expect this growth to continue.

Our partnerships-and-accreditation programme is supported by a board of passionate chartered members who help us safeguard professional standards by assessing each application and by monitoring existing accreditations each year. We thank them for their continued support and invite others to volunteer to do the same as we continue to grow and develop our partnerships programme.

Publications

The Environment magazine

The Environment magazine continued to lead the sector in terms of the quality and breadth of its editorial. It produced ten issues and a Consultants and Contractors File last year, which performed strongly as a valuable advertising vehicle. It featured prominent figures both nationally and internationally, across the worlds of water, climate, nature and social science and engineering. The Environment consistently champions diversity and inclusion, and 2022 featured a youth takeover, championed women in our sector and discussed LGBTQ+ inclusivity at work. It also considered climate justice and tackled issues such as the impact of our changing climate on mental health. In 2023, we will be laying the foundations for a digital-first approach to The Environment in 2024.

Journals

Water and Environment Journal received more than 600 submissions in 2022 from more than 60 countries, spanning innovations and solutions focused on enhancing water-management best practice. 755 pages of peer-reviewed content were published across four issues, all freely available to CIWEM members online.

Since transitioning to open access in 2019, *The Journal of Flood Risk Management* has grown in popularity as an international platform for knowledge sharing in all areas related to flood risk. The journal now has an impact factor of 4.005 and article downloads in excess of 300,000. The journal launched three special issues in 2022, including "operational flood forecasting and early warning systems" and "social innovations and transformations in flood risk management".

During 2022, the journals were supported by 79 editorial board members across 21 countries. Thanks go to our board members for their commitment and support to ensuring that CIWEM's journals continue to share best-practice science and new innovations across water and the environment.

Financial overview

Income and expenditure summary

- Group income for the year totalled £3.30m [£2.58m in 2021].
- Group expenditure in the year totalled £3.81m, after incurring an impairment charge on the Charity's freehold property at Saffron Hill [for further details, see the "Saffron Hill" section below]. Excluding the effect of the impairment [and the reversal of part of a previous impairment charge in 2021], group expenditure was £3.29m in 2022 [£2.39m in 2021].
- Approximately half of our income in 2022 [£1.67m] was from membership subscriptions. This compares to approximately 64% in 2021, despite total membership income being very similar in both years. The change is partly because our event operations were still significantly restricted in 2021 by Covid-19, although we continue the transition to being less reliant on our membership income into the future. The balance of our income [£1.63m] is made up mainly by way of commercial lettings, events, training, policy work and publications.

Balance sheet

- CIWEM's group balance sheet shows total net assets of £1.06m at the end of 2022.
- At the year-end, the total funds held within the group were £1.06m, compared to £1.57m at the end of 2021; unrestricted funds at the year-end were £0.98m, compared to £1.49m at the end of 2021. The reduction in funds is a result of the impairment charge on the property of £0.52m incurred in 2022.

Saffron Hill

The Trustees are required to consider whether there is any indication that the Saffron Hill property has been impaired at each balance sheet date. The building was formally valued by external and professional valuers as at 31 December 2022, with a valuation of £3.35m, which reflects current market conditions, compared with a valuation of £3.94m at the year-end 2021. An adjustment has been made to the carrying value of the property in the 2022 accounts to reflect this valuation. [see Note 9]

Reserves policy

The Trustee Board is satisfied that the banking facilities negotiated in 2019, secured on the freehold of the building, and the fabric of the building itself provide for appropriate reserves in the immediate term. However, this investment of reserves in the building has resulted in negative free reserves in the years since the property was originally purchased. Free reserves are calculated as the general fund at the year-end, less the book value of fixed assets, plus the outstanding creditors at the year-end used to fund those fixed assets. As a result, the Trustee Board set out a five-year plan to build free reserves, which will reduce CIWEM's dependency on bank support.

Our current financial arrangements will be due for renewal in 2024 and we will begin discussions with our existing financiers in early 2023 and review our options during 2023.

The plan adopts a hierarchy for the allocation of our year-end surplus, with the objective being to contribute to all three of the following, but in a proportion that reflects the priority of our aims and our financial performance:

1. Build our free reserves;
2. Enhance our charitable activities;
3. Pay off loan capital above the contractual obligations.

This hierarchy will be reviewed at least annually and in the event of a significant change, such as business risk or external economics. We do not consider this hierarchy to be changed by the impacts of the pandemic over 2021. It should be noted that our profitability in the year was reduced by the economic uncertainties presented in 2022.

The report of the trustees, including the message from the Chair and the Chief Executive and the Reference and Administrative details set out on the pages above, was approved by the Trustees on 31 May 2023 and is signed on their behalf as below.



Pete Brooks
Interim Chair



Karyn Georges
Honorary Treasurer



INDEPENDENT AUDITORS REPORT

For the year ended 31 December 2022



Independent Auditors Report to the Members and Trustees of The Chartered Institution of Water and Environmental Management

Opinion

We have audited the financial statements of The Chartered Institution of Water and Environmental Management [the 'parent charity'] and its subsidiaries [the 'group'] for the year ended 31 December 2022, which comprise Group Statement of Financial Activities, the Group and Parent Charity Balance Sheets and the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' [United Kingdom Generally Accepted Accounting Practice].

In our opinion, the financial statements:

- Give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2022 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the Charities and Trustee Investment [Scotland] Act 2005 [as amended], regulations 6 and 8 of the Charities Accounts [Scotland] Regulations 2006 [as amended] and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing [UK] [ISAs[UK]] and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Charities Accounts [Scotland] Regulations 2006 [as amended] and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charity has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the

preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 44[1][c] of the Charities and Trustee Investment [Scotland] Act 2005, and Section 151 of the Charities Act 2011 and report to you in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs [UK] will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs [UK] we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Charities and Trustee Investment [Scotland] Act 2005 [as amended], regulations 6 and 8 of the Charities Accounts [Scotland] Regulations 2006 [as amended], the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Section 44[1][c] of the Charities and Trustee Investment [Scotland] Act 2005, and in respect of the consolidated financial statements, in accordance with section 154 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees those matters that we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and the charity's trustees as a body for our audit work, for this report, or for the opinion we have formed.

Moore Kingston Smith LLP

10 July 2023

Andrew Stickland
Senior Statutory Auditor

For and on behalf of Moore Kingston Smith LLP, Statutory Auditor

9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006

Consolidated statement of financial activities

For the year ended 31 December 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
INCOME					
DONATIONS AND LEGACIES	3	-	-	-	12,230
INCOME FROM CHARITABLE ACTIVITIES:					
Membership subscription and fees		1,672,772	-	1,672,772	1,659,673
Conferences and events		725,703	49,416	775,119	235,916
Education and training courses		267,344	-	267,344	313,012
Policy and partnerships		215,932	-	215,932	67,385
OTHER TRADING ACTIVITIES					
Investment income	4	35	-	35	11
Books and publications		177,209	-	177,209	141,655
Lettings		172,290	-	172,290	133,935
OTHER INCOME		16,764	-	16,764	14,629
TOTAL INCOME		**3,248,049**	**49,416**	**3,297,465**	**2,578,446**
EXPENDITURE					
EXPENDITURE ON RAISING FUNDS:					
Lettings		188,802	-	188,802	135,487
EXPENDITURE ON CHARITABLE ACTIVITIES:					
Membership services		1,045,904	-	1,045,904	1,086,754
Conferences and events		1,023,252	30,609	1,053,861	571,963
Education and training		257,225	-	257,225	204,331
Policy and partnerships		627,089	12,935	640,024	379,339
Donations, prizes and awards		101,670	5,301	106,971	13,129
IMPAIRMENT (/ REVERSAL)					
OF FREEHOLD PROPERTY	9	515,334	-	515,334	(143,794)
TOTAL EXPENDITURE	**5**	**3,759,276**	**48,845**	**3,808,121**	**2,247,209**
NET (EXPENDITURE) / INCOME & MOVEMENT IN FUNDS		**(511,227)**	**571**	**(510,656)**	**331,237**
TOTAL FUNDS BROUGHT FORWARD	**16**	**1,491,292**	**79,655**	**1,570,947**	**1,239,710**
TOTAL FUNDS CARRIED FORWARD	**16**	**980,065**	**80,226**	**1,060,291**	**1,570,947**

Note 19 - shows the Charity Statement of Financial Activities

The notes on the following pages form part of these financial statements

Consolidated and charity balance sheets

As at 31 December 2022

	Note	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Fixed Assets					
Tangible assets	9	3,383,358	3,975,009	3,383,358	3,975,009
Intangible assets	10	134,025	69,287	109,025	19,287
Investments	11	-	-	100	100
Total Fixed Assets		**3,517,383**	**4,044,296**	**3,492,483**	**3,994,396**
Current Assets					
Debtors	12	448,854	357,540	293,048	156,410
Cash at bank and in hand		121,729	110,125	69,800	55,604
Total Current Assets		**570,583**	**467,665**	**362,848**	**212,014**
Creditors: Amounts falling due within one year	13	1,374,552	1,227,369	1,203,966	994,220
Net Current (Liabilities)		**(803,969)**	**(759,704)**	**(841,118)**	**(782,206)**
Creditors: Amounts falling due after more than one year	14	1,653,123	1,713,645	1,653,123	1,713,645
Net Assets		**1,060,291**	**1,570,947**	**998,242**	**1,498,545**
Funds	16				
Restricted funds		80,226	79,655	80,226	79,655
Unrestricted funds:					
General		980,065	1,491,292	918,016	1,418,890
Total Funds		**1,060,291**	**1,570,947**	**998,242**	**1,498,545**

These Accounts were approved and authorised for issue by Trustee Board on 5 June 2023 and signed on its behalf by:

Peter Brookes

Acting Chair

Karyn Georges

Honorary Treasurer

The notes on the following pages form part of these financial statements

Consolidated and charity statement of cash flows

For the year ended 31 December 2022

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Cash flows from operating activities:				
Net (expenditure) / income for the year	(510,656)	331,237	(500,303)	266,522
Adjustments for:				
Depreciation and amortisation charges	121,788	129,717	96,788	104,717
Impairment charge / (reversal)	515,334	(143,794)	515,334	(143,794)
Interest	(35)	(11)	(35)	(11)
Loss on disposal of fixed assets	1,831	-	1,831	-
(Increase) / decrease in debtors	(91,313)	53,697	(136,638)	(9,304)
Increase / (decrease) in creditors	44,021	(198,899)	106,585	(56,688)
Net cash provided by operating activities	**80,970**	**171,947**	**83,562**	**161,442**
Cash flows from investing activities:				
Interest	35	11	35	11
Purchase of tangible fixed assets	(22,302)	(20,335)	(22,302)	(20,335)
Purchase of intangible fixed assets	(89,738)	(19,286)	(89,738)	(19,286)
Net cash (used in) investing activities	**(112,005)**	**(39,610)**	**(112,005)**	**(39,610)**
Cash flows from financing activities:				
Repayments of borrowing	(72,085)	(72,674)	(72,085)	(72,674)
Net cash (used in) financing activities	**(72,085)**	**(72,674)**	**(72,085)**	**(72,674)**
Change in cash and cash equivalents in the year	**(103,120)**	**59,663**	**(100,528)**	**49,158**
Cash and cash equivalents at the beginning of the year	108,372	48,709	53,851	4,693
Cash and cash equivalents at the end of the year	**5,252**	**108,372**	**(46,677)**	**53,851**
Represented by				
Cash at bank and in hand	121,729	110,125	69,800	55,604
Bank overdraft	(116,477)	(1,753)	(116,477)	(1,753)
	5,252	**108,372**	**(46,677)**	**53,851**

Analysis of changes in net debt

	Brought forward 1/1/2022 £	Cash flows £	Carried forward 31/12/2022 £
Cash at bank and in hand	110,125	11,604	121,729
Bank overdraft	(1,753)	(114,724)	(116,477)
Loans falling due within one year	(77,717)	11,563	(66,154)
Loans falling due after more than one year	(1,713,645)	60,522	(1,653,123)
Total (net debt)	**(1,682,990)**	**(31,035)**	**(1,714,025)**

The notes on the following pages form part of these financial statements

Notes to the financial statements

For the year ended 31 December 2022

1. Accounting Policies

Basis of Accounting

These financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charity and its subsidiary are a public benefit group for the purposes of FRS 102 and therefore have also prepared the financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The presentational currency used is British pound sterling, and balances are rounded to the nearest £1.

Going Concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the Charity and Group to continue as a going concern. This has included the impact of possible interest rate rises on the bank loan, interest on which is payable at Base Rate plus 1.95%. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

Detailed forecasts and projections have been prepared and these indicate that the Institution continues to be able to operate within the arranged overdraft facility with its bankers. However, as with all overdraft facilities, it is subject to annual review and can be cancelled at any time. The next annual review is in September 2023 although the Trustees have no reason to believe it will not be renewed.

Accordingly the trustees have concluded that there is a reasonable expectation that the Charity and Group has adequate resources to settle its debts as they fall due and therefore continue to adopt the going concern basis in preparing its financial statements.

Consolidated Financial Statements

The group financial statements consolidate the financial statements of the charity and its wholly-owned subsidiary undertakings, CIWEM Services Limited and 106-109 Saffron Hill Management Limited.

Branches and Groups

The financial transactions of all UK branches and groups and the two non sterling branches of Hong Kong and the Republic of Ireland have been included within the main CIWEM accounts.

Notes to the financial statements

For the year ended 31 December 2022

1. Accounting Policies (continued)

Income

Subscription income represents total subscriptions received from members for the year. Subscription receipts relating to the following year are treated as deferred income. No accrual is made for subscriptions in arrears.

Conference & event income is recognised within the year held. Any conference and event receipts relating to the following year are treated as deferred income. Attendance and sponsorship is the main source of income, which is either invoiced in advance or payable as an entrance fee.

Income from government or other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable the income will be received and the amount can be reliably measured.

All other income is included in the Statement of Financial Activities when the Charity is entitled to the income, the amount is probable, and the amount can be measured reliably.

Expenditure

Expenditure is charged to the Statement of Financial Activities on an accruals basis, net of recoverable VAT. All costs have been charged where possible directly to the relevant activity. Where costs cannot be directly attributed to particular activities, they have been allocated between expense headings on the basis of time spent.

Tangible fixed assets and Depreciation

Tangible fixed assets are included in the balance sheet at original cost less accumulated depreciation. Cost includes capitalised interest and other finance costs where appropriate. Depreciation is provided on a straight line basis calculated to write down the cost of all tangible assets to their estimated residual values over the number of years of expected use. Leased assets are written off over the period of the lease. Assets are depreciated at the following rates:

Freehold Land	Not depreciated
Freehold buildings	60 years
Fitting out costs	20 years
Furniture and fittings	5 years
Office equipment	5 years
Computer equipment and software	3 years
Management Information Systems	5 years

All single purchases of less than £1,000 (excl. VAT) are written off in the year of purchase unless forming part of a more comprehensive scheme or capital project.

Intangible fixed assets and Amortisation

Intangible fixed assets are included in the balance sheet at original cost less accumulated amortisation. Amortisation is provided on a straight line basis calculated to write down the cost of all intangible assets to their estimated residual values over the number of years of expected use. Assets are depreciated at the following rates:

Computer equipment and software	3 years
Flood & Coast event	4 years

Notes to the financial statements
For the year ended 31 December 2022

1. Accounting Policies (continued)

Impairment of fixed assets
Assets that are subject to depreciation or impairment are assessed at each reporting date to determine whether there is any indication that the assets are impaired. Where there is an indication that an asset may be impaired, the carrying value of the asset is tested for impairment. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. Assets that have previously been impaired are reviewed at each reporting date to assess whether there is any indication that the impairment losses recognised in prior periods may no longer exist or may have deceased.

Taxation
Under the provisions of Section 466-497 of the 2010 Corporation Taxes Act and section 256 (1) of the Taxation of Capital Gains Act 1992 , the Institution qualifies for exemption from liability to taxation on charitable income and gains.

Pensions
Contributions are made to individual personal pension plans which are defined contribution schemes.

The pension costs charged to the Statement of Financial Activities in the year are those actually paid or due to be paid into the pension plans.

Translation of Overseas Currencies to Sterling
The financial statements are presented in pounds sterling as this is the functional currency of the organisation. The accounts of non sterling branches are translated into sterling. Income and expenditure items are translated at appropriate average rates and monetary assets and liabilities at the rates at the balance sheet date. The currency gains and losses are taken to the unrestricted funds.

Operating Leases
Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

Unrestricted and Restricted Funds
Unrestricted funds are expendable at the discretion of Trustee Board and in furtherance of the Institution's charitable objectives.

The restricted funds held by the Group relate to the income and expenditure of CIWEM branches.

Notes to the financial statements

For the year ended 31 December 2022

1. Accounting Policies (continued)

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

With the exceptions of balances to/from HMRC, prepayments and deferred income, all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See notes 12 and 13 for the debtor and creditor notes.

The year end carrying value of financial assets and financial liabilities, measured at amortised cost, was as follows:

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Financial assets	341,323	196,473	234,818	86,411
Financial liabilities	1,892,629	1,953,265	141,892	121,205

The year end carrying value of financial assets that are equity instruments, measured at cost less impairment and relating to the Charity only were £100 (2021: £100). This balance relates to the investment in the subsidiary company, CIWEM Services Limited.

Accounting judgements and estimates

The key judgements and estimates used in the preparation of these Financial Statements are as follows:

- The depreciation rate of tangible fixed assets and amortisation rate of intangible fixed assets (detailed above)
- The impairment of the freehold property detailed in Note 9
- The provision for bad debts included at the year end
- Support costs are apportioned to direct activities based on the direct staff costs allocated to those activities (see Note 5)

There are no other key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Notes to the financial statements

For the year ended 31 December 2022

2. Subsidiary Undertakings

CIWEM has a wholly-owned trading subsidiary undertaking, CIWEM Services Limited, a company incorporated and registered in England and Wales (registered no 03166701). The principal activities of this company are conferences, events and publications. All its profits are paid to the charity by gift aid. The charity owns the entire issued share capital of 100 ordinary shares of £1 each.

CIWEM controls a second trading subsidiary undertaking, 106-109 Saffron Hill Management Limited (SHML), a company limited by guarantee and incorporated and registered in England and Wales (registered no 08822614). SHML own the leasehold rights of the four privately owned residential flats on the top two floors of 106-109 Saffron Hill. The charity has charged 106-109 Saffron Hill Management Limited for the running and maintenance costs of the flats and these costs have been recharged to the flat owners.

A summary of the results of the subsidiaries is shown below:

CIWEM Services Limited

	2022 £	2021 £
Profit and Loss Account		
Turnover	1,499,235	1,030,469
Cost of sales	1,247,902	772,185
Gross profit	**251,333**	**258,284**
Administration expenses	189,284	185,882
Profit on ordinary activities	**62,049**	**72,402**

Changes in equity:

	2022 £	2021 £
Total equity brought forward	72,502	7,787
Total comprehensive income for the year	62,049	72,402
Gift aid distribution to parent charity	(72,402)	(7,687)
Total equity carried forward	**62,149**	**72,502**

	2022 £	2021 £
Balance Sheet		
Intangible fixed assets	25,000	50,000
Current assets	207,735	274,538
Creditors: amounts falling due within one year	(174,887)	(252,036)
Creditors: Amounts falling due in after one year	-	-
Total assets less current liabilities	**57,848**	**72,502**
Called up share capital	100	100
Retained profit and loss account	62,049	72,402
Shareholders' funds	**62,149**	**72,502**

Notes to the financial statements

For the year ended 31 December 2022

2. Subsidiary Undertakings (continued)

106 - 109 Saffron Hill Management

	2022 £	2021 £
Profit and Loss Account		
Turnover	(16,764)	14,629
Cost of sales	(16,764)	14,629
Gross profit	-	-
Interest	-	-
Retained profit and loss account	-	-

	2022 £	2021 £
Balance Sheet		
Current assets	19,978	15,240
Cash at bank and in hand	24,694	6,602
Creditors: amounts falling due within one year		
Amounts owed to group undertakings	(31,141)	(6,602)
Other creditors	(13,531)	(15,240)
Total assets less current liabilities	-	-

3. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Government Grant: furlough scheme	-	-	-	12,230
Total Donations and legacies	-	-	-	12,230

4. Investment Income

	2022 £	2021 £
Bank and Money Market Interest receivable	35	11
Total Investment Income	35	11

Notes to the financial statements

For the year ended 31 December 2022

5. Expenditure

Current year

	Key management / Staff costs £	Activities undertaken directly £	Support costs £	Impairment £	Total 2022 £
Lettings	70,075	11,708	107,019	-	188,802
Membership services	394,903	175,651	475,350	-	1,045,904
Conferences and events	235,521	458,652	359,688	-	1,053,861
Education and training	161,880	95,345	-	-	257,225
Policy and partnerships	227,946	137,697	274,381	-	640,024
Prizes, awards, & scholarships	29,420	77,551	-	-	106,971
Support costs	447,610	768,828	(1,216,438)	-	-
Impairment of freehold property	-	-	-	515,334	515,334
	1,567,355	**1,725,432**	**-**	**515,334**	**3,808,121**

Prior year

	Key management / Staff costs £	Activities undertaken directly £	Support costs £	Reversal of impairment £	Total 2021 £
Lettings	42,838	5,137	87,512	-	135,487
Membership services	399,287	184,009	503,458	-	1,086,754
Conferences and events	161,813	79,587	330,563	-	571,963
Education and training	138,289	66,042	-	-	204,331
Policy and partnerships	135,878	72,134	171,327	-	379,339
Prizes, awards, & scholarships	-	13,129	-	-	13,129
Support costs	429,920	662,940	(1,092,860)	-	-
Reversal of impairment of freehold property	-	-	-	(143,794)	(143,794)
	1,308,025	**1,082,978**	**-**	**(143,794)**	**2,247,209**

Expenditure includes:

	Total 2022 £	Total 2021 £
Operating lease payments (excluding VAT)	4,104	4,663
Interest costs	59,716	40,801
Depreciation	96,788	99,992
Gain / (loss) on foreign exchange	4,768	(100)

Notes to the financial statements

For the year ended 31 December 2022

6. Direct Support costs

	Total 2022 £	Total 2021 £
Governance costs		
Auditors' remuneration:		
For Audit: Current year	27,350	24,500
Non-audit fees	4,975	4,772
Trustee Board costs	5,116	1,372
AGM/EGM costs	392	366
Legal and professional fees	91	5,782
	37,924	36,792
Other support costs:		
Management costs (including outsourced accounting)	119,515	114,331
Human Resources	52,527	44,161
Legal, professional & bank / finance costs	134,427	91,995
Premises	286,452	258,215
Office Services	17,688	18,407
ICT	120,295	99,039
	768,828	**662,940**

Notes to the financial statements

For the year ended 31 December 2022

7. Employees and Key Management Personnel

The key management personnel of the Charity comprise the trustees, the Chief Executive Officer and Senior Management team. The total amounts paid for salaries, fees and expenses in respect of the key management personnel of the Charity, inclusive of employer pensions and employer National Insurance contributions, were £421,592 (2021 - £361,001).

The average monthly number of employees during the period was 30 (2021 - 28). Staff costs during the period consisted of:

	Total 2022 £	Total 2021 £
Salaries	1,281,544	1,093,337
Temporary agency staff	3,879	483
Social security costs	161,393	114,764
Pension and life assurance costs	107,071	92,966
Recruitment costs	13,468	6,475
	1,567,355	**1,308,025**

The number of employees earning £60,000 in the year or more (exclusive of employer pensions and employer National Insurance contributions) was:

	Total 2022 Number	Total 2021 Number
£60,000- £70,000	3	2
£70,000- £80,000	1	-
£110,000 - £120,000	-	1
£120,000 - £130,000	1	-

The pension payments for staff earning £60,000 or more in the year amounted to £46,802 (2021 - £38,391). These contributions were paid into defined contribution schemes.

8. Trustees

The members of the Trustee Board received no remuneration in relation to fulfilling their role as Trustees (2021: £Nil). Expenses for travel and subsistence reimbursed to 2 Trustees amounted to £1,413 (2021: £Nil).

Notes to the financial statements

For the year ended 31 December 2022

9. Tangible Fixed Assets - Group and Charity

	Furniture and Fittings £	Office Equipment £	Freehold Property £	Computer Systems £	Total £
Cost					
At 1st January 2022	10,228	51,133	6,273,773	101,253	6,436,387
Additions	-	-	-	22,302	22,302
Disposals	-	-	-	(17,145)	(17,145)
At 31st December 2022	**10,228**	**51,133**	**6,273,773**	**106,410**	**6,441,544**
Depreciation					
At 1st January 2022	10,228	40,132	2,333,773	77,245	2,461,378
Charge in year	-	9,183	74,666	12,939	96,788
Disposals	-	-	-	(15,314)	(15,314)
Impairment of freehold property (see below)	-	-	515,334	-	515,334
At 31st December 2022	**10,228**	**49,315**	**2,923,773**	**74,870**	**3,058,186**
Net Book Value					
At 31st December 2022	**-**	**1,818**	**3,350,000**	**31,540**	**3,383,358**
At 31st December 2021	**-**	**11,001**	**3,940,000**	**24,008**	**3,975,009**

A valuation of the freehold property at 106-109 Saffron Hill EC1N 8QS was carried out by Allsop LLP of 33 Wigmore Street W1U 1BZ. This valuation represents an impairment on the depreciated cost previously included in the financial statements. An impairment loss of £515,334 has subsequently been reflected in the year to 31 December 2022.

Notes to the financial statements

For the year ended 31 December 2022

10. Intangible Fixed Assets - Group

	Computer Systems £	Flood & Coast Event £	Total £
Cost			
At 1st January 2022	352,196	100,000	452,196
Additions	89,738	-	89,738
At 31st December 2022	**441,934**	**100,000**	**541,934**
Amortisation			
At 1st January 2022	332,909	50,000	382,909
Charge in year	-	25,000	25,000
At 31st December 2022	**332,909**	**75,000**	**407,909**
Net Book Value			
At 31st December 2022	**109,025**	**25,000**	**134,025**
At 31st December 2021	**19,287**	**50,000**	**69,287**

Computer systems additions in the year of £89,738 relate to CRM development. These additions were not amortised in the year because the CRM was not in use before the year end.

11. Fixed Asset Investments

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Investments held in subsidiary				
CIWEM Services Limited (Note 2)	-	-	100	100
Total Investments	**-**	**-**	**100**	**100**

12. Debtors

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Trade debtors	255,376	88,964	134,648	1,800
Other debtors	85,947	107,509	64,728	78,009
Prepayments	107,531	153,524	58,230	62,456
Amounts owed from subsidiary undertakings	-	-	35,442	6,602
VAT recoverable	-	7,543	-	7,543
	448,854	**357,540**	**293,048**	**156,410**

Trade debtors above are net of provisions made against specific bad debts within the subsidiaries totalling £17,647 (2021: £31,339).

Notes to the financial statements

For the year ended 31 December 2022

13. Creditors: Amounts falling due within one year

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Trade creditors	108,021	85,242	58,696	38,167
Taxation and social security	87,691	63,942	64,452	48,574
Other creditors	18,775	15,540	10,775	7,540
Accruals	112,710	138,838	72,421	75,498
Deferred income	864,724	844,337	814,991	726,084
Amounts due to subsidiary undertakings	-	-	-	18,887
Bank overdraft	116,477	1,753	116,477	1,753
Bank loan (see Note 14)	66,154	77,717	66,154	77,717
	1,374,552	**1,227,369**	**1,203,966**	**994,220**

The bank overdraft facility is secured on the Saffron Hill property. The interest rate charged is Bank of England Base Rate plus 3% fixed for five years from September 2019. The Facility can be cancelled by the bank at any time.

At the year end, there was no balance outstanding to the pension fund (2021: £Nil).

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Deferred income:				
Balance brought forward	844,337	736,537	726,084	700,036
Amount released to income	(844,337)	(736,537)	(726,084)	(700,036)
Amount deferred in the year:				
Membership receipts	724,091	726,084	724,091	726,084
Project income	90,900	-	90,900	-
Invoices relating to events	7,259	103,570	-	-
Business partnerships	27,873	-	-	-
Invoices relating to room rentals	14,601	14,683	-	-
Balance carried forward	**864,724**	**844,337**	**814,991**	**726,084**

Notes to the financial statements

For the year ended 31 December 2022

14. Creditors: Amounts falling due after one year

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Bank loan	1,653,123	1,713,645	1,653,123	1,713,645
	1,653,123	1,713,645	1,653,123	1,713,645

Payments of accruals and the bank loan are as follows:

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
One to Two Years	66,154	77,717	66,154	77,717
Two to Five Years	1,586,969	1,635,928	1,586,969	1,635,928
	1,653,123	1,713,645	1,653,123	1,713,645

The bank loan is secured on the Saffron Hill property. The interest rate charged is Bank of England Base Rate plus 1.95% fixed for five years from September 2019.

The carrying net book value of the property on which the loan is secured is £3,350,000 (2021: £3,940,000).

15. Operating Lease Commitments

At the reporting end date the company had the following future minimum lease payments under non-cancellable operating leases (all for equipment) which fall due as follows:

	2022 £	2021 £
Less than one year	3,596	1,498
Two - five years	4,195	-

Notes to the financial statements

For the year ended 31 December 2022

16. Movement on Funds

Group Current Year

	Balance at 31/12/2021 £	Income £	Expenditure £	Balance at 31/12/2022 £
Restricted Funds				
Branch Funds	66,720	49,416	(35,910)	80,226
Storm overflows project	12,935	-	(12,935)	-
	79,655	49,416	(48,845)	80,226
Unrestricted Funds				
General charitable funds	1,491,292	3,248,049	(3,759,276)	980,065
Total Funds	**1,570,947**	**3,297,465**	**(3,808,121)**	**1,060,291**

The restricted branch funds relate to the income and expenditure of CIWEM branches.

The restricted Storm overflows project relates to funding from Esmée Fairbairn Foundation in 2021. The grant was restricted towards producing and disseminating a report which addressed the problems of raw sewage pollution from Combined Sewer Overflows.

Group Prior Year

	Balance at 31/12/2020 £	Income £	Expenditure £	Balance at 31/12/2021 £
Restricted Funds				
Branch Funds	75,923	6,432	(15,635)	66,720
Storm overflows project	-	47,310	(34,375)	12,935
	75,923	53,742	(50,010)	79,655
Unrestricted Funds				
General charitable funds	1,163,787	2,524,704	(2,197,199)	1,491,292
Total Funds	**1,239,710**	**2,578,446**	**(2,247,209)**	**1,570,947**

Group restricted income in the prior year consisted of branch conference and event income of £6,432 (included within charitable activities) and income of £47,310 relating to the Storm overflows project (included within other income). Restricted expenditure consisted of branch conference and event expenditure of £15,094 (included within charitable activities), expenditure of £47,310 relating to the Storm overflows project (included in 'Policy and partnerships' within charitable activities) and donations, prizes and awards expenditure of £541 (included within charitable activities).

Notes to the financial statements

For the year ended 31 December 2022

16. Movement on Funds (continued)

Charity Current Year

	Balance at 31/12/2021 £	Income £	Expenditure £	Balance at 31/12/2022 £
Restricted Funds				
Branch Funds	66,720	49,416	(35,910)	80,226
Storm overflows project	12,935	-	(12,935)	-
	79,655	49,416	(48,845)	80,226
Unrestricted Funds				
General charitable funds	1,418,890	2,046,444	(2,547,318)	918,016
Total Funds	**1,498,545**	**2,095,860**	**(2,596,163)**	**998,242**

Charity Prior Year

	Balance at 31/12/2020 £	Income £	Expenditure £	Balance at 31/12/2021 £
Restricted Funds				
Branch Funds	75,923	6,432	(15,635)	66,720
Storm overflows project	-	47,310	(34,375)	12,935
	75,923	53,742	(50,010)	79,655
Unrestricted Funds				
General charitable funds	1,156,100	1,715,173	(1,452,383)	1,418,890
Total Funds	**1,232,023**	**1,768,915**	**(1,502,393)**	**1,498,545**

Charity restricted income in the prior year consisted of branch conference and event income of £6,432 (included within charitable activities) and income of £47,310 relating to the Storm overflows project (included within other income). Restricted expenditure consisted of branch conference and event expenditure of £15,094 (included within charitable activities) expenditure of £47,310 relating to the Storm overflows project (included in 'Policy and partnerships' within charitable activities) and donations, prizes and awards expenditure of £541 (included within charitable activities).

Notes to the financial statements

For the year ended 31 December 2022

17. Analysis of Group Net Assets between Funds

Current Year

	Fixed Assets £	Net Current Assets /(Liabilities) £	Creditors due after more than 1 year £	Total £
Restricted Funds	-	80,226	-	80,226
Unrestricted Funds	3,517,383	(884,195)	(1,653,123)	980,065
Total Funds	**3,517,383**	**(803,969)**	**(1,653,123)**	**1,060,291**

Prior Year

	Fixed Assets £	Net Current Assets /(Liabilities) £	Creditors due after more than 1 year £	Total £
Restricted Funds	-	79,655	-	79,655
Unrestricted Funds	4,044,296	(839,359)	(1,713,645)	1,491,292
Total Funds	**4,044,296**	**(759,704)**	**(1,713,645)**	**1,570,947**

18. Related Party Transactions

Most of the trustees are also members of or employed by other organisations which may undertake transactions with CIWEM and CSL in the normal course of business and all such transactions are on an arm's length basis.

Notes to the financial statements

For the year ended 31 December 2022

19. Charity Statement of Financial Activities

The below Charity Statement of Financial Activities relates to the activities of the Charity only and so excludes the activities of subsidiary undertakings.

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
INCOME				
DONATIONS AND LEGACIES	72,402	-	72,402	19,917
INCOME FROM CHARITABLE ACTIVITIES:				
Membership subscription and fees	1,672,772	-	1,672,772	1,659,673
Conferences and events	68,539	49,416	117,955	7,300
Policy and partnerships	215,932	-	215,932	67,385
OTHER TRADING ACTIVITIES				
Investment income	35	-	35	11
Books and publications	-	-	-	-
OTHER INCOME	16,764	-	16,764	14,629
TOTAL INCOME	**2,046,444**	**49,416**	**2,095,860**	**1,768,915**
EXPENDITURE				
EXPENDITURE ON RAISING FUNDS:				
Other trading activities	277,423	-	277,423	232,193
EXPENDITURE ON CHARITABLE ACTIVITIES:				
Membership services	1,025,802	-	1,025,802	1,017,732
Conferences and events	-	30,609	30,609	15,094
Policy and partnerships	627,089	12,935	640,024	379,339
Donations, prizes and awards	101,670	5,301	106,971	1,829
IMPAIRMENT (/ REVERSAL)				
OF FREEHOLD PROPERTY	515,334	-	515,334	(143,794)
TOTAL EXPENDITURE	**2,547,318**	**48,845**	**2,596,163**	**1,502,393**
NET (EXPENDITURE) / INCOME & MOVEMENT IN FUNDS	**(500,874)**	**571**	**(500,303)**	**266,522**
TOTAL FUNDS BROUGHT FORWARD	**1,418,890**	**79,655**	**1,498,545**	**1,232,023**
TOTAL FUNDS CARRIED FORWARD	**918,016**	**80,226**	**998,242**	**1,498,545**

ANNUAL REPORT AND FINANCIAL STATEMENTS

For the Year Ended 31 December

2022



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THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

England & Wales - Charity number 1043409

Accounts

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

Charity No: 1043409 (England and Wales)

Charity No: SCO38212 (Scotland)

ANNUAL REPORT

AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 DECEMBER 2021

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

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THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 DECEMBER 2021

Registered office	106-109 Saffron Hill London EC1N 8QS
Telephone:	0207 831 3110
E-mail:	admin@ciwem.org
Website:	www.ciwem.org
Registered Charity Number:	1043409 (England and Wales) SC038212 (Scotland)
Bankers	Barclays Bank Plc Level 27, 1 Churchill Place Canary Wharf London E14 5HP National Westminster Bank PO Box No 159, 332 High Holborn London WC1V 7PS
Auditors	Moore Kingston Smith LLP Devonshire House 60 Goswell Road London EC1M 7AD
Solicitors	Bircham Dyson Bell LLP 50 Broadway, Westminster London SW1H OBL

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

REPORT OF THE TRUSTEE BOARD

Forward by the Chair of the Trustee Board and Chief Executive

In 2021 we delivered a comprehensive range of services and support to our members, and grew our membership and financial resources to enable us to deliver our charitable objectives. Despite the ongoing challenges presented by the pandemic, we have achieved an overall performance in all major regards to at least pre-pandemic levels and in several ways exceeded expectations. We have also seen success with new initiatives and made investments that will put us back on track to deliver organisational objectives we had in place prior to the pandemic.

Our comprehensive digital events and training programmes enabled us to deliver the highest quantity and quality of Continuing Professional Development (CPD) in our history. Both of our industry-leading journals are now also available digitally, with the Journal of Flood Risk Management now fully open access, helping them reach more people than ever. The quality of content in our Environment Magazine stands up against any other publication of its type offering a breadth and diversity of voice that reaches across all corners of the water and environmental sector and beyond.

We have made significant strides to become more accessible and appealing to all. The launch of our WEMPride network has not only brought us the richness of input from the LGBTQ+ community, it has created a model for other networks that are being curated to make CIWEM a nurturing and inclusive space that celebrates diversity in all its forms. Our goal to be more accessible was established in our Corporate Strategy set in 2017 and this has now been carried forward into our new strategy.

We have been reviewing our corporate strategy through a board-led group and with the full participation of our executive team and in consultation with our membership base as well as existing and potential stakeholders. Our new strategy will enable us to fulfill our responsibilities to people and nature and will launch at our AGM in July 2022. We know we have the capability, opportunity and responsibility to support the resolution of the worlds' greatest environmental challenges.

Despite the additional demands on our resource this year we have decided that we will continue to progress our digital transformation programme. As well as ear marking financial investment to support the programme, we also have a dedicated project management lead to oversee its development. We undertook a comprehensive scoping of user requirements and, through competitive procurement, appointed a company to develop our new systems. This will make us a truly 'digital first' organisation creating a state-of-the art experience for our members and would-be members.

Our Environmental Photographer of the Year competition (EPOTY) provided an unprecedented breadth and depth of publicity and engagement culminating with exhibitions at the COP26 in Glasgow and coverage by global press. EPOTY once again highlighted the urgency to act for climate and nature and the competition is a significant part of the way that we influence positive change.

CIWEM only exists through the generosity of our volunteers in our branches, specialist groups, technical panels, boards, and committees. These activities deliver essential support to our members and discharge our responsibilities as set out in our Royal Charter and as a registered charity. These include assessment of our professional registrations, delivery of CPD, provision of technical expertise and governance of our institution. We are grateful to the organisations that allow their employees time to volunteer and who support us financially, including sponsorship. Thank you

Environmental Performance

We continue to be motivated by our declaration of climate and ecological emergency in 2019. We have seen a marked reduction in our scope two and three emissions. Some of these were prompted and accelerated by the

restrictions of the last two years but have been expanded and will become permanent features that contribute to our pledge to reach net zero by 2030.

Our scope one and two emissions mostly relate to our use of energy in our building. This energy has, for several years now, been provided from 100% renewable sources and our building is designed and operated to BREEAM Excellent rating. We recognise that a proportion of our energy use has now been dispersed due to remote working into environments where we have less control. Our response to this has included a move to low-energy IT equipment as part of our rolling replacement programme. We also issue guidance on how to save energy when using devices.

Our journals have now transitioned into fully online with significant reduction of shipping and printing emissions. Plans are progressing regarding the digitisation of The Environment magazine.

Our other contributions to resolving the climate and ecological emergency have come from our work to share knowledge, educate, and influence change. This has been achieved through our events, training, publications and awards and our partnerships with businesses and NGOs, all of which are detailed below.

Professional Competency Development

The development of professional competency is central to our role and at the core of our Royal Charter. Our corporate, government and NGO partners all tell us how important this is to their organisations, especially in the mitigation of and adaptation to climate change and in addressing degradation of nature. Our professional registrations, training, events, journals, magazine, policy papers, technical panels, groups, and networks all provide opportunities for people to develop competence. The mandatory requirements to maintain CPD are embedded into our processes for all 4 types of registration that we offer.

We have begun a review of competence with our Professional Standards Committee, Executive and Board and this will continue into 2022 along with a review of our membership journey. This will enable people to have support at all stages of their career. The ways in which we support competence are addressed in more detail below.

Trustee board and executive team developments

In 2021 we welcomed four new trustees to our board: Bushra Hussain, Hanae Bezad, Hannah Coogan and Lila Thompson. Due to the disruption experienced in 2020 the board agreed to keep on Sian Leake and Emily Shipton as early-career professionals to observe the board for a further year.

Two trustees, Andrew Chang and Eilish Kavanagh resigned during the year. Co-opted members David McHugh and David Wickens retired. We thank them for their support. Niki Roach retired following her year in office as President but is co-opted to the Trustee Board until our AGM in July 2022.

Paul Seeley stepped down from Chair of the Trustee Board after four years in the role. Andrew Dunn took over the role of Trustee Chair from September 2021. On behalf of the Executive, Trustees, and members we thank Paul for his guidance throughout his term and especially during the pandemic and for establishing a firm foundation for our institution to grow.

In recent years, we have invested in strengthening and broadening the skills with our executive team. The commercial pressures faced during 2020 could have threatened this, but we were able to maintain our team via the temporary redeployment of some staff and responsible use of Government grants. In early 2021, we managed to proceed with our planned recruitment to strengthen our membership, training, communications and marketing, and publications teams.

REPORT OF THE TRUSTEE BOARD

Organisational growth

Our institution grew notably in the following ways.

Membership – our upward trend increased slightly in 2021 and with a reduction in attrition. We undertook a record number of Professional Reviews for new members and existing members making progress in their grade of membership.

Commercial – our commercial activities fuel our charitable outreach as well as maintain CIWEM as a going concern. Our income and surplus exceeded our budget enabling us to make investments in resources, digital transformation, and public-benefit activities. We also grew the charity's free reserves.

Policy to Practice – is a new initiative created in 2021 with the purpose of developing support to industry and the public to implement water and environmental policies. This made an impressive start by securing projects to build support tools for advancing the Property Flood Resilience Code of Practice. An impressive pipeline of opportunities has been established for 2022 including a significant project addressing biosolids.

Events – we delivered two large scale online events in 2021, Flood and Coast and The Urban Drainage Group (UDG) conference on top of our broadest ever range of branch-led webinars. Our events were noted by attendees as being best in class, firmly establishing our presence in the online-events environment.

Learning and Development (L&D) – was identified as an area of growth and we made significant investments in resource in 2020 ahead of pandemic restrictions starting to bite. It is therefore pleasing to see that despite the difficulties that followed our L&D services have grown. In 2021 we delivered our major contract to Water UK on adoption of Sustainable Drainage Systems (SuDS) and substantively completed production of a comprehensive suite of training on Property Flood Resilience (PFR). We have also developed relationships with major organisations for training academies. Our portfolio is also expanding into non-technical training such as creating high performing teams and wellbeing.

We have some very exciting plans for 2022 consistent with our longer-term plans and building upon the successes of 2021.

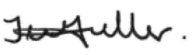
- Enhance our membership support through development of membership journeys
- Launch of our new corporate strategy
- Delivery of phase 1 of our digital transformation
- Expansion of our Policy to Practice initiative and L&D partnerships

We look forward to working with our members and partners to meet these aims and continue to make CIWEM accessible and relevant.



Andrew Dunn

Chair, Trustee Board



Terry Fuller

Chief Executive

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

REPORT OF THE TRUSTEE BOARD

The Trustee Board have pleasure in presenting their annual report and accounts for the year ended 31 December 2021. The report and accounts consolidate the activities of the Institution and its wholly owned subsidiaries CIWEM Services Limited and 106-109 Saffron Hill Management Limited (together referred to as "the group").

In presenting their report the members of the Trustee Board confirm that they have governed this Institution with regard to the Charity Commission's guidance on public benefit.

Organisation and Governance Arrangements

CIWEM is a registered charity and is constituted and governed by its Royal Charter and Bye-Laws, which were granted in 1995 and amended in 2009 and 2020. The Trustee Board is responsible for setting out the ongoing strategic direction of the Institution and defining its business priorities. It also approves the terms of reference and monitors the work of Committees, Boards, Task Groups and Panels, to which certain operational matters are delegated. The Trustee Board meets at least five times a year to carry out its decision making and strategic responsibilities.

CIWEM also has a network of branches, special-interest groups, common-interest aetworks and technical panels that are run by volunteers. They work alongside the executive staff helping to deliver the Institution's charitable objectives, principally through the provision of technical meetings and events for members, nationally and internationally. The Trustee Board monitors the work of the branches and groups at Trustee Board meetings.

Statement of Trustees Responsibilities

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales and Scotland requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charity and the group and of the income and expenditure of the group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustee Board are responsible for ensuring that proper accounting records are kept which disclose with reasonable accuracy, at any time, the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the Royal Charter.

They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

REPORT OF THE TRUSTEE BOARD

The Trustees are responsible for the maintenance and integrity of the charity and for the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustees who served on the Trustee Board during the financial year are shown (in the positions they held at the year-end) and are as follows:

Trustees
Andy Dunn (Trustee Chair)
Bushra Hussain
Claudia David (Honorary Treasurer)
Hanae Bezad
Hannah Coogan
Joanna Cochrane (CIWEM Services Limited Chair)
John Curtin
Lila Thompson
Matthew Jack (Junior President)
Nicholas Howden (President & Professional Standards Committee Chair)
Nicola Cunningham (Diversity & Inclusion Chair)
Peter Brooks (Financial Audit & Resources Chair)
Shaun Nicholson (Nominations Committee Chair)
Stephanie Campbell
Steve Thompsett (Strategy Implementation Chair) (President elect)

Additional attendees

Co-opted board members
Niki Roach

Early Career Professionals
Emily Shipton
Sian Leake

Independent
David Wilkes (Remuneration Committee Chair)

CIWEM Services Limited – Non-Trustee board directors
Trevor Harrington
Mike Summersgill
Caroline Gould

Company Secretary
Rachael Bliss

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

REPORT OF THE TRUSTEE BOARD

CIWEM Governance

The Trustee Board is the body responsible for overseeing the Institution's management and administration and for setting policy. The Board consists of up to 15 Trustees, including the Chair, Deputy Chair, Honorary Treasurer, the Presidential Team, Trustees and co-opted Board members who are not Trustees.

All Trustees are non-executive members of the Board appointed on merit from an independently facilitated selection process. Further details of Trustee appointment periods, the Trustee appointment process and terms of office can be found in the Institution's Bye-Laws.

Trustees are recruited by advertisements in the Institution's magazine, on the website, alongside with external adverts in the national press. Honorary Officers are appointed from amongst the Trustee Board.

All new Trustees go through an induction process with regular opportunities to update skills.

Management

The Institution's Chief Executive is responsible for the day-to-day management of the Institution's affairs and for implementing policies agreed by the Trustee Board. The Chief Executive and Company Secretary are supported by Directors and Heads of Departments who make up the Executive Senior Management Team.

The Executive Senior Management Team at the end of 2021 comprised:

- Terry Fuller, Chief Executive
- Alastair Chisholm, Director of Policy
- Paul Shaffer, Director of Innovation and Delivery
- Rachael Bliss, Director of Operations
- Darren Eckford, Head of Learning and Development
- Irina Danilova, Head of Events
- Rebecca Sells, Head of External Affairs
- Sophie Dunajko, Head of Membership and Professional Standards

The remuneration of the Chief Executive is considered by the Remuneration Committee by reference to market rates and other appropriate factors. The Remuneration Committee provides oversight of the remuneration of the Executive Team and advises the Chief Executive who is responsible for setting the remuneration.

Risk Management and Internal Controls

During 2021, the Trustee Board maintained a risk register, and regularly reviewed the major risks to which CIWEM is exposed, especially business, operational and financial risks, and accounting for the changing environment. Policies and procedures have been put in place to manage and reduce the identified risks, which were assessed in detail and updated to ensure their adequacy and effectiveness.

The principal risks, uncertainties and steps taken to mitigate the likelihood of their occurrence and impact are as follows:

COVID 19. This continued representing a significant risk to CIWEM in 2021. This included closure or limited capacity of our venue and loss of the rental income that it generates. Our face-to-face events, training programmes, and professional interviews had to be held using digital media.

We took the following mitigation measures to maintain the viability of the institution as a going concern, enable us to maintain services to our members and supporters and to mitigate financial impact:

- Maintained a detailed modelling and forecasting and monitoring of our cash flow
- Instigated measures to confine our costs to maintaining critical operations and those that generate income surplus
- Accessed cost relief and deferment being offered by The Government including the Furlough scheme, income tax and business tax
- Adapted the provision of our services to utilise online technology to allow these to continue including professional reviews, membership support, training, webinar events, publications and delivery of policy

Member subscriptions: Income from membership subscriptions continues to form a significant part of the Institution's annual income, funding our activities for the public benefit and dissemination of best practice.

In 2021 we took the following direct action to retain and grow membership:

- Reviewed the support we provide for early careers professionals within the CIWEM membership
- Supported our members moving through their CIWEM journey and sought to bring back into membership those whose subscriptions have lapsed
- Undertook a full review of Technician membership (TechCIWEM) and relaunched grade
- Obtained a licence to offer Registered Environmental Practitioner (REnvP) from the Society for the Environment
- Reviewed the work-based learning (individual) route assessments for C.WEM, CEng, CEnv and CSci to deliver inclusive routes to chartership
- Launched an ongoing programme of work to aimed at supporting professional development across the WEM sector and developing the career support we provide to members with our Member Career Survey

We undertook a review of our membership subscriptions, and this led us to increase annual membership subscriptions in line with inflation, this equated to between a £1.00 to £5.00 increase across the grades. We continue to make our membership accessible with provisions in place for those that might see fees as a barrier to membership. With hardship rates for those experiencing financial hardship which includes taking a career break, for maternity and paternity leave or unemployment and supporting those from Low Income Countries with fee grades at 50% of the High-Income Country fees.

Flood and Coast. In 2019 we completed the purchase of this event from a privately-owned events company. The event was delivered by CIWEM for the first time in 2020 as a series of 4 digital webinars between October 2020 to April 2021, followed by a fully virtual event in Hopin in 2021. Despite significant reduction in income, we were able to make savings and delivered a profitable event. Some exhibitors and sponsors who had already paid for a 'face-to-face' event in 2020 were happy for the monies paid to be used towards the 2021 virtual event. Other monies have been accrued into the 2022 accounts in anticipation that the event will return to being in-person. This provided significant support to maintain our cash levels during challenging parts of the year. We are in formal partnership with the UK Environment Agency who have been heavily involved in previous years.

The Trustee Board recognises that there are inherent limitations in any system of risk management and accordingly even the most effective system can only provide reasonable and not absolute assurance that the key risks have been managed adequately. However, the Trustee Board is satisfied that, through the risk management process, the major risks have been mitigated to an acceptable level.

CIWEM also maintains a range of policies and procedures including: health and safety; equality and diversity; environmental; and IT systems protection. These policies are updated to ensure compliance with legal requirements and employment best practice.
Formal certification to the latest 2015 ISO 14001 and the ISO9001 International Standards was

awarded to CIWEM in Spring 2016. A re-certification visit was due to take place in 2020 but this has been deferred due to the restrictions of the pandemic. It is our intention to regain this certification at the earliest opportunity.

Membership

Throughout 2021, we renewed our membership development programme to grow and support our member community, with professional competence a continuing focus. We centred our activities on ensuring inclusive routes to chartership were in place through our work-based learning (individual) route assessments and facilitated further support to applicants by delivering additional guidance in multiple online formats, including the ongoing delivery of the membership webinar programme.

Our professional development and career support services continued to develop, with the launch of an ongoing programme of work aimed at supporting professional development across the WEM sector and developing the career support we provide to members. Our Early Careers Network supports those in the first five years of their water and environment careers.

During 2021 we were pleased to professionally register more than 200 individuals as engineers, scientists, environmentalists and water and environment managers, and award 285 individual registrations to our members. We extended our offering of external professional registrations to six, including Chartered Engineer (CEng), Chartered Environmentalist (CEnv) and Chartered Scientist (CSci), the intermediary registrations Incorporated Engineer (IEng) and Registered Environmental Practitioner (REnvP) and technical registration with Engineering Technician (EngTech).

Recognising the fundamental role technicians play in all areas across the water and environment sector we delivered a full review of our Technician grade, TechCIWEM to strengthen our own support to technicians and their employers across the sector.

We grew the number of established mentors on the CIWEM Mentor Platform to more than 65 – this is more than double the figure in 2019. This saw mentors support CIWEM members across a variety of areas including professional registration, career development and key skills.

The continued involvement of our dedicated volunteers underpins many of our membership activities. We would like to thank everyone who has contributed, your work has been invaluable across the CIWEM community. Thank you.

Diversity and Inclusion (D&I)

Our culture and organisational strategy is founded upon two principles: that we are relevant and accessible to all.

As an institution, we are striving to become more inclusive and help the wider water and environment sector be that way too, supporting the many groups of people who face barriers to entering and staying in the sector. To us, this means making CIWEM a welcoming environment where everyone feels able to participate and wherethe full range of unique voices and experiences are represented and valued.

Since 2017 we have been working as part of the Royal Academy of Engineering and Science Council Diversity and Inclusion Progression Framework steering group, as well as with other professional bodies to improve our understanding of D&I share successes and working to bring about improvement in this area. The Progression Framework was developed to progress D&I across engineering and science professional bodies, it provides a unique tool to plan and track work on D&I across all activities within the Institution.

In 2021, we made important updates to our routes to professional registration and fellowship of the Institution to ensure these are accessible. This included reviewing our sponsor requirements to extend the community of individuals who can support applicants, removing barriers to those wishing to join the CIWEM community.

Our Early Careers Network Steering Group developed a programme of activities to provide accessible career support and to share the diverse stories of our individual members. This work is ongoing into 2022.

WEM Pride was founded in 2021 after conversations within and beyond CIWEM, with inspiration from similar initiatives in the global water and STEAM sector. Within the first year the network contributed to sharing stories in both in print and online and in 2022 our aim is to host events to share best practice and be a point of contact for our members and organisational partners.

Our executive and committees' recruitment, nominations and award standards were reviewed to increase applicants from a wider pool of diversity. This was done by changing the language in the initial advert and using alternative promotional platforms.

We recognise this is just the beginning and are committed to reducing and eliminating inequality across the water and environment sector. Our D&I initiatives are being led by a sub-committee of our Trustee Board with Board members and the CEO working with our executive and external specialist D&I professionals.

Branches

In 2021 the branches and groups delivered a programme of over 90 events, covering a wide range of topics such as climate adaptation and resilience, flooding, and wellbeing and professional development. These events provided over 100 hours of accessible CPD to our members and CIWEM continued to make these resources freely accessible to the public in line with our charitable aims.

CIWEM's branch and group events continued in a fully virtual format in 2021 due to the global pandemic, however we will continue to deliver a similar volume of online events in 2022. Online branch and group events are more inclusive, drawing over 10 times the number of attendees on average, more environmentally friendly, and have created a new touchpoint for the public to learn more about our community and the work we do. This year our branch and group events reached a broader audience than ever before, with over 12,000 registrants from around the world joining us in 2021. Event recordings were also made available, where possible, which received over 217,000 views and over 4,700 hours watched in 2021.

CIWEM has 15 regional branches, two formal groups focused based on topic areas, and a range of less formal member-led networks. 2021 saw the launch of the WEM pride network and the Early Careers network, and we are currently working with members in Canada and India to develop new branches in these regions. All of our communities are member-led and arise because a member or group of members identifies a need and an opportunity to come together. The entire CIWEM family is deeply thankful for the continued support and passion our community provided in 2021 and are excited for what we will accomplish together in 2022.

These contributions underline the central importance of our branches and our volunteers that give so much time to CIWEM. Our board and executive meet with our branches on a regular basis and have consulted with branch leaders on our review of our corporate strategy. Through this we have a shared desire to develop the support that our central teams and board provide to our branches and to find ways to improve recognition of their contributions.

Policy and Technical

Integrated land and water management and systems thinking emerged as the key themes for focus in our work in 2021. With two global Conferences of the Parties during the year – the first COP15 on biodiversity and the second

COP26 on climate, never had the crucial link between the nature and climate emergencies and the transcending role of water between them been so high on the agenda. “Everything is connected” as our President for the first half of the year, Niki Roach would say – and frequently did – on our podcast which featured a plethora of high profile and inspiring guests.

As with all recent years we saw alarming extremes of weather across the world, underscoring the need for strong ambition on action and multi-beneficial solutions across societies and economies. Our policy function was still weathering the impacts of the pandemic on its activity levels and we saw our panel members less frequently than we hoped to across the year. We picked this frequency up towards the end of 2021 and are continuing to do so across 2022.

One of the hot media issues during the year was sewage pollution from storm overflows. In a polarised and vociferous public debate we worked to emphasise the importance of a systems-approach to a challenge which has many and complex dimensions to it, working alongside academia, regulators, the water sector and NGO communities to bring balance to that public discourse.

Our work to support capacity growth and professionalism within the developing property flood resilience (PFR) sphere continues, linking up policy and learning and development functions through a variety of activities from training to quality assurance. On this note, welcoming Paul Shaffer to the wider team as Director of Innovation and Development and in a role which bridges between policy and practice halfway through the year opens up a range of new opportunities to support the sector.

CIWEM is looking to support the sector by consolidating initiatives and information to improve competency and consistency of delivery which in turn should improve the confidence of everyone working in and with the sector. A key element of this is to develop a Community of Practice around Property Flood Resilience (PFR) providing a virtual and physical platform to share good practice and experiences. During 2021 CIWEM has been working with the industry to scope a proposal and secure some funds for the Community of Practice. The process for fundraising is continuing with the aspiration that the project will start in the summer 2022.

Towards the later part of 2021 and as a result of our work on the EA Sludge Strategy delivered through our panel on wastewater and biosolids Water UK approached us to work with them, the water industry, regulators and other stakeholders to develop a long term bioresources strategy. This will set a long-term vision and provide greater certainty as to how sewage sludge and resultant bioresources can be effectively managed. During this time a proposal was developed with Water UK and key regulators for delivery over 2022.

Events

The focus in 2021 has been primarily on delivering CIWEM’s programme of digital events and networking activities, and recreating an in-person event experience for our members, non-member, stakeholders and partners.

In 2021 CIWEM Events produced and delivered a wide range of commercial events, free webinars, virtual conferences, and expos including Sessions two & three of the Flood & Coast digital series, Flood & Coast Virtual Conference and Expo, Urban Drainage Group and Rivers and Coastal Group’s extensive events programmes and activities, CIWEM branch events and CIWEM stand-alone webinars on water and climate adaptation.

Due to the impactCOVID-19 continued to make on the events industry throughout 2021 and following the success of the digital events and webinars we ran the year before, our 2021 programme of events and networking

activities was delivered virtually. This transition presented us with an opportunity to create interactive events that are even more accessible to our members and the public than ever before.

We ran our virtual events in Hopin and facilitated a real engagement between exhibitors, speakers and attendees using a virtual expo and networking features in Hopin. All of our virtual events were profitable and delivered within budget, they also generated a good number of membership leads and contributed to promoting CIWEM to broader audience.

We hosted and ran Flood & Coast 2021 as a four-day virtual Conference and Expo using the Hopin platform and attracted one thousand attendees across all four days. The feedback we received from our supporters, partners and stakeholders was very positive and we look forward to hosting our next edition of event between the 7th and 9th June 2022.

CIWEM Urban Drainage Group's events programme included a two-day virtual training with a number of practical sessions on SuDS and a three-day virtual Annual Conference, previously known as the UDG Autumn event. The Annual Conference featured a packed programme of CPD-accredited panel sessions, technical paper presentations, panel discussions and workshops and addressed some of the hot topics of concern to water companies, regulators and other stakeholders eager to improve how urban drainage and wastewater services protect homes from flooding. We also hosted a virtual expo for the UDG Annual Conference where delegates could chat directly with organisations working on adaptation, resilience, and meeting Net Zero challenges in urban drainage management.

Our Rivers and Coastal Group hosted a series of short webinars that appealed to a variety of interests and covered a wide range of topics including risk management for flood and coastal projects, catchment management, water management and CIWEM competencies.

The diversity of our events programme in 2021 was a tribute to the breadth of interest and expertise within the CIWEM membership. We will continue to bring leading experts, thinkers, and decision-makers together to debate the biggest environmental challenges of the day in engaging and hopefully face-to-face formats.

Learning and Development

2021 was a successful year for learning and development with several new courses announced and the successful development of the Environment Agency Property Flood Resilience training.

The redesign of the business-affiliate programme also led to a significant uptake in registered affiliates and the related accreditation activities.

PFR training was the major project in 2021. Working with an alliance of industry leading organisations we were able to navigate many challenges to deliver the training to exemplar standards. The training consists of specific content for three different audiences including, industry, Risk Management Authorities and the Environment Agency. Early 2022 we have delivered the foundation training for industry professionals to 100+ delegates and feedback has been very strong. The rest of the technical training will be launching second quarter 2022 and the RMA training will run at Flood & Coast 2022.

We have continued to update our online training portfolio adding three courses with Urban Wellbeing Solutions with further courses in Workplace Wellbeing and Reverse Osmosis launching in 2022. The first three courses in the WRC partnership went into production early 2022. We also successfully ran the first cohort through the Severn Trent Water Waste-Water Managers training in 2021, again with strong feedback and good delegate outcomes.

The next cohort is due to be undertaken April 2022.
Our other online modules continued to perform well with Municipal Wastewater Treatment and Fast Track to Chartership both being standouts in terms of delegate numbers.

At the end of 2021 we became certified to deliver 'Extended DISC' profiling surveys and the associated leadership and team development workshops. These are further evidence of our intention to diversify our portfolio and commitment to ongoing learning for our members.

Professional Standards Committee

The Professional Standards Committee (PSC) was formed in 2014 as a Standing Committee reporting to the Trustee Board. Its key role is to ensure best practice is followed in CIWEM's membership policy as set out in its Royal Charter and to uphold the terms of our external registration licenses. It is assisted by an Engineering Subcommittee, a Business and Science Subcommittee, an Accreditation Board, and a Qualifications Panel, all of which report to the PSC.

Qualifications Panel

The Qualifications Panel was established to fulfil CIWEM's obligation under the Engineering Council's Registration Code of Practice to maintain a panel of competent registrants to assess applicants for registration who do not possess the Council's exemplifying qualifications. The Panel reports to the Professional Standards Committee. Typically, the applicants considered by the Panel hold an overseas degree or a degree in a subject other than engineering.

Accreditation Board

2021 was steady as it goes for the accreditation board. Accreditation visits held steady without growing significantly in 2021 which was a tough climate for universities and accreditation in general. Professor John Bridgeman moved on as Chair at the back end of the year with Dr Philip Soar taking over for the start of 2022.

In 2021, all accreditation visits continued to be conducted remotely. Remote visits were carried out with Cranfield University, Loughborough University, Brunel University, and the University of the UAE. CPD Accreditations took place with Tu Delft and the accreditation of two major industry events for Aqua Enviro further expanded our CPD network.

2021 also saw the accreditation of the Professional Development Scheme at Jacobs, Metis Consultants, Arup, and Mott MacDonald.

Working groups were formed to review and update all CIWEM Accreditation documentation for the digital transformation and to better align with the CIWEM competencies in 2022.

Publications

The Environment magazine

The Environment magazine is a leader in the sector in terms of the breadth and quality of its editorial – something readers frequently attest to, and which brings us great pride. Across 2021 its pages covered a wide range of subject matter and many high-profile figures from the environmental space were featured. With COP26 towards the end of the year, Editor Karen Thomas reported daily from Glasgow, complementing an issue of the magazine dedicated to the high-level climate summit.

The Environment consistently champions diversity and inclusion, and 2021 featured a youth takeover, championed women in our sector, and discussed LGBTQ+ inclusivity at work. It also considered issues of climate justice and tackled issues such as the impact of our changing climate on mental health.
We are working with our commercial partners Syon Media to build revenue streams associated with The Environment back to and beyond pre-pandemic levels. Working to a three-year strategy progress against this has been good, but we recognise the importance of the inexorable move to a digital world and are working to understand how we can best meet the needs of our members, commercial supporters and wider readership through digital delivery in future.

This thinking will form part of an organisation-wide content strategy due to be presented to the chief executive in May 2022, bringing together publications such as The Environment with digital-first content provision via our website and other media platforms such as our podcast.

Journals

At the start of 2021 Water and Environment Journal became a digital-only publication, enabling members to access current issues and an extensive back catalogue of articles online for the first time. This change has also made significant progress towards CIWEM's pledge to achieve net-zero emissions by 2030, avoiding the print and distribution of approximately 20,000 recycled paper copies each year. The journal received a record 600 original submissions and published 1150 pages of peer reviewed content over four issues, focussed on industrially impactful applied water research underpinned by scientific evidence.

The Journal of Flood Risk Management has seen significant growth in popularity since transitioning to Open Access in 2020, with annual article downloads exceeding 250,000 for the first time in 2021. The journal published papers across four issues with an impact factor of 3.88, providing an international platform for knowledge sharing in all areas related to flood risk. Of particular note was the publication of "Manging Flood Risk in a Changing Climate", a virtual special issue looking back at a decade of peer reviewed journal content to mark COP26.

We look forward to continuing to grow CIWEM's journals in 2022, with a new series of special issues and additions to the editorial team in the USA, China, and Europe.

Commercial operations

CIWEM's commercial activities are undertaken through CIWEM Services Ltd. (CSL) which is a wholly owned subsidiary of CIWEM. CIWEM is a not-for-profit organisation and all surplus generated by CSL are gifted to CIWEM to further our public benefit activities including the support of our members' professional development.

Our principal commercial revenue streams are:

- Advertising, jobs and sponsorship
- Events
- Publications
- Training and accreditation
- Venue Hire

Financial Picture

- Group income for the year totalled £2.58m (£2.35m in 2020).
- Group expenditure in the year totalled £2.25m, after reversing part of the impairment on the Charity's freehold property at Saffron Hill (for further details, see the 'Saffron Hill' section below). Excluding this impairment reversal, group expenditure was £2.39m in 2021 (£2.34m in 2020).
- Approximately 64% of our income (£1.66m) was from Membership subscriptions, and the remaining 36% (£0.92m) was from our commercial lettings, events, training and publications. We are transitioning towards less heavy reliance on our membership income and more towards an even split with income from our commercial activity, which will be even more evident in 2022.

Balance Sheet

- CIWEM's group balance sheet shows total net assets of £1.57m at the end of 2021.
- At the year end, the total funds held within the group were £1.57m (£1.24m for 2020) of which £1.49m were unrestricted (£1.16m for 2020).

Saffron Hill

Impairment losses can arise in a year where the market value of the Saffron Hill property at the year end is deemed to be lower than the balance included in our financial statements. Our building at Saffron Hill was originally revalued as at 31 December 2019, resulting in an impairment loss in that year.

The Trustees are required to consider if there is any indication that the Saffron Hill property has been impaired at each balance sheet date. The building was formally revalued by external and professional valuers as at 31 December 2021. The report concluded that the value of the property was £3.94m, unchanged from the previous valuation as at 31 December 2019. As a result, a reversal of part of the previously recognised impairment loss, amounting to £143,794, has been recognised in 2021. This adjustment brings the carrying book value of the property at the year end in line with the valuer's estimate of £3.94m (see Note 9).

Reserves Policy

The Trustee Board are satisfied that the banking facilities negotiated in 2019 secured on the freehold of the building, and the fabric of the building itself, provide for appropriate reserves in the immediate term. This investment of reserves in the building has resulted in negative free reserves in the years since the property was originally purchased. Free reserves are calculated as the general fund at the year end, less the book value of fixed assets, plus the outstanding creditors at the year-end used to fund those fixed assets.

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

REPORT OF THE TRUSTEE BOARD

For the first time since the Saffron Hill property was originally purchased, free reserves at the end of 2021 increased from being negative to approximately £Nil. The Trustee Board has set out a five-year plan to continue to build free reserves which will reduce CIWEM's dependency on bank support.

The five-year plan adopts a hierarchy for the allocation of our year end surplus with the objective being to contribute to all three of the following but in a proportion that reflects the priority of our aims and our financial performance.

1. Build our free reserves
2. Enhance our charitable activities
3. Pay-off loan capital above the contracted obligations.

This hierarchy will be reviewed at least annually and in the event of a significant change such as business risk or external economics. We do not consider this hierarchy to be changed by the impacts of the pandemic over 2021. It should be noted that our profitability in the year was reduced by the impacts of the pandemic also affecting our forecast longer term trajectory for building our free reserves.

The report of the trustees, including the message from the Chair and the Chief Executive and the Reference and Administrative details set out on the pages above, was approved by the Trustees on 31 May 2022 and is signed on their behalf as below.

Report of the Trustees signed by:



Andrew Dunn (Chair)

Date: 31.05.22



Claudia David (Honorary Treasurer)

Date: 31.05.22

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

Opinion

We have audited the financial statements of The Chartered Institution of Water and Environmental Management (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31 December 2021 which comprise Group Statement of Financial Activities, the Group and Parent Charity Balance Sheets and the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2021 and of the group's and parent charity's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charity has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements;

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, and Section 151 of the Charities Act 2011 and report to you in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended),, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.

- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, and in respect of the consolidated financial statements, in accordance with Chapter three of Part eight of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and charity's trustees as a body, for our audit work, for this report, or for the opinion we have formed.

Andrew Stickland (Senior Statutory Auditor)
For and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Devonshire House
60 Goswell Road
London
EC1M 7AD

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
INCOME					
DONATIONS AND LEGACIES	3	12,230	-	12,230	58,670
INCOME FROM CHARITABLE ACTIVITIES:					
Membership subscription and fees		1,659,673	-	1,659,673	1,587,991
Conferences and events		229,484	6,432	235,916	81,034
Education and training courses		313,012	-	313,012	403,481
OTHER TRADING ACTIVITIES					
Investment income	4	11	-	11	67
Books and publications		141,655	-	141,655	109,749
Lettings		133,935	-	133,935	92,606
OTHER INCOME		34,704	47,310	82,014	18,613
TOTAL INCOME		**2,524,704**	**53,742**	**2,578,446**	**2,352,211**
EXPENDITURE					
EXPENDITURE ON RAISING FUNDS:					
Lettings		135,487	-	135,487	199,895
EXPENDITURE ON CHARITABLE ACTIVITIES:					
Membership services		1,086,754	-	1,086,754	900,914
Conferences and events		556,869	15,094	571,963	489,226
Education and training		204,331	-	204,331	364,125
Policy and partnerships		344,964	34,375	379,339	384,082
Donations, prizes and awards		12,588	541	13,129	4,162
REVERSAL OF IMPAIRMENT					
ON FREEHOLD PROPERTY	9	(143,794)	-	(143,794)	-
TOTAL EXPENDITURE	**5**	**2,197,199**	**50,010**	**2,247,209**	**2,342,404**
NET INCOME / (EXPENDITURE) & MOVEMENT IN FUNDS		**327,505**	**3,732**	**331,237**	**9,807**
TOTAL FUNDS BROUGHT FORWARD	**16**	**1,163,787**	**75,923**	**1,239,710**	**1,229,903**
TOTAL FUNDS CARRIED FORWARD	**16**	**1,491,292**	**79,655**	**1,570,947**	**1,239,710**

Note 19 - shows the Charity Statement of Financial Activities

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT
CONSOLIDATED AND CHARITY BALANCE SHEETS AS AT 31ST DECEMBER 2021

	Note	Group 2021 £	Group 2020 £	Charity 2021 £	Charity 2020 £
Fixed Assets					
Tangible assets	9	3,975,009	3,910,872	3,975,009	3,910,872
Intangible assets	10	69,287	79,726	19,287	4,726
Investments	11	-	-	100	100
Total Fixed Assets		**4,044,296**	**3,990,598**	**3,994,396**	**3,915,698**
Current Assets					
Debtors	12	357,540	411,237	156,410	147,106
Cash at bank and in hand		110,125	107,024	55,604	63,008
Total Current Assets		**467,665**	**518,261**	**212,014**	**210,114**
Creditors: Amounts falling due within one year	13	1,227,369	1,229,553	994,220	1,108,900
Net Current (Liabilities)		**(759,704)**	**(711,292)**	**(782,206)**	**(898,786)**
Creditors: Amounts falling due after more than one year	14	1,713,645	2,039,596	1,713,645	1,784,889
Net Assets		**1,570,947**	**1,239,710**	**1,498,545**	**1,232,023**
Funds	16				
Restricted funds		79,655	75,923	79,655	75,923
Unrestricted funds:					
General		1,491,292	1,163,787	1,418,890	1,156,100
Total Funds		**1,570,947**	**1,239,710**	**1,498,545**	**1,232,023**

These Accounts were approved and authorised for issue by Trustee Board on 31 May 2022 and signed on its behalf by:



Andrew Dunn

Chair



Claudia David

Honorary Treasurer

1. Accounting Policies

Basis of Accounting

These financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charity and its subsidiary are a public benefit group for the purposes of FRS 102 and therefore have also prepared the financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The presentational currency used is British pound sterling, and balances are rounded to the nearest £1.

Going Concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the Charity and Group to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

Detailed forecasts and projections have been prepared and these indicate that the Institution continues to be able to operate within the arranged overdraft facility with its bankers. However, as with all overdraft facilities, it is subject to annual review and can be cancelled at any time. The next annual review is in September 2022 although the Trustees have no reason to believe it will not be renewed.

Accordingly the trustees have concluded that there is a reasonable expectation that the Charity and Group has adequate resources to settle its debts as they fall due and therefore continue to adopt the going concern basis in preparing its financial statements.

Consolidated Financial Statements

The group financial statements consolidate the financial statements of the charity and its wholly-owned subsidiary undertakings, CIWEM Services Limited and 106-109 Saffron Hill Management Limited.

1. Accounting Policies (continued)

Branches and Groups
The financial transactions of all UK branches and groups and the two non sterling branches of Hong Kong and the Republic of Ireland have been included within the main CIWEM accounts.

Income
Subscription income represents total subscriptions received from members for the year. Subscription receipts relating to the following year are treated as deferred income. No accrual is made for subscriptions in arrears.

Conference & event income is recognised within the year held. Any conference and event receipts relating to the following year are treated as deferred income. Attendance and sponsorship is the main source of income, which is either invoiced in advance or payable as an entrance fee.

Income from government or other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable the income will be received and the amount can be reliably measured.

All other income is included in the Statement of Financial Activities when the Charity is entitled to the income, the amount is probable, and the amount can be measured reliably.

Expenditure
Expenditure is charged to the Statement of Financial Activities on an accruals basis, net of recoverable VAT. All costs have been charged where possible directly to the relevant activity. Where costs cannot be directly attributed to particular activities, they have been allocated between expense headings on the basis of time spent.

Tangible fixed assets and Depreciation
Tangible fixed assets are included in the balance sheet at original cost less accumulated depreciation. Cost includes capitalised interest and other finance costs where appropriate. Depreciation is provided on a straight line basis calculated to write down the cost of all tangible assets to their estimated residual values over the number of years of expected use. Leased assets are written off over the period of the lease. Assets are depreciated at the following rates:

Freehold Land	Not depreciated
Freehold buildings	60 years
Fitting out costs	20 years
Furniture and fittings	5 years
Office equipment	5 years
Computer equipment and software	3 years
Management Information Systems	5 years

All single purchases of less than £1,000 (excl. VAT) are written off in the year of purchase unless forming part of a more comprehensive scheme or capital project.

1. Accounting Policies (continued)

Intangible fixed assets and Amortisation
Intangible fixed assets are included in the balance sheet at original cost less accumulated amortisation. Amortisation is provided on a straight line basis calculated to write down the cost of all intangible assets to their estimated residual values over the number of years of expected use. Assets are depreciated at the following rates:

Computer equipment and software	3 years
Flood & Coast event	4 years

Impairment of fixed assets
Assets that are subject to depreciation or impairment are assessed at each reporting date to determine whether there is any indication that the assets are impaired. Where there is an indication that an asset may be impaired, the carrying value of the asset is tested for impairment. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. Assets that have previously been impaired are reviewed at each reporting date to assess whether there is any indication that the impairment losses recognised in prior periods may no longer exist or may have deceased.

Taxation
Under the provisions of Section 466-497 of the 2010 Corporation Taxes Act and section 256 (1) of the Taxation of Capital Gains Act 1992 , the Institution qualifies for exemption from liability to taxation on charitable income and gains.

Pensions
Contributions are made to individual personal pension plans which are defined contribution schemes.

The pension costs charged to the Statement of Financial Activities in the year are those actually paid or due to be paid into the pension plans.

Translation of Overseas Currencies to Sterling
The financial statements are presented in pounds sterling as this is the functional currency of the organisation. The accounts of non sterling branches are translated into sterling. Income and expenditure items are translated at appropriate average rates and monetary assets and liabilities at the rates at the balance sheet date. The currency gains and losses are taken to the unrestricted funds.

Operating Leases
Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

Unrestricted and Restricted Funds
Unrestricted funds are expendable at the discretion of Trustee Board and in furtherance of the Institution's charitable objectives.

The restricted funds held by the Group relate to the income and expenditure of CIWEM branches.

1. Accounting Policies (continued)

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

With the exceptions of balances to to/from HMRC, prepayments and deferred income, all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See notes 12 and 13 for the debtor and creditor notes.

The year end carrying value of financial assets and financial liabilities, measured at amortised cost, was as follows:

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Financial assets	196,473	250,515	86,411	72,752
Financial liabilities	1,953,265	2,322,485	121,205	115,562

The year end carrying value of financial assets that are equity instruments, measured at cost less impairment and relating to the Charity only were £100 (2020: £100). This balance relates to the investment in the subsidiary company, CIWEM Services Limited.

Accounting judgements and estimates

The key judgements and estimates used in the preparation of these Financial Statements are as follows:

- The depreciation rate of tangible fixed assets and amortisation rate of intangible fixed assets (detailed above)
- The reversal of part of the impairment of the freehold property originally incurred in 2019 (see Note 9)
- The provision for bad debts included at the year end
- Support costs are apportioned to direct activities based on the direct staff costs allocated to those activities (see Note 5)

There are no other key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

2. Subsidiary Undertakings

CIWEM has a wholly-owned trading subsidiary undertaking, CIWEM Services Limited, a company incorporated and registered in England and Wales (registered no 03166701). The principal activities of this company are conferences, events and publications. All its profits are paid to the charity by gift aid. The charity owns the entire issued share capital of 100 ordinary shares of £1 each.

CIWEM controls a second trading subsidiary undertaking, 106-109 Saffron Hill Management Limited (SHML), a company limited by guarantee and incorporated and registered in England and Wales (registered no 08822614). SHML own the leasehold rights of the four privately owned residential flats on the top two floors of 106-109 Saffron Hill. The charity has charged 106-109 Saffron Hill Management Limited for the running and maintenance costs of the flats and these costs have been recharged to the flat owners.

A summary of the results of the subsidiaries is shown below:

CIWEM Services Limited

	2021 £	2020 £
Profit and Loss Account		
Turnover	1,030,469	934,453
Other income	-	26,997
Cost of sales	772,185	929,529
Gross profit	**258,284**	**31,921**
Administration expenses	185,882	24,234
Profit on ordinary activities	**72,402**	**7,687**

Changes in equity:

	2021 £	2020 £
Total equity brought forward	7,787	12,527
Total comprehensive income for the year	72,402	7,687
Gift aid distribution to parent charity	(7,687)	(12,427)
Total equity carried forward	**72,502**	**7,787**

	2021 £	2020 £
Balance Sheet		
Intangible fixed assets	50,000	75,000
Current assets	274,538	440,623
Creditors: amounts falling due within one year	(252,036)	(253,129)
Creditors: Amounts falling due in after one year	-	(254,707)
Total assets less current liabilities	**72,502**	**7,787**
Called up share capital	100	100
Retained profit and loss account	72,402	7,687
Shareholders' funds	**72,502**	**7,787**

2. Subsidiary Undertakings (continued)

106 - 109 Saffron Hill Management

	2021 £	2020 £
Profit and Loss Account		
Turnover	14,629	13,471
Cost of sales	14,629	13,471
Gross profit	-	-
Interest	-	-
Retained profit and loss account	-	-

	2021 £	2020 £
Balance Sheet		
Current assets	15,240	24,143
Cash at bank and in hand	6,602	5,037
Creditors: amounts falling due within one year		
Amounts owed to group undertakings	(6,602)	(17,366)
Other creditors	(15,240)	(11,814)
Total assets less current liabilities	-	-

3. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Government Grant: furlough scheme	12,230	-	12,230	58,352
Other donations	-	-	-	318
Total Donations and legacies	**12,230**	**-**	**12,230**	**58,670**

4. Investment Income

	2021 £	2020 £
Bank and Money Market Interest receivable	11	67
Total Investment Income	**11**	**67**

5. Expenditure

Current year

	Key management / Staff costs £	Activities undertaken directly £	Support costs £	Reversal of impairment £	Total 2021 £
Lettings	42,838	5,137	87,512	-	135,487
Membership services	399,287	184,009	503,458	-	1,086,754
Conferences and events	161,813	79,587	330,563	-	571,963
Education and training	138,289	66,042	-	-	204,331
Policy and partnerships	135,878	72,134	171,327	-	379,339
Prizes, awards, & scholarships	-	13,129	-	-	13,129
Support costs	429,920	662,940	(1,092,860)	-	-
Reversal of impairment of freehold property	-	-	-	(143,794)	(143,794)
	1,308,025	**1,082,978**	**-**	**- 143,794**	**2,247,209**

Prior year

	Key management / Staff costs £	Activities undertaken directly £	Support costs £	Reversal of impairment £	Total 2020 £
Lettings	60,412	14,304	125,179	-	199,895
Membership services	300,097	203,999	396,818	-	900,914
Conferences and events	128,900	93,233	267,093	-	489,226
Education and training	115,265	248,860	-	-	364,125
Policy and partnerships	158,256	16,565	209,261	-	384,082
Prizes, awards, & scholarships	-	4,162	-	-	4,162
Support costs	315,518	682,833	(998,351)	-	-
	1,078,448	**1,263,956**	**-**	**-**	**2,342,404**

Expenditure includes:

	Total 2021 £	Total 2020 £
Operating lease payments (excluding VAT)	4,663	4,168
Interest costs	40,801	41,698
Depreciation	99,992	101,760
(Loss) on foreign exchange	(100)	(1,567)

6. Direct Support costs

	Total 2021 £	Total 2020 £
Governance costs		
Auditors' remuneration:		
For Audit: Current year	24,500	25,450
For Audit: In respect of the previous year	-	7,661
Non-audit fees	4,772	1,045
Trustee Board costs	1,372	4,661
AGM/EGM costs	366	364
Company Secretary	-	12,346
Legal and professional fees	5,782	15,028
	36,792	66,555
Other support costs:		
Management costs (including outsourced accounting)	114,331	106,683
Human Resources	44,161	35,356
Legal, professional & bank / finance costs	91,995	96,294
Premises	258,215	255,966
Office Services	18,407	20,609
ICT	99,039	101,370
	662,940	**682,833**

7. Employees and Key Management Personnel

The key management personnel of the Charity comprise the trustees, the Chief Executive Officer and Senior Management team. The total amounts paid for salaries, fees and expenses in respect of the key management personnel of the Charity, inclusive of employer pensions and employer National Insurance contributions, were £361,001 (2020 - £286,410).

The average monthly number of employees during the period was 28 (2020 - 25). Staff costs during the period consisted of:

	Total 2021 £	Total 2020 £
Salaries	1,093,337	888,869
Temporary agency staff	483	10,825
Social security costs	114,764	93,635
Pension and life assurance costs	92,966	85,099
Recruitment costs	6,475	20
	1,308,025	**1,078,448**

The number of employees earning £60,000 in the year or more (exclusive of employer pensions and employer National Insurance contributions) was:

	Total 2021 Number	Total 2020 Number
£60,000- £70,000	2	-
£100,000 - £110,000	-	1
£110,000 - £120,000	1	-

The pension payments for staff earning £60,000 or more in the year amounted to £38,391 (2020 - £19,800). These contributions were paid into defined contribution schemes.

8. Trustees

The members of the Trustee Board received no remuneration in relation to fulfilling their role as Trustees (2020: £Nil). No Trustees were reimbursed expenses for travel and subsistence in the year (2020 - 2 Trustees reimbursed, amounting to £1,215).

9. Tangible Fixed Assets - Group and Charity

	Furniture and Fittings £	Office Equipment £	Freehold Property £	Computer Systems £	Total £
Cost					
At 1st January 2021	10,228	51,133	6,273,773	97,769	6,432,903
Additions	-	-	-	20,335	20,335
Disposals	-	-	-	(16,851)	(16,851)
At 31st December 2021	**10,228**	**51,133**	**6,273,773**	**101,253**	**6,436,387**
Depreciation					
At 1st January 2021	10,228	30,949	2,405,674	75,180	2,522,031
Charge in year	-	9,183	71,893	18,916	99,992
Disposals	-	-	-	(16,851)	(16,851)
Reversal of impairment on freehold property (see below)	-	-	(143,794)	-	(143,794)
At 31st December 2021	**10,228**	**40,132**	**2,333,773**	**77,245**	**2,461,378**
Net Book Value					
At 31st December 2021	**-**	**11,001**	**3,940,000**	**24,008**	**3,975,009**
At 31st December 2020	**-**	**20,184**	**3,868,099**	**22,589**	**3,910,872**

A valuation of the freehold property at 106-109 Saffron Hill EC1N 8QS was carried out by Allsop LLP of 33 Wigmore Street W1U 1BZ. The market value of the freehold property was £3,940,000 as at 31 December 2021. Part of the impairment loss recognised in the 2019 financial statements has been reversed accordingly.

10. Intangible Fixed Assets - Group

	Computer Systems £	Flood & Coast Event £	Total £
Cost			
At 1st January 2021	332,910	100,000	432,910
Additions	19,286	-	19,286
At 31st December 2021	**352,196**	**100,000**	**452,196**
Amortisation			
At 1st January 2021	328,184	25,000	353,184
Charge in year	4,725	25,000	29,725
At 31st December 2021	**332,909**	**50,000**	**382,909**
Net Book Value			
At 31st December 2021	**19,287**	**50,000**	**69,287**
At 31st December 2020	**4,726**	**75,000**	**79,726**

Computer systems additions in the year of £19,286 relate to CRM development. These additions were not amortised in the year because the CRM was not in use before the year end.

11. Fixed Asset Investments

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Investments held in subsidiary CIWEM Services Limited (Note 2)	-	-	100	100
Total Investments	**-**	**-**	**100**	**100**

12. Debtors

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Trade debtors	88,964	161,751	1,800	-
Other debtors	107,509	88,764	78,009	55,386
Prepayments (under 1 year)	153,524	65,180	62,456	52,128
Prepayments (over 1 year)	-	73,316	-	-
Amounts owed from subsidiary undertakings	-	-	6,602	17,366
VAT recoverable	7,543	22,226	7,543	22,226
	357,540	**411,237**	**156,410**	**147,106**

Trade debtors above are net of provisions made against specific bad debts within the subsidiaries totalling £31,339 (2020: £28,305).

13. Creditors: Amounts falling due within one year

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Trade creditors	85,242	127,890	38,167	71,545
Taxation and social security	63,942	72,665	48,574	23,364
Other creditors	15,540	12,108	7,540	3,108
Accruals	138,838	142,891	75,498	40,909
Deferred income	844,337	736,537	726,084	700,036
Amounts due to subsidiary undertakings	-	-	18,887	132,476
Bank overdraft	1,753	58,315	1,753	58,315
Bank loan (see Note 14)	77,717	79,147	77,717	79,147
	1,227,369	**1,229,553**	**994,220**	**1,108,900**

The bank overdraft facility is secured on the Saffron Hill property. The interest rate charged is Bank of England Base Rate plus 3% fixed for five years from September 2019. The Facility can be cancelled by the bank at any time.

At the year end, there was no balance outstanding to the pension fund (2020: £Nil).

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Deferred income:				
Balance brought forward	736,537	816,925	700,036	710,257
Amount released to income	(736,537)	(816,925)	(700,036)	(710,257)
Amount deferred in the year:				
Membership receipts	726,084	700,036	726,084	700,036
Invoices relating to events	103,570	36,501	-	-
Invoices relating to room rentals	14,683	-	-	-
Balance carried forward	**844,337**	**736,537**	**726,084**	**700,036**

14. Creditors: Amounts falling due after one year

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Deferred income:				
Invoices relating to events	-	234,707	-	-
Accruals	-	20,000	-	-
Bank loan	1,713,645	1,784,889	1,713,645	1,784,889
	1,713,645	**2,039,596**	**1,713,645**	**1,784,889**

Payments of accruals and the bank loan are as follows:

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
One to Two Years	77,717	79,147	77,717	79,147
Two to Five Years	1,635,928	1,725,742	1,635,928	1,705,742
	1,713,645	**1,804,889**	**1,713,645**	**1,784,889**

The bank loan is secured on the Saffron Hill property. The interest rate charged is Bank of England Base Rate plus 1.95% fixed for five years from September 2019.

The carrying net book value of the property on which the loan is secured is £3,940,000 (2020: £3,868,099).

15. Operating Lease Commitments

At the reporting end date the company had the following future minimum lease payments under non-cancellable operating leases (all for equipment) which fall due as follows:

	2021 £	2020 £
Less than one year	1,498	3,596
Two - five years	-	1,498

16. Movement on Funds

Group Current Year

	Balance at 31/12/2020 £	Income £	Expenditure £	Balance at 31/12/2021 £
Restricted Funds				
Branch Funds	75,923	6,432	(15,635)	66,720
Storm overflows project	-	47,310	(34,375)	12,935
	75,923	53,742	(50,010)	79,655
Unrestricted Funds				
General charitable funds	1,163,787	2,524,704	(2,197,199)	1,491,292
Total Funds	**1,239,710**	**2,578,446**	**(2,247,209)**	**1,570,947**

The restricted branch funds relate to the income and expenditure of CIWEM branches.

The restricted Storm overflows project relates to funding of £47,310 from Esmée Fairbairn Foundation. The grant is restricted towards producing and disseminating a report which addresses the problems of raw sewage pollution from Combined Sewer Overflows. The fund balance at the year end will be spent in 2022.

Group Prior Year

	Balance at 31/12/2019 £	Income £	Expenditure £	Balance at 31/12/2020 £
Restricted Funds				
Branch Funds	88,408	6,965	(19,450)	75,923
Unrestricted Funds				
General charitable funds	1,141,495	2,345,246	(2,322,954)	1,163,787
Total Funds	**1,229,903**	**2,352,211**	**(2,342,404)**	**1,239,710**

Group restricted income in the prior year consisted of branch conference and event income of £6,791 (included within charitable activities) and £174 of other income. Restricted expenditure consisted of branch conference and event expenditure of £19,232 (included within charitable activities) and donations, prizes and awards expenditure of £218 (included within charitable activities).

16. Movement on Funds (continued)

Charity Current Year

	Balance at 31/12/2020 £	Income £	Expenditure £	Balance at 31/12/2021 £
Restricted Funds				
Branch Funds	75,923	6,432	(15,635)	66,720
Storm overflows project	-	47,310	(34,375)	12,935
	75,923	53,742	(50,010)	79,655
Unrestricted Funds				
General charitable funds	1,156,100	1,715,173	(1,452,383)	1,418,890
Total Funds	**1,232,023**	**1,768,915**	**(1,502,393)**	**1,498,545**

Charity Prior Year

	Balance at 31/12/2019 £	Income £	Expenditure £	Balance at 31/12/2020 £
Restricted Funds				
Branch Funds	88,408	6,965	(19,450)	75,923
Unrestricted Funds				
General charitable funds	1,129,068	1,655,750	(1,628,718)	1,156,100
Total Funds	**1,217,476**	**1,662,715**	**(1,648,168)**	**1,232,023**

Charity restricted income in the prior year consisted of branch conference and event income of £6,791 (included within charitable activities) and £174 of other income. Restricted expenditure consisted of branch conference and event expenditure of £19,232 (included within charitable activities) and donations, prizes and awards expenditure of £218 (included within charitable activities).

17. Analysis of Group Net Assets between Funds

Current Year

	Fixed Assets £	Net Current Assets /(Liabilities) £	Creditors due after more than 1 year £	Total £
Restricted Funds	-	79,655	-	79,655
Unrestricted Funds	4,044,296	(839,359)	(1,713,645)	1,491,292
Total Funds	**4,044,296**	**(759,704)**	**(1,713,645)**	**1,570,947**

Prior Year

	Fixed Assets £	Net Current Assets /(Liabilities) £	Creditors due after more than 1 year £	Total £
Restricted Funds	-	75,923	-	75,923
Unrestricted Funds	3,990,598	(787,215)	(2,039,596)	1,163,787
Total Funds	**3,990,598**	**(711,292)**	**(2,039,596)**	**1,239,710**

18. Related Party Transactions

Most of the trustees are also members of or employed by other organisations which may undertake transactions with CIWEM and CSL in the normal course of business and all such transactions are on an arm's length basis.

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT
CONSOLIDATED AND CHARITY STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021

	Group 2021 £	Group 2020 £	Charity 2021 £	Charity 2020 £
Cash flows from operating activities:				
Net income for the year	331,237	9,807	266,522	14,547
Adjustments for:				
Depreciation and amortisation charges	129,717	135,669	104,717	110,669
Reversal of impairment charge	(143,794)	-	(143,794)	-
Interest	(11)	(67)	(11)	(67)
Decrease/ (increase) in debtors	53,697	3,465	(9,304)	47,850
(Decrease)/ increase in creditors	(198,899)	(10,450)	(56,688)	39,077
Net cash provided by operating activities	**171,947**	**138,424**	**161,442**	**212,076**
Cash flows from investing activities:				
Interest	11	67	11	67
Purchase of tangible fixed assets	(20,335)	(14,448)	(20,335)	(14,448)
Purchase of intangible fixed assets	(19,286)	-	(19,286)	-
Net cash (used in) investing activities	**(39,610)**	**(14,381)**	**(39,610)**	**(14,381)**
Cash flows from financing activities:				
Repayments of borrowing	(72,674)	(24,349)	(72,674)	(24,349)
Net cash (used in) financing activities	**(72,674)**	**(24,349)**	**(72,674)**	**(24,349)**
Change in cash and cash equivalents in the year	**59,663**	**99,694**	**49,158**	**173,346**
Cash and cash equivalents at the beginning of the year	48,709	(50,985)	4,693	(168,653)
Cash and cash equivalents at the end of the year	**108,372**	**48,709**	**53,851**	**4,693**
Represented by				
Cash at bank and in hand	110,125	107,024	55,604	63,008
Bank overdraft	(1,753)	(58,315)	(1,753)	(58,315)
	108,372	**48,709**	**53,851**	**4,693**

Analysis of changes in net debt

	Brought forward 1/1/2021 £	Cash flows £	Carried forward 31/12/2021 £
Cash at bank and in hand	107,024	3,101	110,125
Bank overdraft	(58,315)	56,562	(1,753)
Loans falling due within one year	(79,147)	1,430	(77,717)
Loans falling due after more than one year	(1,784,889)	71,244	(1,713,645)
Total (net debt)	**(1,815,327)**	**132,337**	**(1,682,990)**

The notes on the following pages form part of these financial statements

19. Charity Statement of Financial Activities

The below Charity Statement of Financial Activities relates to the activities of the Charity only and so excludes the activities of subsidiary undertakings.

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
INCOME				
DONATIONS AND LEGACIES	19,917	-	19,917	44,100
INCOME FROM CHARITABLE ACTIVITIES:				
Membership subscription and fees	1,659,673	-	1,659,673	1,587,991
Conferences and events	868	6,432	7,300	10,291
OTHER TRADING ACTIVITIES				
Investment income	11	-	11	67
Books and publications	-	-	-	1,653
OTHER INCOME	34,704	47,310	82,014	18,613
TOTAL INCOME	**1,715,173**	**53,742**	**1,768,915**	**1,662,715**
EXPENDITURE				
EXPENDITURE ON RAISING FUNDS:				
Other trading activities	232,193	-	232,193	368,038
EXPENDITURE ON CHARITABLE ACTIVITIES:				
Membership services	1,017,732	-	1,017,732	873,531
Conferences and events	-	15,094	15,094	19,232
Policy and partnerships	344,964	34,375	379,339	384,082
Donations, prizes and awards	1,288	541	1,829	3,285
REVERSAL OF IMPAIRMENT				
ON FREEHOLD PROPERTY	(143,794)	-	(143,794)	-
TOTAL EXPENDITURE	**1,452,383**	**50,010**	**1,502,393**	**1,648,168**
NET INCOME & MOVEMENT IN FUNDS	**262,790**	**3,732**	**266,522**	**14,547**
TOTAL FUNDS BROUGHT FORWARD	**1,156,100**	**75,923**	**1,232,023**	**1,217,476**
TOTAL FUNDS CARRIED FORWARD	**1,418,890**	**79,655**	**1,498,545**	**1,232,023**

THE CHARTERED INSTITUTION OF WATER AND ENVIRONMENTAL MANAGEMENT

England & Wales - Charity number 1043409

Accounts



CIWEM Chartered Institution of Water and Environmental Management

ANNUAL REPORT AND FINANCIAL STATEMENTS

For the Year Ended 31 December 2020

Charity No: 1043409 (England and Wales) | Charity No: SC038212 (Scotland)

CIWEM Chartered Institution of Water and Environmental Management

ANNUAL REPORT AND FINANCIAL STATEMENTS

For the Year Ended 31 December 2020

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Reference and administrative details

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(Scotland)

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Foreword by the Chair of the Trustee Board and Chief Executive

2020 has been a positive year for CIWEM. Whilst in many ways it was not the year that we planned, we have been able to carry through our ambitions and accelerate changes that fulfil the guiding principles of our strategy to be relevant and accessible to all.

The accelerated adoption of digital technology in 2021 has helped us to progress our own digital transformation. Accelerated change has been especially prevalent in our delivery of events, training, professional registration and mentoring.

CIWEM's staff and volunteers rapidly adapted their ways of working and, as world constraints continued due to the COVID pandemic, they have exhibited remarkable resilience. This has resulted in one of our strongest years ever for the level and scope of services delivered to our members. The indicators of this include the unprecedented numbers of people that have engaged in our events from all over the world. The feedback from attendees describes our events as best in class. We have also seen growth in the number of professional review interviews; increase in overall membership; our online mentor platform connecting more people at all stages of their careers; our magazine, The Environment, representing a greater diversity of people than ever before and enriching our sharing of knowledge and breadth of influence; and our learning and development programme delivering training to over 3,000 professionals.

CIWEM only exists through the generosity of our volunteers in our branches, specialist groups, technical panels, boards, and committees. We are grateful to the organisations that allow their employees time to volunteer and who support us financially including sponsorship. Never has this been truer than in 2020 and we wish to record our thanks to you all for not just carrying us through the year but making it one of our best.

Environmental performance

We continue to be motivated by our declaration of climate and ecological emergencies in 2019. We have seen a marked reduction in our scope 3 emissions mostly as a consequence of restrictions over the year. Our ambitions to reduce our travel-related scope 3 emissions were fast-tracked by remote working and meeting technology – something which we expect to maintain to a significant extent in future. Additionally, the transition of our journals to digital publications mean no more shipping and printing emissions.

Our scope 1 and 2 emissions mostly relate to our use of energy in our building. This energy has, for several years now, been provided from 100% renewable sources. Whilst the low occupancy of our building has led to reduced consumption, we recognize that this consumption has shifted to the domestic dwellings of our staff and volunteer visitors where we have less visibility and influence and where dispersed working offers less efficiency. This is a challenge faced by many organisations even as we return to new work patterns and we are looking at how we will address this.

Our other contributions to resolving the climate and ecological emergencies have come from our work to share knowledge, educate, and influence change. This has been achieved through our events, training, publications and awards and our partnerships with businesses and NGOs all of which are detailed below.

Trustee board and executive team developments

In 2020 we welcomed five new trustees to our board: Peter Brooks, Nicky Cunningham, John Curtin, Nicholas Howden and Matthew Jack. Matthew joins as a full trustee having served for a year as our 'early career' board member. We are delighted to continue this initiative and, such was the quality of applications, early career professionals who have participated fully and been mentored by experienced trustees. Welcome to Sian Leake and Emily Shipton.

Two trustees, Janice McKenna and Luciana Wong, resigned during the year and Angela Grey, Aaron Burton, and Roger Falconer retired. We thank them for their support. David McHugh retired following his year in office as President but is co-opted to the Trustee Board until our AGM in July 2021.

In recent years, we have invested in strengthening and broadening the skills with our executive team. The commercial difficulties imposed during 2020 could have threatened this, but we were able to maintain our team by temporary repurposing of roles and responsible use of Government grants. Towards the end of 2020 and into early 2021, we continued with our planned recruitment to strengthen our membership, training, communications and marketing, and publications teams.

Organisational growth

At the beginning of 2020 we created the potential for significant growth by securing a 10-year contract with Water UK to deliver training to UK water companies on the adoption of Sustainable Drainage Systems (SuDS). We had also purchased the 'Flood and Coast' event and were set to deliver this in partnership with The Environment Agency. Both activities were adapted into digital formats and delivered to a first-class standard.

It is especially encouraging to see our membership grow in 2020 in terms of total numbers, members transferring upgrades, and the numbers of professional review interviews and new registrations. Our learning and development activities have also expanded in line with our 5-year strategy. Further details are provided below.

We have some very exciting plans for 2021 consistent with our longer-term plans and building upon the successes of 2020.

- Enhance our membership support through retraining of our assessors, review of our membership grades and entry procedures
- Review of our corporate strategy setting direction for 2022 to 2026 embedding our plans to further address the climate and ecological emergencies
- Accelerate our digital transformation through a full review and implementation of new systems and services
- Secure additional contracts for delivery of industry-wide training programmes

Paul Seeley steps down from chair of the Trustee Board after 4 years in the role at this year's AGM. We are delighted to announce that Andrew Dunn will take over the role of Trustee Chair from September 2021. As retiring Chair, Paul would like to take this opportunity to thank his fellow Trustees, the excellent staff at CIWEM, and our members, for making this Institution a strong and positive influence with in the world of Water and Environmental Management.

We look forward to working with our members and partners to meet these aims and continue to make CIWEM accessible and relevant.

Paul Seeley
Chair, Trustee Board



Terry Fuller
Chief Executive



CIWEM staff structure

Team organisation and operation (line management)

TERRY FULLER
Chief Executive

- **FRANCESCA BATCHELOR** — Executive Assistant
- **KAREN PARTRIDGE** — HR Advisor
- **JS2 LIMITED** — Finance and Accounts
- **RACHAEL BLISS** — Company Secretary

RACHAEL BLISS
Director of Operations

- **CHRIS RIDETT** — IT Manager
- **KEN HASSAN** — Facilities Executive
- **MARIA JESIPOVA** — Venue Sales Executive

SOPHIE DUNAJKO
Head of Membership and Professional Standards

- **SZIDONIA NAGY** — Membership and Professional Standards Manager
- **BARBARA ORTH** — Membership and Professional Standards Executive
- **CHLOE GOODE** — Membership Services Officer
- **JACK POOLE** — Membership and Professional Standards Executive

DARREN ECKFORD
Head of Learning and Development Services

JOSEPH WILSON
Accreditation and Business Relations Manager

VALERIA JI
Learning and Development Executive

REBECCA SELLS
Head of External Affairs

IRINA DANILOVA
Interim Head of Events

ROXANA OLDERSHAW
Events Manager

EMMA BOOTH
Events Officer

ALASTAIR CHISHOLM
Director of Policy

HEATHER GARDNER
Sr. Policy Advisor

SARAH ANDERTON
Policy Advisor

VICTORIA HARRIS
Publications Manager

KAREN THOMAS
The Environment Editor

JANE BOLAND
Communications Manager

BARBARA WOODS
Branch Liaison Officer



Report of the Trustee Board

The Trustee Board have pleasure in presenting their annual report and accounts for the year ended 31 December 2020. The report and accounts consolidate the activities of the Institution and its wholly owned subsidiaries CIWEM Services Limited and 106-109 Saffron Hill Management Limited (together referred to as "the group").

In presenting their report the members of the Trustee Board confirm that they have governed this Institution with regard to the Charity Commission's guidance on public benefit.

Organisation and governance arrangements

CIWEM is a registered charity and is constituted and governed by its Royal Charter and Bye-Laws, which were granted in 1995 and amended in 2009 and 2020. The Trustee Board is responsible for setting out the ongoing strategic direction of the Institution and defining its business priorities. It also approves the terms of reference and monitors the work of Committees, Boards, Task Groups and Panels, to which certain operational matters are delegated. The Trustee Board normally meets five times a year to carry out its decision making and strategic responsibilities.

CIWEM also has a network of Branches, Special Interest Groups, Common Interest Networks and Technical Panels that are run by volunteers. They work alongside the executive staff helping to deliver the Institution's charitable objectives, principally through the provision of technical meetings and events for Members, nationally and internationally. The Trustee Board monitors the work of the Branches and Groups at Trustee Board meetings.

Statement of Trustees responsibilities

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice.)

The law applicable to charities in England & Wales and Scotland requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charity and the group and of the income and expenditure of the group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustee Board is responsible for ensuring that proper accounting records are kept which disclose with reasonable accuracy, at any time, the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the Royal Charter.

The board is also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and for the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustees who served on the Trustee Board during the financial year are shown (in the positions they held at the year-end) and are as follows:

Trustees

Peter Brooks (appointed July 2020)

Aaron Burton (retired October 2020)

Stephanie Campbell

Andrew Chang (Honorary Treasurer)

Joanna Cochrane

Nicky Cunningham (appointed July 2020)

John Curtin (appointed July 2020)

Claudia David

Andy Dunn

Roger Falconer (retired October 2020)

Nicholas Howden (Professional Standards Committee Chair) (appointed July 2020)

Matthew Jack (appointed July 2020)

Eilish Kavanagh (Finance Audit & Resources Chair)

Janice McKenna (resigned July 2020)

Shaun Nicholson (Nominations Committee Chair) (President elect)

Niki Roach (President)

Paul Seeley (Trustee Chair)

Steve Thompsett

Luciana Wong (resigned March 2020)

Additional attendees

Co-opted board members

Angela Grey (retired July 2020)

David McHugh (Strategy Implementation Group Chair)

David Wickens (CIWEM Services Limited Chair)

Early Career Professionals

Emily Shipton

Sian Leake

Independent

David Wilkes (Remuneration Committee Chair)

CIWEM Services Limited: Non-Trustee board directors

Trevor Harrington

Mike Summersgill

Caroline Gould

Company Secretary

Rachael Bliss
Frank Liddell (part-year)

CIWEM governance

CIWEM governance

The Trustee Board is the body responsible for overseeing the Institution's management and administration and for setting policy. The Board consists of up to 15 Trustees, including the Chair, Deputy Chair, Honorary Treasurer, the Presidential Team, Trustees and co-opted Board members who are not Trustees.

All Trustees are non-executive members of the Board appointed on merit from an independently facilitated selection process. Further details of Trustee appointment periods, the Trustee appointment process and terms of office can be found in the Institution's Bye-Laws.

Trustees are recruited by advertisements in the Institution's magazine, on the website, alongside with external adverts in the National Press. Honorary Officers are appointed from amongst the Trustee Board.

All new Trustees receive an induction pack containing detailed information about CIWEM and its work, and go through an induction process with regular opportunities to update skills.

Management

The Institution's Chief Executive is responsible for the day-to-day management of the Institution's affairs and for implementing policies agreed by the Trustee Board. The Chief Executive and Company Secretary are supported by Directors and Heads of Departments who make up the Executive Senior Management Team.

The Executive Senior Management Team at the end of 2020 comprised:

- Terry Fuller, Chief Executive
- Rachael Bliss, Director of Operations
- Alastair Chisholm, Director of Policy
- Sophie Dunajko, Head of Membership and Professional Standards
- Darren Eckford, Head of Learning and Development
- Rebecca Sells, Head of External Affairs (Maternity)
- Irina Danilova, Head of Events (Secondment)

The remuneration of the Executive Senior Management Team is considered by the Remuneration Committee by reference to market rates and other appropriate factors. Recommendations are made to the Board of Trustees for approval.

Risk management and internal controls

During 2020, the Trustee Board maintained a risk register, and regularly reviewed the major risks to which CIWEM was exposed, especially business, operational and financial risks, and accounting for the changing environment. Policies and procedures have been put in place to manage and reduce the identified risks, which were assessed in detail and updated to ensure their adequacy and effectiveness.

The principal risks, uncertainties and steps taken to mitigate the likelihood of their occurrence and impact were as follows:

COVID 19. This represented a significant risk to CIWEM in 2020, after a very positive start to the year. This included closure of our venue and loss of the rental income that it generates. Our face-to-face events, training programmes, and professional interviews had to be suspended and migrated as far as possible to digital media.

We took the following mitigation measures to maintain the viability of the institution as a going concern, enable us to maintain services to our members and supporters and to mitigate financial impact:

- Maintained a detailed modelling and forecasting of our cash flow so that we could focus our activities
- Took a 'payment holiday' on our amortised loan and maintained close dialogue with our bank regarding further financial support. In the event

this was not necessary

- Instigated measures to confine our costs to maintaining critical operations and those that generate income surplus
- Accessed cost relief and deferment being offered by the Government including the Furlough scheme, income tax and business tax
- Adapted the provision of our services to utilise on-line technology to allow these to continue including professional reviews, membership support, training, webinar events, publications and delivery of policy

Member subscriptions. Income from membership subscriptions continues to form a significant part of the Institution's annual income, funding our activities for the public benefit and dissemination of best practice.

In 2020 we took the following direct action to retain and grow membership:

- Ensured our membership was open to all those who met our professional standards
- Supported our members moving through their CIWEM journey and sought to bring back into membership those whose subscriptions have lapsed
- Continued to build on the support and resources provided to our branches
- Strengthened resourcing of our membership team and assessors and reviewers
- Expanded our digital services to improve accessibility

We undertook a review of our membership subscriptions, and this led us to increase annual membership subscriptions in line with inflation, this equated to between a £1.00 to £5.00 increase across the grades. We continue to make our membership accessible with provisions in place for those that might see fees as a barrier to membership. With hardship rates for those experiencing financial hardship which includes taking a career break, for maternity and paternity leave or unemployment and supporting those from Low Income Countries with fee grades at 50% of the High-Income Country fees.

Purchase of Flood and Coast. In 2019 we completed the purchase of this event from a privately-owned events company. The event was delivered by CIWEM for the first time in 2020 as a series of 4 digital webinars between October 2020 to April 2021. Despite significant reduction in income, we were able to make significant savings and deliver a profitable event. Many of our exhibitors and sponsors who had already paid for a 'face to face' event in 2020 allowed us to hold their payments over for the planned event in 2021. This provided significant support to maintain our cash levels during very challenging parts of the year. These monies have been accrued into the 2021 accounts. We have increased our resource specifically to deliver this event and we are in formal partnership with the UK Environment Agency who have been heavily involved in previous years. We are maintaining a specific risk register and reporting on progress at our CSL Board meetings.

Delivery of SuDS Training to the UK Water Industry. CIWEM has secured a 10-year contract in partnership with CIRIA to deliver training to UK Water Companies via Water UK. This represents a substantial growth in our Training Business. We have increased our in-house resources to deliver this contract and entered into formal contracts with CIRIA and subcontractors with expertise in this field. We are maintaining a specific risk register and review at each CSL Board Meeting. Due to the COVID 19 restrictions the planned classroom training were modified for delivery on-line. The contract has been successfully delivered with very little impact due to these changes.

The Trustee Board recognises that there are inherent limitations in any system of risk management and accordingly even the most effective system can only provide reasonable and not absolute assurance that the key risks have been managed adequately. However, the Trustee Board is satisfied that, through the risk management process, the major risks have been mitigated to an acceptable level.

CIWEM also maintains a range of policies and procedures including: health and safety; equality and diversity; environmental; and IT systems protection. These policies are updated in order to ensure compliance with legal requirements and employment best practice.

Formal certification to the latest 2015 ISO 14001 International Standard was awarded to CIWEM in Spring 2016. A re-certification visit was due to take place in 2020 but this has been deferred due to the restrictions of the pandemic. It is our intention to regain this certification at the earliest opportunity.



Membership

The impacts of the Covid-19 pandemic drove a shift in delivery of our core membership activities and functions. Our active start to the year included visits to universities to engage with students and academics about the career long benefits of joining a professional body and face to face membership support sessions and workshops to organisations across the sector. Our activities rapidly moved online, facilitating much greater outreach with our members without the limitations of geographical barriers.

Following a short pause, our virtual transition extended to cover all aspect of the membership journey with Professional Review Interviews and meetings of the Professional Standards Committee migrating online. This shift enabled greater flexibility for both applicants and volunteers, removing the need for significant periods of travel and allowing for improved engagement across these activities.

Throughout 2020, we continued our membership development programme to grow and support our member community, with professional competence a key focus. We centred our activities on ensuring applicant journeys were facilitated by delivering additional guidance in multiple online formats, including the expansion of the membership webinar programme. Our local branches across the globe also played a huge role in disseminating guidance and sharing best practice.

Growing our engagement with early careers professionals has seen our Early Careers Network develop and grow, supporting those in the first five years of their water and environment careers towards professional registration. The launch of the CIWEM Mentor Platform further supported this, designed to support our members across their careers with their professional and personal development in guided mentor relationships.

In 2020 we were pleased to help professionally register more than 200 individuals as engineers, scientists, environmentalists and water and environment managers, and award more than 275 individual registrations.

The continued involvement of our dedicated volunteers continues to underpin many of our membership activities. We would like to thank everyone who has contributed, your work has been invaluable across the CIWEM community. Thank you.



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Branches

In 2020 we transitioned our full programme of branch and group events and networking activities to virtual formats due to the global pandemic. CIWEM remained committed to supporting the water and environment sector even during social distancing and delivered interactive events that were even more accessible to our members and the public as all our branch events were made free to attend.

Our branch network continued to provide a wealth of opportunities for our members to network, learn and engage through free webinars and virtual events that covered all three CIWEM digital series categories: Flood Resilience, Climate Emergency Adaption & Resilience and Land and Water Management.

Throughout 2020 we have provided further support to the branches, developing better processes to aid with the delivery of virtual events and involve a wider, more diverse audience, including fostering the uptake of virtual technology to showcase regional activities and engage in a new way. Many branches have adopted new media and have incorporated webinars and live transmissions to geographical hubs.

Together CIWEM branches and groups ran nearly 70 virtual events during the year contributing to a rich and varied programme supporting our members' interests across a range of subjects.

A calendar of all CIWEM activities has been produced to aid the branches and groups to finalise their 2020 programme and to assist their integration into the complete CIWEM programme, which considerably improved co-promotion of CIWEM activities, such as our learning and development services, business partnership and accreditation schemes to assist with the integration of all CIWEM activities in a more cohesive way. In turn, branches have provided new contacts and ideas to aid the development of our services to members.

The contribution the CIWEM branches and groups have made to the programme of digital events during the lockdown has been significant and we are grateful to our volunteers for their support.

Flood and Coast 2020 attracted over 1,500 delegates from 10 nations and paved the way towards our fully virtual event confirmed for the 28th of June – 1st July 2021.

Policy and technical

The COVID pandemic threw yet more weight behind the need to put the environment front and centre of policy-making and future development. The origins of the virus and its transmission to humans drew into sharp focus our destructive relationship with nature. The concept of a 'green recovery' mainstreamed. Roads and skies emptied, the air cleared, emissions fell, nature ventured more confidently into towns and cities and people experienced and bonded with their local environments; the health and wellbeing lifelines on their doorsteps. A tumultuous year has offered a range of new perspectives on the future as well as ushering a change in how we've worked.

With some initial disruption our panels and groups continued to meet, collaborate and support the Institution remotely. Our focus for outputs evolved, with a strong emphasis on webinar-led knowledge sharing and debate, focused on issues relating to the climate and ecological emergencies. From nature-based solutions, the development of a new environmental land management scheme, property flood resilience to net zero in the water sector we attracted bumper audiences to engage with top-level speakers. However we emerge from the pandemic, this approach will continue as a means to engender discussion around prominent issues for our members and beyond, and to harness this discussion to inform our policy work.

In 2020 we worked hard to help support and facilitate progress in enhancing standards for the delivery of property flood resilience and this continues as a key strand through 2021. The growing focus on river water quality and storm overflows offers an ideal opportunity to harness the wide-ranging expertise of CIWEM's membership to consider how we should be taking an integrated, systems-approach to managing water in our urban environments to achieve climate resilience and nature recovery in tandem. Likewise, achieving improved carbon sequestration, climate resilience and nature recovery at local, catchment, and landscape scales in the most efficient and multi-beneficial way is the focus for our work in a more rural context. As ever, we could not do any of this without our network of volunteers brought together through our panels and groups. Thank you all.

Events

COVID-19 related restrictions affected all CIWEM events in 2020, so no planned f2f events have taken place during this period at HQ or branch level. All our planned events were first postponed and some of them were then adapted to a digital format. Income and costs for the postponed events were deferred to 2021.

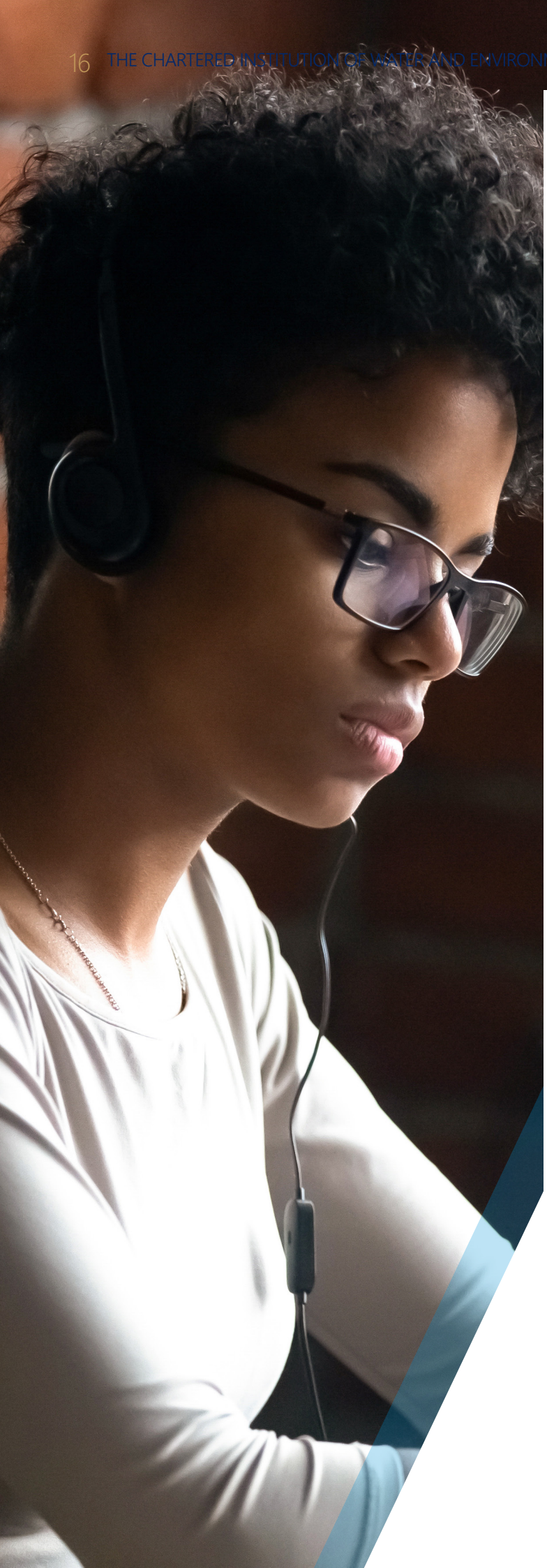
We continued bringing our community together and launched a series of centrally organised digital events under the leadership of CIWEM's Director of Policy that were heavily supported by industry experts, our panels, networks and Groups. We ran our digital events using Zoom and facilitated a real engagement between speakers and attendees using an interactive tool, Slido. CIWEM-led digital series of events generated a good number of membership leads and contributed to promoting CIWEM to a broader audience.

Our flagship event, Flood & Coast, was transformed from a face-to-face event into a series of four digital sessions running from October 2020 through to April 2021 with the digital ceremony for the Flood & Coast Excellence Awards hosted online as a pre-recorded video in December. These digital sessions attracted over 1,500 delegates from 10 international locations and paved the way towards our fully virtual event confirmed for the 28th of June – 1st July 2021.

The UDG Annual Conference ran as a virtual event and was the culmination of the year of highly regarded digital events across the whole industry, attracting speakers and delegates both nationally and internationally. The event ran as a series of three digital sessions featuring keynote addresses, technical papers and panel discussions.

The diversity of our events programme in 2020 was a tribute to the breadth of interest and expertise within the CIWEM membership. We will continue to bring leading experts, thinkers and decision-makers together to debate the biggest environmental challenges of the day in engaging and stimulating formats and settings.





Learning and development

2020 forced a step change to the way we deliver learning and development services to the wider industry. Developments we were planning over a longer timeframe were brought forward by necessity during the pandemic.

A major project for the L&D team, Water UK SuDS Training, underwent rapid change with all face-to-face elements converted to web-based training in a short timeframe. Three of the Water and Sewerage Companies (WaSC's) are yet to participate but we expect 2021 to provide more clarity for these WaSC's internally on how they will engage with training (virtual or delayed face-to-face). All face-to-face courses were migrated online successfully. The conversion of the Mentor training course was straightforward because our trainer had experience delivering other modules online. Fast Track to Chartership presented more of a design challenge to re-create the learning potential of a classroom environment. We were impressed with the trainer's initiative to challenge previous requirements and the resulting evolution of the course generated excellent course feedback. In 2021 we will continue to offer web-based options for this training regardless of whether we return to face-to-face sessions. We continued to develop our CIWEM e-learning courses in 2020. All virtual courses now have a face-to-face element. In 2021 we will also implement Articulate (learning design software) to enhance them further and increase interactivity. Overall, the successful conversion to an online programme resulted in the training of over 3000 delegates across the second half of the year.

During 2020 we also built strong relationships with leaders in the water sector. We began working with the Water Research Centre (wRC) to create shared content and to develop an online academy. The wRC have a large library of technical content and are looking to use our skills and platforms to convert that library to accessible learning materials in 2021. We also designed a Wastewater Manager course with Severn Trent Water for their new internal training academy. This course is due to launch early 2021 and will be the first of many to come.

We have set two major goals for 2021, land two additional major projects and create a suite of CIWEM training modules that will cover full running costs in learning and development by the end of 2022. This

strategy will create more space to chase and deliver national-scale training initiatives. At the time of writing in 2021, we have secured one major project, Property Flood Resilience (PFR) Training, have re-launched Municipal Waste Water Treatment training modules, as well as agreed the first three modules of the CIWEM wRC academy courses.

At the end of 2020 Valeria Ji joined the team and she has already had a big impact on our ability to deliver training options at pace. This was a significant factor in CIWEM securing the contract with the Environment Agency to deliver the PFR Training Suite. This project consists of a large team with representatives from CIRIA, National Flood Forum, Rab, Sedgwick, The Environmental Design Studio, and the Property Care Association. This collaboration is a very exciting development within the wider industry, with the first round of course delivery due to take place in August 2021. CIWEM's presence in the PFR space is enhanced through linking up our learning and development programmes with related initiatives in our Events and Policy teams.

We look forward to building on this success in 2021.

Professional standards and accreditation

Professional Standards Committee

The Professional Standards Committee (PSC) was formed in 2014 as a Standing Committee reporting to the Trustee Board. Its key role is to ensure best practice is followed in CIWEM's membership policy as set out in its Royal Charter. It is assisted by an Engineering Subcommittee, a Business and Science Subcommittee, an Accreditation Board, and a Qualifications Panel, all of which report to the PSC.

In 2020 we welcomed eight new members to the PSC. We extend huge thanks to those departing members for their years of commitment to CIWEM in this role, your knowledge and experience has been invaluable in supporting our growth and development.

Qualifications Panel

The Qualifications Panel was established to fulfil CIWEM's obligation under the Engineering Council's Registration Code of Practice to maintain a panel of competent registrants to assess applicants for registration who do not possess the Council's exemplifying qualifications. The Panel reports to the Professional Standards Committee. Typically, the applicants considered by the Panel hold an overseas degree or a degree in a subject other than engineering.

Accreditation board

2020 saw the recruitment of seven new accreditation board members which extends the board membership number to 12. Professor John Bridgeman joined as the new Chair to replace Dr. Nicholas Howden who moved on as chair of the Professional Standards Committee.

In 2020, all accreditation visits were moved to an online format and conducted remotely. Remote visits were carried out with the University of the West of England, IT Sligo – Ireland, Scotland's Rural College, The Open University and the City University of Hong Kong. This totalled to 26 accredited programmes in 2020 which leaves the total number of CIWEM accredited programmes at 104 at 30 different universities.

2020 also saw the accreditation of the Professional Development Scheme at Mott MacDonald. CPD accreditations were carried out with Jacobs Flood Modeler, Learning and Develop Associates, RAB Consulting and Terra Firma Academy.

The accreditation board also ratified the accreditation of the Environment Agency's Centre for Excellence Board which accredits their internal training for incident response management. A training session was also held for the Centre for Excellence Board members.

Finally, a new project was undertaken to align the current CPD accreditation guidelines to the property flood resilience code of practice. This is now ready to use in order to accredit PFR training.

Publications

The Environment magazine

The Environment magazine had an exciting year in terms of editorial and turned in a respectable performance in terms of advertising support and recruitment ads.

Syon and magazine editor Karen Thomas agreed a

new media-partner strategy, based on three thought-leadership packages, to be clearly marked as commercial content, to pitch to prospective partners. The 2021 report will reveal that the media-partnership strategy started to bear fruit. Commercially, the decision to introduce classified advertising created a lifebuoy for the magazine in a difficult year that saw so many UK publishers struggle. For editorial, lockdown proved challenging, cancelling the conferences, live interviews and visits that form the bedrock of independent journalism.

One highlight of the year was a live report – pre lockdown – from Ilkely, where local people campaigned with success to designate their stretch of the River Wharfe as bathing water. Another original feature examined the after-effects of the February 2020 storms on the Rhondda Valley, one of the hardest-hit areas of the UK, interviewing local and Westminster politicians, local people and business owners. The March 2020 Youth Takeover of The Environment, every article by or about a young star aged under 30, was also very well received.

Also in March, UK chancellor Rishi Sunak announced the lifting of the so-called Reading Tax. Removing this opens the opportunity to offer The Environment to a readership beyond the CIWEM membership and to at last deploy the magazine as a tool to promote the organisation. This has kickstarted a new initiative, to explore how a digital-first strategy can transform CIWEM's visibility, finding ways for all departments to deploy the stories we tell to promote the institution online to a much wider audience. That conversation has led CIWEM to engage a consultant to guide us through a digital transition that includes all departments. Exciting times lie ahead for ciwem.org.

Journals

2020 was an exciting year for both of CIWEM's journals. The Journal of Flood Risk Management became a fully gold Open Access journal as of 1st January 2020, meaning that all articles are free for anyone to read, download and share online globally, providing an international platform for knowledge sharing in all areas related to flood risk.

Water and Environment Journal became a digital only publication for CIWEM members as of 1st January 2021 as part of our aim to transition to digital first publishing. This will have a significant impact on CIWEM's pledge to achieve net zero emissions by 2030, avoiding the print and distribution of approximately 20,000 copies each year, as well as improving accessibility and enabling members access to the extensive back catalogue of articles online from the Journal's inception in 1987.

Commercial operations

CIWEM's commercial activities are undertaken through CIWEM Services Ltd. (CSL) which is a wholly owned subsidiary of CIWEM. CIWEM is a not-for-profit organisation and all surplus generated by CSL are gifted to CIWEM to further our public benefit activities including the support of our members' professional development. Our principal commercial revenue streams are events, training and accreditation, publications, advertising, jobs and sponsorship, and venue hire.

Financial picture

- CIWEM's group income for the year totaled £2.35m (£2.46m for 2019). Expenditure totaled £2.34m (£4.28m for 2019). The decrease in expenditure is a result of the impairment of £1,760,954 included in 2019 following the reduction of the fixed asset value of Saffron Hill as explained in the 'Financing' section below.
- Approximately 68% of our income (£1.59m) was from Membership subscriptions, and the remaining 32% (£0.76m) was from our commercial lettings, events, training and publications. We are transitioning towards less heavy reliance on our membership income and more towards an even split with income from our commercial activity, which will be even more evident in 2021.

Balance sheet

- CIWEM's group balance sheet shows total net assets of £1.24m at the end of 2020.
- As at the year end, the total funds held within the group were £1.24m (£1.23m for 2019) of which £1.16m were unrestricted (£1.14m for 2019).

Financing

We renegotiated our bank facilities through a market comparison exercise in 2019. This was prompted by the discontinuation of the Revolving Credit Facility (RCF) by Barclays who are no longer offering this to

their customers.We were required to seek a valuation of the Saffron Hill property which is security for the bank against the loan. Our existing bankers, Barclays, offered the most financially favourable products and we signed new arrangements in September 2019. These are:

- A loan of value £1.9M amortised over a period of 20 years and renegotiable after 5 years.
- An overdraft facility of £0.75M renewable annually.

These arrangements offered a reduction in interest payments and we have increased the amount of capital repayments.

Our building was revalued as at Dec 31st 2019 as part of the renegotiation of our loans. This led to an adjustment of our fixed assets on our 2019 balance sheet.

An impairment cost could arise each year if the market value of the Saffron Hill property at the year end is deemed to be lower than the balance included in our financial statements. The Trustees are required to consider if there is indication Saffron property has been impaired at each balance sheet date, and there needs to be a sound basis behind this decision.

Although there is no requirement to seek a formal professional valuation each year, to help inform this decision we have reached out to professional advisors to seek their informal opinion on how the property value might have changed since their last formal valuation as at 31 December 2019. Their feedback is that although 'pricing has softened slightly' over the 2020 year for similar property values in London, that 'the EC1 area has been the most resilient and has held up better than most during the pandemic and various lockdowns'.

On this basis, factoring in the buoyant position in Farringdon and the high standard of upkeep of the property, the Trustees consider that the property value will have potentially reduced by 2% in the year to December 2020. Given that the draft 2020 statutory accounts already include a depreciation cost for the year of approximately 2%, we consider that no impairment charge is required for 2020.

Reserves Policy

The Trustee Board is satisfied that the banking facilities negotiated in 2019 secured on the freehold of the building, and the fabric of the building itself, provide for appropriate reserves in the immediate term. However, this investment of reserves in the building has resulted in negative free reserves. As a result the Trustee Board set out a five-year plan to build free reserves which will reduce CIWEM's dependency on bank support.

The five-year plan adopts a hierarchy for the allocation of our year end surplus with the objective being to contribute to all three of the following but in a proportion that reflects the priority of our aims and our financial performance.

1. Build our free reserves
2. Enhance our charitable activities
3. Pay-off loan capital above the contracted obligations.

This hierarchy will be reviewed at least annually and in the event of a significant change such as business risk or external economics. We do not consider this hierarchy is changed by the impacts of the pandemic over 2020. It should be noted that during 2020 we ceased payments of the capital on our amortised loan with the agreement of our bank. It should also be noted that our profitability in the year was reduced by the impacts of the pandemic also affecting our forecast longer term trajectory for building our free reserves. This 5 year financial strategy is the subject of review during 2021 to account for this impact and our new 5 year corporate strategy planned for launch in 2022.

Grants Policy

Income from government or other grants is recongised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable the income will be received and the amount can be reliably measured.

The report of the trustees, including the message from the Chair and the Chief Executive and the Reference and Administrative details set out on the pages above, was approved by the Trustees on 20th May 2021 and is signed on their behalf as below.

P. Seeley

Paul Seeley
Chair

Andrew Chang
Honorary Treasurer

INDEPENDENT AUDITORS' REPORT

For the Year Ended 31 December 2020

Independent Auditors' Report to the Members of The Chartered Institution of Water and Environmental Management

Opinion

We have audited the financial statements of The Chartered Institution of Water and Environmental Management for the year ended 31 December 2020 which comprise Group Statement of Financial Activities, the Group and Parent Charity Balance Sheets and the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2020 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions related to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charity has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charity's

ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, and Section 151 of the Charities Act 2011 and report to you in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended),, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional

omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.
- We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, and in respect of the consolidated financial statements, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and the charity's trustees, as a body for our audit work, for this report, or for the opinion we have formed.

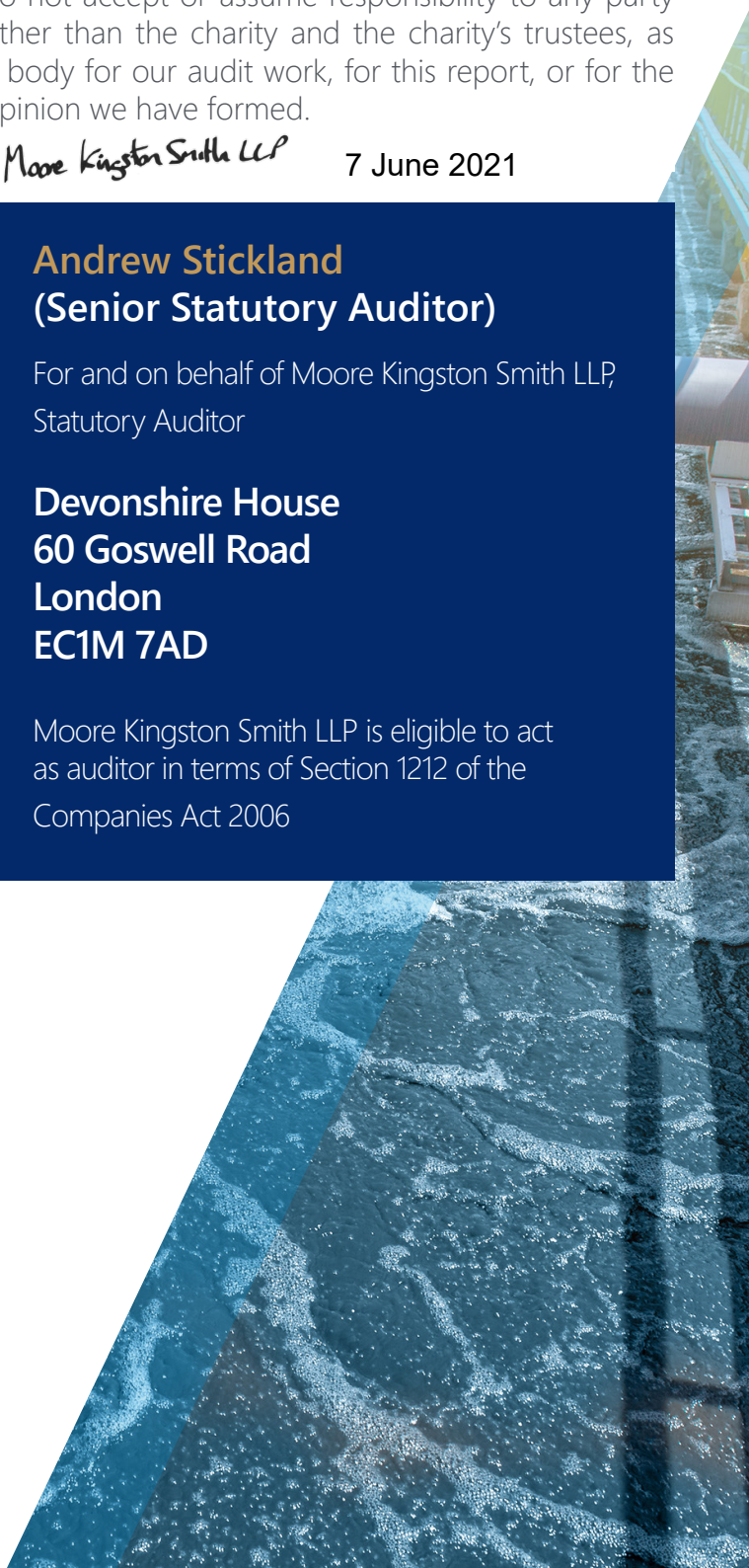
Moore Kingston Smith LLP 7 June 2021

Andrew Stickland
(Senior Statutory Auditor)

For and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Devonshire House
60 Goswell Road
London
EC1M 7AD

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006



Consolidated statement of financial activities

For the year ended 31 December 2020

	Note	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
INCOME					
DONATIONS AND LEGACIES	3	58,670	-	58,670	-
INCOME FROM CHARITABLE ACTIVITIES:					
Membership subscription and fees		1,587,991	-	1,587,991	1,602,959
Conferences and events		74,243	6,791	81,034	259,705
Education and training courses		403,481	-	403,481	165,851
OTHER TRADING ACTIVITIES					
Investment income	4	67	-	67	189
Books and publications		109,749	-	109,749	114,123
Lettings		92,606	-	92,606	293,354
OTHER INCOME		18,439	174	18,613	20,463
TOTAL INCOME		**2,345,246**	**6,965**	**2,352,211**	**2,456,644**
EXPENDITURE					
EXPENDITURE ON RAISING FUNDS:					
Lettings		199,895	-	199,895	298,054
EXPENDITURE ON CHARITABLE ACTIVITIES:					
Membership services		900,914	-	900,914	1,008,217
Conferences and events		469,994	19,232	489,226	495,140
Education and training		364,125	-	364,125	181,447
Policy and partnerships		384,082	-	384,082	525,958
Donations, prizes and awards		3,944	218	4,162	9,091
IMPAIRMENT OF FREEHOLD PROPERTY	9	-	-	-	1,760,954
TOTAL EXPENDITURE	**5**	**2,322,954**	**19,450**	**2,342,404**	**4,278,861**
NET INCOME / (EXPENDITURE) & MOVEMENT IN FUNDS		**22,292**	**(12,485)**	**9,807**	**(1,822,217)**
TOTAL FUNDS BROUGHT FORWARD	**16**	**1,141,495**	**88,408**	**1,229,903**	**3,052,120**
TOTAL FUNDS CARRIED FORWARD	**16**	**1,163,787**	**75,923**	**1,239,710**	**1,229,903**

Note 19 - shows the Charity Statement of Financial Activities

The annexed notes form part of these financial statements

Consolidated and charity balance sheets

As at 31 December 2020

	Note	Group 2020 £	Group 2019 £	Charity 2020 £	Charity 2019 £
Fixed Assets					
Tangible assets	9	3,910,872	3,998,184	3,910,872	3,998,184
Intangible assets	10	79,726	113,635	4,726	13,635
Investments	11	-	-	100	100
Total Fixed Assets		**3,990,598**	**4,111,819**	**3,915,698**	**4,011,919**
Current Assets					
Debtors	12	411,237	414,702	147,106	194,956
Cash at bank and in hand		107,024	197,042	63,008	79,374
Total Current Assets		**518,261**	**611,744**	**210,114**	**274,330**
Creditors: Amounts falling due within one year	13	1,229,553	1,639,269	1,108,900	1,254,382
Net Current (Liabilities)		**(711,292)**	**(1,027,525)**	**(898,786)**	**(980,052)**
Creditors: Amounts falling due after more than one year	14	2,039,596	1,854,391	1,784,889	1,814,391
Net Assets		**1,239,710**	**1,229,903**	**1,232,023**	**1,217,476**
Funds	16				
Restricted funds		75,923	88,408	75,923	88,408
Unrestricted funds:					
General		1,163,787	1,141,495	1,156,100	1,129,068
Total Funds		**1,239,710**	**1,229,903**	**1,232,023**	**1,217,476**

These Accounts were approved and authorised for issue by Trustee Board on 20 May 2021 and signed on its behalf by:



Paul Seeley

Chair



Andrew Chang

Honorary Treasurer

The annexed notes form part of these financial statements

Consolidated and charity statement of cash flows

For the year ended 31 December 2020

	Group 2020 £	Group 2019 £	Charity 2020 £	Charity 2019 £
Cash flows from operating activities:				
Net income/ (expenditure) for the year	9,807	(1,822,217)	14,547	(1,827,873)
Adjustments for:				
Depreciation charges	135,669	187,308	110,669	187,308
Impairment charge	-	1,760,954	-	1,760,954
Interest	(67)	(189)	(67)	(189)
Loss on the sale of fixed assets	-	19,513	-	19,513
Decrease in debtors	3,465	16,040	47,850	234,373
(Decrease)/ increase in creditors	(10,450)	(33,312)	39,077	(147,883)
Net cash provided by operating activities	**138,424**	**128,097**	**212,076**	**226,203**
Cash flows from investing activities:				
Interest	67	189	67	189
Purchase of tangible fixed assets	(14,448)	(9,963)	(14,448)	(9,963)
Purchase of intagible fixed assets	-	(35,000)	-	-
Net cash (used in) investing activities	**(14,381)**	**(44,774)**	**(14,381)**	**(9,774)**
Cash flows from financing activities:				
Cash inflows from new borrowing	-	(511,443)	-	(511,443)
Repayments of borrowing	(24,349)	-	(24,349)	-
Net cash (used in) financing activities	**(24,349)**	**(511,443)**	**(24,349)**	**(511,443)**
Change in cash and cash equivalents in the year	**99,694**	**(428,120)**	**173,346**	**(295,014)**
Cash and cash equivalents at the beginning of the year	(50,985)	377,135	(168,653)	126,361
Cash and cash equivalents at the end of the year	**48,709**	**(50,985)**	**4,693**	**(168,653)**
Represented by				
Cash at bank and in hand	107,024	197,042	63,008	79,374
Bank overdraft	(58,315)	(248,027)	(58,315)	(248,027)
	48,709	**(50,985)**	**4,693**	**(168,653)**

The annexed notes form part of these financial statements

Consolidated and charity statement of cash flows (continued) For the year ended 31 December 2020

Analysis of changes in net debt

	Brought forward 1/1/2020 £	Cash flows £	Carried forward 31/12/2020 £
Cash at bank and in hand	197,042	(90,018)	107,024
Bank overdraft	(248,027)	189,712	(58,315)
Loans falling due within one year	(73,994)	(5,153)	(79,147)
Loans falling due after more than one year	(1,814,391)	29,502	(1,784,889)
Total (net debt)	**(1,939,370)**	**124,043**	**(1,815,327)**

The annexed notes form part of these financial statements

Notes to the financial statements
For the year ended 31 December 2020

1. Accounting Policies

Basis of Accounting
These financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charity and its subsidiary are a public benefit group for the purposes of FRS 102 and therefore have also prepared the financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The presentational currency used is British pound sterling, and balances are rounded to the nearest £1.

Going Concern
The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the Charity and Group to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

Whilst the COVID-19 pandemic was seen as a significant risk, membership income held up and face to face events, training programmes and professional interviews migrated as far as possible to digital media. This, together with measures to confine costs and access to government support has resulted in cash levels increasing over the year.

Detailed forecasts and projections have been prepared and these indicate that the Institution continues to be able to operate within the arranged overdraft facility with its bankers. However, as with all overdraft facilities, it is subject to annual review and can be cancelled at any time. The next annual review is in September 2021 although the Trustees have no reason to believe it will not be renewed.

Accordingly the trustees have concluded that there is a reasonable expectation that the Charity and Group has adequate resources to settle its debts as they fall due and therefore continue to adopt the going concern basis in preparing its financial statements.

Consolidated Financial Statements
The group financial statements consolidate the financial statements of the charity and its wholly-owned subsidiary undertakings, CIWEM Services Limited and 106-109 Saffron Hill Management Limited.

Notes to the financial statements (continued)
For the year ended 31 December 2020

1. Accounting Policies (continued)

Branches and Groups
The financial transactions of all UK branches and groups and the two non sterling branches of Hong Kong and the Republic of Ireland have been included within the main CIWEM accounts.

Income
Subscription income represents total subscriptions received from members for the year. Subscription receipts relating to the following year are treated as deferred income. No accrual is made for subscriptions in arrears.

Conference & event income is recognised within the year held. Any conference and event receipts relating to the following year are treated as deferred income. Attendance and sponsorship is the main source of income, which is either invoiced in advance or payable as an entrance fee.

Income from government or other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable the income will be received and the amount can be reliably measured.

All other income is included in the Statement of Financial Activities when the Charity is entitled to the income, the amount is probable, and the amount can be quantified with reasonable accuracy.

Expenditure
Expenditure is charged to the Statement of Financial Activities on an accruals basis, net of recoverable VAT. All costs have been charged where possible directly to the relevant activity. Where costs cannot be directly attributed to particular activities, they have been allocated between expense headings on the basis of time spent.

Tangible fixed assets and Depreciation
Tangible fixed assets are included in the balance sheet at original cost less accumulated depreciation. Cost includes capitalised interest and other finance costs where appropriate. Depreciation is provided on a straight line basis calculated to write down the cost of all tangible assets to their estimated residual values over the number of years of expected use. Leased assets are written off over the period of the lease. Assets are depreciated at the following rates:

Freehold Land	Not depreciated
Freehold buildings	60 years
Fitting out costs	20 years
Furniture and fittings	5 years
Office equipment	5 years
Computer equipment and software	3 years
Management Information Systems	5 years

All single purchases of less than £1,000 (excl. VAT) are written off in the year of purchase unless forming part of a more comprehensive scheme or capital project.

Notes to the financial statements (continued)
For the year ended 31 December 2020

1. Accounting Policies (continued)

Intangible fixed assets and Amortisation
Intangible fixed assets are included in the balance sheet at original cost less accumulated amortisation. Amortisation is provided on a straight line basis calculated to write down the cost of all intangible assets to their estimated residual values over the number of years of expected use. Assets are depreciated at the following rates:

Computer equipment and software	3 years
Flood & Coast event	4 years

Impairment of fixed assets
Assets that are subject to depreciation or impairment are assessed at each reporting date to determine whether there is any indication that the assets are impaired. Where there is an indication that an asset may be impaired, the carrying value of the asset is tested for impairment. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. Assets that have previously been impaired are reviewed at each reporting date to assess whether there is any indication that the impairment losses recognised in prior periods may no longer exist or may have deceased.

Taxation
Under the provisions of Section 466-497 of the 2010 Corporation Taxes Act and section 256 (1) of the Taxation of Capital Gains Act 1992 , the Institution qualifies for exemption from liability to taxation on charitable income and gains.

Pensions
Contributions are made to individual personal pension plans which are defined contribution schemes.

The pension costs charged to the Statement of Financial Activities in the year are those actually paid or due to be paid into the pension plans.

Translation of Overseas Currencies to Sterling
The financial statements are presented in pounds sterling as this is the functional currency of the organisation. The accounts of non sterling branches are translated into sterling. Income and expenditure items are translated at appropriate average rates and monetary assets and liabilities at the rates at the balance sheet date. The currency gains and losses are taken to the unrestricted funds.

Operating Leases
Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

Unrestricted and Restricted Funds
Unrestricted funds are expendable at the discretion of Trustee Board and in furtherance of the Institution's charitable objectives.

The restricted funds held by the Group relate to the income and expenditure of CIWEM branches.

Notes to the financial statements (continued)
For the year ended 31 December 2020

1. Accounting Policies (continued)

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

With the exceptions of balances to/from HMRC, prepayments and deferred income, all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See notes 12 and 13 for the debtor and creditor notes.

The year end carrying value of financial assets and financial liabilities, measured at amortised cost, was as follows:

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Financial assets	250,515	277,950	72,752	121,927
Financial liabilities	2,403,691	437,039	196,768	187,055

The year end carrying value of financial assets that are equity instruments, measured at cost less impairment and relating to the Charity only were £100 (2019: £100). This balance relates to the investment in the subsidiary company, CIWEM Services Limited.

Accounting judgements and estimates

The key judgements and estimates used in the preparation of these Financial Statements are as follows:

- The depreciation rate of tangible fixed assets and amortisation rate of intangible fixed assets (as detailed above)
- The provision for bad debts included at the year end
- Support costs are apportioned to direct activities based on the direct staff costs allocated to those activities (see Note 5)

There are no other key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Notes to the financial statements (continued)
For the year ended 31 December 2020

2. Subsidiary Undertakings

CIWEM has a wholly-owned trading subsidiary undertaking, CIWEM Services Limited, a company incorporated and registered in England and Wales (registered no 03166701). The principal activities of this company are conferences, events and publications. All its profits are paid to the charity by gift aid. The charity owns the entire issued share capital of 100 ordinary shares of £1 each.

CIWEM controls a second trading subsidiary undertaking, 106-109 Saffron Hill Management Limited (SHML), a company limited by guarantee and incorporated and registered in England and Wales (registered no 08822614). SHML own the leasehold rights of the four privately owned residential flats on the top two floors of 106-109 Saffron Hill. The charity has charged 106-109 Saffron Hill Management Limited for the running and maintenance costs of the flats and these costs have been recharged to the flat owners.

A summary of the results of the subsidiaries is shown below:

CIWEM Services Limited

	2020 £	2019 £
Profit and Loss Account		
Turnover	934,453	1,109,245
Other income	26,997	-
Cost of sales	929,529	810,037
Gross profit	**31,921**	**299,208**
Administration expenses	24,234	286,781
Profit on ordinary activities	**7,687**	**12,427**

Changes in equity:

	2020 £	2019 £
Total equity brought forward	12,527	6,867
Total comprehensive income for the year	7,687	12,427
Gift aid distribution to parent charity	(12,427)	(6,767)
Total equity carried forward	**7,787**	**12,527**

	2020 £	2019 £
Balance Sheet		
Intangible fixed assets	75,000	100,000
Current assets	440,623	334,947
Creditors: amounts falling due within one year		
Amounts owed to group undertakings	-	(3,456)
Other creditors	(253,129)	(378,964)
Creditors: Amounts falling due in after one year	(254,707)	(40,000)
Total assets less current liabilities	**7,787**	**12,527**
Called up share capital	100	100
Retained profit and loss account	7,687	12,427
Shareholders' funds	**7,787**	**12,527**

Notes to the financial statements (continued)
For the year ended 31 December 2020

2. Subsidiary Undertakings (continued)

106 - 109 Saffron Hill Management

	2020 £	2019 £
Profit and Loss Account		
Turnover	13,471	17,917
Cost of sales	13,471	17,917
Gross profit	-	-
Interest	-	-
Retained profit and loss account	-	-

	2020 £	2019 £
Balance Sheet		
Current assets	24,143	(12,706)
Cash at bank and in hand	5,037	36,004
Creditors: amounts falling due within one year		
Amounts owed to group undertakings	(17,366)	-
Other creditors	(11,814)	(23,298)
Total assets less current liabilities	-	-

3. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Government Grant: furlough scheme	58,352	-	58,352	-
Other donations	318	-	318	-
Total Donations and legacies	**58,670**	**-**	**58,670**	**-**

4. Investment Income

	2020 £	2019 £
Bank and Money Market Interest receivable	67	189
Total Investment Income	**67**	**189**

Notes to the financial statements (continued)
For the year ended 31 December 2020

5. Expenditure

Current year

	Key management / Staff costs £	Activities undertaken directly £	Support costs £	Impairment £	Total 2020 £
Lettings	60,412	14,304	125,179	-	199,895
Membership services	300,097	203,999	396,818	-	900,914
Conferences and events	128,900	93,233	267,093	-	489,226
Education and training	115,265	248,860	-	-	364,125
Policy and partnerships	158,256	16,565	209,261	-	384,082
Prizes, awards, & scholarships	-	4,162	-	-	4,162
Support costs	315,518	682,833	(998,351)	-	-
	1,078,448	**1,263,956**	**-**	**-**	**2,342,404**

Prior year

	Key management / Staff costs £	Activities undertaken directly £	Support costs £	Impairment £	Total 2019 £
Lettings	47,478	56,271	194,305	-	298,054
Membership services	279,477	346,547	382,193	-	1,008,217
Conferences and events	57,654	201,536	235,950	-	495,140
Education and training	132,443	49,004	-	-	181,447
Policy and partnerships	188,162	14,526	323,270	-	525,958
Prizes, awards, & scholarships	-	9,091	-	-	9,091
Support costs	331,272	804,446	(1,135,718)	-	-
Impairment of freehold property	-	-	-	1,760,954	1,760,954
	1,036,486	**1,481,421**	**-**	**1,760,954**	**4,278,861**

Notes to the financial statements (continued)
For the year ended 31 December 2020

5. Expenditure (continued)

Expenditure includes:

	Total 2020 £	Total 2019 £
Operating lease payments (excluding VAT)	4,168	6,756
Interest costs	41,698	76,407
Depreciation	101,760	181,610
Impairment of freehold property (see Note 9)	-	1,760,954
(Loss) on foreign exchange	(1,567)	(4,537)

6. Direct Support costs

	Total 2020 £	Total 2019 £
Governance costs		
Auditors' remuneration:		
For Audit: Current year	25,450	16,500
For Audit: In respect of the previous year	7,661	(1,570)
Non-audit fees	1,045	3,270
Trustee Board costs	4,661	28,016
AGM/EGM costs	364	300
Company Secretary	12,346	20,280
Legal and professional fees	15,028	4,525
	66,555	71,321
Other support costs:		
Management costs (including outsourced accounting)	106,683	107,043
Human Resources	35,356	29,299
Legal, professional & bank / finance costs	96,294	143,039
Premises	255,966	311,289
Office Services	20,609	34,299
ICT	101,370	108,156
	682,833	**804,446**

Notes to the financial statements (continued)
For the year ended 31 December 2020

7. Employees and Key Management Personnel

The key management personnel of the Charity comprise the trustees, the Chief Executive Officer and Senior Management team. The total amounts paid for salaries, fees and expenses in respect of the key management personnel of the Charity, inclusive of employer pensions and employer National Insurance contributions, were £422,453 (2019 - £508,779).

The average monthly number of employees during the period was 25 (2019 - 23). Staff costs during the period consisted of:

	Total 2020 £	Total 2019 £
Salaries	888,869	840,851
Temporary agency staff	10,825	21,610
Social security costs	93,635	87,302
Pension and life assurance costs	85,099	76,821
Compensation for loss of office	-	2,500
Recruitment costs	20	7,402
	1,078,448	**1,036,486**

The number of employees earning £60,000 in the year or more (exclusive of employer pensions and employer National Insurance contributions) was:

	Total 2020 Number	Total 2019 Number
£60,000- £70,000	-	1
£100,000 - £110,000	1	1

The pension payments for staff earning £60,000 or more in the year amounted to £19,800 (2019 - £31,667). These contributions were paid into defined contribution schemes.

8. Trustees

The members of the Trustee Board received no remuneration in relation to fulfilling their role as Trustees (2019: £nil). Expenses for travel and subsistence reimbursed to 2 Trustees amounted to £1,215 (2019 - 13 Trustees reimbursed, amounting to £14,074).

Notes to the financial statements (continued)
For the year ended 31 December 2020

9. Tangible Fixed Assets - Group and Charity

	Furniture and Fittings £	Office Equipment £	Freehold Property £	Computer Systems £	Total £
Cost					
At 1st January 2020	10,228	51,133	6,273,773	83,321	6,418,455
Additions	-	-	-	14,448	14,448
Disposals	-	-	-	-	-
At 31st December 2020	**10,228**	**51,133**	**6,273,773**	**97,769**	**6,432,903**
Depreciation					
At 1st January 2020	10,228	21,766	2,333,773	54,504	2,420,271
Charge in year	-	9,183	71,901	20,676	101,760
Disposals	-	-	-	-	-
At 31st December 2020	**10,228**	**30,949**	**2,405,674**	**75,180**	**2,522,031**
Net Book Value					
At 31st December 2020	**-**	**20,184**	**3,868,099**	**22,589**	**3,910,872**
At 31st December 2019	**-**	**29,367**	**3,940,000**	**28,817**	**3,998,184**

A valuation of the freehold property at 106-109 Saffron Hill EC1N 8QS was carried out by Allsop LLP of 33 Wigmore Street W1U 1BZ. The market value of the freehold property was £3,940,000 as at 31 December 2019. As detailed further in the Report of the Trustee Board, the Trustees do not consider the value of the property to have materially changed between that 31 December 2019 valuation and the financial year end 31 December 2020.

10. Intangible Fixed Assets - Group

	Computer Systems £	Flood & Coast Event £	Total £
Cost			
At 1st January 2020	332,910	100,000	432,910
Additions	-	-	-
At 31st December 2020	**332,910**	**100,000**	**432,910**
Amortisation			
At 1st January 2020	319,275	-	319,275
Charge in year	8,909	25,000	33,909
At 31st December 2020	**328,184**	**25,000**	**353,184**
Net Book Value			
At 31st December 2020	**4,726**	**75,000**	**79,726**
At 31st December 2019	**13,635**	**100,000**	**113,635**

Notes to the financial statements (continued)
For the year ended 31 December 2020

11. Fixed Asset Investments

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Investments held in subsidiary				
CIWEM Services Limited (Note 2)	-	-	100	100
Total Investments	**-**	**-**	**100**	**100**

12. Debtors

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Trade debtors	161,751	192,915	-	572
Other debtors	88,764	85,035	55,386	80,846
Prepayments (under 1 year)	65,180	43,935	52,128	53,528
Prepayments (over 1 year)	73,316	73,316	-	-
Amounts owed from subsidiary undertakings	-	-	17,366	40,509
VAT recoverable	22,226	19,501	22,226	19,501
	411,237	**414,702**	**147,106**	**194,956**

Trade debtors above are net of provisions made against specific bad debts within the subsidiaries totalling £27,621 (2019: £22,484).

13. Creditors: Amounts falling due within one year

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Trade creditors	127,890	265,630	71,545	101,327
Taxation and social security	72,665	63,284	23,364	35,049
Other creditors	93,314	49,142	84,314	43,219
Accruals	142,891	122,267	40,909	42,509
Deferred income	655,331	816,925	618,830	710,257
Amounts due to subsidiary undertakings	-	-	132,476	-
Bank overdraft	58,315	248,027	58,315	248,027
Bank loan (see Note 14)	79,147	73,994	79,147	73,994
	1,229,553	**1,639,269**	**1,108,900**	**1,254,382**

The bank overdraft facility is secured on the Saffron Hill property. The interest rate charged is Bank of England Base Rate plus 3% fixed for five years from September 2019. The Facility can be cancelled by the bank at any time.

At the year end, there was no balance outstanding to the pension fund (2019: £7,003).

Notes to the financial statements (continued)
For the year ended 31 December 2020

13. Creditors: Amounts falling due within one year (continued)

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Deferred income:				
Balance brought forward	816,925	778,942	710,257	741,684
Amount released to income	(816,925)	(778,942)	(710,257)	(741,684)
Amount deferred in the year:				
Membership receipts	618,830	710,257	618,830	710,257
Invoices relating to events	36,501	87,993	-	-
Invoices relating to room rentals	-	18,675	-	-
Balance carried forward	**655,331**	**816,925**	**618,830**	**710,257**

14. Creditors: Amounts falling due after one year

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Deferred income:				
Invoices relating to events	234,707	-	-	-
Accruals	20,000	40,000	-	-
Bank loan	1,784,889	1,814,391	1,784,889	1,814,391
	2,039,596	**1,854,391**	**1,784,889**	**1,814,391**

Payments of accruals and the bank loan are as follows:

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
One to Two Years	79,147	93,994	79,147	73,994
Two to Five Years	1,725,742	1,760,397	1,705,742	1,740,397
	1,804,889	**1,854,391**	**1,784,889**	**1,814,391**

The bank loan is secured on the Saffron Hill property. The interest rate charged is Bank of England Base Rate plus 1.95% fixed for five years from September 2019.

The carrying net book value of the property on which the loan is secured is £3,868,099 (2019: £3,940,000).

Notes to the financial statements (continued)
For the year ended 31 December 2020

15. Operating Lease Commitments

At the reporting end date the company had the following future minimum lease payments under non-cancellable operating leases (all for equipment) which fall due as follows:

	2020 £	2019 £
Less than one year	3,596	3,596
Two - five years	1,498	5,094

16. Movement on Funds

Group Current Year

	Balance at 31/12/2019 £	Income £	Expenditure £	Balance at 31/12/2020 £
Restricted Funds				
Branch Funds	88,408	6,965	(19,450)	75,923
Unrestricted Funds				
General charitable funds	1,141,495	2,345,246	(2,322,954)	1,163,787
Total Funds	**1,229,903**	**2,352,211**	**(2,342,404)**	**1,239,710**

The restricted branch funds relate to the income and expenditure of CIWEM branches.

Group Prior Year

	Balance at 31/12/2018 £	Income £	Expenditure £	Balance at 31/12/2019 £
Restricted Funds				
Branch Funds	95,208	34,323	(41,123)	88,408
Unrestricted Funds				
General charitable funds	2,956,912	2,422,321	(4,237,738)	1,141,495
Total Funds	**3,052,120**	**2,456,644**	**(4,278,861)**	**1,229,903**

Group restricted income in the prior year consisted of branch conference and event income of £32,735 (included within charitable activities) and £1,588 of other income. Restricted expenditure consisted of branch conference and event expenditure of £40,113 (included within charitable activities) and donations, prizes and awards expenditure of £1,010 (included within charitable activities).

Notes to the financial statements (continued)
For the year ended 31 December 2020

16. Movement on Funds (continued)

Charity Current Year

	Balance at 31/12/2019 £	Income £	Expenditure £	Balance at 31/12/2020 £
Restricted Funds				
Branch Funds	88,408	6,965	(19,450)	75,923
Unrestricted Funds				
General charitable funds	1,129,068	1,655,750	(1,628,718)	1,156,100
Total Funds	**1,217,476**	**1,662,715**	**(1,648,168)**	**1,232,023**

Charity Prior Year

	Balance at 31/12/2018 £	Income £	Expenditure £	Balance at 31/12/2019 £
Restricted Funds				
Branch Funds	95,208	34,323	(41,123)	88,408
Unrestricted Funds				
General charitable funds	2,950,141	1,635,398	(3,456,471)	1,129,068
Total Funds	**3,045,349**	**1,669,721**	**(3,497,594)**	**1,217,476**

Charity restricted income in the prior year consisted of branch conference and event income of £32,735 (included within charitable activities) and £1,588 of other income. Restricted expenditure consisted of branch conference and event expenditure of £40,113 (included within charitable activities) and donations, prizes and awards expenditure of £1,010 (included within charitable activities).

Notes to the financial statements (continued)
For the year ended 31 December 2020

17. Analysis of Group Net Assets between Funds

Current Year

	Fixed Assets £	Net Current Assets /(Liabilities) £	Creditors due after more than 1 year £	Total £
Restricted Funds	-	75,923	-	75,923
Unrestricted Funds	3,990,598	(787,215)	(2,039,596)	1,163,787
Total Funds	**3,990,598**	**(711,292)**	**(2,039,596)**	**1,239,710**

Prior Year

	Fixed Assets £	Net Current Assets /(Liabilities) £	Creditors due after more than 1 year £	Total £
Restricted Funds	-	88,408	-	88,408
Unrestricted Funds	4,111,819	(1,115,933)	(1,854,391)	1,141,495
Total Funds	**4,111,819**	**(1,027,525)**	**(1,854,391)**	**1,229,903**

18. Related Party Transactions

Most of the trustees are also members of or employed by other organisations which may undertake transactions with CIWEM and CSL in the normal course of business and all such transactions are on an arm's length basis.

Notes to the financial statements (continued)
For the year ended 31 December 2020

19. Charity Statement of Financial Activities

The below Charity Statement of Financial Activities relates to the activities of the Charity only and so excludes the activities of subsidiary undertakings.

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
INCOME				
DONATIONS AND LEGACIES	44,100	-	44,100	6,767
INCOME FROM CHARITABLE ACTIVITIES:				
Membership subscription and fees	1,587,991	-	1,587,991	1,602,959
Conferences and events	3,500	6,791	10,291	35,735
OTHER TRADING ACTIVITIES				
Investment income	67	-	67	189
Books and publications	1,653	-	1,653	3,608
OTHER INCOME	18,439	174	18,613	20,463
TOTAL INCOME	**1,655,750**	**6,965**	**1,662,715**	**1,669,721**
EXPENDITURE				
EXPENDITURE ON RAISING FUNDS:				
Other trading activities	368,038	-	368,038	143,474
EXPENDITURE ON CHARITABLE ACTIVITIES:				
Membership services	873,531	-	873,531	1,022,085
Conferences and events	-	19,232	19,232	40,113
Policy and partnerships	384,082	-	384,082	525,958
Donations, prizes and awards	3,067	218	3,285	5,010
IMPAIRMENT OF FREEHOLD PROPERTY	-	-	-	1,760,954
TOTAL EXPENDITURE	**1,628,718**	**19,450**	**1,648,168**	**3,497,594**
NET INCOME / (EXPENDITURE) & MOVEMENT IN FUNDS	**27,032**	**(12,485)**	**14,547**	**(1,827,873)**
TOTAL FUNDS BROUGHT FORWARD	**1,129,068**	**88,408**	**1,217,476**	**3,045,349**
TOTAL FUNDS CARRIED FORWARD	**1,156,100**	**75,923**	**1,232,023**	**1,217,476**



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