

# 20 24 Annual Report

**FOR THE YEAR ENDED  
31 DECEMBER 2024**



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# Charity Information

**Registered Charity Number:**

1043409 (England and Wales)  
SCO38212 (Scotland)

**Registered Office:**

106-106 Saffron Hill  
London  
EC1N 8QS

**Contact Details:**

Telephone: 0207 831 3110

E-mail: [hello@ciwem.org](mailto:hello@ciwem.org)

Website: [www.ciwem.org](http://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:

President 2023/24

Early Careers President 2024/25:

Early Careers President 2023/24:

Chair of Honorary Past Presidents Group:

Hannah Burgess

Bushra Hussein

Emily Clarke

Peter Rook

Ken Shapland

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

Sue Boswell

Alastair Chisholm

Sophie Dunajko

Darren Eckford

Rob McLoughlin

Paul Shaffer

Emma Simon

Finance and Commercial Executive Director

Director of Policy

Director of Membership and Professional Standards

Director of Learning and Organisational Development

People and Culture Director

Director of Projects

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 8<sup>th</sup> April 2024 until 26<sup>th</sup> 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 remuneration. 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 has 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 remuneration 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 <u>the</u> 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 <u>the Finance, Audit and Risk committee</u> 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:

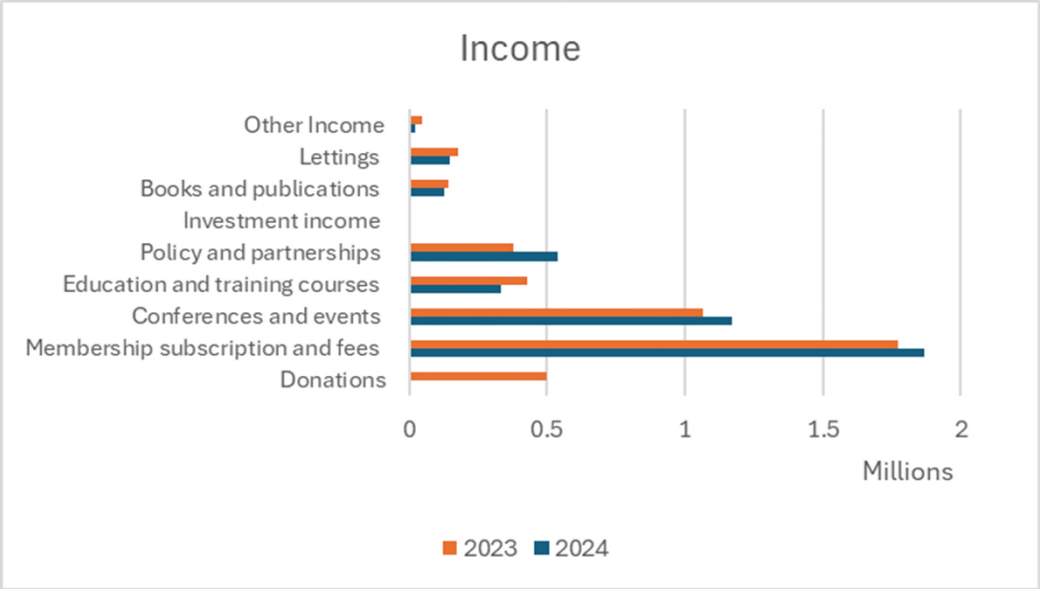
- A clearer, better articulated and marketed member value proposition.
- A CIWEM academy is ready to be the hub of member learning and development.
- Our application for funding to remove the cladding to enable us to sell our building is positively progressed. (1)
- Finances are stabilised, with sound 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.

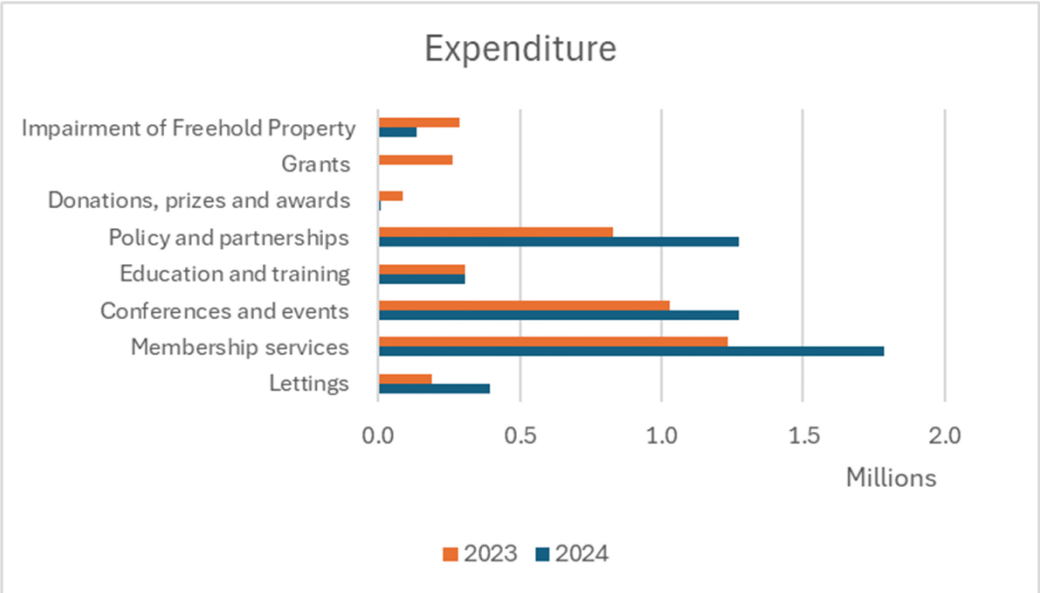
# Financial Overview

## 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.



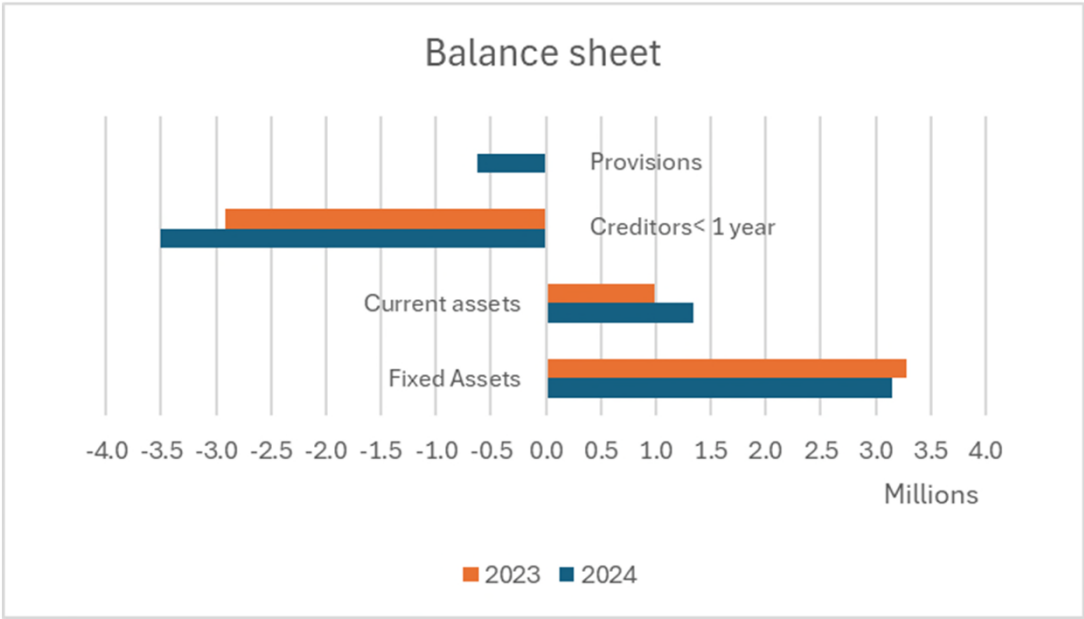
Group expenditure in the year totalled £5.18m (£4.22m in 2023), after incurring an impairment charge on the Charity’s freehold property at Saffron Hill of £137K and a £622K provision for Cladding remediation works (see going concern note). Excluding the effect of the impairment and provision Group expenditure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

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

## **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.

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

## **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.



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

## 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.

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

- 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.

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

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 £
<b>INCOME</b>					
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
<b>TOTAL INCOME</b>		<b>3,663,535</b>	<b>543,496</b>	<b>4,207,031</b>	<b>4,506,213</b>
<b>EXPENDITURE</b>					
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
<b>TOTAL EXPENDITURE</b>	<b>5</b>	<b>4,694,115</b>	<b>487,155</b>	<b>5,181,270</b>	<b>4,224,462</b>
<b>NET (EXPENDITURE) / INCOME &amp; MOVEMENT IN FUNDS</b>		<b>(1,030,580)</b>	<b>56,341</b>	<b>(974,239)</b>	<b>281,751</b>
<b>TRANSFERS</b>					
		-	-	-	-
<b>TOTAL FUNDS BROUGHT FORWARD</b>	<b>16</b>	<b>951,737</b>	<b>390,305</b>	<b>1,342,042</b>	<b>1,060,291</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>16</b>	<b>(78,843)</b>	<b>446,646</b>	<b>367,803</b>	<b>1,342,042</b>



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

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

**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**

	<b>Group 2024 £</b>	<b>Group 2023 £</b>
<b>Cash flows from operating activities:</b>		
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	
<b>Net cash provided by operating activities</b>	<b>(177,311)</b>	<b>700,540</b>
<b>Cash flows from investing activities:</b>		
Interest	6,532	3,278
Purchase of tangible fixed assets	(17,424)	(10,689)
Purchase of intangible fixed assets	(103,138)	(141,338)
<b>Net cash (used in) investing activities</b>	<b>(114,030)</b>	<b>(148,749)</b>
<b>Cash flows from financing activities:</b>		
Repayments of borrowing	(34,819)	(56,012)
<b>Net cash (used in) financing activities</b>	<b>(34,819)</b>	<b>(56,012)</b>
<b>Change in cash and cash equivalents in the year</b>	<b>(326,160)</b>	<b>495,779</b>
Cash and cash equivalents at the beginning of the year	501,031	5,252
<b>Cash and cash equivalents at the end of the year</b>	<b>174,871</b>	<b>501,031</b>
<b>Represented by</b>		
Cash at bank and in hand	576,089	528,975
Bank overdraft	(401,218)	(27,944)
	<b>174,871</b>	<b>501,031</b>

**Analysis of changes in net debt**

	<b>Brought forward 1/1/2024 £</b>	<b>Cash flows £</b>	<b>Carried forward 31/12/2024 £</b>
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			
<b>Total (net debt)</b>	<b>(1,162,234)</b>	<b>(291,341)</b>	<b>(1,453,575)</b>

## **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 decreased.

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

#### 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)
<b>Total equity carried forward</b>	<b>210,415</b>	<b>268,094</b>

	2024	2023
	£	£
<b>Balance Sheet</b>		
Intangible fixed assets	-	-
Current assets	362,016	418,096
Creditors: amounts falling due within one year	(151,501)	(150,002)
<b>Total assets less current liabilities</b>	<b>210,515</b>	<b>268,094</b>

Called up share capital	100	100
Retained profit and loss account	210,415	267,994
<b>Shareholders' funds</b>	<b>210,515</b>	<b>268,094</b>

## 106 - 109 Saffron Hill Management

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

	2024	2023
	£	£
<b>Balance Sheet</b>		
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	-	-
<b>Total assets less current liabilities</b>	-	-

### Note 3: Donations and Legacies

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

### Note 4: Investment Income

	2024	2023
	£	£
Bank interest receivable	6,532	3,278
<b>Total Investment Income</b>	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
	<b>2,228,085</b>	<b>2,816,185</b>	<b>-</b>	<b>137,000</b>	<b>5,181,270</b>

### 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
	<b>1,694,743</b>	<b>2,244,276</b>	<b>-</b>	<b>285,443</b>	<b>4,224,462</b>

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
	<hr/> 90,544	<hr/> 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
	<hr/> 1,629,692	<hr/> 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
	<b>2,228,085</b>	<b>1,694,743</b>

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

	Total 2024	Total 2023
	Number	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
	£	£	£	£	£
<b>Cost</b>					
At 1st January 2024	10,228	51,133	6,273,773	117,099	6,452,233
Additions	-	-	-	17,424	17,424
<b>At 31st December 2024</b>	<b>10,228</b>	<b>51,133</b>	<b>6,273,773</b>	<b>134,523</b>	<b>6,469,657</b>
<b>Depreciation</b>					
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
<b>At 31st December 2024</b>	<b>10,228</b>	<b>51,133</b>	<b>3,469,622</b>	<b>107,874</b>	<b>3,638,857</b>
<b>Net Book Value</b>					
<b>At 31st December 2024</b>	<b>-</b>	<b>-</b>	<b>2,804,151</b>	<b>26,649</b>	<b>2,830,800</b>
<b>At 31st December 2023</b>	<b>-</b>	<b>-</b>	<b>3,000,000</b>	<b>27,153</b>	<b>3,027,153</b>

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
	£	£	£
<b>Cost</b>			
At 1st January 2024	683,271	100,000	783,271
Additions	103,138	-	103,138
Disposals	(107,128)	-	(107,128)
<b>At 31st December 2024</b>	<b>679,281</b>	<b>100,000</b>	<b>779,281</b>
<b>Amortisation</b>			
At 1st January 2024	432,909	100,000	532,909
Charge in year	29,069	-	29,069
Disposals	(107,128)	-	(107,128)
<b>At 31st December 2024</b>	<b>354,850</b>	<b>100,000</b>	<b>454,850</b>
<b>Net Book Value</b>			
<b>At 31st December 2024</b>	<b>324,431</b>	<b>-</b>	<b>324,431</b>
<b>At 31st December 2023</b>	<b>250,363</b>	<b>-</b>	<b>250,363</b>

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
<b>Total investments</b>	<b>-</b>	<b>-</b>	<b>100</b>	<b>100</b>



## 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
	<b>763,172</b>	<b>456,457</b>	<b>568,780</b>	<b>258,817</b>

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
	<b>3,504,689</b>	<b>2,920,906</b>	<b>3,394,530</b>	<b>2,822,473</b>

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 29<sup>th</sup> August 2025 at an interest rate of Base Rate plus 1.8%.

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
<b>Deferred income:</b>				
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	-	-
<b>Balance carried forward</b>	<b>929,755</b>	<b>871,430</b>	<b>879,321</b>	<b>830,661</b>

#### 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	-
	<b>622,000</b>	<b>-</b>	<b>622,000</b>	

#### 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
	£	£	£	£	£
<b>Restricted funds</b>					
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
	<b>390,305</b>	<b>543,497</b>	<b>(487,156)</b>		<b>446,646</b>
<b>Unrestricted funds</b>					
General charitable funds	951,737	3,663,535	(4,694,115)		(78,843)
<b>Total funds</b>	<b>1,342,042</b>	<b>4,207,032</b>	<b>(5,181,271)</b>	<b>-</b>	<b>367,803</b>

### 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
	£	£	£	£
<b>Restricted funds</b>				
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
<b>Unrestricted funds</b>				
General charitable funds	980,065	3,702,222	(3,730,550)	951,737
<b>Total funds</b>	<b>1,060,291</b>	<b>4,506,213</b>	<b>(4,224,462)</b>	<b>1,342,042</b>

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)
<b>Total funds</b>	<b>3,155,231</b>	<b>(2,787,428)</b>	<b>-</b>	<b>367,803</b>

### 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
<b>Total funds</b>	<b>3,277,516</b>	<b>(1,935,474)</b>	<b>-</b>	<b>1,342,042</b>

## 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:

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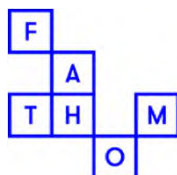
### Advanced partners:

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### Foundation partners:

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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.