

THE FROGLIFE TRUST

England & Wales · Charity number 1093372

Details

Status	Registered
Legal form	Charitable company
Company number	04382714
Registered	2002-08-09
Register	View on the Charity Commission register

Contact

Address	Brightfield Business Hub Bakewell Road Orton Southgate Peterborough PE2 6XU
Phone	01733602102
Email	info@froglife.org
Website	www.froglife.org

Activities

Objects: THE CHARITY'S OBJECTS ('THE OBJECTS') ARE:TO PROMOTE (DIRECTLY OR INDIRECTLY) THE CONSERVATION AND WELFARE OF AMPHIBIANS AND REPTILES, IN THE UK AND ANYWHERE ELSE IN THE WORLD (INCLUDING, WITHOUT LIMITATION, HABITAT RECLAMATION, REMEDIATION AND RESTORATION, AND TO PROMOTE EDUCATION AMENITY AND RESEARCH ACTIVITIES FOR THE BENEFIT OF THE PUBLIC AT LARGE RELEVANT TO AMPHIBIANS AND REPTILES AND TO PUBLISH THE USEFUL RESULTS OF SUCH RESEARCH FOR THE PUBLIC BENEFIT.

Activities: The Charity's primary objective is to promote the conservation and welfare of amphibians and reptiles in the UK and anywhere else in the world. This includes habitat reclamation, remediation and restoration.The Charity's secondary objective is to promote education amenity and research activities for the benefit of the public at large relevant to amphibians and reptiles.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Arts/culture/heritage/science, Animals, Environment/conservation/heritage
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** NATIONAL
- Scotland
- Brighton And Hove
- East Riding Of Yorkshire
- Peterborough City
- Somerset
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-09-30	£1,548,094	£1,231,947	£828,669	24
2024-09-30	£1,095,638	£1,064,950	£512,522	25
2023-09-30	£1,245,863	£1,336,166	£481,834	25
2022-09-30	£1,114,761	£1,096,602	£572,137	23
2021-09-30	£1,010,091	£965,098	£553,978	23

Trustees

Name	Role	Appointed
DR Philip Wheeler		2015-10-07
Dr CHARLOTTE REGAN		2023-12-14
Dr Silviu Petrovan		2017-01-18
Edward Gordon MacLellan		2015-10-07
FRANK CLARK		
INEZ SMITH		
Melissa Solly		2023-12-14
Richard Yates		2023-12-14
Xavier Jonathan Max Mahele		2021-12-16

THE FROGLIFE TRUST

England & Wales - Charity number 1093372

Accounts

The Froglife Trust

*Leaping forward for amphibian
and reptile conservation
Working together to save the species*



ANNUAL REPORT AND ACCOUNTS October 2024 - September 2025



TRANSFORMING LANDSCAPES

TRANSFORMING LIVES

TRANSFORMING RESEARCH

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ABOUT FROGLIFE

The Froglife Trust (known as Froglife) is a national nature conservation charity with a specific focus on reptiles and amphibians and their habitats. Froglife's vision is a world in which reptile and amphibian populations are flourishing as part of healthy ecosystems. Amphibians are declining globally at a faster rate than birds and mammals. These declines are being witnessed in the UK. Using the IUCN Red List methodology an assessment of extinction risk has been undertaken to establish the UK's amphibian and reptile status. The exercise revealed that 4 out of 13 species (31%) are in one of the "Threatened" categories. The assessment listed the common toad as "Near Threatened", and adder as "Vulnerable in England" and "Near Threatened" at all other scales. As reptile and amphibian species are an integral part of our ecosystem, it is essential that we work together to address these declines.

At Froglife we believe we can reverse reptile, and amphibian declines by raising awareness, enhancing knowledge, restoring and creating habitats, undertaking species condition monitoring, and surveying to establish accurate species population numbers, and encouraging as many people as possible from all sectors of society to act. To ensure that our work is sustainable we deliver an extensive volunteer training programme, training volunteers across the UK in species identification and habitat management. We also recognise that those that fund our work want to be reassured that the habitat sites funded by them are maintained to optimum condition for the foreseeable future, which of course also fits with our objectives. To ensure this we have a commitment in our Strategy to review all habitat works undertaken by Froglife 1, 3, 5 & 10-years post completion.



Our work is grass roots, applied, evidence-based conservation. The habitat works benefit countless species from aquatic invertebrates and plants, to amphibians, reptiles, birds, and small mammals. Our work enhances the UK's biodiversity.

Our holistic approach to nature conservation enables us to take individuals on a wildlife journey, whilst also delivering quantifiable results for our reptile and amphibian species.

The strategic direction of Froglife is set by the board of trustees, consisting of ten trustees, who collectively bring a range of experiences and expertise – lived experiences, social awareness, species and habitat expertise and science and research. Our board reflects some of the diversity of the UK population, with a spread across age ranges, sexual orientation, religion and ethnic backgrounds.

“It was really good to revisit the site and see the ponds flourishing with good water quality and frog activity.” Rother Valley, Technical Lead after Froglife Ecologist site visit.

Our Strategy covers January 2023 – December 2030 in line with UK individual country targets of 30% recovery by 2030 (30/30) and the Environment Act's aim to halt biodiversity loss by 30% of land and sea by 2030 in

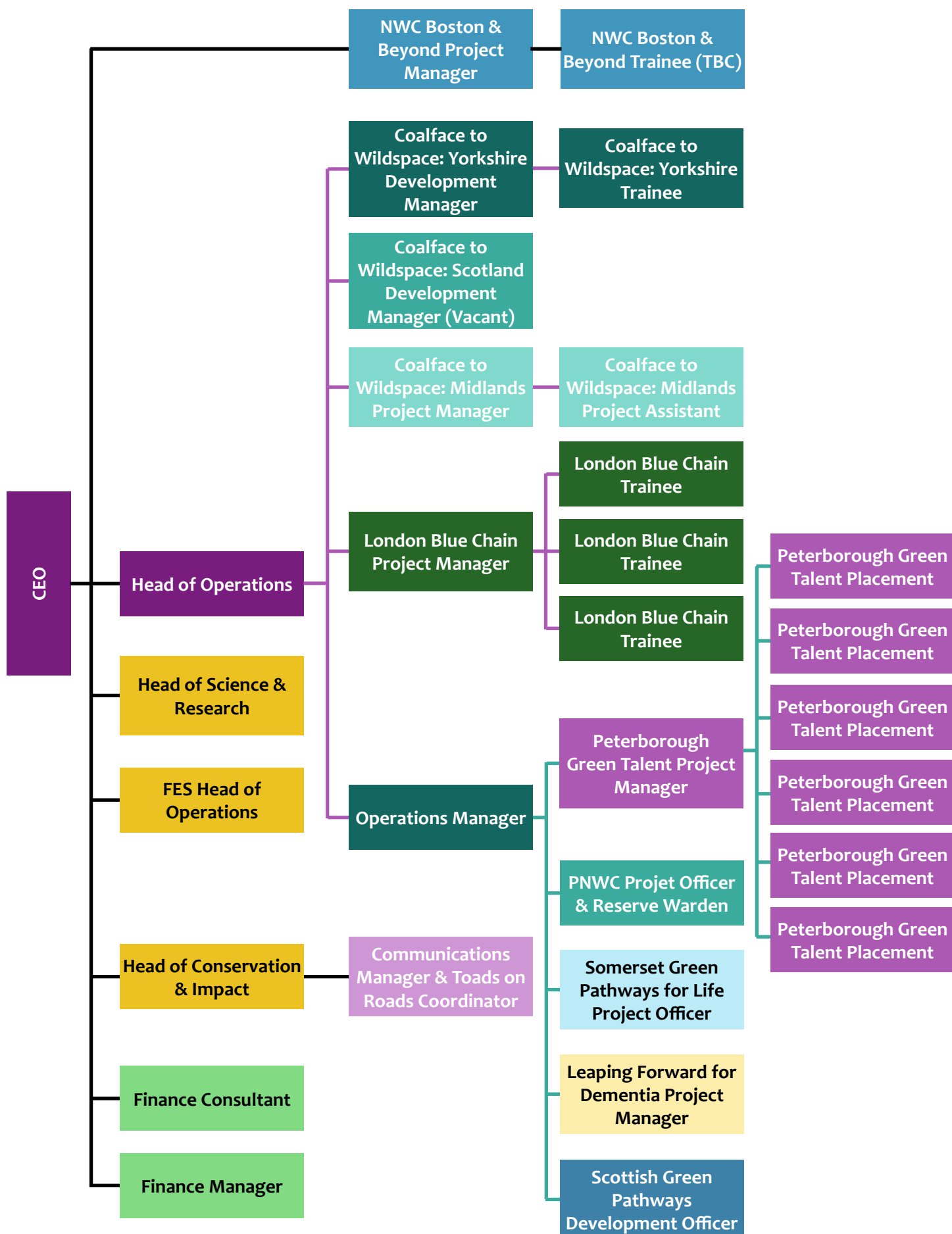
England. We regularly review our strategic targets and overall, we are on track to deliver against our targets, however there are a couple of areas where we need to place more focus, and the Senior Management Team is working on addressing these areas.

The delivery of the strategy and the day-to-day management of the organisation is delegated to the Chief Executive Officer (CEO) who is supported by the Senior Management Team (SMT). The SMT meet every six to eight weeks and organisation strategy, project delivery and financial management is reviewed at each meeting (as well as Health and Safety and Safeguarding).

The Froglife Trust did receive one complaint during the year regarding a Toads on Roads Patrol, this matter was swiftly and efficiently resolved. The subsidiary company Froglife Ecological Services (FES) received no complaints during the year. No complaints have been received during the year about anyone representing the charity or the subsidiary company.

“Thanks for visiting our community garden to inspect the pond even though the project has ended. Your advice was incredibly helpful.”
Discovering Dewponds project legacy.





ACHIEVING OUR VISION AND MISSION

We achieve our vision and mission through three work streams:



This is supported by:

- Our Finance Team
- Our facilities and resources
- Our communications and marketing

Froglife believes that the nature and climate crisis can only be addressed by ensuring that those that engage with Froglife represent the full range of communities/demographics of the UK population. We focus

particularly on communities and individuals who are currently under-served by the Heritage Sector. Our success in ensuring that under-served communities and individuals are 'welcomed' by Froglife is evidenced through our project delivery, and the wonderful outputs and outcomes that are achieved by these communities and individuals. There are quotes, statistics and photos throughout this Annual Report highlighting the huge contribution made by communities and individuals towards the conservation of our native reptile and amphibian species.

The work that we do contributes to social outcomes as well:

- It alleviates stress in busy urban environments.
- It improves mental and physical wellbeing.
- It builds community cohesion.
- It fosters environmentally friendly communities.
- It helps people to feel proud of where they live and what they have achieved.

Our work is underpinned by our volunteers including volunteers working on nature reserves managed by Froglife, Toad on Roads patrols, project delivery volunteers and back-office volunteers. This year 694 volunteers helped, contributing a total of 3,636 hours. Additionally, thousands of Toads on Roads volunteers rescued toads from busy roads and other traffic infrastructures including cycle paths and pedestrian walkways. We also appreciate the support we receive from local Amphibian and Reptile Groups.



PUBLIC BENEFIT

In carrying out their duties the trustees have had regard to public benefit guidance by the Charity Commission. The trustees note that the charitable activities focus on species conservation and public involvement. The work that the charity does plays an important role in environmentally sustainable development creating more sustainable, resilient communities.

Within urban environments, plants filter pollutants and absorb carbon dioxide from the air, helping to improve air quality.

- Some freshwater habitats, such as lakes, ponds and ditches, act as carbon sinks, helping to offset some of the negative impacts of global warming and climate change.
- Aquatic habitats and plants help to stabilise high temperatures brought about by heat generated by buildings and transport systems.
- Blue spaces and soft ground help to soften noise in urban environments.
- Freshwater, vegetation, and soft ground help to alleviate the risk of flooding.
- Natural blue and green spaces benefit the health and wellbeing of people.

The Board of Trustees have assessed the major risks to which the charity is exposed, particularly those relating to the operations, reputation, business, and finances of the Froglife Trust and Froglife Ecological Services. The CEO assesses and updates the likelihood and impact of material risks on a risk management matrix, which is reviewed by the board on a quarterly basis at trustee meetings.

A traffic light system is used to grade the level of the risk. This is reviewed quarterly to reflect the seasonality of the work.

Health and safety procedures and general and project specific risk assessments are reviewed annually in January. Health and Safety reports are a standing item on the quarterly board agenda. A trustee has been identified to be responsible for monitoring health and safety and is made aware of all reported incidents, and when necessary, appropriate action is taken. Health and Safety is an important element of staff inductions, and where relevant, training is provided.

All staff working with young people and/or vulnerable adults are cleared through Disclosure and Barring Service in England and Disclosure Scotland in Scotland. All staff and trustees are obliged to attend a Safeguarding course every three years.

Safeguarding is a standard item on the SMT agenda.

ENVIRONMENTAL ACTIONS

We continue to work to reduce our environmental impact across all our work. As a national organisation, one of our main impacts is travel, and the use of heavy equipment for habitat works. We have found ways to use more environmentally friendly forms of transport and using virtual channels we have reduced the need to travel to meetings. Most of our staff work remotely, working predominantly from home, this reduces travel to and from offices. We do not track heavy equipment back and forth for habitat works but instead store the equipment on site for the duration of the works. We do not transport the spoil off site to landfill but use it on site for further habitat enhancements. We avoid the use of pond liners and predominantly allow ponds to

naturalise with plants and allow them to fill naturally with rainwater.

We expect staff to upcycle, recycle and re-use materials wherever possible, to avoid using plastic in any project materials, to use sustainably sourced wood and other materials. We share equipment and resources between projects and either donate tools to local groups at the end of the project to build capacity and ensure ongoing maintenance of habitat sites or pass them on to the next Froglife project.

Our carbon footprint for 2024 was completed and is hosted on our website.

DIVERSITY, EQUALITY AND INCLUSION

Froglife is committed to social justice, and to tackling injustice and inequality. Since 2007 Froglife has been delivering projects designed entirely to empower new audiences and those that are often excluded from nature conservation initiatives to take action to help conserve the UK's natural environment. Diversity, Equality and Inclusion is a key aim of Froglife's Strategic Plan, and we have a dedicated Trustee and Senior Management Team member to lead on EDI. We have delivered projects working with people Not in Employment, Education or Training, young offenders and ex-offenders, disadvantaged and/or vulnerable children and young people, young people leaving care, young carers, LGBTQ+ people and families, ethnic minority groups, people with mental and/or physical disabilities, people living with dementia and their carer's, men as part of the MENTAL Wellbeing programme and others.

This year we drafted an Anti-Racism statement which was reviewed by CEMVO (the support organisation for ethnic minority community groups in Scotland) and our EDI Working Group. We also did blogposts for Black History Month, Pride Month, Mental Health Awareness Week and Dementia Action Week. We have regular review meetings with CEMVO EDI adviser. Most staff attended Anti Racism Training and training on Developing an Inclusive Culture. We presented on our progress at Nature for All events and helped produce a series of videos on Froglife's EDI progress to inspire other organisations.

However, we recognise that we still have a long way to go to be a truly Diverse, Equitable, and Inclusive organisation. To address this, we have undertaken several initiatives and continue to build on these.

STAFF WELLBEING

Froglife has had a long-term commitment to mental health and staff wellbeing, and has strong support systems in place through, for example, our appraisal and supervision system, and our peer mentor programme. This is formalised through our Wellbeing Strategy. We have improved our induction system and providing staff with more opportunities to visit each other in person.

"I loved your presentations this morning – they were fantastic in terms of content and images and, what's more, your enthusiasm came through so beautifully, despite it being a formal session. You have set the bar so high and put the whole project in an excellent position for the future". Feedback to staff member from Senior Management member.

And response: *"Thank you. The word enthusiasm, or passion, comes up a bit in my session evaluation forms. The truth is, I think I'm still as excited to see a frog as a 5-year-old, if not more! Thank you again for the opportunity to work for Froglife and on this brilliant project. I've hugely enjoyed and valued the whole experience, and I'm sure inspired in*

me a life-long fascination with reptiles, amphibians and ponds."

"That is so kind of Froglife – thanks to all of you, I feel quite emotional. I also feel very honoured." Staff member on receiving a Happy Work Anniversary email from the Senior Management Team

We put in place a new recruitment process to attract wider diversity amongst our staff.



Pond build at a member of staff's home hand built by Froglife staff

STRUCTURE, GOVERNANCE AND MANAGEMENT

Registered name: The Froglife Trust operating under the name of Froglife.

Registered address: Brightfield Business Hub, Bakewell Road, Orton Longueville, Peterborough, PE2 6XU.

Charity Registration Number: 1093372 (England & Wales); SC014854 (Scotland).

Bankers: Barclays Bank Plc, 1 Church Street, Peterborough, PE1 1XE.

Auditors: Saffery, Chartered Accounts, Westpoint, Peterborough Business Park, Lynch Wood, Peterborough, PE2 6FZ.

The trust is a company limited by guarantee and is constituted by its trust deed. The trust has a subsidiary undertaking, Froglife Ecological Services (FES), the subsidiary offers a range of ecological services with all profits donated to the charity.

The trust has two patrons Mr Jules Howard and Ms Kate Bradbury. Together they bring a wealth of wildlife conservation, education, digital technology, broadcasting and writing skills. Both contribute an enormous amount of time and energy to the work of the trust.

The trustees, who are also directors for the purpose of company law, and who served during the year were:

Ms Inez Smith (Chair)

Professor Roger Downie (Vice Chair)

Mr Frank Clark

Dr Philip Wheeler

Dr Silviu Petrovan

Mr Xavier Mahele

Mr Gordon Maclellan

Dr Charlotte Regan

Ms Melissa Solly

Mr Richard Yates

None of the trustees have any beneficial interest in the company. All the trustees are members of the company and guarantee to contribute £10 in the event of insolvency.

The Froglife Trust is governed by its Trustee Board

which is responsible for setting the objectives and policy of the charity. The trustees ensure that the charity satisfies its legal and contractual obligations. The Board of Trustees meet at a minimum quarterly.

The Board of Trustees are also responsible for the charities subsidiary company, Froglife Ecological Services (FES). FES provides a range of ecological services that are paid for by its clients. All profits are donated to the charity.

The Board of Trustees set the strategy for the charity and delegate the day-to-day management of the charity to the Chief Executive Officer who is supported by the Senior Management Team. The Board of Trustees are responsible for making decisions regarding the governance and financial matters for the Trust and Ltd Company. Major Human Resources decisions are taken by the Trustees, including the recruitment of senior members of staff, trustees and setting and approving staff and volunteer policies and procedures. The Trustees have elected one Trustee to be responsible for Health & Safety. The Trustees all undergo three yearly Safeguarding Training and are responsible for ensuring that all staff members do Safeguarding Training and where relevant obtain Debarring Service Scotland and DBS England & Wales clearance. Where relevant the Trustees will elect a trustee/s to represent the board on internal working groups such as Equality, Diversity and Inclusion working group and the Froglife Ltd work that is being undertaken with a consultant on developing a growth strategy for Froglife Ltd.

The Board of Trustees will decide when it is prudent to recruit new trustees based on a skills audit undertaken with existing trustees and identifying skills gaps. The Board of Directors will advertise the trustee role widely. The Chair and the CEO will interview shortlisted suitable trustees with a final recommendation made to the Board of Trustees. New trustees will be elected at the Annual General Meeting held in December each year. New trustees will be given the Trustee Guidance paper, Trustee Induction Pack and will take part in an induction process which includes visiting nature reserves managed by Froglife. Trustees are invited to an annual staff away day to provide them with an opportunity to get to know staff and their areas of work.

The Chair of the Board is nominated by the Board of Trustees, preference is given to an existing trustee taking on the role, however if none of the existing trustees put themselves forward, the role will be externally advertised. There is a Role of the Chair document setting out the chair's responsibilities.

The Board of Trustees serve a term of three years, at the end of their three-year term they can be re-elected to serve another three-years, there is no limit to the number of terms that they can serve. New trustees are elected through a recruitment process and are advertised externally with an aim to fill any skills gaps that have been identified within the existing board of trustees.

Senior Management Team (The Froglife Trust):

Chief Executive Officer – Kathy Wormald

Head of Operations – Sheila Gundry

Head of Conservation & Impact – Jenny Tse-Leon

Head of Science & Research – Dr Andrew Smart

Senior Management Team (FES)

Chief Executive Officer – Kathy Wormald

Head of Operations – James McAdie

REMUNERATION OF KEY MANAGEMENT PERSONNEL

At the Board of Trustees meeting in March 2025, in line with inflation and based on the charity's financial stability, the trustees approved a 3% pay-rise for all staff members. The pay-rise came into effect on 1st April 2025.

Other pay reviews are conducted on a staff-by-staff basis and are increased if roles have changed, and they have moved into the next grade. The CEO's salary is

set and reviewed by the board of trustees on guidance from the chair. The last review was in November 2014 to ensure that the salary was comparable with other CEO positions within the sector and with similar levels of responsibility. The board is of the view that the salary remains comparable, and no further review is required.



RELATIONSHIPS WITH RELATED PARTIES AND OTHER CHARITIES AND ORGANISATIONS WITH WHICH FROGLIFE CO-OPERATES IN PURSUIT OF ITS CHARITABLE OBJECTIVES

Froglife has continued to be an active member of Wildlife & Countryside Link and the Head of Conservation & Impact, and the Head of Science & Research share the workload, with each representing Froglife on relevant sub-groups. The CEO has oversight of all papers that require sign-up by Froglife and if appropriate will approve sign-up. The CEO and Vice-Chair represent Froglife on Scottish Environment Link sub-groups and is a trustee of the network.

In this year Froglife has reviewed 28 consultations, letters or policy statements and have signed up to several documents as a participating member.

We have continued to be supported by Scottish MSPs as Nature Champions (Martin Whitfield MSP supporting adders; Emma Harper MSP supporting natterjack toads, ponds & small lochs; Fulton McGregor MSP supporting great crested newts; Daniel Johnson MSP supporting slow-worms, Murdo Fraser MSP supporting palmate newts and Clare Haughey MSP supporting common toads).

Froglife co-operates and works in partnership with a wide range of organisations and charities including those working within the nature conservation sector and from the wider charitable sector. Froglife works closely with landowners and land managers, local and central councils, schools, colleges, universities, and corporate partners.

We have remained Evidence Champions for Conservation Evidence and sit on the Conservation Evidence working group. We are a member of Cambridge Conservation Forum representing conservation organisations worldwide. This year we accepted a request from Conservation Evidence to use sections of our annual review response as examples of best practice.

We have remained a crucial partner in the Garden Wildlife Health Forum and have contributed actively through promoting the project, reporting amphibian disease/mortality reports through our INFO service and social media, collaborated on scientific publications and have attended regular partnership meetings.

Many thanks again for submitting these common

frogs for post-mortem examination. Please find the examination reports on page 12.

As part of our relationship with the South Downs National Park Authority we sit on the grants panel to award grants to South Downs National Park Authority reserve staff and other landowners for the creation and restoration of freshwater habitats.

We sit on various fundraising, business support, woman leadership, corporate and other groups all of which help to inform our operations and raise the profile of the charity. Our Head of Operations has continued to be a Trustee of the National Association of Environmental Education.

Froglife has provided advice and shared documents with other organisations, namely:

- All reports with the group we shared which was subsequently shared with National Numeracy and Marine Conservation.
- Our staff handbook and the Heritage Fund bids with Peoples Trust for Endangered Species.
- Meeting/mentoring support through our CEO with two NGOs CEO's.
- Through the Catalyse Change programme the Head of Operations has this year mentored another mentee.
- CEO receiving support from the CEO of Essex Wildlife Trust. They have also provided human resources and documents to benefit Froglife.
- Head of Conservation & Impact gives and receives support from CEO in another NGO.

TABLE 1: GLOBAL STATISTICS

Category	2022/23	2023/24	2024/25
Habitats	381	110	256
Hectares	66	207	89
Volunteers	394	788	694
Hours	2,803	3,254	3,636
Sessions	901	892	948
People	65,217	64,662	52,228

Amphibian Disease Report

Ref: Common frog (*Rana temporaria*) XT0152-25

This was an adult female common frog in normal body condition with a small amount of internal body fat. Examination of some body systems was limited by a moderate state of carcass decomposition.

The most significant findings were consistent with predation injuries: there was a deep penetration wound on the right lower back with associated bleeding, and small pinpoint injuries were observed on the left upper underside as well as the left wrist; we observed a full mid-length fracture of the right femur (upper thigh bone) with bleeding in the surrounding muscle tissue.

No other abnormalities were detected apart from those consistent with the state of carcass preservation.

Ref: Common frog (*Rana temporaria*) XT0153-25

This was an adult female common frog in normal body condition with no visible internal fat deposits. Unfortunately, examination of most body systems was limited by an advanced state of carcass decomposition.

The most significant finding was a full mid-length fracture of right femur with associated bleeding in the surrounding tissue.

No other abnormalities were observed; however, the advanced state of decomposition may have masked subtle changes.

Tissue samples from both common frogs were taken for routine molecular tests to screen for the presence of chytrid fungi and ranavirus infection, which are important infectious diseases of amphibians. We will contact you again should the results for either of these agents be positive in any of the frogs.

Summary:

The cause of death in both common frogs is considered to be predation (e.g. mammal or avian).

So far, we were unable to detect any underlying disease conditions that might have predisposed these animals to such a traumatic incident; however, at this time of the year, amphibians dedicate all their energy to breeding activity, often becoming victim to e.g. trauma or predation amongst other breeding associated complications.

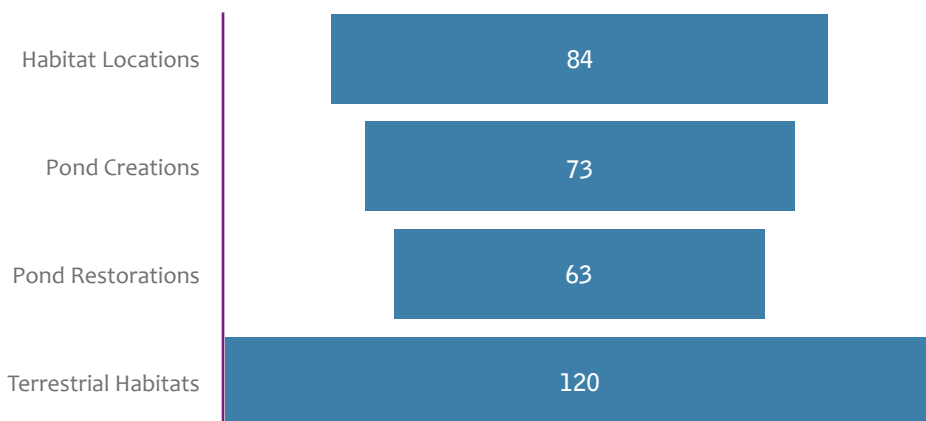
Additional information regarding other conditions that we commonly see in amphibians and other garden wildlife can be found on our website:

<https://www.gardenwildlifehealth.org/garden-wildlife/>

Once again, we would like to thank you for taking the time to participate in our project. Every contribution is invaluable to our understanding of the conditions affecting British garden wildlife.

TRANSFORMING LANDSCAPES

TRANSFORMING LANDSCAPES 2024 - 2025



"Thank you so much for taking the time to reply. Although it took a while to get the pond in, via resistance to the idea, resistance to the location and general time constraints, it is clearly a big success. And it wouldn't have happened without the talk from Froglife."

How we did delivering our key indicators

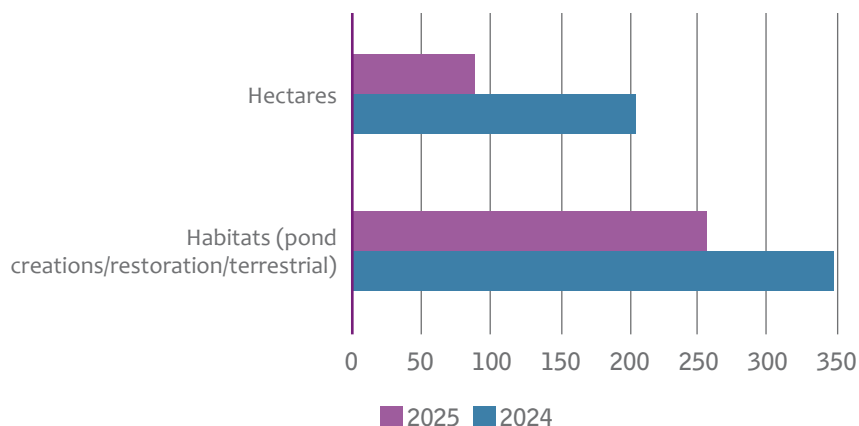
We have continued with our successful habitat creation and restoration programme, and this year we have created and restored 256 freshwater and terrestrial habitats, covering 89 hectares. This compares to 381 in 2023/24 covering 207 hectares.

Hampton Nature Reserve

This year we have continued to improve habitat at Hampton Nature Reserve for great crested newts, grass snakes, adders and bearded stonewort. During the reptile season the team and volunteers did a hard cut back on 2 of the reptiles transects this helps with the fortnightly reptile surveys that are undertaken, following the protocol developed by our Head of Science and Research. As well as these fortnightly surveys we have



TRANSFORMING LANDSCAPES COMPARISON 2023 & 2024



set-up additional surveys to monitor disturbance of tins and the possible impact it has on reptiles using the tins. The outcome will help to inform future survey methodology. The team and volunteers cut scallops for amphibian surveys in 30 ponds. The amphibian surveys take place overnight using torches to count numbers. On alternate fortnights butterfly surveys are carried out.

The Reserve Warden hosted a 'Reserve Warden for a day' for a young person who attended with his father.

"Thank you for your time on Saturday, Jacob absolutely loved it. He was buzzing all evening, right up until bedtime."

We have since had further bookings and two volunteers from the 'Reserve Warden for a day' scheme have joined the reptile survey team.



Digging scallops and completed scallop at Hampton Nature Reserve

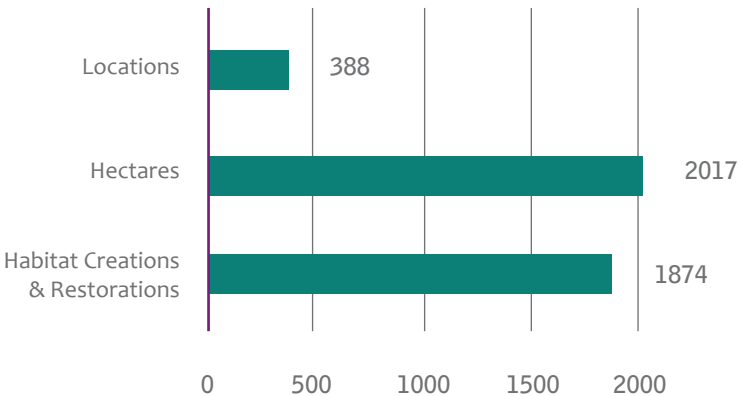
Boardwalks Nature Reserve

Three new ponds have been dug to expand the habitat for great crested newts and habitat improvements have been undertaken for grass snakes to use as egg laying sites. There has been ongoing pond management on ponds created in previous years and the dead hedging is working well with keeping dogs out of the ponds.

Eye Green Nature Reserve

A lot of time has been spent at Eye Green Nature Reserve on pathway management to ensure that public can navigate the reserve safely. This also encourages visitors to stick to the paths and not to disturb wildlife areas within the reserve. The team and volunteers have also been spending time on pond management.

TRANSFORMING LANDSCAPES
OCT 2019 - SEPT 2026 (6 YEARS DATA)

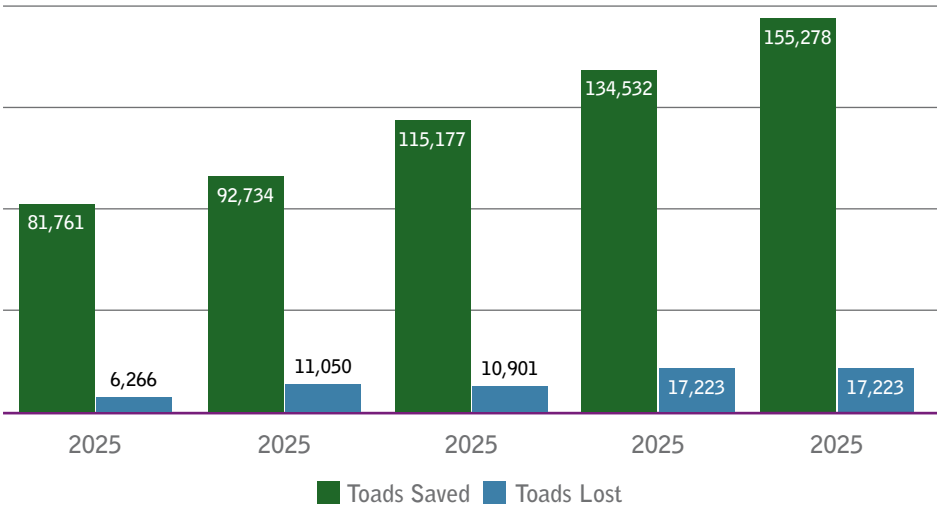


Toads on Roads

The toad migration season took place in early spring. Thanks to toad managers and their patrollers 147,409 toads were rescued from road mortality and safely helped to their breeding ponds. We continued to register new patrols and this year we have welcomed new patrols with the total number of patrols operating nationally and submitting data now stands at 274 patrols.

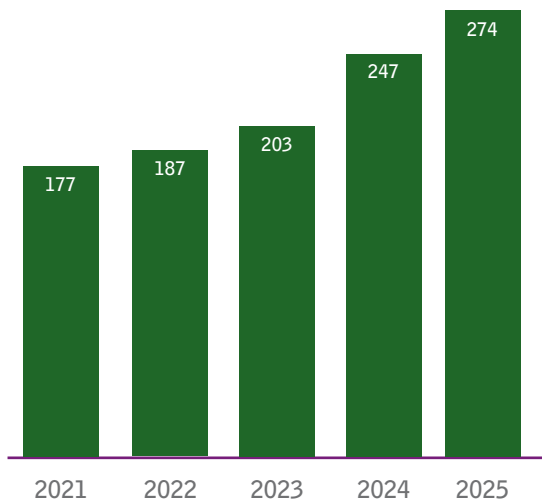
A road closure at a Somerset toad patrol site generated a huge amount of press interest, with Froglife staff doing interviews with Radio 4, Radio 3, Radio 5, BBC Breakfast, numerous local radio stations and several

TOADS SAVED & LOST: 2021-



PATROLS RETURNING DATA

2021-2025



newspaper articles including The Independent, The Telegraph and The Times newspapers. We were also interviewed on television including BBC Newsround. The Toads on Roads project was featured in 20 different media outlets.

The take up of the online Toads on Roads reporting portal has seen a steady increase in patrollers choosing to report online, with many commenting on how useful the tool is.



Rogan Jones

Thanks for all you do coordinating us. Its been a massive help. The new patrol portal is great.

1d

Love

Reply

1 ❤️

We have entered our third year of the R S MacDonald Foundation grant, part of which is to support Toads on Roads in Scotland.

Discovering Dewponds

This project completed at the end of November and was reported on in the 2023/24 Annual Report. However, since then the main donor National Lottery Heritage Fund gave permission for an underspend on the project grant to be retained by Froglife to carry out legacy work in and around the South Downs, Sussex. As part of this legacy work our CEO has visited several community gardens and allotments and given advice on habitat creation, restoration and maintenance. She has also attended events to promote the legacy of the project and has given talks to groups that



have requested these and gave a lecture to Brighton University students.

"To let you know that I've been offered a role with the South Downs National Park, working to lead a series of dewpond restorations and engagement activities through their 'Downs to the Sea' project. To say thank you again to all at Froglife for the support and experience I've gained across the past three years, that I'll continue to draw upon in this new role". Discovering Dewponds Project Manager moves on to new job.

Transforming Lives: Trainees

This project came to an end in June 2025 with 13 trainees successfully completing the traineeship. The project supported trainees who had not worked before and those looking to change careers. The completion of the traineeships for some has been a massive achievement with them overcoming mental and physical issues to give themselves the best



Paul Arestides • 1st

Seasonal wildlife surveyor & organic wildlife gardener.

My last week with Froglife is fast approaching. Looking forward to my next journey in wildlife conservation.

I will miss the reserves and the amazing fellow trainees & volunteers. Thank you to the charity for enabling me to gain my first official job in the sector.



chance of getting into the conservation sector. For some/others it was building on the experience they had from being out in nature themselves and their volunteering experience. All have felt that it has given them a better chance of getting into the conservation sector as they had no other ways of accessing the sector.

The evaluation report that can be found on our website details the achievements against the aims of the project. The project reached all but one aim based around volunteer recruitment. This is an ongoing challenge largely due to the seasonality and timing of our work.

"Thanks for giving Chloe the opportunity to take part in the changing lives project. It really helped improve her confidence".

Trainees Mum.

London Blue Chain

All ten large scale habitat works (large ponds & terrestrial improvements) have been completed during the habitat season 2024/5. The replacement sites that came into the fold due to council owned site problems have been a real success story of the project. The lack of rain over the summer months have slowed down the development of some of the ponds, but once we have rain they will develop well.

To date the project has created four of the five medium sized ponds and forty five of the eighty-five small ponds. We will have completed seventy of the eighty-five small ponds by July 2026 with the final fifteen being completed in the final year of the project. We will be creating a Neighbourhood Wildlife Corridor in the Brixton and Loughborough Junction areas of Lambeth. The restoration of a medium sized pond at Rockingham Estate in Elephant & Castle, in Southwark, will see the completion of the fifth medium sized ponds.



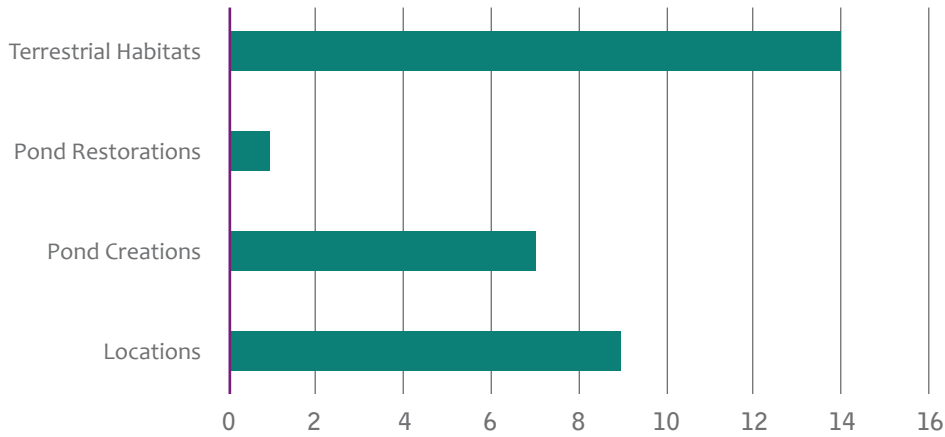
The Green Pathways Scheme & London Leaping Forward for Dementia (London, Somerset, Peterborough & Fenlands, Scotland)

The Green Pathways Scheme and the Leaping Forward for Dementia projects have also contributed to our Transforming Landscapes programme. These include freshwater and terrestrial improvements. This work has taken place on allotments, green spaces, housing association land and community gardens. Leaping Forward for Dementia – London project did 2 pond restorations and 2 terrestrial habitat improvements.

Neighbourhood Wildlife Corridor: Boston & Beyond

This is a new two-year project that started in August 2025, we have recruited a Project Manager who has been setting up the project to start full delivery. This project will like most of our projects contribute to our Transforming Landscapes and Transforming Lives programmes. On the Transforming Landscapes programme, the project will:

Scottish Green Pathways Scheme: Habitat Creations & Restorations



Peterborough Green Talent

This new three-year project will deliver against the Transforming Landscapes programme by engaging local communities, school students and volunteers to create and improve up to 100 wildlife habitats including ponds, hedgerows, wildflower areas and insect hotels.

TABLE 2: APPROVED PURPOSES: NATIONAL LOTTERY HERITAGE FUND	
Activity	Location
Create six new large-scale ponds	Freiston Shore & Frampton Marsh (Boston)
Restore two ponds	Jenny Wood (Boston)
Create a Neighbourhood Wildlife Corridor to include: 10 new ponds; 4 wildflower strips; 50 other interventions including hibernacula, wildlife boxes and bug hotels	Across the Boston area
Create two Speaking Statues with wildlife boxes & hibernacula	Installed in public places within the Boston area



Pond Restoration at Manor Farm Community Centre

Volunteering Programme

Our volunteering programme is crucial to maintaining our habitat work and includes training volunteers on sites to equip them with the skills to maintain the habitats post completion and working with other organisations such as The Conservation Volunteers (TCV) Scotland, ARG Sussex, Birmingham and Black Country ARG and ARG London. This is further supported by Froglife's commitment to assess all sites on a 1-, 3-, 5-, & 10-year basis and to undertake remedial works if required.

"This is wonderful news and we're so grateful for this to be installed. It means a lot to me and all my family. We have been so heartbroken by her loss and to have a small piece of nature that we can visit in her memory is important to us." Family and friends donate to Froglife in memory of a sad loss.

The key donor for our Transforming Landscapes programme is the National Lottery Heritage Fund, and we are enormously grateful to lottery players for supporting our valuable work. We are also grateful to the many other donors that support our work, a full list is available in the accounts. Our Transforming Landscapes has also benefited from donations from individuals and corporates and legacies.

"I have raised £30 for you as part of my Charity Badge for Brownies. I asked people for their 1ps and 2ps for the Tuppence A Toad. I have used the money to sponsor a toad, a snake and a newt on your website. I picked your charity to fundraise for because I love animals especially reptiles. I think it is good that you are helping the reptiles to survive. I hope my donation helps you."
7-year-old raised funds for Froglife



TRANSFORMING LIVES

TABLE 3: TRANSFORMING LIVES

Number of people benefiting	52,228
Sessions	896
Events & Talks	57
Scientific Publications	5
Disadvantaged %	51%

Peterborough Neighbourhood Wildlife Corridor

This project started again in May 2025. It will be working with school children and young people on continuing with the creation of the Neighbourhood Wildlife Corridor across Peterborough. Over the summer holidays the project delivered one off sessions with youth clubs and groups as well as home education group sessions.

Coalface to Wildspace Midlands

This project will be coming to an end in December 2025, and all large-scale habitat works were completed early in the project. The final year of the project has focused on public engagement and events. Frogglebox, a 3D film, has been viewed by 30 different primary schools and 4 nursery groups, it reached 4732 learners, exceeding the target of 4500.

The project, thanks to funding from the Ironmongers Trust installed a spectacular frog sculpture and an interpretation sign was designed and installed alongside the sculpture. The deputy Mayor of Walsall unveiled the sculpture and sign.

To end the project celebration events have been run in the parks and greenspaces where the Speaking Sculptures have been installed. The final year has also seen the hosting of bat walks, dawn chorus, bioblitz and several pond dipping events.

"I was delighted to hear how the Coalface to Wildspace Midlands has been able to make use of my donation. It sounds like the money has been used really well to the benefit of the environment for frogs and children's education. I had a good look at the link you sent to me. I love the Frogglebox Film, especially the narration which gave just the right amount of information and using the voices of the children was a brilliant idea."

"We did an event on Saturday with one of the community gardens that had nearly 400 people attend which was positive and I did a dawn chorus on Sunday I did find that the nest box on the speaking sculpture in Reedswood park has Blue Tits using it. That makes 2 of the nest boxes in use that we know of now!" Staff member



Bird box being used



Speaking Sculpture – Coalface to Wildspace Midlands



Frog Sculpture created as part of Coalface to Wildspace Midlands

Neighbourhood Wildlife Corridor: Boston & Beyond

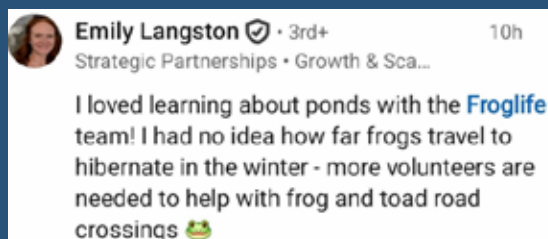
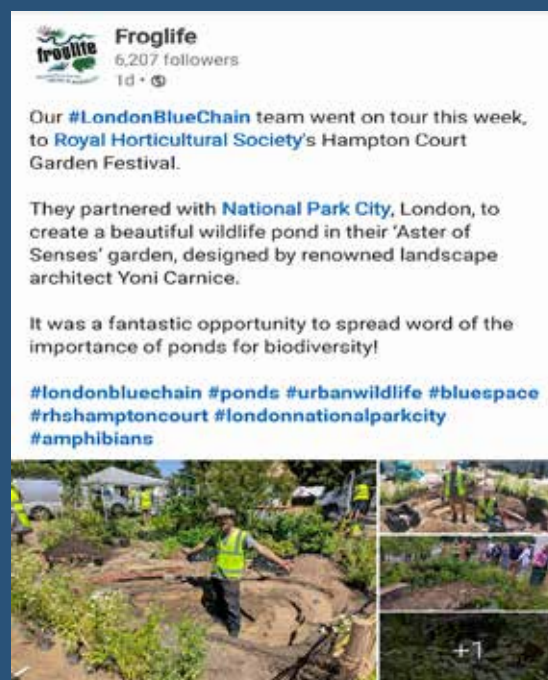
TABLE 4: APPROVED PURPOSES: NATIONAL LOTTERY HERITAGE FUND

Activity	Number of Sessions	Number of people
Volunteer Training	24 sessions	144 volunteers
Volunteer Days	32 days	320 volunteers
Wildlife Gardening Workshops	14 workshops	420 people
Speaking Statue Workshops	12 workshops	180 people
Talks & events	8 Talks	400 people

London Blue Chain

During this Annual Report period the project has directly engaged with 813 people through 55 sessions and 5 events. During 2024/25 the first cohort of three Trainees successfully completed their traineeships, with one trainee moving into a Project Officer position within Froglife. In July the project's second cohort of three Trainees started working with Froglife on a year-long full-time contract. During the latter part of their training period they will each take on two Personal Projects, relating to habitats and people.

We have identified two non-English languages for each of the six boroughs we are working in across South London. We will consult with relevant groups to develop partnerships to inform the translations, and we will translate relevant materials into these two languages.



Pond Power in Oxleas Woods!

Friends of Oxleas Woodlands have been hard at work improving their local habitats, with a fantastic pond planting day recently completed!

Froglife was proud to support the effort by donating native aquatic plants, following initial enhancement works by our London Blue Chain team.

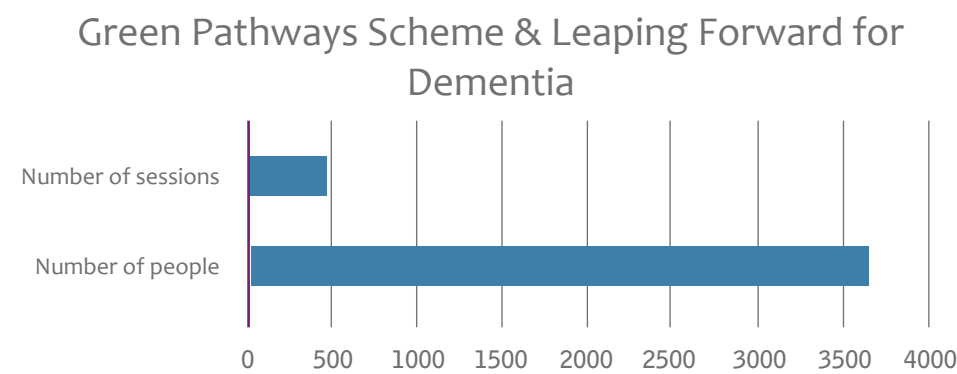
♥ Read more about the day and see the team in action on their blog:

👉 <https://ow.ly/vgXe50Wrg2W>

#PondPlanting #OxleasWoods #Froglife
#HabitatRestoration #UrbanWildlife
#CommunityAction



The Green Pathways Scheme & London Leaping Forward for Dementia (London, Somerset, Peterborough & Fenlands, Scotland)



Somerset Green Pathways Scheme Pond on allotment site



Somerset Green Pathways Scheme working with people living with dementia and their carers

Peterborough Green Talent

This new three-year project will deliver the following:

TABLE 5: APPROVED PURPOSES: NATIONAL LOTTERY HERITAGE FUND	
Activity	Number
Recruit Placements and provide participants with experience in a range of subjects including conservation, wildlife surveying, and habitat creation	18 Placements
Recruit Traineeships that build on learning from the placements and provide additional experience including in fundraising, event management, volunteer recruitment and management	6 Trainees
Undertake access improvements for local green and blue spaces to support communities in engaging with freshwater natural heritage	
Deliver a programme of taster sessions for conservation activities to support the recruitment of Placements	

Case Study

I have been asking advice about changing my pond from a broken formed one to a liner and your help has been great. I finally finished last week. There are several cave areas for the frogs. The front left has a climb up and low bridge to come out into the shallower water in the sun. There is the plant right back for climb out and a long slope at the front coming out by the slanted stone on the right. I will replace that stone with a bigger flatter one when I find one. The 2 bare spots by the trellis and at the front right will grow the Zandestra plant for good cover. I am thrilled with it! Not bad, I think for 69 and arthritis! 🐸 Thank you so much for your help.



TRANSFORMING RESEARCH

During the past year Froglife staff have authored, co-authored or contributed towards the following five publications:

- Petrovan, S.O., Moor, H. & Schmidt, B.R. Increasingly uncommon common toads: multidecadal, ongoing abundance decline of a widespread amphibian despite volunteer conservation action. *Biodivers Conserv* (2025). <https://doi.org/10.1007/s10531-025-03150-6>
- Horne, J., De Lappe, J., Anand, P., Tse-Leon, J., Wormald, K., Carr, C., & Vseteckova, J. (2025). Ecotherapy and out-of-classroom learning for vulnerable and disadvantaged young people: an evaluation of a project in England. *Environmental Education Research*, 1–14.
- Pickles, B. J., Tse-Leon, J. (2025) Impacts of the installation of basking banks on four UK reptile species in a before–after control–intervention experiment. *Conservation Science and Practice* 7, 1, e13282.
- Ball, S., Petrovan, S., Ashe-Jepson, E., Dobson, C., Lawson, B., Morrison, L., & Garner, G., (2024) Genetic study of an isolated population of adders *Vipera berus* founded by historic translocation: implications for conservation. *The Herpetological Journal* 34, 4, pp. 197-210
- O’Connell, M. J., White, R. L., Haysom, K. A., Seo, M., Dooner, P., Macadam, C., Plowman, A., Bulman, C. R., Hayns, S., Nason, M., Groves, L., Orr, H. G., Meakin, K., Dagley, J., Stringer, A., Smart, A., Hynes, J., Stone, D., Hails, R. S., ... Jackson, H. A. (2024). A vision for the future conservation evidence landscape. *Ecological Solutions and Evidence*, 5, e12397. <https://doi.org/10.1002/2688-8319.12397>

Online Research Conference

Froglife hosted a very successful Froglife Research Conference with six Froglife linked research publications – over 800 people visited the conference landing page with approximately 290 signed up for the

conference. At its peak between 170 – 180 people were attending the conference. Five of the six presentations had a Froglife author, co-author, were linked as a CASE study or had a Froglife contribution to the research:

- Impact of Froglife work and programmes on lives of disadvantaged young people
- AI future in monitoring amphibians- an example from the garden
- Changes in Reptile and Amphibian records over the last 20 years
- How do we represent species’ interests in landscape decision-making?
- Amphibians in Saline Habitats: Resilience and Adaptation in a Changing World
- Installing basking banks as a practical conservation action for UK reptiles
- Dr Jitka Vseteckova, Open University & Jenny Tse-Leon, Froglife
- Dr Silviu Petrovan, University of Cambridge / Froglife
- Dr Andrew Smart, Froglife & Rhiannydd Stock, National Biodiversity Network
- Dr Emma Gardner, UK Centre of Ecology & Hydrology
- John Howieson, University of the West of Scotland
- Dr Brian Pickles, University of Reading & Jenny Tse-Leon, Froglife

Plans are underway to repeat an online meeting in the autumn of 2026.

Current Research

Froglife is currently funded through Natural England’s Species Recovery Programme to look at the value of ‘lost’ heathland and rough grassland habitats as locations for adder dispersal within a network of adder sites. Thomson Ecology will complete the AI mapping work.

Academic CASE studies linked to Froglife

John Howieson has completed his PhD thesis (Amphibians in Saline Habitats: Resilience and Adaptation in a Changing World) at the University of the West of Scotland.

Emily Seccombe has started a PhD CASE award study at the University of Reading linked to the Froglife habitat hub data (with a Froglife Joint Supervisor).

A further PhD CASE award with Frances Orton, Heriot-Watt University has been approved (with a Froglife Joint Supervisor) and is awaiting candidate selection.

PhD Students and Interns

We have this year benefited from input by several research volunteers including those from various universities. Their input into our research programme is invaluable and we would like to thank them for giving their time free of charge to Froglife:

- Dr. Roger Wood - proofreader and editor.
- Josie McPherson, University of Edinburgh, Gartcosh final report & Dragon Finder record verification.
- Alex Dawson, conference support.
- Michael Vinnicombe, Anglia Ruskin University, data analysis of Toad on Road data to review patrol locations.
- Emily Seccombe, University of Reading, design of methodology for review of pond loss in UK counties since 1980s.

Data Recording

During the year Froglife entered into six formal non-commercial data sharing agreements with academic researchers and/or records centres.

This year our Dragon Finder App Citizen Scientists

generated 766 records (31/10/24 to 2/10/25). Our Dragon Finder data up to 2025 has been submitted to the National Biodiversity Network (NBN), this data helps to inform our conservation work and helps other organisations with their conservation work. The Dragon Finder data is currently being reviewed to generate information about our Froglife Citizen Scientists and the data they share with us on the App. We continue to collect Toads on Roads data, and this is used widely by various researchers, researching different topics covering toad ecology, migration patterns etc. We are currently reviewing the Toads on Roads data to determine information about all ‘rescued’ species and about the longevity of toad patrols.

During the 12 months up to 2/10/25, Dragon Finder and Toads on Road (ToR) data was downloaded from the NBN Atlas on 1,317 different occasions, generating access to 214,967 records. The use was split into the following broad categories:

Category of use	Number of events	Number of records downloaded
Academic research	121	49,300
Citizen sci /personal use	96	34,598
Commercial	106	6,981
Conservation management	40	4,114
Education	706	86,149
Research	116	21,820
Use by a statutory body	132	12,005

The ToR data accessed from the NBN Atlas has supported four academic publications in the past year. The Dragon Finder data has supported 27 publications since the start of 2025 (not including Nov & Dec 2024) including: 5 on climate change, 5 on invasives, 4 on biodiversity, 4 on ecology and 3 on conservation.

We have finished the analysis of the Gartcosh monitoring data and are working with a PhD student volunteer with an aim to publish.

UK Policy

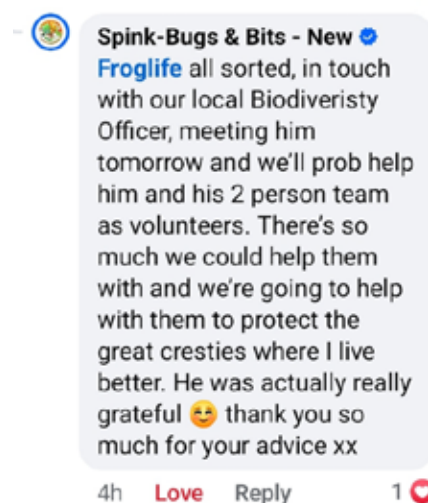
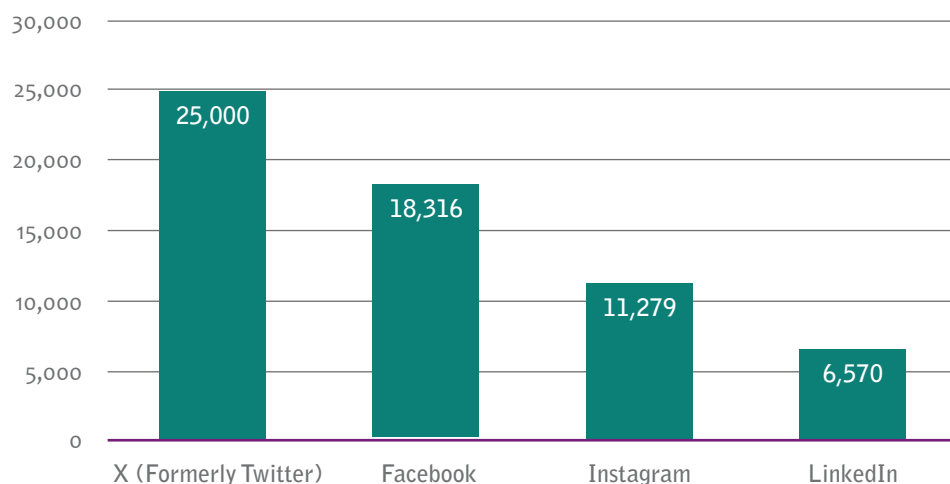
As of October 2nd, Froglife has participated in the production of and/or signed onto the following UK policy documents:

- March for Clean Water Campaign lead by River Action and Wildlife & Countryside Link (WCL)
- WCL letter to Prime Minister for Clean Water
- Response to online safety act re animal abuse consultation
- 30x30 progress report
- National Planning Policy Framework
- Blueprint PR24 scorecard report
- Flooding draft briefing lead by Scottish Environment Link (SEL)
- Hydropower and Freshwater Briefing (SEL)
- Wildlife Crime report
- National Planning Policy Framework Consultation
- Letter re upcoming budget (SEL)
- DPLR Committee's Call for Views on the use of Framework Bills and Henry VIII powers
- Ofwat 'renumeration and governance' consultation
- Blueprint Small Waters Charter
- Economic Environment for Farming Letter
- Water (Special Measures) Bill – Commons 2nd reading briefing
- EAC inquiry
- Environmental sustainability and housing growth evidence for inquiry
- Letter to Steve Reed re: Water Restoration Fund.
- EAC Flood Resilience Inquiry
- Ramsar sites in Scotland consultation response.
- National drought consultation response
- Planning and Infrastructure Bill
- WCL response to Cunliffe Review
- Land use framework consultation
- Response to the Rural Affairs and Island Committee's Call for Views on the Natural Environment Bill (SEL)
- Response to heather and grassland burning consultation
- Open letter to the Prime Minister and Chancellor to demand an end to the systematic dismantling of environmental protection
- Letter to the Chancellor of the Duchy of Lancaster regarding the future of the National Lottery Heritage Fund
- RSPB SFI Reform paper
- Link Species report response to NRF
- Response to Ofwat biodiversity planning approach
- Supporting Wounded Veterans policy paper on a 'Cross-Sector Consensus for Clean and Plentiful Water'
- Invasive species pathway Action Plan response
- Permitted development right for pond creation - briefing for HoL - Planning and Infrastructure Bill
- NWSG briefing on the NHS 10-Year Health Plan
- 30x30 report 2025
- Local Govt outcomes framework
- UK plastic waste ban
- LINK response to the Scottish Government's draft Environment Strategy
- Open Letter to PM regarding National Parks and Landscapes Duty
- Letter to Ed Miliband regarding methane regulation

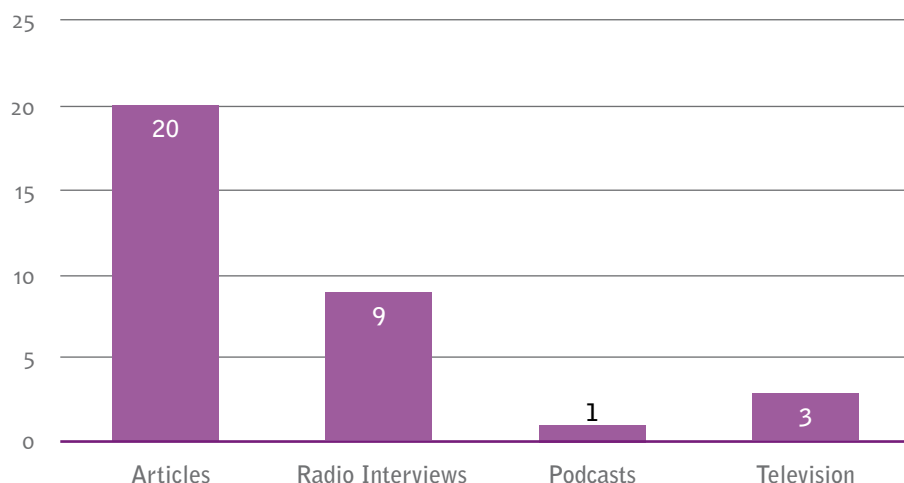
TRANSFORMING COMMUNICATIONS

We have continued to gain excellent media coverage through local and national press outlets and through our social media channels.

Social Media Followers



Media Coverage



We have ensured that our website is kept up to date and that we refresh pages with new content. Our social media following continues to climb. The email enquiry service has continued to receive less emails, this is attributed to more social media enquiries.

We have continued to support special days and promote these were relevant.

"Thank you for your piece about anxiety and OCD. It is good of you to share your mental health journey and similarly I have had similar experiences. Nature is my solace."



Alison Gibb

Best post I've seen in ages. Thank you for saying people should be "listening". This is the correct message. Not that people should "talk". What's the point in talking if no one will listen. Well done for sharing Froglife and Ash 🐸

4d Love Reply Hide



Our analysis of our communications has shown the following:

Website Users

217K July-June 24

258K July-June 25

= Increase of 41K users this year.

Croaks

The industry standard for email open rates in the nonprofit sector varies depending on the source and the specific type of organization. For medium-sized UK charities, recent benchmarks provide the following insights:

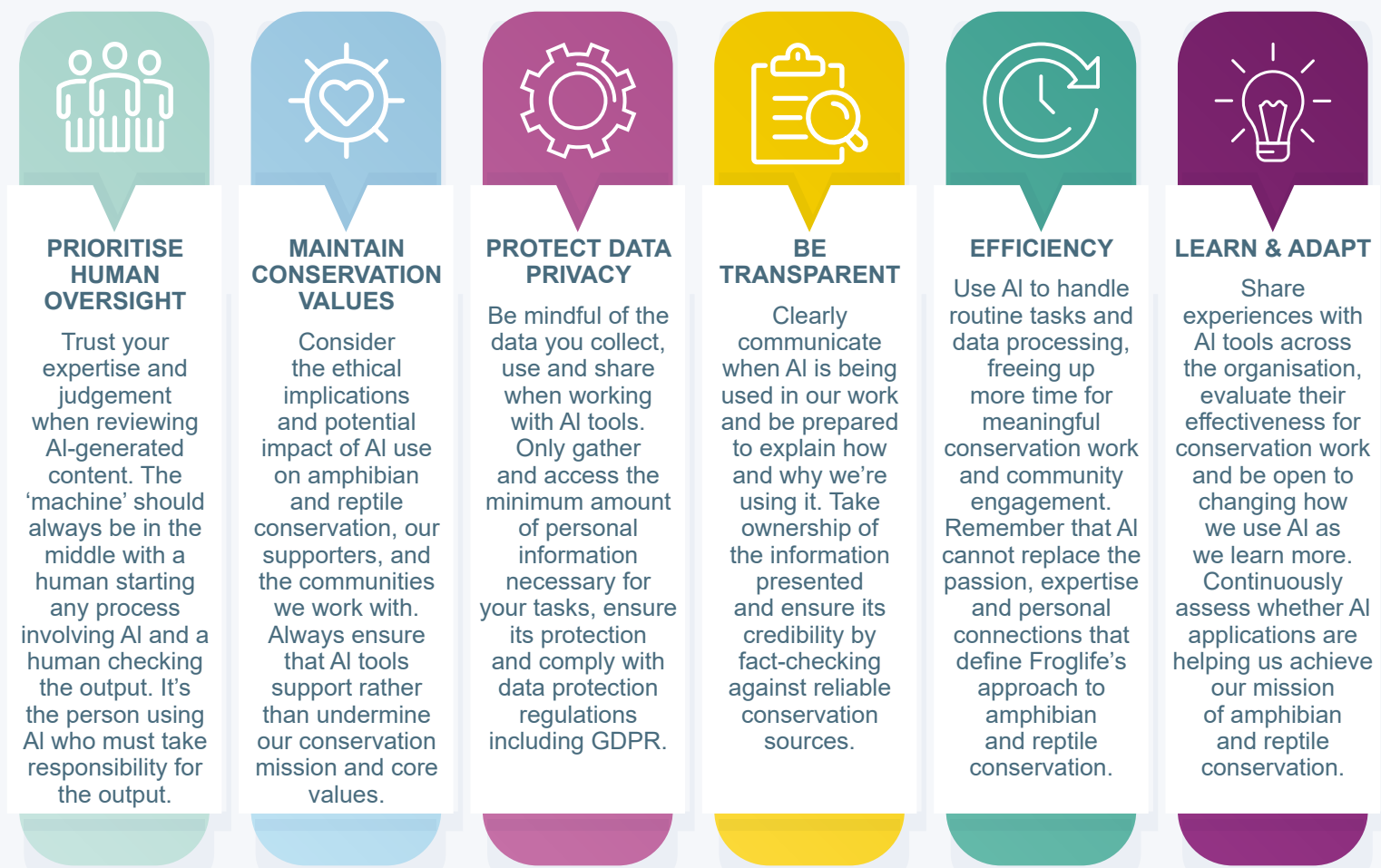
- **Average Open Rate:** The industry standard for email open rates among medium-sized UK charities typically ranges between **30% and 46%**, influenced by factors such as audience engagement, content relevance, and list quality.
- **Click-Through Rate (CTR):** The industry standard for email newsletters sent by medium-sized UK

charities typically falls between **1.9% and 2.3%**. This range reflects the percentage of recipients who click on at least one link within an email, indicating active engagement with the content.

Regularly monitoring these metrics and comparing them to industry standards can help us to assess the effectiveness of our email campaigns and identify areas for improvement.

For this year the average open rate for Froglife Croaks has been 45.06% and the average click through rate has been 17.75%.

We have this year, thanks to a grant from the Esmeé Fairbairn Foundation, undertaken research on how we could maximise the use of Artificial Intelligence (AI) to relieve staff of some of the more mundane tasks enabling them to focus more on project delivery and to enhance what we can offer. We worked with Torchbox and the first output was for Froglife to have a set of AI Principles.



At Froglife, we are mindful of the environmental impacts that digital technologies, including artificial intelligence, can have. While AI offers opportunities to support our conservation and engagement work, we recognise that it also carries an ecological footprint through energy use, resource extraction, and electronic waste. To address this, we have undertaken due diligence in assessing the environmental costs and benefits of the AI tools we use, ensuring they align with our wider sustainability values. We are committed to minimising unnecessary usage, choosing responsible providers where possible, and continuously reviewing our practices so that our use of AI supports rather than undermines our mission to protect wildlife and the natural world.

After several internal workshops and meetings, we produced AI Guidance and undertook an Environmental Impact Assessment and produced a report. The final output from the project was Froglife in partnership with Torchbox hosting an online AI

workshop for other organisations in which we shared our AI Journey and experiences. The workshop was very well attended with organisations following up afterwards for more information. **We are not trialling ChatGPT to see how useful it is to us in our operations.**

Newt Year Honours

We gave out Newt Year Honours again this year and pleased to report that amongst recipients was a former staff member and toad patrollers.

"That is so kind of Froglife - thanks to all of you, I feel quite emotional. I also feel very honoured". Newt Year Honours recipient.

Our e-newsletter and bi-annual newsletter has received many positive comments and it very pleasing to know that the efforts that our Communications Team puts into producing these is appreciated and enjoyed.

We have run our 'Stop Spawn Sales', 'Paws Against Ponds' and 'Just Add Water' campaigns.



Newt Year Honour recipients

Case Study Info Service

In the entry on Toad in the authoritative book *The Gods and Symbols of Ancient Mexico and the Maya* by Mary Miller and Karl Taube (1993) it states that 'Toads, like people, possess 20 digits' (hence the toad was the symbol for the ancient 20-day 'month' for the ancient Maya). How true (or not) this is is important as I'm currently preparing an article on toads for the Flora & Fauna section of our 100% educational website on Ancient Mesoamerica Mexicolore.

For the life of me, I can't discover the truth about this! Clearly most online sources tell you that toads have 4 digits at the front and 5 at the back, making 18 in total. But I've also seen references in academic articles to 'pseudo-thumbs' and 'sixth digits'...

Please can you tell me how likely it might be that the ancient Maya might have believed that the toad had/has 20 digits?! I'd greatly appreciate your guidance...

Answers:

there isn't an easy answer!

a) In biology, then I don't know about extra digits etc but would go for 18 digits on frogs and toads... including the most obvious central American ones

b) In Mayan art, it's not always easy to see on carved frogs how many toes they are meant to have but generally it would seem to be 4 on front and 5 (or 4) on back. However, there is carving of the Mayan god of happiness (Itzamna) as a frog with 5 toes on the front feet! But that might be because the rest of the time the god is in human form....

All of which suggests that there is a bit of optimism in the 20-digit hypothesis.... I'd be interested to see what sources were used for *The Gods and Symbols of Ancient Mexico and the Maya* by Mary Miller and Karl Taube. Maybe they just took someone else's comment at face value.

And perhaps for the Maya, they simply wanted frogs to have 20 digits because frogs were special, and this meant they could be connected to the calendar - Froglife Trustee 1.

The number of true digits in anurans is 2x4 (fingers) and 2x5 (toes). However, there is variable occurrence of a structure called the pre-pollex on the hands. This can appear as a substantial cartilaginous spike, employed by males in conflict. It is very variable: some species have no discernible prepollex. In two Asiatic frogs of the genus *Babina*, the structure is ossified and given the name pseudo-thumb (see Takita and Iwai, 2010, *Biology Letters* 6, 517-20). Fabrezi (2001) did a review of prepollex occurrence and certainly found it present in some toad species (Fabrezi- 2001, *Zool J Linn Soc* 131, 227-248). So, my answer to the query is that since the Mayans would not have differentiated between true toes and pre-pollices, they may well have counted the number of fingers as 2x5. I did have a look at Martha Crump's book on lore and mythology. She refers often to the Mayans but has no mention of digit numbers. Froglife Trustee 2.

"Thank you for your prompt reply and detailed explanation. I will take your advice and wait sometime before making changes to my pond." Enquirers response



TRANSFORMING FROGLIFE ECOLOGICAL SERVICES (FES)



FES Operations Manager planting up a pond created by FES

FES, through delivering paid-for ecological services including District Level Licensing contracts, providing Great Crested Newt Obtaining a License, reptile and habitat management courses, delivering ecological work through projects and running paid-for sessions through projects, has contributed enormously to our charitable

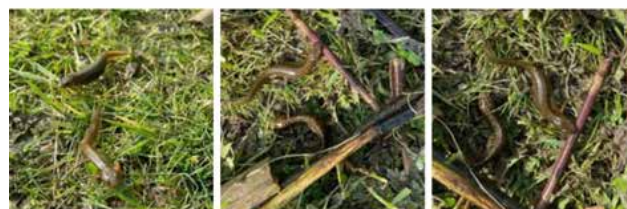
objectives through gift-aiding all profits to the charity. This provides much needed unrestricted funding.

FES receives a lot of positive feedback from the Great Crested Newt training courses which are really appreciated and enjoyed by Ecologists from all over England.

Through the District Level Licensing contract Froglife created 33 ponds this year. These are all landscape scale and interconnect vital habitats by creating networks of ponds across the landscapes. This year we did eDNA testing on all the ponds created in 2024. We were also asked to do eDNA testing on ponds created by another delivery partner who could not take on the eDNA testing. We are awaiting the results and will report in the next Annual Report.



Project Pond Restoration and Newt habitat



Like Comment Send Share

7

Most relevant



Author

Oaksbrook Retreat

Froglife the pond restoration has been a great success.



Tayler Ensor • 2nd

A dedicated and passionate Ecologist with a strong commitment to conservat...

18h • Edited •



Last week, I had the opportunity to attend [Froglife](#) 's Great Crested Newt – Working Towards a Licence course with COOMBES! 🤗

We kicked things off with an engaging theory session on all things newts, followed by practical fieldwork where we conducted refugia checks, set bottle traps, and carried out egg and torch searches. The next morning, we checked the traps and were thrilled to find and identify some GCN! 😊

The practical element of the course was based at the stunning Hampton Nature Reserve, a 300-acre site south of Peterborough.

The site is designated as a Special Area of Conservation (SAC), Site of Special Scientific Interest (SSSI), and a Natura 2000 site, all due to the presence of protected species like the GCN.

The reserve, which was once a brick clay extraction site, is now home to 320 ponds created by former spoil heaps and trenches - making for excellent newtng 🔍👁️

This hands-on training was not only insightful but also one step closer to earning my Level 1 Survey Licence for GCN (CL08) 😊

A big thank you to everyone involved! 🌸🌻





TRANSFORMING OUR FUTURE

Our 2023 – 2030 Strategy has identified the following Aims and Targets:



aim 1 Increase the availability of freshwater and terrestrial habitats for reptiles and amphibians.

target Increase total area of habitat improvements to 5,000 ha by 2025 and 10,000 ha by 2030.

aim 2 Carry out landscape scale conservation projects.

target Deliver 5 large scale landscape scale conservation projects by 2030.

aim 3 Improve connectivity between sites by creating wildlife corridors.

target Create 2 wildlife corridors between key habitats by 2030 and 20 Neighbourhood Wildlife Corridors by 2030.

aim 4 Maintain favourable status at Froglife managed reserves and project sites.

target Publish favourable evaluation report of condition monitoring at Froglife reserves and 1,3,5-, and 10-year site assessments of project sites by 2030.



aim 1 Ensure Froglife is fully inclusive and has good representation from all backgrounds.

target Equality statistics of staff, volunteers and participants reflect those for the UK population by 2030.

aim 2 Expand Froglife’s reach particularly focusing on people who are new to conservation and from areas of multiple deprivation.

target Engage over 50,000 people annually with Froglife activities by 2030, mainly from areas of multiple deprivation across the UK.

aim 3 Progress people on their wildlife journey.

target 90% of people that take part in Froglife activities (and provide evaluation data) report they have progressed in at least one area of the Froglife curriculum.



aim 1 Provide evidence for population trends for the 9 “common” UK amphibians and reptiles.

target Carry out historic data review by 2025 and increase quantity of data collected by 50% by 2030.

aim 2 Carry out applied research into the impacts of different conservation actions.

target Meet our commitment in the “routine testing of management” paper to test one intervention per year by 2025 and exceed this by 2030.

aim 3 Act as the public portal for amphibian and reptile disease mortality reports.

target Actively engage and support the national Garden Wildlife Health project.



How we have progressed towards delivering this strategy:

Coalface to Wildspace: Ayrshire, South Lanarkshire & the Lothians:

Thanks for National Lottery Heritage Fund and lottery players we secured a grant to develop a new large-scale five-year project spanning Ayrshire,

South Lanarkshire & the Lothians. This project will be submitted to the Heritage Fund for a delivery grant in November 2025 and if successful the delivery of the project will start in July 2026. This project delivers against the Aims and Targets for Transforming Landscapes and Transforming Lives.

The proposed approved purposes for this project are as follows:

TABLE 6: APPROVED PURPOSES		
	NUMBERS	PEOPLE
Habitats	75 pond creations & restorations 24 terrestrial habitat improvements	
Neighbourhood Wildlife Corridors	9 corridors; 36 ponds; 72 interventions;	1,600 passionate people
Digital Outputs	Digital Film QR Codes on Speaking Sculptures Website, existing Apps	2,000 downloads 600 downloads 2250 downloads; 5100 website visitors
Public Engagement Activities	72 Natural Art Workshops 90 Speaking Statue creation workshops 36 Mapestry workshops 192 Wildlife Gardening Workshops 48 Performance art school sessions 140 Guardian Training sessions 9 Speaking Statues - 1 per corridor	1,080 people 2,250 people 540 people 2,880 people 1,440 children 700 guardians
Events	3D Film Tour x 42 screenings Mapestry Tour x 24 venues 14 Celebration Events	8,400 people 6,000 people 2,800 people
Direct Engagement		32,540 people
Direct and Indirect Engagement		42,180 people



Coalface to Wildspace Yorkshire

Again, thanks to National Lottery Heritage Fund and lottery players we secured a grant to develop a new large-scale five-year project spanning Yorkshire. This project will be submitted to Heritage Fund for a

delivery grant in March 2025 for a delivery phase grant and if successful the delivery phase will commence in September 2026. The project delivers against the Aims and Targets for Transforming Landscapes and Transforming Lives. The proposed approved purposes are:

TABLE 7: APPROVED PURPOSES		
	NUMBERS	PEOPLE
Habitats	60 pond creations and restorations 47 terrestrial improvements	
Neighbourhood Wildlife Corridors	40 new & restored ponds; 225 other wildlife interventions	2,500 passionate people
Neighbourhood Wildlife Corridors	40 new & restored ponds; 225 other wildlife interventions	2,500 passionate people
Wildspace Guardian Scheme	Training in Species Identification & habitat management	570 guardians
Dipping Platforms	Installing dipping platforms	5 platforms
Wildspace Amphibian Hops	75 sessions with school children	1875 school children
Wildspace Wildlife Gardening Workshops	100 Workshops	2500 people
Digital outputs	Wildspace 3D Film - 75 screenings	25,700 people viewing the screenings
Wildspace Parades	180 sessions - 15 parades & 2 grand finale parades	45 schools - 4500 school children
Wildspace Speaking Statues	75 workshops	1125 people
	Unveiling ceremonies	625 attendees
Wildspace Festivals	10 festivals	5000 people
Direct Engagement		52,975 people
Direct and Indirect Engagement		124,188 people





New Projects:

This year we secured grants thanks to National Lottery Heritage Fund and lottery players for two new projects. One working in and around Boston, Neighbourhood Wildlife Corridors: Boston & Beyond and the other in Peterborough, Peterborough Green Talent. A full explanation of both projects has been provided under Transforming Landscapes and Transforming Lives sections of this Annual Report. Both these projects are delivering against our Transforming Landscapes and Transforming Lives Aims and Targets.

Thanks for a grant from Natural England through the Species Recovery Programme we have started a new research project building on the Hissing Heathlands research with this project focusing on adder dispersal. This project delivers against our Transforming Research Aims and Targets.

FES has secured further DLL contracts and has several private contracts, contracts with schools and councils in the pipeline. FES will continue to deliver the popular Great Crested Newt Training Courses.

Existing Projects:

We will continue to attempt to secure sufficient funding to enable our Green Pathways Scheme and Leaping Forward for Dementia projects to continue to deliver the excellent work that they have achieved to date. The new project in development in Yorkshire and Scotland require a substantial amount of co-funding, for this reason the SMT and Board of Trustees have taken the decision to focus on securing funding for existing projects and the co-funding for these two new projects, and not to develop any further new projects during the coming year.

Finally, we would like to thank our Board of Trustees, staff, volunteers and all our supporters for their dedication, commitment, work and support that they have provided to the Trust and FES. We would particularly like to thank our back-office staff, often out of sight, but without whom we would not be able to achieve what we do.

RISK MANAGEMENT AND INTERNAL CONTROLS

The board of trustees have overall responsibility for the system of internal controls for Froglife and its subsidiary which include ensuring that there are procedures in place for the prevention and detection of fraud and other irregularities. However, such a system can only provide reasonable, but not absolute assurance against errors and fraud.

The charity operates a comprehensive annual planning and budgeting process, which is approved by the board. Performance is monitored using activity and financial targets. Reports are made to the board which compare the actual results against activity targets and against phased budgets which link to financial performance with resource and activity levels.

Internal controls are subject to scrutiny by the charity's Senior Management Team and the Finance Team which carry out a programme of cyclical reviews.

The charity has risk management policies and procedures through which risks arising from existing operations and strategic developments are identified and evaluated. Managers are required to identify and analyse the risk relevant to their scope of activity, assess them accordingly to the impact on the charity and the likelihood of occurrence; and report of the procedures which are in place, or are being developed or enhanced, to provide assurance that the risk is being monitored.



The Risk Register as at September 2022:

Risk	Level	Actions	Revised Level
Human Resources			
Loss of key staff	Low	Excellent HR processes & procedures are in place; all staff are well supported; good benefits package.	Low
Stress Management	Low	Excellent HR processes & procedures are in place; all staff are well supported; good benefits package.	Low
Mental Health & Wellbeing	Low	Monitored on an ongoing basis through line management meetings; staff reporting wellbeing issues are signposted to relevant support.	Low
Equality, Diversity & Inclusion (EDI)	Low	Ongoing monitoring & staff EDI group to advise.	Low
Long-term illness	Low	None to date	Low
Financial Management			
Unrestricted funding	Medium	Core funding always difficult - expanding core income generation.	Medium
Cashflow	Medium	Expanded operations = healthy cash flow	Low
Under-funded projects	Medium	Several projects require substantial match funding	High
Accountancy procedures	Low	Good procedures & processes in place	Low
Trustees			
Loss of Chair/Vice Chair	Low	Contingency in place.	Low
Professional Services			
Accountants, Solicitors etc	Low	Good relationships in place. Understand the organisation.	Low
Consultants	Low	All have clear contracts and reporting procedures	Low
Contractors	Low	Seasonally adjusted.	Medium

Risk	Level	Actions	Revised Level
Reputational Damage			
Inappropriate behaviour by trustees/staff/volunteers	Low	Required behaviour clearly set-out in procedures.	Low
Carbon Footprint	Medium	Work in progress	Medium
Green Policy	Medium	Work in progress.	Medium
Sites			
HNR, Eye & Boardwalks Financial/Reputation/Long-term	High	Financial & long-term remain a medium risk.	Medium
Reputational risk associated with not managing the reserve	High	High risk due to financial constraints/lack of adequate funding.	High
Projects		Projects covered by Project Risk Assessments	
Events		Covered by Events Risk Assessments	
Press			
Incorrect/Misrepresentation/incredible stories etc	Low	Difficult to manage what the press will print/say.	Medium
Social Media			
Ensure that social media posts are monitored and are accurate	Medium	Alol posts are carefully monitored	Low
Website			
Inappropriate info/sabotage etc	Medium	Regularly reviewed.	Low
IT Security			
IT Consultant	Medium	Developed in a way that will be relatively easy for someone else to pick it up.	Low

Risk	Level	Actions	Revised Level
Data protection: Server/Cloud etc	Low	Monitored.	Low
Email: Inappropriate/incorrect/poorly phrased etc	Low	Email conduct in place.	Low
Social Media: Inappropriate/incorrect/poorly phrased etc	Low	Monitored on an ongoing basis.	Low
Social Media: hacking & cyber attacks	Medium	Monitored but difficult to stop.	Medium
Artificial Intelligence	Medium	Inappropriate use - errors occurring - must be monitored	Medium

Publications

Mistakes/incorrect etc	Low	All are carefully checked.	Low

Fundraising

Fundraising Standards & guidance	Low	Monitored and proof read.	Low
Inappropriate funding	Low	Vetted where possible	Low

Charity Commission

Failure to report any major issues	Low	No issues to report, would report if needed to.	Low

Froglife Ecological Services (FES)

Training courses	Medium	Well structure course in place & delivered by professional staff.	Low
Financial	Low	Healthy contract schedule.	Low

FINANCIAL REVIEW

The financial statements include the results of both The Froglife Trust and its trading subsidiary Froglife Ltd t/a Froglife Ecological Services (FES) for the 12-month period ending 30th September 2025.

Significant events that have affected the financial performance and the financial position of Froglife during the period are:

- The increase in Employers National Insurance contributions has impacted on both restricted and unrestricted funds. Most restricted grants include a contingency and inflation element which has been used to cover the increase in project staff costs. Froglife has used its unrestricted funding to cover the increase for core funded staff i.e. staff not in direct project delivery.
- We are experiencing a challenging fundraising environment with demand for grants far outweighing the amount of grant funding that is available for the environmental sector. Societal needs means that funding is redirected to addressing these than focusing on environmental issues.
- Rising costs and less consumer demand has impacted the profits for the Corporate Sector resulting in many corporates either reducing or removing their support for charitable organisations. Froglife does not have many Corporate Supporters but has found it difficult to engage with the Corporate Sector to attract funding to match fund grants.

Froglife has a diverse range of income streams and enjoys the support of a wide range of grant making organisations. Most of this funding is for direct project delivery, however we are very appreciative of the unrestricted grants that we receive from the Esmeé Fairbairn Foundation, People Postcode Animal Lottery, Garfield Weston Foundation and Jean Sainsbury Animal Welfare Trust and to donors who provide Full Cost Recovery elements in their grants. We are also appreciative of the donations, legacies and other support that we receive from our many supporters and friends. Froglife is very reliant on FES to provide unrestricted funds in the form of gift-aided profits to the charity. These funds help to support the core functions of the charity.

Our largest donor has continued to be the National Lottery Heritage Fund (NLHF). This year thanks to lottery players we are in the process of developing two

new large projects and started delivery on two other projects.

Obtaining grants from grant making foundations and trusts has remained incredibly competitive, with donors requiring a much higher level of evidence of impact and long-term sustainability of projects/ organisations. The requirements for increased supporting evidence and other documentation to be submitted with grant applications does put an enormous strain on staff capacity to meet these requirements. Likewise, donor reporting has become a lot more demanding and complex putting further strain on project and financial staff capacity.

We have witnessed a huge increase in the demands on our Human Resources capacity, this is largely around work required on Diversity, Equality, and Inclusion (DEI) and gathering the necessary data to be able to report on our DEI of staff, trustees, participants, and job vacancy applicants. We are also spending a lot more time on ensuring the mental and physical well-being of our staff.

Consolidated income for 12 months is £1,548,094. This is up on the previous year by £452,456.

National Lottery Heritage Fund grants equates to £767,111.

RESERVES POLICY

Unrestricted reserves position is £546,821 which equates to 19 months of operational costs. Froglife's reserve policy is to hold a minimum of 12 months unrestricted funds to cover operational obligations should the trust need to be wound up. The charity also holds unrestricted funds to cover grant payments that are received in arrears from funders. Restricted reserves position is £281,848 Restricted grants received in advance are ringfenced in the cashflow and are released as the funds are spent on the restricted purpose. Restricted funds are not available for general purposes of The Froglife Trust.

INVESTMENT POLICY

Froglife has a policy not to invest funds in the stock market or through any other forms of investment. We do place funds in a Treasury Reserve Account which pays higher interest rates. These are placed on a three-month basis and cannot be accessed during the three-month period. The level of funds placed in the account is assessed prior to investing the funds.

CORPORATE SPONSORS

Travel Chapter-Holiday Cottages
Cornish Horizons
Wales Cottage Holidays
Homegrown Timber
Waterside Nursery
Puddleplants
AquaPond
Environment Jobs
Evergreen Insurance
Ethical State

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of The Froglife Trust for the purposes of company law) are responsible for preparing the Trustees' Annual Report and financial statements in accordance with the applicable law and United Kingdom Accountancy Standards (United Kingdom Generally Accepted Accounting Practices).

Company law requires the trustees to prepare the financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and its subsidiary and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and its subsidiary 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 SORP 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether UK Accounting Standards have been followed, subject to any material departure disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate

records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustees Investment (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company 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 corporate and financial information included on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to the auditors

In so far as the trustees are aware:

- There is no relevant audit information of which the Trust's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

An audit sub-group met on 10th June 2025 to evaluate audit tenders received from Accountancy Companies. Subsequently a resolution proposing that Saffery Chartered Accountants be appointed as auditors was

put to the 12th of June 2025 Trustee Meeting, the proposal was unanimously approved.

This report has been prepared in accordance with the special provisions relating to companies subject to small companies' regime within Paragraph 15 of the

Companies Act 2006.

This report has been approved by the Board on 15th December 2025 and signed on its behalf by the Chair.

Signed by:

A7A661A9FBD48C...
Richard Yates
Chair of Trustees

INDEPENDENT AUDITORS REPORT TO THE TRUSTEES AND MEMBERS OF THE FROGLIFE TRUST

Opinion

We have audited the financial statements of The Froglife Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 30 September 2025 which comprise the consolidated and charity statements of financial activities, the consolidated and charity balance sheets, the charity and consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 affairs of the group and the parent charitable company as at 30 September 2025 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 requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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 charitable company 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 group or the parent charitable company'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. 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 this gives rise to 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.

Other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report which includes the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report which includes the Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and their 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 Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or

- the parent charitable company'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 trustees were not entitled to prepare the

financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the Trustees' Annual Report.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out above, the trustees (who are also the directors of the parent charitable company for the purposes of company law) 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 the 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 the parent charitable company'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 the parent charitable company 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 auditors under the Companies Act 2006 and under the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the group and parent 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 the 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 specific procedures for this engagement and the extent to which these are

capable of detecting irregularities, including fraud are detailed below.

Identifying and assessing risks related to irregularities:

We assessed the susceptibility of the group and parent charitable company's financial statements to material misstatement and how fraud might occur, including through discussions with the trustees, discussions within our audit team planning meeting, updating our record of internal controls and ensuring these controls operated as intended. We evaluated possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the group and parent charitable company by discussions with trustees and updating our understanding of the sector in which the group and parent charitable company operate.

Audit response to risks identified:

We considered the extent of compliance with these laws and regulations as part of our audit procedures on the related financial statement items including a review of financial statement disclosures. We reviewed the parent charitable company's records of breaches of laws and regulations, minutes of meetings and correspondence with relevant authorities to identify potential material misstatements arising. We discussed the parent charitable company's policies and procedures for compliance with laws and regulations with members of management responsible for compliance.

During the planning meeting with the audit team, the engagement partner drew attention to the key areas which might involve non-compliance with laws and regulations or fraud. We enquired of management whether they were aware of any instances of non-compliance with laws and regulations or knowledge of any actual, suspected or alleged fraud. We addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and identifying any significant transactions that were unusual or outside the normal course of business. We assessed whether judgements made in making accounting estimates gave rise to a possible indication of management bias. At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

There are inherent limitations in the audit procedures

described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. 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.

A further description of our responsibilities is available on the Financial Reporting Council's website at:

www.frc.org.uk/auditorsresponsibilities

This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the parent charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the parent charitable company's members and 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 anyone other than the parent charitable company, the parent charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:
Saffery LLP
9149D03258B44F3

Gareth Norris (Senior Statutory Auditor)

for and on behalf of Saffery LLP

Date: 19 December 2025

Westpoint
Peterborough Business Park
Lynch Wood
Peterborough
PE2 6FZ

Statutory Auditors

Saffery LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

THE FROGLIFE TRUST CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(inc Income and Expenditure Account) FOR YEAR ENDED 30 SEPTEMBER 2025

	<i>Note</i>	Unrestricted	Restricted	Total 2025	Total 2024
		£	£	£	£
INCOME					
Donations and legacies	2a	51,427	11,770	63,197	31,880
Grants	2b	166,460	991,092	1,157,552	783,977
Charitable activities	3	31,300	28,868	60,168	58,557
<i>Income from other trading activities:</i>					
Other income	4	13,238	-	13,238	6,661
Commercial trading operation		244,826	-	244,826	208,401
Investment income	5	9,113	-	9,113	6,162
Total income		516,364	1,031,730	1,548,094	1,095,638
EXPENDITURE ON:					
Raising funds	7	194,762	-	194,762	177,121
Charitable activities	6	18,538	1,018,647	1,037,185	887,829
Total expenditure		213,300	1,018,647	1,231,947	1,064,950
Net income / (expenditure) for the year		303,064	13,083	316,147	30,688
Transfers between funds	17a	(214,414)	214,414	-	-
Net movement in funds		88,650	227,497	316,147	30,688
Reconciliation of funds:					
Total funds brought forward	17a	458,171	54,351	512,523	481,834
Total funds carried forward		546,821	281,848	828,670	512,522

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.
The notes on the following pages form part of these accounts.

THE FROGLIFE TRUST CHARITY STATEMENT OF FINANCIAL ACTIVITIES (inc Income and Expenditure Account) FOR YEAR ENDED 30 SEPTEMBER 2025

	Note	Unrestricted £	Restricted £	Total 2025 £	Total 2024 £
INCOME					
Donations and legacies	2a	51,427	11,770	63,197	31,880
Grants	2b	166,460	991,092	1,157,552	783,977
Charitable activities	3	31,300	28,868	60,168	58,557
<i>Income from other trading activities:</i>					
Other income	4	13,238	-	13,238	6,661
Investment income	5	59,177	-	59,177	37,442
Total income		321,602	1,031,730	1,353,332	918,517
EXPENDITURE ON:					
Charitable activities	6	18,538	1,018,647	1,037,185	887,829
Total expenditure		18,538	1,018,647	1,037,185	887,829
Net income / (expenditure) for the year		303,064	13,083	316,147	30,688
Transfers between funds	17a	(214,414)	214,414	-	-
Net movement in funds		88,650	227,497	316,147	30,688
Reconciliation of funds:					
Total funds brought forward	17a	441,665	54,351	496,016	465,327
Total funds carried forward		530,315	281,848	812,162	496,015

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

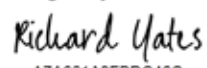
The notes on the following pages form part of these accounts.

THE FROGLIFE TRUST CONSOLIDATED BALANCE SHEET AS AT 30 SEPTEMBER 2025:

	Note	2025	2024
FIXED ASSETS			
Tangible fixed assets	11	-	-
CURRENT ASSETS			
Stocks		614	545
Debtors	14	91,677	144,138
Cash at bank and in hand		<u>812,434</u>	<u>424,634</u>
		904,725	569,317
CURRENT LIABILITIES			
Creditors: amounts due within one year	15	(76,056)	(56,795)
NET CURRENT ASSETS		<u>828,669</u>	<u>512,522</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		828,669	512,522
Creditors: amounts due after one year		-	-
TOTAL NET ASSETS		<u>828,669</u>	<u>512,522</u>
FUNDS OF THE CHARITY			
Restricted funds	17	281,848	54,351
Unrestricted funds	17	<u>546,821</u>	<u>458,171</u>
		<u>828,670</u>	<u>512,522</u>

The trustees have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company. The notes on the following pages form part of these accounts.

The financial statements were approved by the Board of Trustees on 15/12/25 and signed on their behalf by:

Signed by:

A7A861A9F8DC48C...
Mr Richard Yates
Chair

Company Registration No: 04382714 (E&W)

THE FROGLIFE TRUST CHARITY BALANCE SHEET AS AT 30 SEPTEMBER 2025:

	Note	2025	2024
FIXED ASSETS			
Tangible fixed assets	11	0	0
Investments	12	<u>100</u>	<u>100</u>
		100	100
CURRENT ASSETS			
Stocks		614	545
Debtors	14	360,725	348,825
Cash at bank and in hand		<u>516,466</u>	<u>198,252</u>
		877,805	547,622
CURRENT LIABILITIES			
Creditors: amounts due within one year	15	(65,743)	(51,707)
NET CURRENT ASSETS		<u>812,062</u>	<u>495,915</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		812,162	496,015
Creditors: amounts due after one year		-	-
TOTAL NET ASSETS		<u>812,162</u>	<u>496,015</u>
FUNDS OF THE CHARITY			
Restricted funds	17	281,848	54,351
Unrestricted funds	17	<u>530,315</u>	<u>441,664</u>
		<u>812,162</u>	<u>496,015</u>

The notes on the following pages form part of these accounts.

The financial statements were approved by the Board of Trustees on 15/12/25 and signed on their behalf by:

Signed by:

A7A661A9F8DC46C...
Mr Richard Yates
Chair

Company Registration No: 04382714 (E&W)

THE FROGLIFE TRUST STATEMENT OF CASH FLOWS AND CONSOLIDATED STATEMENT OF CASH FLOWS AS AT 30 SEPTEMBER 2025:

	Note	2025 Group £	2025 Charity £	2024 Group £	2024 Charity £
Cash Flows From Operating Activities					
Net cash provided by / (used in) operating activities	19	378,687	259,037	12,957	(79,628)
Cash Flows from Investing Activities					
Investment interest		9,113	59,177	6,162	37,442
Change in cash and cash equivalents in the year		387,800	318,214	19,119	(42,186)
Cash and cash equivalents brought forward		424,634	198,252	405,515	240,438
Cash and cash equivalents carried forward	21	812,434	516,466	424,634	198,252

NOTES TO THE FINANCIAL STATEMENTS FOR YEAR ENDED 30 SEPTEMBER 2025:

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a. Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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 (FRS102), the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) (as amended).

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The accounts are produced with the underlying currency being GBP.

b. Legal status of the Charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

c. Going concern

At the time of approving the financial statements, the trustees have reasonable expectations that the Trust has adequate resources to continue in operational existence for the foreseeable future. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The trust is reliant on grants to be able to carry out its objectives. The Trust has an adequate number of grant applications already in place or accepted for the coming 12 months.

Additionally, further grants have been accepted post year end. Thus, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

d. Group financial statements.

The financial statements consolidate the results of the charity and its wholly owned subsidiary Froglife Trading Ltd on a line-by-line basis.

e. Fund accounting.

Unrestricted funds are available to spend on activities that further any of the purposes of the charity.

Restricted funds account for situations where a donor requires their donation must be spent on a specific purpose or where funds have been raised for a specific purpose.

The aim and use of each material restricted fund is set out in the notes to the financial statements.

f. Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Where income has related expenditure (as with fundraising or contract income), the income and related expenditure are reported gross in the Statement of Financial Activities.

Donations, grants and gifts are recognised when receivable. If a donation is subject to fulfilling performance conditions before the charity is entitled to the funds, the income is deferred and not recognised until it is probable that those conditions will be fulfilled in the reporting period.

Income from Gift Aid tax reclaims is recognised for any donation with relevant Gift Aid certificates recognised in income for the year. Any amounts of

Gift Aid not received by the year end are accounted for in income and accrued income in debtors. For legacies, entitlement is taken on a case by case basis as the earlier of the date on which: the charity is aware that probate has been granted, the estate has been finalised and notification has been made to the executor(s) to the charity that distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably, and the charity has been notified of the executor's intentions to make a distribution. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset able to be reliably measured and title to the asset has passed to the charity. Where legacies have been notified or the charity is aware of the granting of probate, and the criteria for income has not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance for a future fundraising event or for visitor fees received in advance of an event are deferred until the criteria for the income recognition are met.

Interest on deposit funds held is included when receivable and the amount can be measured reliably by the charity which is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. This is normally upon notification by our investment advisor of the dividend yield of the investment portfolio. Income tax recoverable in relation to investment income is recognised at the same time the investment income is receivable.

Sponsorship from events, fundraising and events registration fees are recognised in income when the event takes place.

Trading income is recognised on point of sale for both donated and purchased goods.

g. Expenditure and irrecoverable VAT

Expenditure is recognised if there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be

measured reliably. All expenditure is accounted for on an accrual's basis under the following headings: Costs of raising funds are those costs incurred in attracting voluntary income and those incurred in fundraising.

Expenditure on charitable activities includes expenditure associated with conservation of reptiles and amphibians, education and training and providing information and awareness and include both the direct and support costs relating to those activities.

Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis that is consistent with the use of those resources.

h. Volunteers

The value of the services provided by volunteers cannot be reliably estimated and therefore is not incorporated into these financial statements. Further details are provided in the Trustee's Report.

i. Fixed Assets

All assets are capitalised at their historical cost when purchased.

Depreciation is provided to write off the cost less estimated residual value of all fixed assets over their expected economic useful lives as follows:

The need for any impairment of a fixed asset write down is considered if there is concern over the carrying value of an asset and is assessed by comparing that carrying value against the value in use or realisable value of the asset when appropriate.

j. Investments

Fixed asset investments represent the equity share in Froglife Ltd, the wholly owned subsidiary company and are stated at cost in the charity balance sheet.

k. Stock

Stocks have been valued at the lower of cost and net realisable value.

Net realisable value is based upon estimation of selling price less further costs expected to be

incurred to disposal. Provision is made for obsolete and slow-moving items when appropriate.

l. Debtors

Trade and other debtors are recognised at the settlement amount after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income and tax recoverable is included at the best estimate of the amount's receivable at the balance sheet date.

m. Cash at bank and in hand

Cash at bank and cash in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n. Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

o. Financial instruments

The Trust has elected to apply the provision on Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instrument Issues' of FRS 102 to all its financial instruments.

Financial assets are recognised in the Trust's Statement of Financial Position when the Trust becomes party to the contractual provisions of the instrument.

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

Basic financial assets, which include trade and other debtors, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless other arrangements constitutes a financial transaction,

when the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Other financial assets classified as fair value through the statement of financial activities are measured at fair value.

Other financial assets

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivable'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount of initial recognition.

Impairment of financial assets

Financial assets, other than those held at a fair value through the statement of financial activities, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired when there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in the statement of financial activities.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expires, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Classification of financial liabilities **Basic financial liabilities**

Basic financial liabilities, including trade and other

creditors, bank loans, loans from fellow groups are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as ‘creditors: amounts falling due within one year’ if payment is due within one year or less. If not, they are presented as ‘creditors: amounts falling due after more than one year’. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Other financial liabilities, including debt instruments that do not meet the definition of a basic financial instrument, are measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of a financial liability to the net carrying amount on initial recognition.

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the Charity’s obligations are discharged, cancelled, or they expire.

p. Operating leases

Operating leases are recognised over the period of which the lease falls due.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight-line basis over the period of the lease.

q. Taxation

The company is considered to pass the test set out in Paragraph 1 Schedule 6 of the Finances Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the company is potentially exempt from taxation in respect of income and capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2a DONATIONS AND LEGACIES

	2025	2025	2024	2024
	Group	Charity	Group	Charity
	£	£	£	£
Unrestricted funds:				
Donations	51,427	51,427	30,882	30,882
	51,427	51,427	30,882	30,882
	2025	2025	2024	2024
	Group	Charity	Group	Charity
	£	£	£	£
Restricted funds:				
Donations	11,770	11,770	998	998
	11,770	11,770	998	998

2b GRANTS RECEIVED

	2025	2024
Group and charity	£	£
Unrestricted funds:		
Esmee Fairbairn Foundation	108,460	100,000
Postcode Animal Lottery	50,000	50,000
Jean Sainsbury	5,000	-
James Gibson Charitable Trust	3,000	3,000
Garfield Weston Trust	-	50,000
Henocq Law	-	5,000
Other grants under £1,000	-	700
Total unrestricted funds	166,460	208,700
Group and charity	£	£
Restricted funds:		
National Heritage Lottery Fund	767,111	343,664
Natural England	122,534	58,435
City Bridge Trust	38,700	39,400
The Robertson Trust	28,000	30,800
The Hospital Saturday Fund	10,000	2,000
Nene Park Trust	7,497	-
Hugh Fraser Foundation	5,000	5,000
Ironmongers Trust Company	4,750	-
Cambridgeshire Community Foundation	3,000	15,952
Nineveh Trust	2,000	-
Glasgow Natural History Society	2,000	-
R S Mcdonald	-	15,000
Masonic Charitable Trust	-	14,735
Department for work & pensions	-	12,375
Simon Gibson Trust	-	9,133
Heart of England-WMCA	-	9,012
CLA Charitable Trust	-	5,000
St James Place	-	4,767
Neighbourly Foundation	-	3,000
Westham House	-	1,675
Wild Wet Web	-	1,500
Enjoolata Foundation	-	1,479
Coop Community Fund	-	1,100
The Edward & Dorothy Foundation	-	1,000
Other grants under £1,000	500	250
	991,092	575,277

3 INCOME FROM CHARITABLE ACTIVITIES

	2025	2024
Group and Charity	£	£
Conservation of amphibians and reptiles	21,450	21,450
Education and training	8,435	27,668
Information and awareness	1,415	404
Unrestricted funds:	<u>31,300</u>	<u>49,522</u>
Conservation of amphibians and reptiles	24,100	3,051
Education and training	4,768	865
Information and awareness	-	5,119
Restricted funds:	<u>28,868</u>	<u>9,035</u>

4 OTHER INCOME

	2025	2024
Group and charity	£	£
Corporate sponsorship	2,388	2,046
Other income	10,850	4,615
	<u>13,238</u>	<u>6,661</u>

All fundraising event income in both the current and previous year relate to unrestricted funds.

5 INVESTMENT INCOME

	2025 Group	2025 Charity	2024 Group	2024 Charity
	£	£	£	£
Bank interest	9,113	5,731	6,162	3,417
Profits from trading company	-	53,446	-	34,025
	<u>9,113</u>	<u>59,177</u>	<u>6,162</u>	<u>37,442</u>

All investment income in both the current year and prior year relate to unrestricted funds.

6 EXPENDITURE**Expenditure on Charitable Activities - Current Year**

	Direct Costs	Support Costs	2025 Total
Group and Charity	£	£	£
Conservation of amphibians and reptiles	284,196	144,993	429,189
Education and training	381,595	194,684	576,279
Information and awareness	21,002	10,715	31,717
	<u>686,793</u>	<u>350,392</u>	<u>1,037,185</u>

Included within expenditure on charitable activities are restricted funds of £1,018,647 and unrestricted funds of £18,538.

6 EXPENDITURE (continued)

Expenditure on Charitable Activities - Prior Year	Direct Costs	Support Costs	2024 Total
Group and Charity	£	£	£
Conservation of amphibians and reptiles	204,795	208,659	413,454
Education and training	322,955	105,935	428,890
Information and awareness	39,065	6,420	45,485
	<u>566,815</u>	<u>321,014</u>	<u>887,829</u>

Included within expenditure on charitable activities are restricted funds of £854,320 and unrestricted funds of £33,509.

7 RAISING FUNDS

Expenditure on raising funds as shown in the group statement of financial activities relates to costs incurred by the trading subsidiary which relate to unrestricted funds in both the current and prior year.

8 ANALYSIS OF SUPPORT COSTS

	Conservation	Education & Training	Information & awareness	2025 Total
	£	£	£	£
Rent and rates	5,867	7,878	434	14,179
Insurance	2,873	3,858	212	6,943
Cleaning and waste	-	-	-	-
Travel and Subsistence	2,252	3,024	166	5,442
Printing, postage and stationery	1,021	1,371	75	2,467
Computer and telephone	7,645	10,265	565	18,475
Repairs and renewals	1,379	1,852	102	3,333
Staff costs	107,992	145,002	7,981	260,975
Recruitment and training	25	33	2	60
Legal and professional fees	6,727	9,033	497	16,257
Depreciation	-	-	-	-
Bank charges	183	245	13	441
Miscellaneous	3,554	4,772	263	8,589
Governance - trustee expenses	226	304	17	547
Governance - audit costs	5,249	7,047	388	12,684
	<u>144,993</u>	<u>194,684</u>	<u>10,715</u>	<u>350,392</u>

8 ANALYSIS OF SUPPORT COSTS (Continued)

	Conservation	Education & Training	Information & awareness	2024 Total
	£	£	£	£
Rent and rates	9,251	4,697	285	14,233
Insurance	4,169	2,117	128	6,414
Cleaning and waste	9	5	0	14
Travel and Subsistence	7,811	3,966	240	12,017
Printing, postage and stationery	3,128	1,588	96	4,812
Computer and telephone	9,782	4,966	301	15,049
Repairs and renewals	600	305	18	923
Staff costs	155,564	78,979	4,787	239,330
Recruitment and training	405	206	12	623
Legal and professional fees	2,097	1,065	65	3,227
Depreciation inc loss on disposal	-	-	-	-
Bank charges	256	130	8	394
Irrecoverable VAT on support costs	-	-	-	-
Miscellaneous	5,423	2,751	168	8,342
Governance - trustee expenses	368	187	11	566
Governance - audit costs	9,796	4,973	301	15,070
	<u>208,659</u>	<u>105,935</u>	<u>6,420</u>	<u>321,014</u>

In 2025 and 2024 support costs have been allocated in line with the aims of the project and its activity undertaken.

9 STAFF EMOLUMENTS AND TRUSTEE EXPENSES

	2025	2024
	£	£
Wages and salaries	655,417	616,062
Social security costs	65,470	53,615
Pension costs	13,908	13,195
	<u>734,795</u>	<u>682,872</u>

Pension costs were paid under the new auto-enrolment requirements to the National Employers Savings Trust.

	2025	2024
	No	No
The average number of employees during the year was:		
Commercial trading operations	1	1
Direct Charitable activities	16	17
Support services	7	7
	<u>24</u>	<u>25</u>

One employee received emoluments in excess of £60,000 (2024: one)

9 STAFF EMOLUMENTS AND TRUSTEE EXPENSES (continued)

The charity considers its key management personnel to comprise of the Trustees and the senior management team as disclosed in the Trustees' Report. None of the trustees received any remuneration or benefits in kind from the charity during the year (2024: £nil). The total employee benefits of 4 key management personnel (2024: 4 key management personnel) were £178,849 (2024: £162,131).

Expenses relating to travel and subsistence for attendance at Trustee meetings was reimbursed to 5 trustees (2024: 2) during the year amounted to £547 (2024: £566).

10 NET INCOMING / (EXPENDITURE)

	2025	2024
	£	£
Net incoming /(expenditure) is stated after charging:		
Auditors' remuneration:		
for audit services	15,504	18,551
for other services	2,400	2,235
Operating lease rentals	14,933	18,635

11 TANGIBLE FIXED ASSETS

Group and charity	Office Equipment	Computer Equipment	Total
	£	£	£
Cost or Valuation			
As at 1 October 2024	2,172	23,932	26,104
As at 30 September 2025	2,172	23,932	26,104
Depreciation			
As at 1 October 2024	2,172	23,932	26,104
Charge for the year	-	-	-
As at 30 September 2025	2,172	23,932	26,104
Net Book Value			
As at 30 September 2025	-	-	-
As at 30 September 2024	-	-	-

12 INVESTMENTS

	2025	2024
	£	£
Charity		
Equity investment in trading subsidiary	100	100
Total charity investment	100	100

13 TRADING SUBSIDIARY

The Charity owns 100 shares of £1 each in it's trading subsidiary, Froglife Ltd (Company No: 02348393) incorporated in the United Kingdom, whose principle place of business is Brightfield Business Hub, Bakewell Road, Orton Southgate, Peterborough PE2 6XU and whose main purpose is to carry out the commercial conservation contracts and surveys. These are the only shares allotted, called up and fully paid. The activities and results of this company are summarised as follows:

13 TRADING SUBSIDIARY (continued)

	2025	2024
	£	£
Turnover	244,826	208,401
Costs of sales	(184,056)	(165,153)
Gross Profit	60,770	43,248
Operating expenses	(9,440)	(10,535)
Profit on ordinary activities before interest	51,330	32,713
Interest receivable	3,382	2,744
Interest payable	(1,266)	(1,432)
Net trading profit	53,446	34,025
Gift aid donated to parent charity	(53,446)	(34,025)
Profit for the year	-	-
Balance Sheet:		
Current assets	300,325	226,403
Liabilities	(283,718)	(209,796)
Net assets	16,607	16,607
Represented by:		
Capital	100	100
Reserves	16,507	16,507
	16,607	16,607

14 DEBTORS

	2025	2025	2024	2024
	Group	Charity	Group	Charity
	£	£	£	£
Trade debtors	12,085	11,578	2,110	2,090
Amounts owed by group undertakings	-	273,405	-	204,707
Taxation recoverable	-	-	-	-
Other debtors	750	750	750	750
Prepayments and accrued income	78,842	74,992	141,278	141,278
	91,677	360,725	144,138	348,825

15 CREDITORS: Amounts falling due within one year

	2025	2025	2024	2024
	Group	Charity	Group	Charity
	£	£	£	£
Trade creditors	11,425	11,425	23,886	23,886
Taxation and social security	36,516	34,428	13,131	12,723
Other creditors	-	-	-	-
Accruals and deferred income	28,115	19,890	19,778	15,098
	76,056	65,743	56,795	51,707

16 COMMITMENTS UNDER OPERATING LEASES

At 30 September the group and charity had total commitments under non-cancellable operating leases as follows:

	2025 Land and buildings	2025 Other	2024 Land and buildings	2024 Other
Due within one year	1,287	432	13,314	1,080
Due in 2-5 years	-	1,188	-	270
	<u>1,287</u>	<u>1,620</u>	<u>13,314</u>	<u>1,350</u>

17a FUNDS -current year	Brought forward 1/10/24	Income	Expenditure	Transfers	Carried forward 30/9/25
Group	£	£	£	£	£
<u>Unrestricted Funds</u>					
General funds	458,171	516,364	(213,300)	(214,414)	546,821
<u>Restricted Funds</u>					
Green Pathways Glasgow	20,232	37,365	(75,171)	17,574	-
Somerset Green Pathways for Life	18,458	19,636	(38,756)	5,346	4,684
Leaping forward for Dementia - London	-	63,100	(53,395)	11,920	21,625
Leap Frog Schools - habitat projects	5,183	-	-	-	5,183
Discovering Dewponds - Sussex	-	16,533	(19,272)	2,739	-
Coalface to Wildspace - Midlands	1,213	78,518	(128,431)	59,985	11,285
Transforming Lives	1,297	55,297	(86,620)	30,026	-
Peterborough Neighbourhood Wildlife Corridors	7,968	1,364	(17,385)	8,053	-
London Blue Chain-Main project	-	329,350	(378,712)	49,362	-
Coalface to Wildspace - Scotland	-	84,289	(90,662)	6,373	-
Coalface to Wildspace - Yorkshire	-	67,583	(79,657)	17,668	5,594
Peterborough Green Talent	-	130,195	(23,587)	357	106,965
Boston and Beyond	-	125,000	(14,852)	907	111,055
Natural England - priority locations for adder dispersal	-	23,500	(12,147)	4,104	15,457
Total Restricted Funds	<u>54,351</u>	<u>1,031,730</u>	<u>(1,018,647)</u>	<u>214,414</u>	<u>281,848</u>
Total Funds	<u>512,522</u>	<u>1,548,094</u>	<u>(1,231,947)</u>	<u>-</u>	<u>828,669</u>

Included in expenditure for restricted funds are support costs that are not covered by grant income, charitable activities and donations; thus it is necessary to transfer funds from unrestricted funds to cover these costs. A full cost record of the project is required when reporting to funders.

Charity

Funds are as the table above but included within Unrestricted General Funds brought forward and carried forward is £16,507 (2024: £16,507) which relates to Froglife Limited, the Charity's trading subsidiary.

17b FUNDS -prior year	Brought forward 1/10/23	Income	Expenditure	Transfers	Carried forward 30/9/24
Group	£	£	£	£	£
<u>Unrestricted Funds</u>					
General funds	387,075	510,328	(210,629)	(228,602)	458,171
<u>Restricted Funds</u>					
Green Pathways Glasgow	8,250	57,684	(83,137)	37,435	20,232
Wildlife surveys & research tunnels	16,747	-	(26,232)	9,485	-
Somerset Green Pathways for Life	1,500	30,196	(33,149)	19,911	18,458
Leaping forward for Dementia - London	13,399	39,400	(62,236)	9,437	-
Leap Frog Schools - habitat projects	5,183	-	-	-	5,183
Discovering Dewponds - Sussex					
incorporating Access to Work	-	74,196	(109,763)	35,567	-
London Blue Chain-Development	-	1,267	(2,708)	1,441	-
Coalface to Wildspace - Midlands	-	84,854	(145,920)	62,279	1,213
West Midlands District Council, co					
funding Coalface to Wildspace - Midlands	34,680	18,145	(23,839)	(28,986)	-
Transforming Lives	-	113,870	(154,871)	42,298	1,297
Peterborough Neighbourhood Wildlife					
Corridors	15,000	7,867	(30,816)	15,917	7,968
London Blue Chain-Main project	-	157,831	(181,649)	23,818	-
Total Restricted Funds	94,759	585,310	(854,322)	228,602	54,351
Total Funds	481,834	1,095,638	(1,064,949)	-	512,522

Charity

Funds are as the table above but included within Unrestricted General Funds brought forward and carried forward is £16,507 (2023: £16,507) which relates to Froglife Limited, the Charity's trading subsidiary.

17. FUNDS NOTES

Leaping Forward for Dementia – London: through the support of a City Bridge Trust, we have continued to deliver sessions with people living with dementia on several green spaces in London.

London Blue Chain: Delivery phase is well underway, and the project has entered into its second year.

Peterborough & Scotland Green Pathways Scheme: Peterborough Green Pathways was on hold whilst the staff member was on maternity leave. It has started again in 2025. These projects deliver outdoor nature focused sessions with vulnerable and/or disadvantaged children and young people.

Somerset Green Pathways for Life delivers sessions at venues around Frome for people living with dementia.

Discovering Dewponds: This project ended during this Annual Review period. However, thanks to legacy funding advice, talks and lectures have taken place in and around Brighton.

Coalface to Wildspace Midlands: This project is in its final year. The habitat works are all completed, and it continues with its programme of public engagement.

Transforming Lives: Froglife Trainees: the project successfully trained its third cohort of trainees in Reserve Nature management and volunteer engagement. This project ended during this Annual Report period.

Peterborough Green Talent: This project has replaced the Transforming Lives project and will over the course of the project train twelve people in reserve management, volunteer management and in

hosting events.

Neighbourhood Wildlife Corridor - Boston & Beyond: This is a new project in a new region for Froglife. The project started in August and will shortly start delivery the approved purposes.

Coalface to Wildspace – Yorkshire: This project is in its development phase with delivery planned for 2026.

Coalface to Wildspace – Ayrshire, South Lanarkshire & the Lothians: This project is in its development phase with delivery planned for 2026.

Amphibian Mortality: our partnership with the Zoological Society of London, British Trust for Ornithology and RSPB has continued, with Froglife receiving reports of amphibian diseases and mortality.

Toads on Roads: we continue to co-ordinate the seasonal Toads on Roads patrols and analyse the data that they submit to us.

Reserve Management: we have continued with the management Hampton, Eye Green and Boardwalks Nature Reserves.

Research: This year we have entered and completed several applied research projects. Through the Species Recovery Programme, we are undertaking mapping of adder sites to establish dispersal rates.

Social media/Enquiry Service: our social media engagement continues to rise particularly as we engage in new social media platforms. We have seen a drop in email enquiries, but these are now directed through social media.

Digital: we have continued to expand our digital outputs, this year creating statues with QR codes.

Artificial Intelligence: We completed a project with an external provider to investigate Artificial Intelligence (AI) and how it can benefit our work/staff.

Website: we continue to update and maintain our website to a very high standard.

Froglife Ltd t/a Froglife Ecological Services (FES): FES has continued to grow and explore new areas of work for private contract work.

18a ANALYSIS OF NET ASSETS BETWEEN FUNDS-current year

Group	Unrestricted £	Restricted £	Total 2025 £
Tangible fixed assets	-	-	-
Current assets	589,028	315,697	904,725
Creditors: amount falling due within one year	(42,207)	(33,849)	(76,056)
Creditors: amount falling due in more than one year	-	-	-
	<u>546,821</u>	<u>281,848</u>	<u>828,669</u>
Charity	Unrestricted £	Restricted £	Total 2025 £
Tangible fixed assets	100	-	100
Current assets	562,108	315,697	877,805
Creditors: amount falling due within one year	(31,894)	(33,849)	(65,743)
Creditors: amount falling due in more than one year	-	-	-
	<u>530,314</u>	<u>281,848</u>	<u>812,162</u>

18b ANALYSIS OF NET ASSETS BETWEEN FUNDS-prior year

Group	Unrestricted £	Restricted £	Total 2024 £
Tangible fixed assets	-	-	-
Current assets	488,588	80,729	569,317
Creditors: amount falling due within one year	(30,417)	(26,378)	(56,795)
Creditors: amount falling due ion more than one year	-	-	-
	<u>458,171</u>	<u>54,351</u>	<u>512,522</u>

Charity	Unrestricted £	Restricted £	Total 2024 £
Tangible fixed assets	100	-	100
Current assets	466,893	80,729	547,622
Creditors: amount falling due within one year	(25,329)	(26,378)	(51,707)
Creditors: amount falling due ion more than one year	-	-	-
	<u>441,664</u>	<u>54,351</u>	<u>496,015</u>

19

RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 Group £	2025 Charity £	2024 Group £	2024 Charity £
Net income / (expenditure) for the year	316,147	316,147	30,688	30,688
Adjustment for:				
Depreciation charges including loss on disposal	-	-	-	-
Interest from investments	(9,113)	(59,177)	(6,162)	(37,442)
(Increase) / Decrease in stocks	(69)	(69)	(21)	(21)
(Increase) / Decrease in debtors	52,461	(11,900)	(14,951)	(89,641)
(Decrease) / Increase in creditors	19,261	14,036	3,403	16,788
Net cash provided by/(used in) operating activities	<u>378,687</u>	<u>259,037</u>	<u>12,957</u>	<u>(79,628)</u>

20 ANALYSIS OF NET DEBT

Group	At 30 September 2024	Cash Flow	Non Cash Flow	At 30 September 2025
Cash in hand	<u>424,634</u>	<u>387,800</u>	-	<u>812,434</u>
Charity				
Cash in hand	<u>198,252</u>	<u>318,214</u>	-	<u>516,466</u>

21 ANALYSIS OF CASH AND CASH EQUIVALENTS

	2025 Group	2025 Charity	2024 Group	2024 Charity
	£	£	£	£
Cash at bank and in hand	812,434	516,466	424,634	198,252
Total cash and cash equivalents	812,434	516,466	424,634	198,252

22 RELATED PARTIES

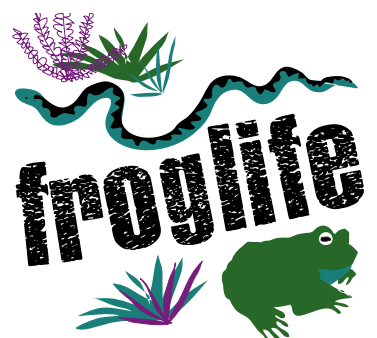
There have been no related party transactions in the reporting period except those already addressed in note 9.



The Froglife Trust

*Leaping forward for amphibian
and reptile conservation*

Working together to save the species



Accounts

The Froglife Trust

*Leaping forward for amphibian
and reptile conservation
Working together to save the species*



ANNUAL REPORT AND ACCOUNTS October 2023 - September 2024



TRANSFORMING LANDSCAPES

TRANSFORMING LIVES

TRANSFORMING RESEARCH

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ABOUT FROGLIFE

The Froglife Trust (known as Froglife) is a national nature conservation charity with a specific focus on reptiles and amphibians and their habitats. Froglife's vision is a world in which reptiles and amphibian populations are flourishing as part of healthy ecosystems. Amphibians are declining globally at a faster rate than birds and mammals. These declines are being witnessed in the UK. Using the IUCN Red List methodology an assessment of extinction risk has been undertaken to establish the UK's amphibian and reptile status. The exercise revealed that 4 out of 13 species (31%) are in one of the "Threatened" categories. The assessment listed the common toad as "Near Threatened", and the adder as "Vulnerable in England and "Near Threatened" at all other scales. As reptile and amphibian species are an integral part of our ecosystem, it is essential that we work together to address these declines.

At Froglife we believe we can reverse reptile and amphibian declines by raising awareness, enhancing knowledge, restoring, and creating habitats, undertaking species condition monitoring, and surveying and encouraging as many people as possible from all sectors of society to act. To ensure that our work is sustainable we deliver an extensive volunteer programme, training volunteers across the UK in species and habitat management. We also recognise that our donors want to be reassured that the habitat sites that they are funding will remain in optimum condition for the foreseeable future, which of course also fits Froglife's objectives. To ensure this we have a commitment in our Strategy to review all habitat works undertaken by Froglife 1, 3, 5 & 10-years post completion.





Menstrie Pond monitoring - TCV

“The frog bench is a big hit within the community and at the last clean of the pond (using the donated Froglife waders) we found Palmate Newts living in our show pond, so we (Menstrie Community and TCV / EPIC) stopped everything as we were in the wrong time cycle for them.

Menstrie will be making a home for a couple of pollinator sensors.

THANK you once again from a very happy community project.”

Evidence of post project monitoring – Come Forth for Wildlife (Froglife) & TCV partnership

“I just wanted to let you know that this year I was astonished to see the thriving frog population in the pond. It was teeming with them. All various sizes. I’d like to think that as well as the wet conditions being possibly favourable that the hibernaculum may have played a bit of a role as well as it has been in place now for a while and so might be a potential hang out over the winter.”

This year we developed our Habitat Hub, an online system making it easier for surveyors visiting sites to record their data. This will help us to monitor sites, providing valuable data for future projects and research.

Our work is grass roots, applied, evidence-based conservation. The habitat works benefit countless species from aquatic invertebrates and plants, to amphibians, reptiles, birds, and mammals. Our conservation projects enhance the UK’s biodiversity.

This holistic approach to nature conservation enables us to take individuals on a wildlife journey, whilst also delivering quantifiable results for our reptile and amphibian species.

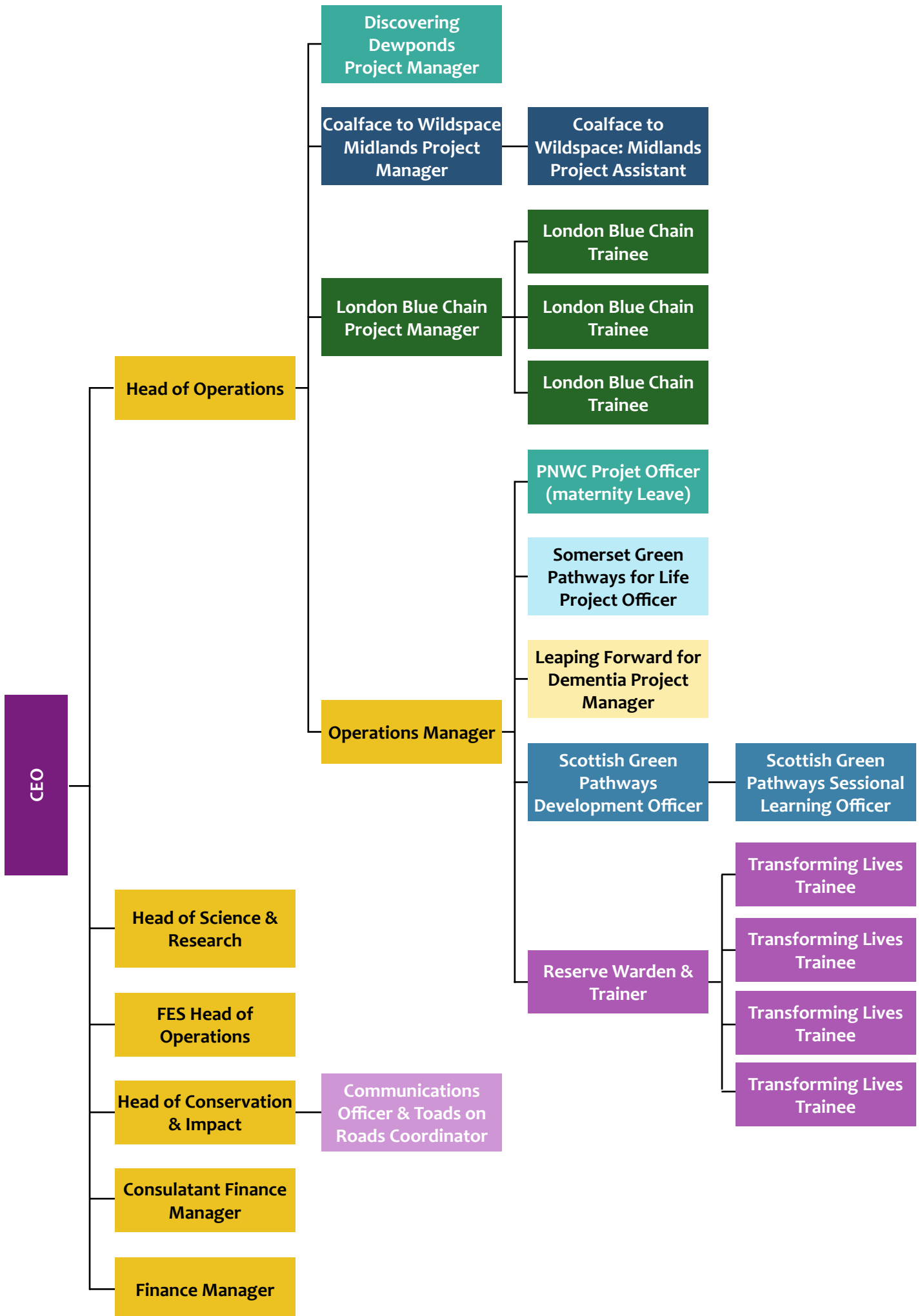
The strategic direction of Froglife is set by the board of trustees, consisting of 10 trustees, who collectively

bring a range of expertise, have ‘lived’ experiences, and go some way towards reflecting the diversity of the UK population.

During 2022 we developed our seven-year strategy covering January 2023 – December 2030. This is in line with UK individual country targets of 30% recovery by 2030 (30/30) and the Environment Act’s aim to halt biodiversity loss by 30% of land and sea by 2030 in England. In March 2024 we held a staff/trustee strategy away day where we reviewed progress against targets set in the strategy. Overall, we are well on track to deliver against the targets, however there were a couple of areas that we need to put more focus on and SMT have developed an action plan with a timetable to address these areas over the forth coming year.

The delivery of the strategy and the day-to-day management of the organisation is delegated to the (CEO) who is supported by the Senior Management Team (SMT). The SMT meet every six-eight week and organisational strategy, project delivery and financial management is reviewed at each meeting.

The Froglife Trust and its subsidiary company Froglife Ecological Services did not receive any complaints during the year regarding the charity or the subsidiary company. No complaints were received during the year about any of those that have represented either the charity or the subsidiary company .



ACHIEVING OUR VISION AND MISSION

We achieve our vision and mission through three work streams:



Our work is underpinned through our organisation values:

- Froglife works inclusively but actively engages with those not usually involved in nature conservation.
- Froglife operates to the highest standards with all stakeholders.
- Froglife will have a positive impact on the environment through its activities.

Froglife will foster an environment that encourages innovation and diligence amongst staff, trustees, and volunteers.

It is supported by:

- Our Finance Team
- Our facilities and resources
- Our communications and marketing

Froglife believes that it can only address the nature crisis by ensuring that those that engage with Froglife represent the full range of communities/demographics of the UK population. We focus particularly on communities and individuals who are currently under-served by the nature conservation sector. Our success in ensuring that under-served communities are 'welcomed' by Froglife is evidenced through our project delivery, and the many amazing outcomes and outputs delivered by these communities. There are quotes, statistics and photos throughout this Annual Review highlighting the huge contribution made by these communities towards the conservation of the UK's native reptile and amphibian species.

Our work helps:

- To alleviate stress in busy urban environments.
- To improve mental and physical well-being.
- To build community cohesion.
- To foster environmentally friendly communities.

Our work is underpinned by our volunteer force which includes volunteer groups working on nature reserves managed by Froglife, Toads on Roads patrollers, back-office volunteers and volunteers helping with project delivery. This year 788 volunteers helped us contributing a total of 3254.25 hours. Additionally, thousands of Toads on Roads volunteers rescue toads from busy roads during the migration season. We also appreciate the support that we receive from local Amphibian and Reptile Groups and The Conservation Volunteers Scotland. Their volunteers are helping us to monitor some of the sites and submit their findings to Froglife.



PUBLIC BENEFIT

In carrying out their duties the trustees have had regard to public benefit guidance by the Charity Commission. The trustees note that the charitable activities focus on species conservation and public involvement. The work that the charity undertakes plays an important role in environmentally sustainable development creating more sustainable, resilient communities.

Within urban environments, plants filter pollutants and absorb carbon dioxide from the air, helping to improve air quality.

- Freshwater, such as lakes, ponds and ditches, all habitats that Froglife focuses on, act as carbon sinks, helping to offset some of the negative impacts of global warming and climate change.
- Aquatic habitats and plants help to stabilise high temperatures brought about by heat generated by buildings and transport systems.
- Green and blue spaces soften noise in urban environments.
- Freshwater, vegetation, and soft ground help to alleviate the risk of flooding.
- Natural green spaces benefit the health and well-being of people.

HEALTH & SAFETY

The Board of Trustees have assessed the major risks to which the charity is exposed, particularly those relating to the operations, reputation, business, and finances of the Froglife Trust and Froglife Ecological Services (FES). The CEO assesses and updates the likelihood and impact of material risks on a risk management matrix, which is reviewed by the board on a quarterly basis at trustee meetings.

A traffic lights system is used to grade the level of the risk. This is reviewed quarterly to reflect the seasonality of the work that is taking place which affects the level of risk.

Health and safety procedures and generic and project specific risk assessments are reviewed annually in January. Health and Safety reports are a standing item on the quarterly board agenda. One of the trustees is responsible for monitoring health and safety and is made aware of all reported incidents, and when necessary, appropriate action is taken. Health and Safety is an important element of staff inductions, and where relevant, training is provided.

All staff working with young people and/or vulnerable adults are cleared through the Disclosure & Barring Service in England and Disclosure Scotland in Scotland. All staff and trustees are obliged to attend a Safeguarding course every three years.

Safeguarding is a standard item on the Senior Management Team agenda.

ENVIRONMENTAL ACTIONS

We continue to work to reduce our environmental impact across all our projects. As a national organisation, one of our main impacts is travel, and the use of heavy equipment for habitat works. We have found ways to use more environmentally friendly forms of transport, and through use of virtual channels have reduced the need to travel to meetings. Most of our staff work remotely, working predominantly from home, this reduces travel to and from offices. We are in the process of evaluating the environmental impact of using heavy machinery for habitat works to access the trade-off between the benefits of habitat restoration and creation for carbon capture as well as enhancing biodiversity, and the potential negative environmental impacts. We will assess how to address this once we have the conclusions from the evaluation.

We expect all staff to upcycle, recycle and re-use materials wherever possible, to avoid using plastic in any project materials, to use sustainably sourced wood and other materials.

We have calculated our carbon footprint for 2023-24, including scope 1, 2 and 3. We used the methodology and data sources which were developed by a paid intern funded via Bath University in 2022-23, and we have improved our methodology and detail in 2023-24. Our carbon footprint is low compared to other organisations, and it confirms that our main impacts are through embedded energy in the materials we use. We are analysing the data to prioritise the actions we need to take for the future.

We have monitored our electricity, gas, water, and paper usage since 2019. Since moving into the new office in Peterborough, which is a shared Business Hub, we have found it difficult to obtain energy usage from the building managers. We continue to try to address this through using other means.

Froglife is committed as an organisation to reach net zero by 2030. We will be joining the Fit for the Future, a networking group, supporting organisations to reach net zero.

Diversity, Equality and Inclusion

Froglife is committed to social justice, and to tackling injustice and inequality. Since 2007 Froglife has been delivering projects designed entirely to empower new audiences and those often excluded from nature conservation initiatives to take action to help conserve the UK's natural environment, particularly focusing

on reptiles, amphibians, freshwater and terrestrial habitats. We have delivered projects working with young offenders, disadvantaged and/or vulnerable children and young people, young people leaving care, young carers, LGBTQ families, ethnic minority groups, people with mental and/or physical disabilities, men as part of a MENTAL wellbeing programme and others. However, we recognise that we still have a long way to go to be a truly Diverse, Equitable, and Inclusive organisation. To address this, we have undertaken several initiatives and continue to build on these:

- We have improved our EDI data collection and now monitor EDI for staff, volunteers, Trustees, and recruitment.
- We have improved our systems for recruitment which has had a positive impact on the diversity of staff that we recruit.
- As discussed in an earlier section we have widened our board of trustees.
- CEMVO delivered Anti-Racism training to staff.
- Through our membership of Wildlife and Countryside LINK we are benefiting from the EDI working group's road map, which we are adapting to suit our needs.
- Our Operations Manager sits on Scottish Environment LINK EDI working group and presented on Froglife's EDI journey at a Scotlink Webinar in 2024.
- We altered our wording from Christmas shut-down to End of Year shut-down, to move away from any religious bias.
- We have set up a Froglife staff EDI working group with 4 staff with a diverse range of backgrounds.

Staff wellbeing

Froglife has had a long-term commitment to mental health and staff wellbeing, and has strong support systems in place through, for example, our appraisal and supervision system, and our peer mentor programme. This is formalised through our Wellbeing Strategy. This year we have maintained and extended the support provided, for example by gaining support for individual staff through the Access to Work programme. Following feedback from staff we are improving our induction system and providing more opportunities for staff to visit each other in person.



STRUCTURE, GOVERNANCE AND MANAGEMENT

Registered name: The Froglife Trust operating under the name of Froglife.

Charity Registration Number: 1093372 (England & Wales); SC014854 (Scotland).

Bankers: Barclays Bank Plc, 1 Church Street, Peterborough, PE1 1XE.

Auditors: Saffery, Chartered Accountants, Westpoint, Peterborough Business Park, Lynch Wood, Peterborough, PE2 6FZ .

The trust is a company limited by guarantee and is constituted by its trust deed. The trust has a subsidiary undertaking, Froglife Ecological Services (FES), the subsidiary offers a range of ecological services with all profits donated to the charity .

The trust has two patrons Mr Jules Howard and Ms Kate Bradbury. Together they bring a wealth of wildlife conservation, education, digital technology broadcasting and writing skills. Both contribute an enormous amount of time and energy to the work of the trust.

The trustees, who are also directors for the purpose of company law, and who served during the year were:

Ms Inez Smith (Chair)

Professor Roger Downie (Vice Chair)

Mr Frank Clark

Dr Philip Wheeler

Dr Silviu Petrovan

Mr Gordon Maclellan

Mr Xavier Mahele

Dr Charlotte Louise Regan – elected 14th December 2023

Ms Melissa Jane Solly – elected 14th December 2023

Mr Richard Yates – elected 14th December 2023

None of the trustees have any beneficial interest in the company. All the trustees are members of the company and guarantee to contribute £10 in the event of insolvency.

The Froglife Trust is governed by its Trustee Board which is responsible for setting the objectives and policies of the charity. The trustees ensure that the

charity satisfies its legal and contractual obligations. The Board of Trustees meet at a minimum quarterly.

The Board of Trustees are also responsible for the charities subsidiary company, Froglife Ecological Services (FES). FES provides a range of ecological services that are paid for by its clients. All profits are donated to the charity .

The Board of Trustees serve a term of three years, at the end of their three-year term they can be re-elected to serve another three-year term, there is no limit to the number of terms that they can serve. New trustees are elected through a recruitment process and are advertised externally with an aim to fill any skills gaps that have been identified within the existing board of trustees .

Senior Management Team (The Froglife Trust) consists of:

Chief Executive Officer – Kathy Wormald

Head of Operations – Sheila Gundry

Head of Conservation & Impact Manager – Jenny Tse-Leon (returned from maternity leave June 2024)

Head of Science & Research Manager – Dr Andrew Smart (initially maternity leave cover but remains in a new role with a contract until July 2025)

Senior Management Team (Froglife Ecological Services) consists of:

Chief Executive Officer – Kathy Wormald

Head of Operations – James McAdie



REMUNERATION OF KEY MANAGEMENT PERSONNEL

At the Board of Trustees meeting in December 2023, in recognition of inflation costs and based on the charity’s financial stability, the trustees approved a 7% pay-rise for all staff members. The pay-rise came into effect from January 2024.

Other pay reviews are conducted on a staff-by-staff basis and are increased if roles have changed, and they have moved into the next grade. The CEO’s salary is set and reviewed by the board of trustees on guidance from the chair. The last review was in November 2014 to ensure that the salary was comparable with other CEO positions within the sector and with similar levels of responsibility. The board is of the view that the salary remains comparable, and no further review is required.

Relationships with related parties and other charities and organisations with which Froglife co-operates in pursuit of its charitable objectives:

In 2023 the trustees took the decision to become a member of Wildlife and Countryside LINK, they felt that with the plethora of new government legislation at a UK wide level, it was important that Froglife was represented in discussions and inputted into central government consultations over proposed new legislations that could potentially impact on the operations of the charity. The Head of Conservation & Impact and the Head of Research & Science represents Froglife on relevant sub-groups and keep a watching brief on other groups.

In this year Froglife has reviewed 56 consultations, letters, or policy statements from Wildlife and Countryside Link (WCL) or its members and have signed up to 49 documents as a participating member.

Froglife has remained an active member of Scottish Environment LINK, and the CEO continues as a trustee of the network. We sit on various working groups contributing comments on numerous Scottish government consultations. We have continued to be supported by Scottish MSPs as Nature Champions (Martin Whitfield MSP supporting the adder; Emma Harper MSP supporting natterjack toad, ponds & small lochs; Fulton McGregor MSP supporting great crested newt; Daniel Johnson MSP supporting slow-worm and Murdo Fraser MSP support palmate newt). Our CEO is a Scottish Environment Link Trustee.

Froglife co-operates and works in partnership with a wide range of organisations and charities including those working within the nature conservation sectors and from the wider charitable sector. Froglife works closely with landowners and land managers, local and central councils, schools, colleges, universities, and corporate partners.

We have remained Evidence Champions for Conservation Evidence and sit on the Conservation Evidence working group. We are a member of Cambridge Conservation Forum representing conservation organisations worldwide.

We have remained a crucial partner in the Garden Wildlife Health Forum and have contributed actively through promoting the project, reporting amphibian disease/mortality reports through our INFO service and social media, collaborated on scientific publications, and have attended regular partnership meetings.

As part of our partnership with the South Downs National Park Trust we sit on the grants panel to award grants to South Downs National Parks reserve staff for the creation and restoration of freshwater habitats.

We sit on various fundraising, business support, woman leadership, corporate and other groups all of which help to inform our operations and raise the profile of the charity. Our Head of Operations is a Trustee of the National Association of Environmental Education and a mentor for young women in sustainability through the Catalyse Change programme.

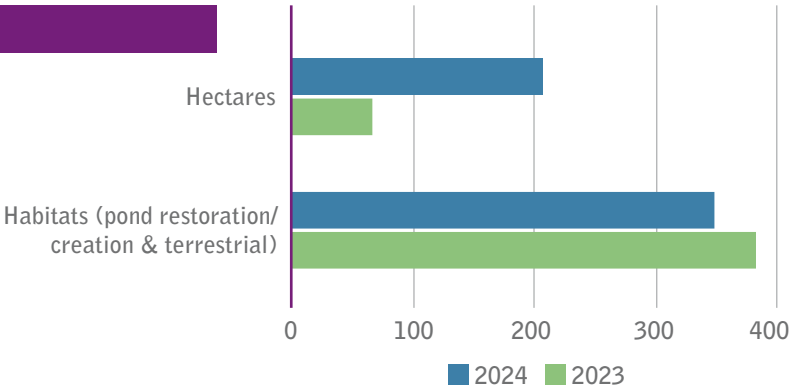
TABLE 1: GLOBAL STATISTICS			
Category	2021/22	2022/23	2023/24
Habitats	222	381	110
Hectares	69	66	207
Volunteers	589	394	788
Hours	2,554	2,803	3,254
Sessions	1,000	901	892
People	78,487	65,217	64,662

TRANSFORMING LANDSCAPES

Transforming Landscapes 2023 - 2024



Transforming Landscapes:
comparing 2023 & 2024



How we did delivering our key indicators

We have continued with our successful habitat creation and restoration programme, and this year we have created and restored 381 freshwater and terrestrial habitats, covering 206.562453 hectares. This compares to 222 in 2022/23 covering 66 hectares.

Hampton Nature Reserve



This year we continued to improve habitat at Hampton Nature Reserve for great crested newts, grass snakes, adders, and bearded stonewort. In the lead up to the reptile survey season the reserve team replaced 200 carpet and tin tiles. They restored 6 ponds and cut scallops for amphibian surveys in 32 ponds. This work has been undertaken by our Reserve Warden, a team of trainees and a dedicated volunteer group (total of 18 volunteers). We hosted 2 Young Rangers training sessions on the reserve in partnership with Nene Park Trust.



Boardwalks & Eye Green Nature Reserves

We have continued with the management

of Boardwalks and Eye Green Nature Reserves. This year we have undertaken a wide range of habitat improvements at both reserves. The focus this year for Boardwalks has been maintaining the three ponds created in previous years and erecting dead hedges to prevent dog disturbance. Great Crested Newts have been surveyed in some of the ponds. Path maintenance has also been an ongoing task.

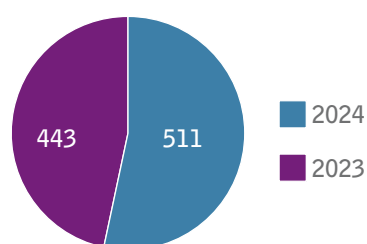
Eye Green Nature Reserve experiences a high level of anti-social behaviour which is a constant challenge for the reserve team. We are working with a local arts organisation with a presence in the area, Peterborough Presents, to raise awareness of the animals that live on the reserve and why responsible behaviour is important to retain the integrity of the reserve. The team have undertaken considerable path clearance to encourage visitors to stick to the paths and not to access wildlife areas.



Toads on Roads

The toad migration season took place in early spring. Thanks to toad managers and their patrollers 131,505 toads were rescued from road mortality and safely helped to their breeding ponds. We continued to register new patrols and this year we have had a

Number of toad patrols



record number of new patrols registered (71), now standing at 511, this represents over a 16% increase in toad patrols.

An article on toad patrols in BBC Wildlife magazine and

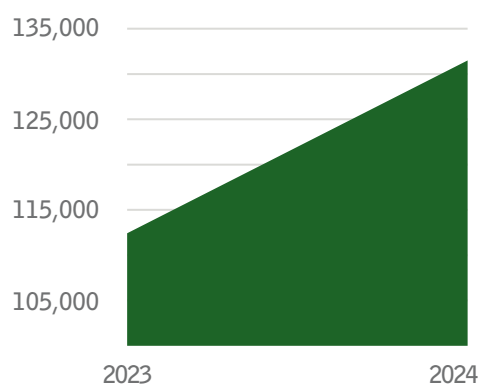
a press release about a local toad patrol generated a huge amount of press interest including, BBC TV News bulletins, BBC Radio 2, BBC Radio 4, BBC Radio 5, Sky TV, and we were quoted in 30 regional papers. Although we are very appreciative of the press coverage received, it did create a lot of additional work for our Toads on Roads Co-ordinator, who worked tirelessly on supporting the various requests that came through the INFO service and social media.

Our Discovering Dewponds project hosted its third and final TOAD Summit in Sussex. This was an in-person event, with a great turnout, several visitors to the site popped in to see what was going on and stayed for the duration of the summit providing us with an excellent opportunity to promote Toads on Roads to new, unsuspecting audiences.

We have continued to promote our new online Toads on Roads reporting portal; however, some toad patrol managers are not comfortable using an online system and we still receive paper copies, which we enter onto the portal on their behalf. This has meant that the reduction in staff time spent on paperwork has not been as great as we had initially thought.

We have entered the second year of the RS MacDonald Foundation funding, part of which is towards supporting Toads on Roads in Scotland.

Number of toads rescued



"Thanks for all the amazing work you do supporting us all, I'm so grateful to have your help and support."

"You've been amazing / and we can't thank you enough for what you do on a national level for our amphibians. It's been such a wonderful thing to do. Our volunteers have got so much from this which have extended far more to saving toads / our number one goal of course - but making new friends, being active, enjoying dark skies and being connected with wildlife - we're all quite emotional it's finishing but we will all be involved and raring to go for next migration. Is there anything the volunteers could be doing over the summer?"

"I really enjoy helping and seeing wildlife and getting other people involved, who have also introduced so many new patrollers! It's also great we have residents of Hensting Lane involved, some who have children helping so hope this can continue and who knows, they can pass it on to their friends and maybe if they have children in the future. Megan McCubbin is also interested in filming so that

would be great if she can spread the word too."

"I just thought I'd let you and Froglife know of a very positive experience I've just had with East Sussex Highways. For the second time, and in time for the 2024 toad migration season, ESH have installed two permanent collapsible toad crossing signs in Hammer Lane, Cowbeech for one of our crossings at Forge Meadow (no.1014.)

Brilliant work by the local authority."

"I learnt so much from the live videos with yourself and Andrew, you've pretty much made me into the Essex Wildlife Trust toad expert! This was my first ever radio interview, so you'll have to forgive me for calling the project 'Roads on Toads' but I mentioned Froglife's amazing work and asked for people to let you know about potential toad crossings in Essex. If anyone gets in touch with us about them, I will be sure to contact you."

Toads on Roads patrollers feedback

Discovering Dewponds



The project completed all the habitat works early in the project which has provided us with excellent opportunities to monitor and survey this work. This project will complete in November 2024, and the team have spent the final year focusing on training volunteer groups in amphibian and reptile identification and survey techniques, alongside doing surveys of the dewponds restored during the project.

The training of the volunteers, particularly Sussex Amphibian & Reptile Group (ARG), will provide a dedicated and trained group of volunteers to continue with Froglife's commitment to revisit all ponds 1, 3, 5-, & 10-years post works and they will provide Froglife with the pond status data.



Transforming Lives: Trainees

Our second cohort of trainees completed their training earlier this year. We recruited the next and final group of trainees in April 2024. We are very pleased with the huge amount of habitat improvements that the second group of trainees undertook on the three reserves managed by Froglife in Peterborough, such as assisting an Ecologist with Stonewort surveying, laying 200 reptile tiles, and undertaking monitoring, creating a basking bank at a community garden, doing amphibian surveys on the reserves and undertaking pond clearance and scrub management in preparation for the training and survey season. Additionally, they did great crested newt training, and obtained the two required references alongside other courses of their preference.

Year 3 trainees started in April 2024 and have already completed reptile surveying, butterfly surveying and amphibian identification training alongside doing species surveying and attending a Great Crested Newt Obtaining a License course. They have been working on a wildflower meadow creation at Eye Green Nature Reserve and creating a Habitat Management Plan for an area of Hampton Nature Reserve and will then implement the plan.

London Blue Chain

London Blue Chain was successful with its National Lottery Heritage Fund and Natural England Species Recovery grant applications. This grant funding alongside an extremely generous donation from a Froglife supporter, means the project is fully funded, and well underway. The project will be creating a London Blue Chain along the historic London Green Chain walking route. The Blue Chain will both connect a corridor of freshwater habitats and local communities to their natural heritage. The project will create 100 blue chain ponds, including 85 community ponds, created by local people. We will create Neighbourhood Wildlife Corridors with a total of 60 other interventions.

Large scale habitat works are underway with completed works at two sites, within six weeks of completion smooth newts were recorded at both sites.

Coalface to Wildspace Midlands

We have completed the WMCA Community Green Grants funded elements of the project which included improving freshwater habitats at Reedswoord Park and contributed towards the creation of 8 Neighbourhood Wildlife Corridors. Within these corridors a total of 8 new ponds have been created, alongside many other nature friendly interventions. The project has teamed up with Birmingham and Black Country Amphibian and Reptile group (ARG) to survey ponds created through the project. The project will complete in 2025. As an additional outcome from the project, FES has secured a contract to restore a pond in Walsall.



The Green Pathways Scheme (London, Somerset, Peterborough & Fenlands, Scotland)

The Green PATHways Scheme has also contributed to our Transforming Landscapes programme. This year these projects, with their project participants, have created and restored 79 habitats. These include freshwater and terrestrial improvements. This work

has been undertaken on local allotments, green spaces, parks, schools, housing association green spaces and community gardens.

Our volunteer training programme and working with other organisations such as The Conservation Volunteers (TCV) Scotland, ARG Sussex, Birmingham and Black Country ARG and ARG London is central to ensuring that our work is sustainable. This is further supported by Froglife's commitment to re-visit all sites that we have worked on 1,3,5 & 10 years post works.



The key donor for our Transforming Landscapes work is the National Lottery Heritage Fund and we are enormously grateful to lottery players for supporting this valuable work. We are also grateful to the many other donors that support this work, a total of 24 donors have contributed funds to ensure that we can deliver for biodiversity and for reptile and amphibian conservation. It goes without saying that without this support we would not be reporting on yet another very impactful year.



TRANSFORMING LIVES

How we did delivering our Key Indicators

We are reliant on the volunteers and placements that help support our work, these include those that help on sites, in the back office, help at events, write blogs and articles, analyse our data, and support our work in a hybrid of other ways. We are also reliant on the Toads on Road patrols that go out each spring evening to help save thousands of toads. A huge thank you to every volunteer. Volunteering provides us with much needed additional support which enables us to deliver more on lower budgets. This is a huge financial gain for Froglife.

This year we have worked directly with 64,662 people, delivering 892 sessions and workshops, and representing Froglife at 110 events. These are events either organised by Froglife or large-scale events organised by others. Our teams have been out and about giving presentations to a wide range of diverse community groups and have delivered two lectures with students at Bridgend College.

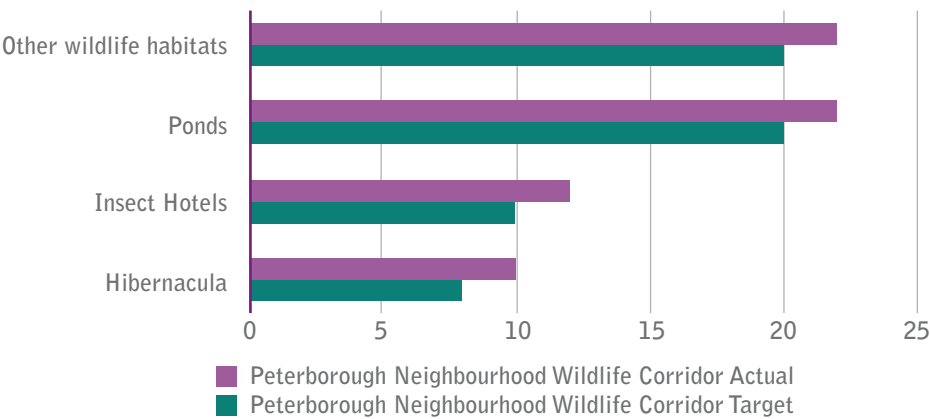
TABLE 2: TRANSFORMING LIVES	
Number of people benefiting	64,662
Sessions	892
Events	110
Scientific publications	4

Green Pathways Scheme (working with vulnerable and/or disadvantaged young people and people living with dementia, currently these projects are operating in London – Leaping Forward for Dementia; Somerset Green Pathways for Life, Peterborough, and Fenlands – Green Pathways Scheme and various regions of Scotland – Green Pathways Scheme) this year the scheme have directly engaged with 7,189 with 84.75% of those attending sessions and workshops reporting themselves as disadvantaged.

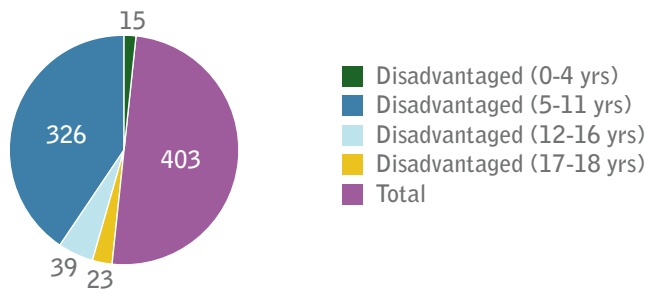
In Peterborough we worked with disadvantaged young people to create a Neighbourhood Wildlife Corridor through the city. The project has worked with 24 local organisations, delivering 171 sessions to 338 disadvantaged young people. In addition, 22 one off

events or visits has taken place, at which 501 young people attended and took part. The achievements by the young people are outstanding as highlighted in the graph below.

Peterborough Neighbourhood Wildlife Corridor



Peterborough Neighbourhood Wildlife Corridors Participant Breakdown



Scottish Green Pathways has delivered 196 sessions and have attended 13 events at a range of venues including parks, botanical gardens, and community gardens. The project has kept young people occupied and engaged over the summer holidays delivering sessions at Tayport in Fife creating a new pond, delivering one off sessions with young people at the FUSE Summer club in Shettleston and a pond creation project with SiMY at the Sculpture Studios in Glasgow. Highlights of the project for this year have included night-time torching surveys and finding 67 palmate newts and restoring a pond at Victoria Community Gardens in Dundee.

"I liked learning about Amphibians most. I told my sister frogs have a patch behind their eye, that's where their ears are."

"I found out new things every time, like a slow worm is a legless lizard."

"I have learnt lots of facts, my favourite fact is that a lizard will drop its tail if it's attacked."

"I really enjoyed learning about all the animals. Did you know? A baby frog is called a froglet."

"I know all about habitats now. We made toad abodes, bird houses and a hibernaculum."

"After Froglife I tell my friends and family what I have learnt about animals. I have more friends now because they want to know too."

"I can work in a team, remember when we worked together to build the pond. It was hard to dig but we did it together."

"I got to use tools for the first time. I was not very good at the start but now I can do it without any help."

Feedback from young people attending Green Pathways sessions.

Our Somerset Green Pathways for Life has secured a five-year grant from the National Lottery Community Fund, this grant has stabilised the future of this project which is now fully funded for the next five years. Highlights for the year include a new pond at a community garden, working in partnership with Heal at their flagship site close to Frome and participating in local networking groups including Green Social Prescribing, Frome Medical Practice and Somerset Dementia Partnership.

The London Leaping Forward for Dementia project is in discussions with the Alzheimer's Society to deliver workshops for their clients. The sessions delivered to over 55s struggling with social isolation and other physical and mental health conditions have explored wildlife gardening, amphibian life cycles, pond maintenance, bird call identification, plant identification and much more. We have worked with Homeinstead to deliver sessions for people living with dementia, sessions have covered topics on species identification and bird nesting behaviour. Across the session delivery sites the participants have been able to enjoy seeing common frogs, common toads, and smooth newts, whilst the Wild Times groups have helped with tadpole development through marginal planting, educational signs deterring disturbance and regular pond surveys.

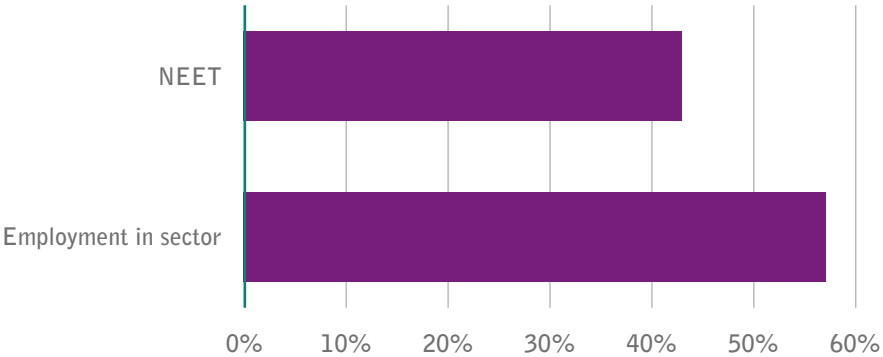


Froglife Trainees we have continued with our strategy to employ salaried trainee placements in most of our projects. This year we have had the pleasure of working with 14 highly motivated and dedicated trainees, not only have the trainees benefitted enormously through developing both habitat and public engagement skills, but Froglife has also benefited by having such a lovely cohort of trainees, some having gone on to further employment in the sector.

“I wanted to say a big thank you for the last year here at Froglife – I’ve really appreciated the support that Froglife have offered, and it’s been a joy to work for such a fantastic and friendly organisation. I just thought I would drop you an email to let you know how valuable this traineeship has been for me personally.” **Froglife Trainee**

Discovering Dewponds this project ends in November 2024. This final year has had a high level of activity delivery, particularly volunteer sessions, and surveying. In this final year the project has directly reached 3,106 people through 88 sessions/ workshops and either organising or attending 9 large-scale outdoor events. The project’s second trainee successfully completed their traineeship, see case study.

Trainee Progression



Trainees



Stanmer Park Session – Case Study

Ahead of Earth Day, my daughter and I spent the weekend learning all about frogs, toads, and newts with the amazing Froglife staff member. It was really interesting and utterly charming.

Apart from being a beautiful father-daughter bonding experience, we learnt a lot about our endangered

amphibians. Following a three-hour theory session, On Sunday we dug a big hole and created a hibernaculum next to one of the dew ponds.

We finished the day by planting some important wild plants in the pond margins. Supporting in this way felt rewarding and meaningful. Thanks, Froglife and thanks to the local Ranger.



Trainee Case Study

I want to say a big thank you for the last year here at Froglife – I have really appreciated the support that Froglife has offered, and it's been a joy to work for such a fantastic and friendly organisation.

I thought I would drop you an email to let you know how valuable this training has been for me personally.

Before applying for the traineeship, I was feeling 'stuck' and didn't have a great amount of hope about my future. I was unsure which direction to go in and didn't feel that I had many options available to me. I had been through some difficult things in my personal life and with my health, which led to gaps in my employment record, and my experience felt like it was becoming less and less relevant to where I wanted to be in life. I was work two part-time jobs and throwing myself into volunteering whenever I could outside

of work, but a career in conservation never felt like it was attainable. So many organisations have such high barriers – requiring things like a degree or several years' experience or a car – which for various reasons I didn't have couldn't afford.

The traineeship has given me much-needed confidence in myself – I always knew that I was enthusiastic and capable but in a world that values professional experience above all else, and which seemed to always favour people from particular backgrounds, I was never given the opportunity to prove it. It was very demoralising to not be able to use or show those skills even though I knew I had a lot of potential. To see that potential recognised and to be given the opportunity to develop my skills and knowledge and grow both personally and professionally has been wonderful. The traineeship has been truly life-changing for me.

Transforming Lives: Trainees all the trainees recruited into these positions are people with an interest in wildlife conservation but have not had the opportunity to further their interest through study or employment. This project provides people with an opportunity to gain valuable practical habitat expertise which is transferable to other organisations within the nature conservation sector.



Transforming Lives: Trainee Feedback

What were the main things that worked well for you?

- All of it! Loved being on site a lot.
- Really enjoyed working on a reserve and developing my presentation and management skills.
- Meeting new people has increased my confidence.
- Enjoyed working with other trainees.
- I have learnt so much.
- Lovely supportive environment.

What were your main achievements while you were at Froglife?

- Learnt a lot, ran events and community days and managed volunteers.
- Became more resilient and self-confident.
- Working with other people reduced my anxiety.
- I know believe I can do the job.
- Improved planning and running events.
- Finding out I had it in me to be an outdoorsy person.

What are your views on Froglife as an organisation?
How would you describe the culture?

- Friendly and open.
- Nice place to work.
- Exceeded my expectations.
- Appreciated the opportunity, recommended Traineeship to a friend.
- The friendliest place I have ever worked.



London Blue Chain incorporates a large public engagement programme. The chain travels through Bexley, Greenwich, Lewisham, Bromley, Southwark, and Lambeth. These six boroughs have the highest ethnic diversity in London and are areas that experience some of the highest levels of deprivation in the country. The London Blue Chain will ‘link’ these communities to their local natural heritage, providing people in most need to benefit from training and learning, conservation volunteering, creative expression, and the physical and mental wellbeing impacts of nature connectedness. In total a minimum of 34,135 people will directly engage with the project, through a wide range of activities designed to appeal to all audiences.

The project had a high-profile launch in January 2024 since NLHF chose the project as the lead story for their press release. Kate Bradbury (Froglife Patron) and Xavier Mahele (Froglife Trustee) joined staff for the photocall. There was a high level of media coverage including the Daily Star, Local London papers, BBC Radio London, and lots of social media.

“We have extensive grounds that we don’t do an awful lot with now so in terms of conservation, we have the scope to do a lot. We would love to have you to visit whenever you are next able to. The session was great, and the pupils really seemed to get a lot out of it which was fantastic.” **Harris Academy Greenwich**





The ladies who came yesterday were WONDERFUL! So knowledgeable and helpful plus they were fantastic with our children too



Coalface to Wildspace Midlands funded by National Lottery Heritage Fund the project is largely a community engagement project focusing on working with local communities on creating Neighbourhood Wildlife Corridors and an extensive community engagement programme. To date the project has developed a 3D Digital Film showing the geology of the region over millennium and the evolution of amphibians and reptiles over 400 million years, screenings are currently taking place in a wide range of venues and at schools. To date 27,765 people have viewed the film. Working with local community groups we have created 8 'Speaking Wildlife Statues' with QR codes explaining their purpose and benefits to wildlife, these have been informed by 435 people attending 32 workshops and have been installed at various sites. The Lego displays have now been completed and are on tour at libraries in Walsall, culminating in a final event alongside judging at the Walsall Arboretum. The project has also completed the public engagement elements funded by WMCA, delivering 12 Amphibian Hop sessions engaging with 305 pupils and delivered 15 wildlife gardening workshops engaging with 369 individuals. An additional two wildlife corridors were completed with 2 new ponds. Two successful tree planting days were hosted, with 39 volunteers planting 800 trees. Radio West Midlands interviewed the team to promote these days.

The project has delivered 40 wildlife gardening workshops engaging 754 people exceeding the target of 600.



Balfour School, Brighton – Case Study (Letter to National Lottery Heritage Fund)

I am writing to you on behalf of the 674 children and 130 staff at Balfour Primary School. We would like to thank you very much for supporting the Discovering Dewponds 'Neighbourhood Wildlife Corridor' project. The pond that Froglife recently built for us at Balfour through the scheme has already had a massive impact on our local flora and fauna. This in turn, has had an impact on the learning and experience available to our children, our staff as well as the wider school community.

Please find below comments from some of the children and our headteacher.

"Seeing nature that we have been learning about in real life helps us understand it more" **11 year old**

"When its sunny, you can see the blue and green flies (damsels) – they look really beautiful, and it makes me smile." **6-year-old**

"The pond and the reptile area (hibernacula) are good because they are making many more homes for so many more thing, when I see it I remember." **10-year-old**

"Its so exciting to see the increase in different wildlife already, especially the newts." **11-year-old**

"Froglife have made our Nature Area even more special, that pond is so cool I have never seen newts, pond skaters and spiders that run across the water before." **9-year-old**

"To Froglife, thank you so much for transforming our nature area with your pond. Our plans for the pond would not have happened this year without the support of the Froglife team. What has blown us away, is the amount of life already teeming in the waters. We are now able to offer such a diverse experience for our children; they are learning so much and creating many lasting memories. Your team were wonderful – please come back and see us and the magic you have created." **Headteacher**

Finally, as part of our Nature School provision, I would personally like to say how impressed we have been with the Froglife team; their professionalism, their knowledge, and the way they share that knowledge with everyone involved. Thanks, Froglife.

Eco co-ordinator/ Nature School Leader.



TRANSFORMING RESEARCH

During the past year Froglife staff have contributed towards the following publications:

Gardner et al (Tse-Leon, J. and Mawby A. are co-authors) 2024. A family of process-based models to simulate landscape use by multiple taxa. *Landscape Ecology*, 39(5), pp. 1-26.

Tse-Leon, J. (2024) Protecting Britain's wildlife laws: the need for vigilance, a sage for our times *The Glasgow Naturalist* Volume 28, Part 2 (online) <https://doi.org/10.37208/tgn28220>.

Wormald, K. (2024) The Come Forth for Wildlife and Fife Living Water Projects *The Glasgow Naturalist* Volume 28, Part 2 (online) <https://doi.org/10.37208/tgn28220>.

Paper using Froglife input as part of data collection:

Foster-Collins, H., Calitri, R., Tarrant, M., Orr, N., Whear R. and Lamont, R.A., 2024 'I can still swing a spade': a qualitative exploratory study of gardening groups for living with dementia. *Ageing & Society*, pp. 1-27.

We presented online at the Zoological Society of

London Garden Wildlife Health meeting regarding amphibian and reptile disease records and mass mortality events.

Our Dragon Finder data up to 2024 has been submitted to the National Biodiversity Network (NBN), this data helps to inform our work and the conservation work being carried out by other organisations.

A series of briefings have been produced and we will continue to produce these as required. To date we have published briefings on amphibians and pollution and ponds and carbon.

In collaboration with the Beaver Trust, we have drafted a funding proposal to look at reptile and amphibian survey information at sites before and after beaver introductions.

The five-year Gartcosh Tunnel Monitoring has ended, however our Vice Chair working with a PhD student is reviewing the data to write a paper covering the five-years with conclusions.



TRANSFORMING COMMUNICATIONS

We have had some very good media coverage in the national and local press and through our social media channels.

We have ensured that our website is regularly reviewed and kept fresh with new content. Our social media following continues to climb, particularly through Froglife's use of new platforms.

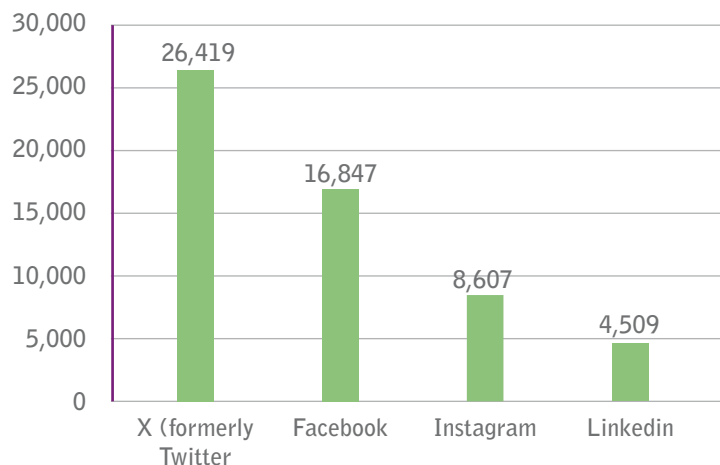
The email enquiry service has seen a fall back in enquirers; however, this is attributed to more social media enquiries.

"Thank you for such a quick and full response. I am very impressed with Froglife."

"Thank you so much! fab advice. all taken in! I think this year our frogs came to spawn a lot earlier than usual. on a hot weekend. We may turn to home-raising next year, and good news is, we have discovered a few surviving taddies! hidden in the pond mud."

We have received a lot of positive comments about our monthly e-newsletter and bi-annual newsletter,

Social Media Followers



we are very pleased that our supporters value this communication, and we continue to cover what is of interest to them.

This year Froglife staff attended the Restore Nature Now demonstration in London.

We have run several campaigns during the year including 'Stop Spawn Sales', 'Paws Against Ponds' and





‘Just Add Water.

This year we awarded Newt Year Honours again, with many people over the moon at receiving an honour:

“I’m really pleased to be given this award. I’ve got a busy year ahead of me working with and studying Kent’s great crested newts, and I hope to convince many people along the way of the value and charm of all the UK’s amphibians and reptiles.” **John Rowland**

“I’d like to thank everyone that nominated me for the Newt Years Honours, I am humbled by the recognition of my work trying to conserve the species that I am passionate about. It is reassuring to know that my dedication (and obsession) is paying off.” **Steve Allain**

Finally, we would like to acknowledge the valuable work of all our trustees, volunteers, and staff. We particularly want to thank the back-office staff, they are predominantly out of sight, but without their ongoing work dealing with administration, financial matters, human resources, and communications we would certainly not have had the enormous achievement we have enjoyed this year. The CEO

would also like to extend a huge thanks to the Senior Management Team who through their ongoing management of projects and their constant fundraising have ensured that we continue with our efforts to conserve our native reptiles, amphibians, and their habitats.

“Having read the pdf from your Vice Chair of Trustees, Prof. Downie, the emphasis on the lack of research on amphibians resided with me and emphasises my wish to work with your organisation. I truly understand the gravity of this role and the knock-on effects it will have on the amphibians and local communities – I need a role where I will be able to contribute and make a difference.”

Job Applicant

“This is Campy Growers. We have a volunteer really interested in building a pond in October and we are looking for information and material to do so. Many volunteers seem interested, and we would like to bring an educational side of it to the activity (type of material, type of plants, location etc. ...). Is that something you could support us with?”

Follow up post Come Forth for Wildlife – Wildlife Gardening Workshop.



TRANSFORMING FROGLIFE ECOLOGICAL SERVICES (FES)



FES, through delivering paid-for ecological contracts and Great Crested Newt Obtaining a License, reptile, and habitat management courses, provides invaluable unrestricted funding for the charity. All profits made by FES are gift-aided to the charity.

FES has continued to grow its training programme and this year saw the delivery of more training courses, in more regions, training more ecologists. The feedback from these courses is very encouraging.

FES secured a sizeable contract through Natural England's District Level Licensing Scheme and became the delivery partner for Essex. Working in partnership with many landowners and managers year 1 of the scheme saw FES create 36 new ponds in Essex. We have subsequently been asked to assist with the delivery of 10 pond creations in Leicestershire. Over the next year we will be creating a further 40 ponds in Essex.

FES has also been the contractor to deliver ecological works through our projects, the largest one this year has been the London Blue Chain, where FES will by end March 2025 have delivered 10 large scale freshwater and terrestrial habitat projects. This element of the project is funded by Natural England's Species Recovery Fund.

"James is always a pleasure to work with on these projects." **Contractor**



"Many thanks for completing the many ponds on the farm, a real asset to the farm environment! I had a walk round at Bailey Hill yesterday and pleased to say

they are filling up nicely now and we look forward to watching them long term." **Unwin Estates Ltd, District Level Licensing**

Conner McCall (He/Him) • 3rd+
Ecology & Environmental Biology MRes graduate ...
8h • 🌐

This week I took part in the **Froglife** 'Great Crested Newt: Working Towards a Licence' training course in York.

During this course, I took part in surveying for great crested newts via refugia and egg searching, torching and bottle trapping. This course has helped develop my skills in these survey methodologies and provided great insight into newt ecology.

I thoroughly enjoyed this course and look forward to further developing these skills as I work towards gaining a level 1 great crested newt survey licence.

Our Operations Manager for Froglife Ecological Services, James, has carried out his first great crested newt licensing course of the season.

Participants got to take part in bottle trapping, egg searching and torching at Hampton Nature Reserve and found ponds teeming with GCN!

O&H #FES





TRANSFORMING OUR FUTURE

Our 2023 – 2030 Strategy has identified the following Aims and Targets:



aim 1 Increase the availability of freshwater and terrestrial habitats for reptiles and amphibians.

target Increase total area of habitat improvements to 5,000 ha by 2025 and 10,000 ha by 2030.

aim 2 Carry out landscape scale conservation projects.

target Deliver 5 large scale landscape scale conservation projects by 2030.

aim 3 Improve connectivity between sites by creating wildlife corridors.

target Create 2 wildlife corridors between key habitats by 2030 and 20 Neighbourhood Wildlife Corridors by 2030.

aim 4 Maintain favourable status at Froglife managed reserves and project sites.

target Publish favourable evaluation report of condition monitoring at Froglife reserves and 1,3-,5-, and 10-year site assessments of project sites by 2030.



aim 1 Ensure Froglife is fully inclusive and has good representation from all backgrounds.

target Equality statistics of staff, volunteers and participants reflect those for the UK population by 2030.

aim 2 Expand Froglife’s reach particularly focusing on people who are new to conservation and from areas of multiple deprivation.

target Engage over 50,000 people annually with Froglife activities by 2030, mainly from areas of multiple deprivation across the UK.

aim 3 Progress people on their wildlife journey.

target 90% of people that take part in Froglife activities (and provide evaluation data) report they have progressed in at least one area of the Froglife curriculum.

Our plans to help us deliver the strategy:

We have reviewed year one of the strategy and although mostly on target we have put in place an action plan for a couple of targets that need additional attention. We will be annually reviewing our delivery against the strategic targets to ensure that we remain focused on delivering against our commitment.

Coalface to Wildspace Scotland we have secured a grant from NLHF to develop a new project in Scotland. It will be an eight-month development phase focusing on Ayrshire, South Lanarkshire, and the Lothians. The development phase will work up Habitat Action Plans for landscape scale habitat works creating and restoring 79 freshwater habitats alongside improving 24 terrestrial habitats. The development phase will develop plans for creating 9 NWC; creating a wildlife themed Mapestry; delivering GWG; building nature trails with Speaking Statues; a natural arts tour with



aim 1 Provide evidence for population trends for the 9 “common” UK amphibians and reptiles.

target Carry out historic data review by 2025 and increase quantity of data collected by 50% by 2030.

aim 2 Carry out applied research into the impacts of different conservation actions.

target Meet our commitment in the “routine testing of management” paper to test one intervention per year by 2025 and exceed this by 2030.

aim 3 Act as the public portal for amphibian and reptile disease mortality reports.

target Actively engage and support the national Garden Wildlife Health project.

the mapestry and lego displays; Augmented Reality; a 3D film; amphibian and reptile focused dance, sound and movement sessions with children/young people, and training Nature Guardians.

Coalface to Wildspace Yorkshire we have a pending funding application with NLHF for a development phase of a new Yorkshire project. During the development phase we will identify 60 habitats in 15 areas of high deprivation. The project will be working with Barnsley Metropolitan Borough Council, The Trust for Conservation Volunteers (TCV), Kirklees Council, Sheffield City Council, Wakefield MDC, Rotherham Council and Selby Council. Other outcomes include 5 dipping platforms, training 600 guardians, 5 NWC with 255 interventions, 100 GWG, Wildlife Parades with schools, installing 5 Speaking Wildlife Statues and hosting 10 Natural Heritage Festivals.

Cymraeg Gymdogaeth Bywyd Gwyllt Corridor - Welsh Neighbourhood Wildlife Corridors we have a pending funding application with NLHF for a NWC in the Bridgend region of Wales. The corridor will run through Bridgend working with communities to create a blue and green corridor. The project will recruit two trainees during the three-year duration of the project. It will include a range of public engagement activities including a 3D film tracing how the geological changes over millennia with the region has informed the evolution of reptile and amphibian species. We will be working with ARG Swansea to set up an ARG Bridgend group to help support the project both during and post-delivery.

Lincolnshire Living Water we are in the process of liaising with stakeholders to develop a new Living Waters project in Lincolnshire. The project will combine habitat improvements alongside public

engagement and will focus on blow-wells and best practice for ensuring that they deliver for wildlife.

Consolidating and expanding our existing projects we will continue to consolidate our Transforming Lives programme within areas that the Green Pathways Scheme and Leaping forward for Dementia are currently operating. This will ensure longevity for these projects. We will continue to expand the Green Pathways Scheme and Leaping Forward for Dementia into new areas, this will ensure that the projects are benefiting new audiences and nature areas. We will further develop our Transforming Lives Trainee programme on the nature reserves that we manage, and secure funding to continue with the programme post the current project end date of April 2024. We will continue to expand our landscape scale habitat works within areas that we have delivered in and new areas where we have identified a need.

RISK MANAGEMENT AND INTERNAL CONTROLS

The board of trustees have overall responsibility for the system of internal controls for Froglife and its subsidiary which include ensuring that there are procedures in place for the prevention and detection of fraud and other irregularities. However, such a system can only provide reasonable, but not absolute assurance against errors and fraud.

The charity operates a comprehensive annual planning and budgeting process, which is approved by the board. Performance is monitored using activity and financial targets. Reports are made to the board which compare the actual results against activity targets and against phased budgets which link to financial performance with resource and activity levels.

Internal controls are subject to scrutiny by the charity's Senior Management Team and the Finance Team which carry out a programme of cyclical reviews.

The charity has risk management policies and procedures through which risks arising from existing operations and strategic developments are identified and evaluated. Managers are required to identify and analyse the risk relevant to their scope of activity, assess them accordingly to the impact on the charity and the likelihood of occurrence; and report of the procedures which are in place, or are being developed or enhanced, to provide assurance that the risk is being monitored.



The Risk Register as at September 2022:

Risk	Level	Actions	Revised Level
Human Resources			
Loss of key staff	Low	Excellent HR processes & procedures are in place; all staff are well supported; good benefits package.	Low
Stress Management	Low	Excellent HR processes & procedures are in place; all staff are well supported; good benefits package.	Low
Mental Health & Wellbeing	Low	Monitored on an ongoing basis through line management meetings; staff reporting wellbeing issues are signposted to relevant support.	Low
Equality, Diversity & Inclusion (EDI)	Low	Ongoing monitoring & staff EDI group to advise.	Low
Long-term illness	Low	None to date	Low
Financial Management			
Unrestricted funding	Medium	Core funding always difficult - expanding core income generation.	Medium
Cashflow	Medium	Expanded operations = healthy cash flow	Low
Under-funded projects	Medium		High
Accountancy procedures	Low	Good procedures & processes in place	Low
Trustees			
Loss of Chair/Vice Chair	Low	Contingency in place.	Low
Professional Services			
Accountants, Solicitors etc	Low	Good relationships in place. Understand the organisation.	Low
Consultants	Low		Low
Contractors	Low	Seasonally adjusted.	Medium

Risk	Level	Actions	Revised Level
Reputational Damage			
Inappropriate behaviour by trustees/staff/volunteers	Low	Required behaviour clearly set-out in procedures.	Low
Carbon Footprint	Medium	Work in progress	Medium
Green Policy	Medium	Work in progress.	Medium
Sites			
HNR, Eye & Boardwalks Financial/Reputation/Long-term	High	Financial & long-term remain a medium risk.	Medium
Reputational risk associated with not managing the reserve	High	High risk due to financial constraints/lack of adequate funding.	High
Projects		Projects covered by Project Risk Assessments	
Events		Covered by Events Risk Assessments	
Press			
Incorrect/Misrepresentation/incredible stories etc	Low	Difficult to manage what the press will print/say.	Medium
Social Media			
Ensure that social media posts are monitored and are accurate	Medium	Alol posts are carefully monitored	Low
Website			
Inappropriate info/sabotage etc	Medium	Regularly reviewed.	Low
IT Security			
IT Consultant	Medium	Developed in a way that will be relatively easy for someone else to pick it up.	Low

Risk	Level	Actions	Revised Level
Data protection: Server/Cloud etc	Low	Monitored.	Low
Email: Inappropriate/incorrect/poorly phrased etc	Low	Email conduct in place.	Low
Social Media: Inappropriate/incorrect/poorly phrased etc	Low	Monitored on an ongoing basis.	Low
Social Media: hacking & cyber attacks	Medium	Monitored but difficult to stop.	Medium
Publications			
Mistakes/incorrect etc	Low	All are carefully checked.	Low
Fundraising			
Fundraising Standards & guidance	Low	Monitored and proof read.	Low
Inappropriate funding	Low		Low
Charity Commission			
Failure to report any major issues	Low	No issues to report, would report if needed to.	Low
Froglife Ecological Services (FES)			
Training courses	Medium	Well structure course in place & delivered by professional staff.	Low
Financial	Low	Healthy contract schedule.	Low

FINANCIAL REVIEW

The financial statements include the results of both The Froglife Trust and its trading subsidiary Froglife Ltd t/a Froglife Ecological Services (FES) for the 12-month period ending 30th September 2024.

Significant events that have affected the financial performance and the financial position of Froglife during the period are:

Froglife has a diverse range of income streams and enjoys the support of a wide range of grant making organisations. Most of this funding is for direct project delivery, however we are very appreciative of the unrestricted grants that we receive from the Esmeé Fairbairn Foundation and People Postcode Animal Lottery and to donors who provide Full Cost Recovery elements in their grants. Froglife is very reliant on FES to provide unrestricted funds in the form of gift-aided profits to the charity. These funds help to support the core functions of the charity.

Our largest donor has continued to be the National Lottery Heritage Fund (NLHF). This year thanks to NLHF lottery players and Natural England we have started our London Blue Chain project.

Obtaining grants from grant making foundations and trusts has remained incredibly competitive, with donors requiring a much higher level of evidence of impact and long-term sustainability of projects/ organisations. The requirements for increased supporting evidence and other documentation to be submitted with grant applications does put an enormous strain on staff capacity to meet these requirements. Likewise, donor reporting has become a lot more demanding and complex putting further strain on project and financial staff capacity.

We have witnessed a huge increase in the demands on our Human Resources capacity, this is largely around work required on Diversity, Equality, and Inclusion (DEI) and gathering the necessary data to be able to report on our DEI of staff, trustees, participants, and job vacancy applicants. We are also spending a lot more time on ensuring the mental and physical well-being of our staff.

Consolidated income for 12 months is £1,095,638. This is down on the previous year by £150,223 due to a lapse period between a project completing and setting up a new project.

NLHF grants equates to £343,665 .

RESERVES POLICY

Unrestricted reserves position is £458,171, which equates to 17 months of operational costs. Froglife's reserve policy is to hold a minimum of 12 months unrestricted funds to cover operational obligations should the trust need to be wound up. The charity also holds unrestricted funds to cover grant payments that are received in arrears from funders.

INVESTMENT POLICY

Froglife has a policy not to invest funds in the stock market or through any other forms of investment.

CORPORATE SPONSORS

Holiday Cottages
Stay in Cornwall
Big Domain
Dealsqueen
Home Grown Timber
Waterside Nursery
Puddleplants
Wildwater

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of The Froglife Trust for the purposes of company law) are responsible for preparing the Trustees' Annual Report and financial statements in accordance with the applicable law and United Kingdom Accountancy Standards (United Kingdom Generally Accepted Accounting Practices).

Company law requires the trustees to prepare the financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and its subsidiary and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and its subsidiary 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 SORP 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether UK Accounting Standards have been followed, subject to any material departure disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustees Investment (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company 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 corporate and financial information included on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements

may differ from legislation in other jurisdictions.

Disclosure of information to the auditors

In so far as the trustees are aware:

- **There is no relevant audit information of which the Trust's auditors are unaware; and**
- **The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.**

Auditors

A resolution proposing that Saffery Chartered Accountants be appointed as auditors of the group will be put to the Annual General Meeting.

This report has been prepared in accordance with the special provisions relating to companies subject to small companies' regime within Paragraph 15 of the Companies Act 2006.

This report has been approved by the Board on 12th December 2024 and signed on its behalf by Inez Smith (Chair).



Opinion

We have audited the financial statements of The Froglife Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 30 September 2024 which comprise the consolidated and charity statements of financial activities, the consolidated and charity balance sheets, the charity and consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 affairs of the group and the parent charitable company as at 30 September 2024 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 requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis of 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 charitable company 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 group or the parent charitable company'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.

THE FROGLIFE TRUST

INDEPENDENT AUDITORS REPORT TO THE TRUSTEES AND MEMBERS OF THE FROGLIFE TRUST

(CONTINUED)

Other information (continued)

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 this gives rise to 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.

Other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report which includes the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report which includes the Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and their 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 Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company'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 trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the Trustees' Annual Report.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out above, the trustees (who are also the directors of the parent charitable company for the purposes of company law) 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 the financial statements that are free from material misstatement, whether due to fraud or error.

THE FROGLIFE TRUST

INDEPENDENT AUDITORS REPORT TO THE TRUSTEES AND MEMBERS OF THE FROGLIFE TRUST

(CONTINUED)

Responsibilities of trustees (continued)

In preparing the financial statements, the trustees are responsible for assessing the group and the parent charitable company'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 the parent charitable company 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 auditors under the Companies Act 2006 and under the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the group and parent 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 the 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud are detailed below.

Identifying and assessing risks related to irregularities:

We assessed the susceptibility of the group and parent charitable company's financial statements to material misstatement and how fraud might occur, including through discussions with the trustees, discussions within our audit team planning meeting, updating our record of internal controls and ensuring these controls operated as intended. We evaluated possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the group and parent charitable company by discussions with trustees and updating our understanding of the sector in which the group and parent charitable company operate. Laws and regulations of direct significance in the context of the group and parent charitable company include The Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and guidance issued by the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator.

Audit response to risks identified:

We considered the extent of compliance with these laws and regulations as part of our audit procedures on the related financial statement items including a review of financial statement disclosures. We reviewed the parent charitable company's records of breaches of laws and regulations, minutes of meetings and correspondence with relevant authorities to identify potential material misstatements arising. We discussed the parent charitable company's policies and procedures for compliance with laws and regulations with members of management responsible for compliance.

THE FROGLIFE TRUST

**INDEPENDENT AUDITORS REPORT TO THE TRUSTEES AND MEMBERS OF THE FROGLIFE TRUST
(CONTINUED)**

Auditor's responsibilities for the audit of the financial statements (continued)

During the planning meeting with the audit team, the engagement partner drew attention to the key areas which might involve non-compliance with laws and regulations or fraud. We enquired of management whether they were aware of any instances of non-compliance with laws and regulations or knowledge of any actual, suspected or alleged fraud. We addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and identifying any significant transactions that were unusual or outside the normal course of business. We assessed whether judgements made in making accounting estimates gave rise to a possible indication of management bias. At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. 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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the parent charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the parent charitable company's members and 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 anyone other than the parent charitable company, the parent charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Gareth Norris (Senior Statutory Auditor)
For an on behalf of Saffery LLP

Westpoint
Peterborough Business Park
Lynch Wood
Peterborough
PE2 6FZ

Statutory Auditors

18 December 2024

Date

Saffery LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

THE FROGLIFE TRUST

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (inc Income and Expenditure Account)

FOR YEAR ENDED 30 SEPTEMBER 2024

	<i>Note</i>	Unrestricted	Restricted	Total 2024	Total 2023
		£	£	£	£
INCOME					
Donations and legacies	2a	30,882	998	31,880	71,400
Grants	2b	208,700	575,277	783,977	875,400
Charitable activities	3	49,522	9,035	58,557	127,025
<i>Income from other trading activities:</i>					
Other income	4	6,661	-	6,661	2,048
Commercial trading operation		208,401	-	208,401	166,840
Investment income	5	6,162	-	6,162	3,150
Total income		510,328	585,310	1,095,638	1,245,863
EXPENDITURE ON:					
Raising funds	7	177,121	-	177,121	138,824
Charitable activities	6	33,509	854,320	887,829	1,197,342
Total expenditure		210,630	854,320	1,064,950	1,336,166
Net income / (expenditure) for the year		299,698	(269,010)	30,688	(90,303)
Transfers between funds	17a	(228,602)	228,602	-	-
Net movement in funds		71,096	(40,408)	30,688	(90,303)
Reconciliation of funds:					
Total funds brought forward	17a	387,075	94,759	481,834	572,137
Total funds carried forward		458,171	54,351	512,522	481,834

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on the following pages form part of these accounts.

THE FROGLIFE TRUST

CHARITY STATEMENT OF FINANCIAL ACTIVITIES (inc Income and Expenditure Account)

FOR YEAR ENDED 30 SEPTEMBER 2024

	<i>Note</i>	Unrestricted	Restricted	Total 2024	Total 2023
		£	£	£	£
INCOME					
Donations and legacies	2a	30,882	998	31,880	71,400
Grants	2b	208,700	575,277	783,977	875,400
Charitable activities	3	49,522	9,035	58,557	127,025
<i>Income from other trading activities:</i>					
Other income	4	6,661	-	6,661	2,048
Investment income	5	37,442	-	37,442	31,166
Total income		333,207	585,310	918,517	1,107,039
EXPENDITURE ON:					
Charitable activities	6	33,509	854,320	887,829	1,197,342
Total expenditure		33,509	854,320	887,829	1,197,342
Net income / (expenditure) for the year		299,698	(269,010)	30,688	(90,303)
Transfers between funds	17a	(228,602)	228,602	-	-
Net movement in funds		71,096	(40,408)	30,688	(90,303)
Reconciliation of funds:					
Total funds brought forward	17a	370,568	94,759	465,327	555,630
Total funds carried forward		441,664	54,351	496,015	465,327

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on the following pages form part of these accounts.

THE FROGLIFE TRUST
CONSOLIDATED BALANCE SHEET
AS AT 30 SEPTEMBER 2024

	<i>Note</i>	2024	2023
FIXED ASSETS			
Tangible fixed assets	11	-	-
CURRENT ASSETS			
Stocks		545	524
Debtors	14	144,138	129,187
Cash at bank and in hand		<u>424,634</u>	<u>405,515</u>
		569,317	535,226
CURRENT LIABILITIES			
Creditors: amounts due within one year	15	(56,795)	(53,392)
NET CURRENT ASSETS		<u>512,522</u>	<u>481,834</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		512,522	481,834
Creditors: amounts due after one year		-	-
TOTAL NET ASSETS		<u>512,522</u>	<u>481,834</u>
FUNDS OF THE CHARITY			
Restricted funds	17	54,351	94,759
Unrestricted funds	17	<u>458,171</u>	<u>387,075</u>
		<u>512,522</u>	<u>481,834</u>

The trustees have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company. The notes on the following pages form part of these accounts.

The financial statements were approved by the Board of Trustees on 12/12/24 and signed on their behalf by:



Ms Inez Smith
Chair

Company Registration No: 04382714 (E&W)

**THE FROGLIFE TRUST
CHARITY BALANCE SHEET
AS AT 30 SEPTEMBER 2024**

	Note	2024	2023
FIXED ASSETS			
Tangible fixed assets	11	0	0
Investments	12	100	100
CURRENT ASSETS			
Stocks		545	524
Debtors	14	348,825	259,183
Cash at bank and in hand		198,252	240,439
CURRENT LIABILITIES			
Creditors: amounts due within one year	15	(51,707)	(34,919)
NET CURRENT ASSETS			
		495,915	465,227
TOTAL ASSETS LESS CURRENT LIABILITIES			
		496,015	465,327
Creditors: amounts due after one year			
TOTAL NET ASSETS			
		496,015	465,327
FUNDS OF THE CHARITY			
Restricted funds	17	54,351	94,759
Unrestricted funds	17	441,664	370,568
		496,015	465,327

The notes on the following pages form part of these accounts.

The financial statements were approved by the Board of Trustees on 12/12/24 and signed on their behalf by:



Ms Inez Smith
Chair

Company Registration No: 04382714 (E&W)

THE FROGLIFE TRUST

STATEMENT OF CASH FLOWS AND CONSOLIDATED STATEMENT OF CASH FLOWS

AS AT 30 SEPTEMBER 2024

	<i>Note</i>	2024 Group £	2024 Charity £	2023 Group £	2023 Charity £
Cash Flows From Operating Activities					
Net cash provided by / (used in) operating activities	19	12,957	(79,628)	(126,146)	(168,234)
Cash Flows from Investing Activities					
Investment interest		6,162	37,442	3150	31,166
Change in cash and cash equivalents in the year		19,119	(42,186)	(122,996)	(137,068)
Cash and cash equivalents brought forward		405,515	240,438	528,511	377,506
Cash and cash equivalents carried forward	21	424,634	198,252	405,515	240,438

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2024

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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 (FRS 102)(effective 1 January 2019) - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The accounts are produced with the underlying currency being GBP.

b) Legal status of the Charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

c) Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The Trust is reliant on grants to be able to carry out its objectives. Whilst these may be affected but the impact of Covid-19, the Trust has an adequate number of grant applications already in place or accepted for the coming 12months. Additionally, further grants have been accepted post year end, with more grant applications coming back online. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

d) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiary Froglife Trading Ltd on a line-by-line basis.

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds account for situations where a donor requires their donation must be spent on a specific purpose .

The aim and use of each material restricted fund is set out in the notes to the financial statements.

f) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Where income has related expenditure (as with fundraising or contract income), the income and related expenditure are reported gross in the Statement of Financial Activities.

1 ACCOUNTING POLICIES (CONTINUED)

f) Income (continued)

Where income has related expenditure (as with fundraising or contract income), the income and related expenditure are reported gross in the Statement of Financial Activities.

Donations, grants (including government grants) and gifts are recognised when receivable. In the event that a donation is subject to fulfilling performance conditions before the charity is entitled to the funds, the income is deferred and not recognised until it is probable that those conditions will be fulfilled in the reporting period.

Income from Gift Aid tax reclaims is recognised for any donations with relevant Gift Aid certificates recognised in income for the year. Any amounts of Gift Aid not received by the year end are accounted for in income and accrued income in debtors.

For legacies, entitlement is taken on a case by case basis as the earlier of the date on which: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executors intention to make a distribution. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity. Where legacies have been notified or the charity is aware of the granting of probate, and the criteria for income have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance for a future fundraising event or for visitor fees received in advance of an event are deferred until the criteria for income recognition are met.

Interest on deposit funds held is included when receivable and the amount can be measured reliably by the charity which is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. This is normally upon notification by our investment advisor of the dividend yield of the investment portfolio. Income tax recoverable in relation to investment income is recognised at the same time the investment income is receivable.

Sponsorship from events, fundraising and events registration fees are recognised in income when the event takes place. Trading income is recognised on point of sale for both donated and purchased goods.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis under the following headings:

Costs of raising funds are those cost incurred in attracting voluntary income and those incurred in fundraising.

Expenditure on charitable activities includes expenditure associated with conservation of amphibians and reptiles, education and training and providing information and awareness and include both the direct costs and support costs relating to these activities.

Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of those resources.

1 ACCOUNTING POLICIES (CONTINUED)

h) Volunteers

The value of the services provided by volunteers cannot be reliably estimated and therefore is not incorporated into these financial statements. Further details are provided in the Trustee's Report.

i) Fixed assets

All assets are capitalised at their historical cost when purchased.

Depreciation is provided to write off the cost less estimated residual value of all fixed assets over their expected economic useful lives as follows:

All fixed assets - 25% per annum straight line

The need for any impairment of a fixed asset write down is considered if there is concern over the carrying value of an asset and is assessed by comparing that carrying value against the value in use or realisable value of the asset when appropriate.

j) Investments

Fixed asset investments represent the equity share in Froglife Ltd, the wholly owned subsidiary company and are stated at cost in the charity balance sheet.

k) Stock

Stocks have been valued at the lower of cost and net realisable value

Net realisable value is based upon estimated selling price less further costs expected to be incurred to disposal. Provision is made for obsolete and slow moving items when appropriate.

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income and tax recoverable is included at the best estimate of the amounts receivable at the balance sheet date.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

The Trust 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 assets are recognised in the Trust's Statement of Financial Position when the Trust becomes party to the contractual provisions of the instrument.

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

1 ACCOUNTING POLICIES (CONTINUED)

o) Financial instruments (continued)

Basic financial assets

Basic financial assets, which include trade and other debtors, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Other financial assets classified as fair value through the statement of financial activities are measured at fair value.

Other financial assets

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest income over the relevant period.

The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount on initial recognition.

Impairment of financial assets

Financial assets, other than those held at fair value through the statement of financial activities, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in the statement of financial activities.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Classification of financial liabilities

Basic financial liabilities

Basic financial liabilities, including trade and other creditors, bank loans, loans from fellow group are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as 'creditors: amounts falling due within one year' if payment is due within one year or less. If not, they are presented as 'creditors: amounts falling due after more than one year'. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2024

1 ACCOUNTING POLICIES (CONTINUED)

o) Financial instruments (continued)

Other financial liabilities

Other financial liabilities, including debt instruments that do not meet the definition of a basic financial instrument, are measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method.

Other financial liabilities (continued)

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability to the net carrying amount on initial recognition.

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the Charity's obligations are discharged, cancelled, or they expire.

p) Operating leases

Operating leases are recognised over the period of which the lease falls due.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight line basis over the period of the lease.

q) Taxation

The company is considered to pass the test set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2a DONATIONS AND LEGACIES

	2024	2024	2023	2023
	Group	Charity	Group	Charity
Unrestricted funds:	£	£	£	£
Donations	30,882	30,882	63,326	63,326
	<u>30,882</u>	<u>30,882</u>	<u>63,326</u>	<u>63,326</u>
	2024	2024	2023	2023
	Group	Charity	Group	Charity
Restricted funds:	£	£	£	£
Donations	998	998	8,074	8,074
	<u>998</u>	<u>998</u>	<u>8,074</u>	<u>8,074</u>

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2024

2b GRANTS RECEIVED	2024	2023
Group and charity	£	£
Unrestricted funds:		
Esmee Fairbairn Foundation	100,000	110,000
Postcode Animal Lottery	50,000	50,000
Garfield Weston Trust	50,000	30,000
James Gibson Charitable Trust	3,000	10,000
Henocq Law	5,000	-
Other grants under £1,000	700	600
Total unrestricted funds	<u>208,700</u>	<u>200,600</u>
Group and charity	£	£
Restricted funds:		
National Heritage Lottery Fund	343,664	369,946
Natural England	58,435	-
City Bridge Trust	39,400	66,453
The Robertson Trust	30,800	32,200
R S Mcdonald	15,000	15,000
Masonic Charitable Trust	14,735	9,348
Cambridgeshire Community Foundation	15,952	-
Department for work & pensions	12,375	-
Simon Gibson Trust	9,133	-
Heart of England-WMCA	9,012	-
CLA Charitable Trust	5,000	-
Hugh Fraser Foundation	5,000	-
St James Place	4,767	-
Neighbourly Foundation	3,000	-
The Hospital Saturday Fund	2,000	-
Westham House	1,675	-
Wild Wet Web	1,500	-
Enjoolata Foundation	1,479	-
Coop Community Fund	1,100	-
The Edward & Dorothy Foundation	1,000	-
Hodge Foundation	-	5,000
Biffa	-	48,278
Nature Scot	-	30,613
Queens Cross Housing Association	-	4,876
West Midlands District Council	-	59,706
D'Oily Carte Charitable Trust	-	3,000
Sussex Community Foundation	-	9,917
John Swire	-	20,000
Other grants under £1,000	250	463
	<u>575,277</u>	<u>674,800</u>

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2024

3 INCOME FROM CHARITABLE ACTIVITIES	2024	2023
Group and Charity	£	£
Conservation of amphibians and reptiles	21,450	21,450
Education and training	27,668	3,680
Information and awareness	404	1,759
Unrestricted funds:	49,522	26,889
Conservation of amphibians and reptiles	3,051	9,301
Education and training	865	14,375
Information and awareness	5,119	76,460
Restricted funds:	9,035	100,136
4 OTHER INCOME	2024	2023
Group and charity	£	£
Corporate sponsorship	2,046	1,963
Other income	4,615	85
	6,661	2,048

All fundraising event income in both the current and previous year relate to unrestricted funds.

5 INVESTMENT INCOME	2024	2024	2023	2023
	Group	Charity	Group	Charity
	£	£	£	£
Bank interest	6,162	3,417	3,150	2,049
Profits from trading company	-	34,025	-	29,117
	6,162	37,442	3,150	31,166

All investment income in both the current year and prior year relate to unrestricted funds.

6 EXPENDITURE			
Expenditure on Charitable Activities - Current Year	Direct	Support	2024
	Costs	Costs	Total
Group and Charity	£	£	£
Conservation of amphibians and reptiles	204,795	208,659	413,454
Education and training	322,955	105,935	428,890
Information and awareness	39,065	6,420	45,485
	566,815	321,014	887,829

Included within expenditure on charitable activities are restricted funds of £854,320 and unrestricted funds of £33,509.

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2024

6 EXPENDITURE (continued)

Expenditure on Charitable Activities - Prior Year	Direct Costs £	Support Costs £	2023 Total £
Group and Charity			
Conservation of amphibians and reptiles	335,533	217,948	553,481
Education and training	439,496	110,651	550,147
Information and awareness	87,008	6,706	93,714
	<u>862,037</u>	<u>335,305</u>	<u>1,197,342</u>

Included within expenditure on charitable activities are restricted funds of £1,178,705 and unrestricted funds of £18,637.

7 RAISING FUNDS

Expenditure on raising funds as shown in the group statement of financial activities relates to costs incurred by the trading subsidiary which relate to unrestricted funds in both the current and prior year.

8 ANALYSIS OF SUPPORT COSTS

	Conservation £	Education & Training £	Information & awareness £	2024 Total £
Rent and rates	9,251	4,697	285	14,233
Insurance	4,169	2,117	128	6,414
Cleaning and waste	9	5	0	14
Travel and Subsistence	7,811	3,966	240	12,017
Printing, postage and stationery	3,128	1,588	96	4,812
Computer and telephone	9,782	4,966	301	15,049
Repairs and renewals	600	305	18	923
Staff costs	155,564	78,979	4,787	239,330
Recruitment and training	405	206	12	623
Legal and professional fees	2,097	1,065	65	3,227
Depreciation	-	-	-	-
Bank charges	256	130	8	394
Miscellaneous	5,423	2,751	168	8,342
Governance - trustee expenses	368	187	11	566
Governance - audit costs	9,796	4,973	301	15,070
	<u>208,659</u>	<u>105,935</u>	<u>6,420</u>	<u>321,014</u>

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2024

8 ANALYSIS OF SUPPORT COSTS (Continued)

	Conservation	Education & Training	Information & awareness	2023 Total
	£	£	£	£
Rent and rates	11,900	6,042	366	18,308
Insurance	3,104	1,576	96	4,776
Cleaning and waste	14	7	0	21
Travel and Subsistence	6,031	3,062	186	9,279
Printing, postage and stationery	2,122	1,078	65	3,265
Computer and telephone	7,210	3,661	222	11,093
Repairs and renewals	(1,279)	(649)	(39)	(1,967)
Staff costs	144,179	73,196	4,437	221,812
Recruitment and training	675	343	21	1,039
Legal and professional fees	23,116	11,736	711	35,563
Depreciation inc loss on disposal	-	-	-	-
Bank charges	145	74	4	223
Irrecoverable VAT on support costs	6,014	3,053	185	9,252
Miscellaneous	5,726	2,907	176	8,809
Governance - trustee expenses	271	138	8	417
Governance - audit costs	8,720	4,427	268	13,415
	217,948	110,651	6,706	335,305

In 2024 and 2023 support costs have been allocated in line with the aims of the project and its activity undertaken.

9 STAFF EMOLUMENTS AND TRUSTEE EXPENSES

	2024	2023
	£	£
Wages and salaries	616,062	629,920
Social security costs	53,615	56,117
Pension costs	13,195	13,027
	682,872	699,064

Pension costs were paid under the new auto-enrolment requirements to the National Employers Savings Trust.

	2024	2023
	No	No
The average number of employees during the year was:		
Commercial trading operations	1	1
Direct Charitable activities	17	18
Support services	7	6
	25	25

One employee received emoluments in excess of £60,000 (2023: one)

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2024

9 STAFF EMOLUMENTS AND TRUSTEE EXPENSES (continued)

The charity considers its key management personnel to comprise of the Trustees and the senior management team as disclosed in the Trustees' Report. None of the trustees received any remuneration or benefits in kind from the charity during the year (2023: £nil). The total employee benefits of 4 key management personnel (2023: 4 key management personnel) were £162,131 (2023: £150,447).

Expenses relating to travel and subsistence for attendance at Trustee meetings was reimbursed to 4 trustees (2023: 2) during the year amounted to £567 (2023: £417).

10 NET INCOMING / (EXPENDITURE)

	2024	2023
	£	£
Net incoming /(expenditure) is stated after charging:		
Auditors' remuneration:		
for audit services	18,551	16,441
for accountancy services	2,235	940
Operating lease rentals	18,635	17,949

11 TANGIBLE FIXED ASSETS

Group and charity	Office Equipment	Computer Equipment	Total
	£	£	£
Cost or Valuation			
As at 1 October 2023	2,172	23,932	26,104
As at 30 September 2024	2,172	23,932	26,104
Depreciation			
As at 1 October 2023	2,172	23,932	26,104
Charge for the year	-	-	-
As at 30 September 2024	2,172	23,932	26,104
Net Book Value			
As at 30 September 2024	-	-	-
As at 30 September 2023	-	-	-

12 INVESTMENTS

	2024	2023
	£	£
Charity		
Equity investment in trading subsidiary	100	100
Total charity investment	100	100

13 TRADING SUBSIDIARY

The Charity owns 100 shares of £1 each in it's trading subsidiary, Froglife Ltd (Company No: 02348393) incorporated in the United Kingdom, whose principle place of business is Brightfield Business Hub, Bakewell Road, Orton Southgate, Peterborough PE2 6XU and whose main purpose is to carry out the commercial conservation contracts and surveys. These are the only shares allotted, called up and fully paid. The activities and results of this company are summarised as follows:

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
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13 TRADING SUBSIDIARY (continued)

	2024	2023
	£	£
Turnover	208,401	166,840
Costs of sales	(165,153)	(128,454)
Gross Profit	43,248	38,386
Operating expenses	(10,535)	(9,171)
Profit on ordinary activities before interest	32,713	29,215
Interest receivable	2,744	1,101
Interest payable	(1,432)	(1,199)
Net trading profit	34,025	29,117
Gift aid donated to parent charity	(34,025)	(29,117)
Profit for the year	-	-
Balance Sheet:		
Current assets	226,403	185,477
Liabilities	(209,796)	(168,870)
Net assets	16,607	16,607
Represented by:		
Capital	100	100
Reserves	16,507	16,507
	16,607	16,607

14 DEBTORS

	2024	2024	2023	2023
	Group	Charity	Group	Charity
	£	£	£	£
Trade debtors	2,110	2,090	2,230	2,230
Amounts owed by group undertakings	-	204,707	-	150,396
Taxation recoverable	-	-	-	-
Other debtors	750	750	750	750
Prepayments and accrued income	141,278	141,278	126,207	105,807
	144,138	348,825	129,187	259,183

15 CREDITORS: Amounts falling due within one year

	2024	2024	2023	2023
	Group	Charity	Group	Charity
	£	£	£	£
Trade creditors	23,886	23,886	26,469	11,475
Taxation and social security	13,131	12,723	11,647	11,193
Other creditors	-	-	-	-
Accruals and deferred income	19,778	15,098	15,276	12,251
	56,795	51,707	53,392	34,919

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2024

16 COMMITMENTS UNDER OPERATING LEASES

At 30 September the group and charity had total commitments under non-cancellable operating leases as follows:

	2024 Land and buildings	2024 Other	2023 Land and buildings	2023 Other
Due within one year	13,314	1,080	9,714	260
Due in 2-5 years	-	270	-	325
	<u>13,314</u>	<u>1,350</u>	<u>9,714</u>	<u>585</u>

17a FUNDS -current year

	Brought forward 1/10/23	Income	Expenditure	Transfers	Carried forward 30/9/24
Group	£	£	£	£	£
<u>Unrestricted Funds</u>					
General funds	387,075	510,328	(210,629)	(228,602)	458,172
<u>Restricted Funds</u>					
Green Pathways Glasgow	8,250	57,684	(83,137)	37,435	20,232
Wildlife surveys & research tunnels	16,747	-	(26,232)	9,485	-
Somerset Green Pathways for Life	1,500	30,196	(33,149)	19,911	18,458
Leaping forward for Dementia - London	13,399	39,400	(62,236)	9,437	-
Leap Frog Schools - habitat projects	5,183	-	-	-	5,183
Discovering Dewponds - Sussex					
incorporating Access to Work	-	74,196	(109,763)	35,567	-
London Blue Chain-Development	-	1,267	(2,708)	1,441	-
Coalface to Wildspace - Midlands	-	84,854	(145,920)	62,279	1,213
West Midlands District Council, co					
funding Coalface to Wildspace - Midlands	34,680	18,145	(23,839)	(28,986)	-
Transforming Lives	-	113,870	(154,871)	42,298	1,297
Peterborough Neighbourhood Wildlife					
Corridors	15,000	7,867	(30,816)	15,917	7,968
London Blue Chain-Main project	-	157,831	(181,649)	23,818	-
Total Restricted Funds	<u>94,759</u>	<u>585,310</u>	<u>(854,320)</u>	<u>228,602</u>	<u>54,351</u>
Total Funds	481,834	1,095,638	(1,064,949)	-	512,523

Included in expenditure for restricted funds are support costs that are not covered by grant income, charitable activities and donations; thus it is necessary to transfer funds from unrestricted funds to cover these costs. A full cost record of the project is required when reporting to funders.

Charity

Funds are as the table above but included within Unrestricted General Funds brought forward and carried forward is £16,507 (2023: £16,507) which relates to Froglife Limited, the Charity's trading subsidiary.

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2024

17b FUNDS -prior year	Brought forward 1/10/22	Income	Expenditure	Transfers	Carried forward 30/9/23
Group	.	£	£	£	£
<u>Unrestricted Funds</u>					
General funds	403,562	462,853	(157,461)	(321,879)	387,075
<u>Restricted Funds</u>					
Green Pathways Glasgow	3,604	56,595	(58,703)	6,754	8,250
Wildlife surveys & research tunnels	16,747	-	-	-	16,747
Somerset Green Pathways for Life	6,853	12,968	(25,442)	7,121	1,500
Come Forth for Wildlife - Main	-	81,838	(141,970)	60,132	-
Leaping forward for Dementia - London	10,436	66,453	(63,490)	-	13,399
Leap Frog Schools - habitat projects	5,183	-	-	-	5,183
Discovering Dewponds - Sussex	3,215	129,324	(187,853)	55,314	-
Toads On Roads - Group Funds	4,600	-	(4,600)	-	-
Scottish Green Pathways for Life	3,635	-	(5,288)	1,653	-
Peterborough Green Pathways - 2022	16,719	7,479	(24,575)	377	-
Fife Living Waters	70,642	-	(101,505)	30,863	-
London Blue Chain	15,641	25,886	(53,692)	12,165	-
Eye Green - Biffa & PCC	10,236	48,278	(67,115)	8,601	-
Coalface to Wildspace - Midlands	1,064	79,430	(160,859)	80,366	-
Transforming Lives	-	87,680	(110,534)	22,854	-
Natural England Species Recovery	-	76,460	(88,907)	12,447	-
Coalface to Wildspace - Scotland	-	30,613	(42,130)	11,517	-
Peterborough Neighbourhood Wildlife					
Corridors	-	20,300	(16,743)	11,443	15,000
West Midlands District Council	-	59,706	(25,026)	-	34,680
Scottish Priority Ponds	-	-	(156)	156	-
Green Pathways Peterborough & Fenland					
Nature & Nourishment	-	-	(116)	116	-
Total Restricted Funds	168,576	783,010	(1,178,705)	321,879	94,759
Total Funds	572,137	1,245,863	(1,336,166)	-	481,834

Charity

Funds are as the table above but included within Unrestricted General Funds brought forward and carried forward is £16,507 (2022: £16,507) which relates to Froglife Limited, the Charity's trading subsidiary.

17 FUNDS NOTES

Leaping Forward for Dementia – London: through the support of a City Bridge Trust, we have continued to deliver sessions with people living with dementia on several green spaces in London.

London Blue Chain: we have started the delivery phase.

THE FROGLIFE TRUST
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17 FUNDS NOTES -continued

Peterborough, Fenlands & Scotland Green Pathways Scheme : have all continued to operate delivering outdoor nature focused session with vulnerable and/or disadvantaged children and young people.

Somerset Green Pathways for Life : delivers sessions at three venues around Frome for people living with dementia.

Discovering Dewponds - Sussex: Is in its final year of delivery and has met all the targets and has exceeded many of them.

Midlands Coalface to Wildspace : This project enters its final year. The habitat works are all completed, and it continues with its programme of public engagement.

Transforming Lives : the project has successfully trained its second cohort of trainees in Reserve Nature management and volunteer engagement. The third cohort are now in training.

Amphibian Mortality: our partnership with the Zoological Society of London, British Trust for Ornithology and RSPB has continued, with Froglife receiving reports of amphibian diseases and mortality.

Toads on Roads: we continue to co-ordinate the seasonal Toads on Roads patrols and analyse the data that they submit to us.

Reserve Management: we have continued with the management Hampton, Eye Green and Boardwalks Nature Reserves.

Research : This year entered and completed several applied research projects.

Social Media / Enquiry Service: our social media engagement continues to rise particularly as we engage in new social media platforms. We have seen a drop in email enquiries, but these are now directed through social media.

Digital: we have continued to expand our digital outputs, this year creating statues with QR codes.

Website: we continue to update and maintain our website to a very high standard.

Froglife Ltd t/a Froglife Ecological Services (FES): FES has continued to grow and explore new areas of work for private contract work.

18a ANALYSIS OF NET ASSETS BETWEEN FUNDS-current year

Group	Unrestricted	Restricted	Total 2024
	£	£	£
Tangible fixed assets	-	-	-
Current assets	488,588	80,729	569,317
Creditors: amount falling due within one year	(30,417)	(26,378)	(56,795)
Creditors: amount falling due in more than one year	-	-	-
	<u>458,171</u>	<u>54,351</u>	<u>512,522</u>
Charity	Unrestricted	Restricted	Total 2024
	£	£	£
Tangible fixed assets	100	-	100
Current assets	466,893	80,729	547,622
Creditors: amount falling due within one year	(25,329)	(26,378)	(51,707)
Creditors: amount falling due in more than one year	-	-	-
	<u>441,664</u>	<u>54,351</u>	<u>496,015</u>

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2024

18b ANALYSIS OF NET ASSETS BETWEEN FUNDS-prior year

Group	Unrestricted	Restricted	Total 2023
	£	£	£
Tangible fixed assets	-	-	-
Current assets	424,681	110,545	535,226
Creditors: amount falling due within one year	(37,606)	(15,786)	(53,392)
Creditors: amount falling due ion more than one year	-	-	-
	<u>387,075</u>	<u>94,759</u>	<u>481,834</u>

Charity	Unrestricted	Restricted	Total 2023
	£	£	£
Tangible fixed assets	100	-	100
Current assets	389,601	110,545	500,146
Creditors: amount falling due within one year	(19,133)	(15,786)	(34,919)
Creditors: amount falling due ion more than one year	-	-	-
	<u>370,568</u>	<u>94,759</u>	<u>465,327</u>

19

RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2024	2023	2023
	Group	Charity	Group	Charity
	£	£	£	£
Net income / (expenditure) for the year	30,688	30,688	(90,303)	(90,303)
Adjustment for:				
Depreciation charges including loss on disposal	-	-	-	-
Interest from investments	(6,162)	(37,442)	(3,150)	(31,166)
(Increase) / Decrease in stocks	(21)	(21)	74	74
(Increase) / Decrease in debtors	(14,951)	(89,641)	(56,125)	(57,214)
(Decrease) / Increase in creditors	3,403	16,788	23,358	10,375
Net cash provided by/(used in) operating activities	12,957	(79,628)	(126,146)	(168,234)

20 ANALYSIS OF NET DEBT

	At 30		Non Cash	At 30
	September 2023	Cash Flow	Flow	September 2024
Group				
Cash in hand	405,515	19,119	-	424,634
Charity				
Cash in hand	240,438	(42,186)	-	198,252

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2024

21 ANALYSIS OF CASH AND CASH EQUIVALENTS

	2024 Group	2024 Charity	2023 Group	2023 Charity
	£	£	£	£
Cash at bank and in hand	424,634	198,252	405,515	240,438
Total cash and cash equivalents	424,634	198,252	405,515	240,438

22 RELATED PARTIES

There have been no related party transactions in the reporting period except those already addressed in note 9.

PROJECTS FOR THE END OF THE REPORT :

Leaping Forward for Dementia – London: through the support of a City Bridge Trust, we have continued to deliver sessions with people living with dementia on several green spaces in London.

London Blue Chain: we have started the delivery phase.

Peterborough, Fenlands & Scotland Green Pathways Scheme: have all continued to operate delivering outdoor nature focused session with vulnerable and/or disadvantaged children and young people.

Somerset Green Pathways for Life delivers sessions at three venues around Frome for people living with dementia.

Discovering Dewponds: Is in its final year of delivery and has met all the targets and has exceeded many of them.

Coalface to Wildspace Midlands: This project enters its final year. The habitat works are all completed, and it continues with its programme of public engagement.

Transforming Lives: Froglife Trainees: the project has successfully trained its second cohort of trainees in Reserve Nature management and volunteer engagement. The third cohort are now in training.

Amphibian Mortality: our partnership with the

Zoological Society of London, British Trust for Ornithology and RSPB has continued, with Froglife receiving reports of amphibian diseases and mortality.

Toads on Roads: we continue to co-ordinate the seasonal Toads on Roads patrols and analyse the data that they submit to us.

Reserve Management: we have continued with the management Hampton, Eye Green and Boardwalks Nature Reserves.

Research: This year entered and completed several applied research projects.

Social media/Enquiry Service: our social media engagement continues to rise particularly as we engage in new social media platforms. We have seen a drop in email enquiries, but these are now directed through social media.

Digital: we have continued to expand our digital outputs, this year creating statues with QR codes.

Website: we continue to update and maintain our website to a very high standard.

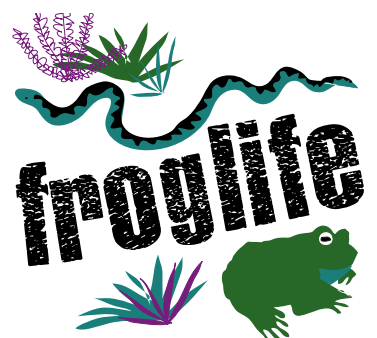
Froglife Ltd t/a Froglife Ecological Services (FES): FES has continued to grow and explore new areas of work for private contract work.



The Froglife Trust

*Leaping forward for amphibian
and reptile conservation*

Working together to save the species



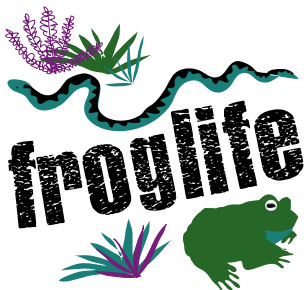
Accounts

The Froglife Trust

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ANNUAL REPORT AND ACCOUNTS October 2022 - September 2023



TRANSFORMING LANDSCAPES

TRANSFORMING LIVES

TRANSFORMING RESEARCH

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ABOUT FROGLIFE

The Froglife Trust (known as Froglife) is a national nature conservation charity with a specific focus on reptiles and amphibians and their habitats. Froglife's vision is a world in which reptiles and amphibian populations are flourishing as part of healthy ecosystems. Amphibians are declining globally at a faster rate than birds and mammals, and as they are an integral part of our ecosystem, it is essential that we work together to address these declines. Due to a lack of data, we are less certain about the status of the UK's reptile species, but we continue to work to address this most recently through our Discovering Reptiles project and four research projects funded by DEFRA Natural England. We are in the process of investigating potential funding opportunities to deliver the recommendations from the research projects. We do have anecdotal evidence of adder declines where they appear to have been lost entirely from counties that once had flourishing populations.

At Froglife we believe we can reverse these declines by raising awareness, enhancing knowledge, restoring and creating habitats, undertaking species condition monitoring, and surveying and encouraging as many people as possible for all sectors of society to act. To ensure that our work is sustainable we deliver an extensive volunteer programme, training volunteers across the UK in species and habitat management. We also recognise that our donors want to be reassured that the habitat sites that they are funding will remain in optimum condition for the foreseeable future, which of course also fits Froglife's objectives. To ensure this we have a commitment in our Strategy to review all habitat works undertaken by Froglife 1, 3, 5 & 10-years post completion. We visit selected sites and visits are logged onto our database providing us with a valuable dataset for research and future works.

Our work is grass roots, applied, evidence-based conservation. The habitat work benefits countless

species from aquatic invertebrates and plants, to amphibians, reptiles, birds and mammals. Our conservation projects enhance the UK's biodiversity.

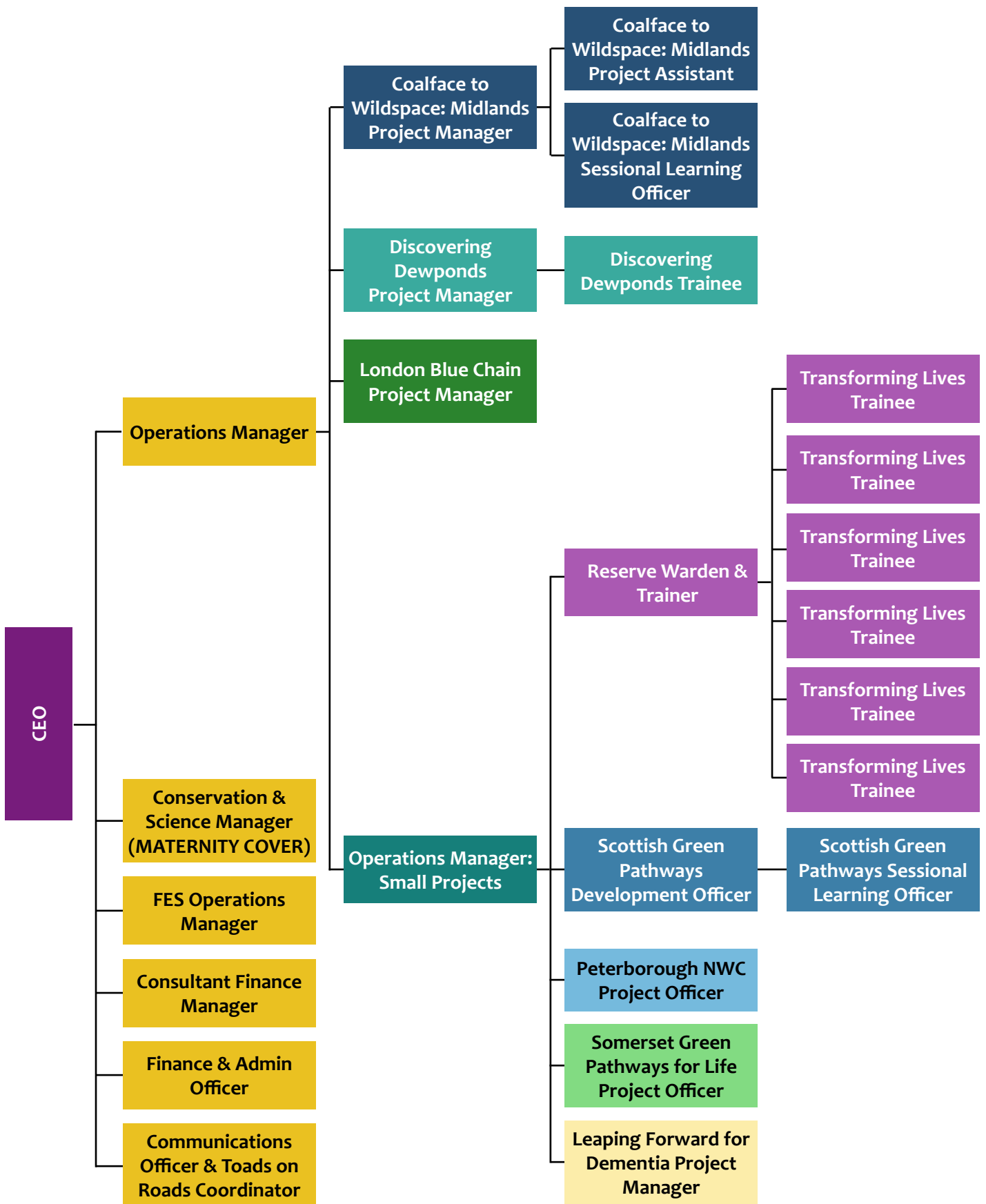
This holistic approach to nature conservation enables us to take individuals on a wildlife journey, whilst also delivering quantifiable results for our reptile and amphibian species.

The strategic direction of Froglife is set by the board of trustees from a range of backgrounds in conservation and industry. The appointment of three new trustees in December 2023 will increase the number of trustees to ten with our new appointments increasing the range of experience and expanding the trustee demographic. In June 2023 Froglife advertised for new trustees requesting specific expertise to fill some skill gaps within the board. We were extremely pleased by the interest shown and the high level of expertise that candidates brought. The Vice-Chair and Chief Executive Officer (CEO) interviewed most of those who applied, and a proposal was put to the board to invite three of the candidates to become trustees, the proposal was unanimously approved. We believe that these three candidates will bring a lot of strengths to the board and will also address any potential successional issues.

During 2022 we developed our seven-year strategy covering January 2023 – December 2030. This is in line with UK individual country targets of 30% recovery by 2030 (30/2030) and the Environment Act's aim to halt biodiversity loss by 30% of land and sea by 2030 in England.

The delivery of the strategy and the day-to-day management of the organisation is delegated to the (CEO) who is supported by the Senior Management Team (SMT). The SMT meet every six-eight weeks and organisational strategy, project delivery and financial management is reviewed at each meeting.





ACHIEVING OUR VISION AND MISSION

We achieve our vision and mission through three work streams:



Our work is underpinned through our organisation values:

- Froglife works inclusively but actively engages with those not usually involved in nature conservation.
- Froglife operates to the highest standards with all stakeholders.
- Froglife will have a positive impact on the environment through its activities.

Froglife will foster an environment that encourages innovation and diligence amongst staff, trustees, and volunteers.

It is supported by:

- Our Finance Team
- Our facilities and resources
- Our communications and marketing

Froglife believes that it can only address the nature crisis by ensuring that those that engage with Froglife represent the full range of communities/demographics of the UK population. We focus particularly on socio-economically deprived communities as they are often excluded from benefiting from helping nature. We also focus on communities that for cultural/heritage reasons feel that they are not 'welcome' in the sector. This is demonstrated in the current projects that we are delivering and projects that are in development.

Our work helps:

- To alleviate stress in busy urban environments.
- To improve mental and physical well-being.
- To build community cohesion.
- To foster environmentally friendly communities.

Our work is underpinned by our volunteer force which includes volunteer groups working on nature reserves managed by Froglife and Toads on Roads patrollers. This year 394 volunteers helped us contributing a total of 2803 hours.





PUBLIC BENEFIT

In carrying out their duties the trustees have had regard to public benefit guidance by the Charity Commission. The trustees note that the charitable activities focus on species conservation and public involvement. The work that the charity undertakes plays an important role in environmentally sustainable development creating more sustainable, resilient communities.

Within urban environments, plants filter pollutants and absorb carbon dioxide from the air, helping to improve air quality.

- Freshwater, such as lakes, ponds and ditches, all habitats that Froglife focuses on, act as carbon sinks, helping to offset some of the negative impacts of global warming and climate change.
- Aquatic habitats and plants help to stabilise high temperatures brought about by heat generated by buildings and transport systems.
- Green and blue spaces soften noise in urban environments.
- Freshwater, vegetation, and soft ground help to alleviate the risk of flooding.
- Natural green spaces benefit the health and well-being of people.

HEALTH & SAFETY

The Board of Trustees have assessed the major risks to which the charity is exposed, particularly those relating to the operations, reputation, business, and finances of the Froglife Trust and Froglife Ecological Services (FES). The CEO assesses and updates the likelihood and impact of material risks on a risk management matrix, which is reviewed by the board on a quarterly basis at trustee meetings.

A traffic lights system is used to grade the level of the risk. This is reviewed quarterly to reflect the seasonality of the work that is taking place which affects the level of risk.

Health and safety procedures and generic and project specific risk assessments are reviewed annually in January. Health and Safety reports are a standing item on the quarterly board agenda. One of the trustees is responsible for monitoring health and safety and is made aware of all reported incidents, and when necessary, appropriate action is taken. Health and Safety is an important element of staff inductions, and where relevant, training is provided.

All staff working with young people and/or vulnerable adults are cleared through the Disclosure & Barring Service in England and Disclosure Scotland in Scotland. All staff and trustees are obliged to attend Safeguarding courses every three years.

ENVIRONMENTAL ACTIONS

We continue to work to reduce our environmental impact across all our projects. As a national organisation, one of our main impacts is travel, and the use of heavy equipment for habitat works. We have found ways to use more environmentally friendly forms of transport, and through use of virtual channels have reduced the need to travel to meetings. Most of our staff work remotely predominantly from home, this reduces travel to and from offices. We are in the process of evaluating the environmental impact of using heavy machinery for habitat works to access the trade-off between the benefits of habitat restoration and creation for carbon capture as well as enhancing biodiversity, and the potential negative environmental impacts. We will assess how to address this once we have the conclusions from the evaluation.

We encourage all staff to upcycle, recycle and re-use materials wherever possible, to avoid using plastic in any project materials, to use sustainably sourced wood and other materials.

We worked with a paid intern funded via Bath University to calculate our carbon footprint, including scope 1, 2 and 3. Our carbon footprint is low compared to other organisations, and it confirms that our main impacts are through embedded energy in the materials we use. We are analysing the data to prioritise the actions we need to take for the future.

Since moving into the new office in Peterborough, which is a shared Business Hub, we have found it difficult to obtain energy usage from the building managers. We continue to try to address this through using other means.

Froglife is committed as an organisation to reach net zero by 2030. We will be joining Fit for the Future, a networking group, supporting organisations to reach net zero.

Diversity, Equality and Inclusion

Froglife is committed to social justice, and to tackling injustice and inequality. Since 2007 Froglife has been delivering projects designed entirely to empower new audiences and those often excluded from nature conservation initiatives to take action to help conserve the UK's natural environment, particularly focusing on reptiles, amphibians, and freshwater habitats. We have delivered projects working with young offenders,

disadvantaged and/or vulnerable children and young people, young people leaving care, young carers, LGBTQ families, ethnic minority groups, people with mental and/or physical disabilities, men as part of a MENTal wellbeing programme and others. However, we recognise that we still have a long way to go to be a truly Diverse, Equitable, and Inclusive organisation. To address this, we have undertaken several initiatives and continue to build on these:

- We held a staff meeting to discuss DEI within the context of our staff, and to consult on the development of a staff DEI form, which was positively received.
- Most staff completed the DEI form, which revealed a higher level of diversity and lived experiences amongst staff than initially thought.
- Trustees completed the DEI form.
- We introduced the DEI form as part of our recruitment process. We also amended the wording in our job advertisements to encourage wider diversity.
- As discussed in an earlier section we have widened our board of trustees.
- We have widened the range of places where we advertise our roles.
- We reviewed our DEI data collection and made it more consistent across all audiences.
- Most staff took part in general DEI training.
- We have worked with CEMVO on refining our DEI form to encourage more uptake and to improve analysis.
- CEMVO delivered Racial Justice training to staff.
- Through our membership of Wildlife and Countryside LINK we are benefiting from the EDI working groups road map, which we are adapting to suit our needs.
- Our Operations Manager sits on Scottish Environment LINK EDI working group.
- We altered our wording from Christmas shut-down to End of Year shut-down, to move away from any religious bias.

"Froglife is a fantastic, ambitious organisation that is made even more special by everyone working in the organisation across all roles. Thank you for all the support, fun and quizzes over the last 3 years."

Staff wellbeing

Froglife has had a long-term commitment to mental health and staff wellbeing, and has strong support systems in place through, for example, our appraisal and supervision system, and our peer mentor programme. This year we have maintained and extended the support provided and we have formalised our provision with a new Wellbeing Strategy.

"Thank you so much for looking into this for me. I am honestly touched and extremely grateful for your time to take it to the SMT meeting. If anything, it shows what a wonderful and encouraging charity Froglife is to work for, which is something I have never encountered in a work setting. It's massively confidence boosting to know that we are encouraged to show our own initiative, which in my old job would have been extremely rare."



STRUCTURE, GOVERNANCE AND MANAGEMENT

Registered name: The Froglife Trust operating under the name of Froglife

Charity Registration Number: 1093372 (England & Wales); SC014854 (Scotland).

Bankers: Barclays Bank Plc, 1 Church Street, Peterborough, PE1 1XE.

Auditors: Saffery LLP, Westpoint, Peterborough Business Park, Lynch Wood, Peterborough, PE2 6FZ.

The trust is a company limited by guarantee and is constituted by its trust deed. The trust lodged a Resolution with Companies House and the Charity Commission in October 2023 to modernise the wording within the trust deeds. This has been accepted by Companies House and the Charity Commission.

The trust has two patrons, Mr Jules Howard and Ms Kate Bradbury. Together they bring a wealth of wildlife conservation, education, digital technology broadcasting and writing skills. Both contribute an enormous amount of time and energy to the work of the trust.

The trustees, who are also directors for the purpose of company law, and who served during the year were:

Ms Inez Smith (Chair)

Professor Roger Downie (Vice Chair) (acted as Chair from January – July 2023 during a period of leave by Ms Inez Smith)

Mr Frank Clark

Dr Philip Wheeler

Dr Silviu Petrovan

Mr Gordon MacLennan

Mr Xavier Mahele

After the resignation of Mr Richard Donoyou the Board of Trustees evaluated skills and demographic gaps and undertook a recruitment process to address these gaps. As an outcome of the recruitment process the

trustees have recruited three new trustees who will be formally elected at the Annual General Meeting in December 2023. One attended the September 2023 trustee meeting as a guest. The new trustees will have a formal induction to the organisation during January/February 2024, the induction will include arranging visits to the three sites that Froglife manages in Peterborough and where feasible project visits. All new trustees will complete Child Protection and Vulnerable Adult training through a suitable provider. Trustees will be provided with other training as and when training is required.

None of the trustees have any beneficial interest in the company. All the trustees are members of the company and guarantee to contribute £10 in the event of insolvency.

The Froglife Trust is governed by its Trustee Board which is responsible for setting the objectives and policies of the charity. The trustees ensure that the charity satisfies its legal and contractual obligations. The Board of Trustees meet at a minimum quarterly.

Senior Management Team (The Froglife Trust) consists of:

Chief Executive Officer – Kathy Wormald

Operations Manager (Large Projects) – Sheila Gundry

Conservation, Evaluation and Research Manager – Jenny Tse-Leon (currently on maternity leave)

Conservation & Science Manager – Dr Andrew Smart (maternity cover)

Senior Management Team (Froglife Ecological Services) consists of:

Chief Executive Officer – Kathy Wormald

Operations Manager – James McAdie

REMUNERATION OF KEY MANAGEMENT PERSONNEL

At the Board of Trustees meeting in December 2022, in recognition of inflation costs, the trustees approved a 10% pay-rise for all staff members. This was earlier than the usual pay review which would have taken place in April 2023, the board felt it was important to review salaries earlier than usual to avoid staff being put into financial hardship.

Other pay reviews are conducted on a staff-by-staff basis and are increased if roles have changed, and they have moved into the next grade. The CEO's salary is set and reviewed by the board of trustees on guidance from the chair. The last review was in July 2012 to ensure that the salary was comparable with other CEO positions within the sector and with similar levels of responsibility. The board is of the view that the salary remains comparable, and no further review is required.

Relationships with related parties and other charities and organisations with which Froglife co-operates in pursuit of its charitable objectives

In 2023 the trustees took the decision to become a member of Wildlife and Countryside LINK, they felt that with the plethora of new government legislation at a UK wide level, it was important that Froglife

was represented in discussions and inputted into central government consultations over proposed new legislations that could potentially impact on the operations of the charity.

Froglife is represented by the Conservation and Science Manager on:

- Blueprint for water
- Wildlife crime group
- Nature and well-being strategy group
- Nature policy working group
- Land use planning group

Since May 2023 Froglife has reviewed 44 consultations, letters or policy statements from Wildlife and Countryside Link (WCL) or its members and have signed up to 13 documents as a participating member. Froglife was able to have a line inserted in the Nature 2030 Campaign Document relating to pond loss and has been promoting both the Nature 2030 document and the 30x30 Progress Report.

Froglife has remained an active member of Scottish



Environment LINK, and the CEO continues as a trustee of the network. We sit on various working groups contributing comments on various Scottish government consultations, particularly on the Scottish Biodiversity Strategy and delivery plans and the new Scottish Environment Bill. We have continued to recruit MSPs as Nature Champions, this year we have been joined by Fulton MacGregor MSP, championing the great crested newt, Daniel Johnson MSP championing the slow worm and Murdo Fraser MSP championing the palmate newt.

Froglife co-operates and works in partnership with a wide range of organisations and charities including those working within the nature conservation sectors and from wider charitable sectors. Froglife works closely with landowners and land managers, local and central councils, schools, colleges, universities, and corporate partners.

We have remained Evidence Champions for Conservation Evidence and sit on the Conservation Evidence working group. We are a member of Cambridge Conservation Forum representing conservation organisations worldwide.

We have remained a crucial partner in the Garden Wildlife Health Forum and have contributed actively through promoting the project, reporting amphibian disease/mortality reports through our INFO service and

social media and have attended regular partnership meetings.

Our partnership with Girl Guiding UK resulted in an activity sheet for the girl guides to take part in.

As part of our partnership with the South Downs National Park Trust we sat on the grants panel to award grants to South Downs National Parks reserve staff for the creation and restoration of freshwater habitats. We have been asked to continue as a member of the grants panel for future grant awards.

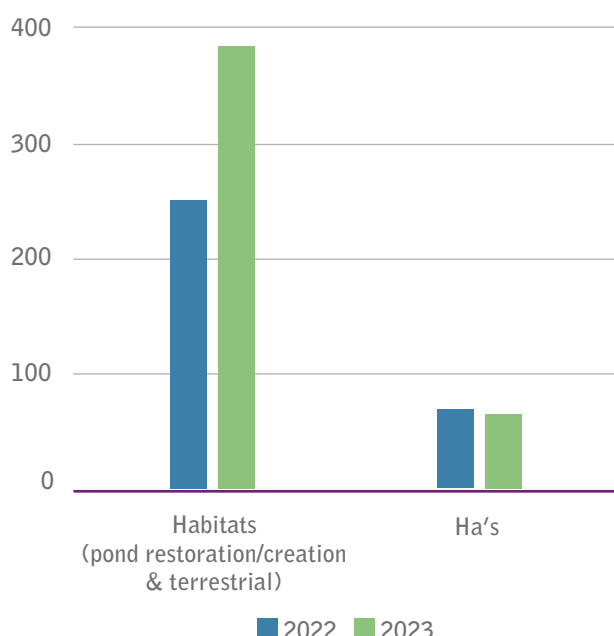
We sit on various fundraising, business support, woman leadership, corporate and other groups all of which help to inform our operations and raise the profile of the charity. Our Operations Manager is a Trustee of the National Association of Environmental Education.

TABLE 1: Global Statistics 2020/21; 2021/22 & 2022/23			
Category	2020/21	2021/22	2022/23
Habitats	255	222	381
Hectares	962	69	66
Volunteers	569	589	394
Hours	3984	2554	2803
Sessions	954	1000	901
People	33045	78487	65217



TRANSFORMING LANDSCAPES

Comparing 2021/22 to 2022/23



How we did delivering our key indicators

We have continued with our successful habitat creation and restoration programme, and this year we have created and restored 381 freshwater and terrestrial habitats, covering 66 hectares.

This year we improved 13% of habitat at Hampton Nature Reserve for great crested newts, grass snakes, adders, and bearded stonewort. This work has been undertaken by our Reserve Warden, a team of trainees and a dedicated volunteer group.

We have continued with the management of Boardwalks and Eye Green Nature Reserves. This year we have undertaken a wide range of habitat improvements at both reserves. We are pleased to report that at Eye Green Nature Reserve we restored two ponds, created two ponds' and enhanced a ditch with scallops. We created reptile basking banks, hibernacula and planted up the ponds with native

aquatic plants resulting in Great Crested Newt (GCN) and Smooth Newt breeding and egg laying in the ponds' first season. This is the first report of GCN at Eye Green Nature Reserve. 266 volunteers helped us with the preparation works and with planting of ponds after the works. This year through our Transforming Lives: Trainees project we restored the Dragonfly Pond at Boardwalks Nature Reserve, and we are pleased to report that the toad population has returned to the pond. The project has also enhanced various other areas of the reserve, particularly for reptiles.



Pond Restoration at Eye Green Nature Reserve



Pond Restoration at Hampton Nature Reserve



Pond Restoration at Boardwalks Nature Reserve



Eye Green Nature Reserve



The toad migration season took place in early spring again this year. Thanks to toad managers and their patrollers 112,418 toads were rescued from road mortality and safely helped to their breeding ponds. We continue to register new patrols this year we have had a record number of new patrols registered, now standing at 443, this represents a 11% increase in toad patrols.

This year the BBC Magazine featured an article on Toads on Roads:

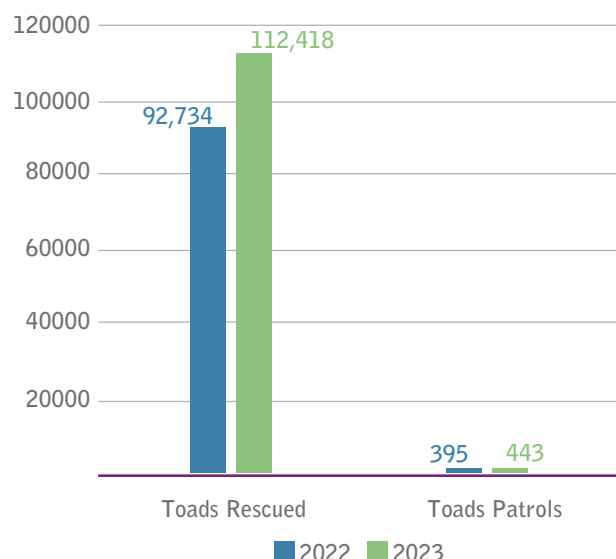
"Conservation charity Froglife collects the data from 200 patrols currently operating in communities from the Isle of Anglesey to Ipswich."

Sheila Gundry, Operations Manager at Froglife, comments *"You get a real sense from talking to the people that have set up patrols, or regularly volunteer, that their major motivation for taking part is driven by a deep sense of wanting to make a difference."*

"Every migration season they are totally committed to going out on patrol, even when it looks like it will be a quiet night, to ensure that as many amphibians as possible make it safely across the road."

Crucially this combination of community driven conservation in action and long running citizen science, has provided conservationists with a much clearer picture of the population trends that we are seeing for amphibians and how they are faring across the UK."

Toad Patrol Data and Number of Toad Patrols registered with Froglife



Our Discovering Dewponds project hosted its second TOAD Summit in Sussex. This was an in-person event, with a great turnout and a very interactive summit with lots of ideas, suggestions, and outcomes.



Discovering Dewponds Toad Summit

This year we completed the project to develop a new on-line reporting portal for toad patrollers, the new portal, through streamlining data submissions, greatly reduces the amount of staff time that the charity invests in receiving and logging the toad data. This will provide us with more time to analyse our toad patrol data and ensure that it is submitted to NBN to inform the work of others. An update to the 'Toads on Roads' paper was presented by Silviu Petrovan at the 22nd European Herpetological Society Congress in September and we are starting to investigate our data to look at the turnover of Toad Patrols over time and why some patrols become 'dormant'.

We have received funding from the RS MacDonald Foundation across two years, part of the funding is towards supporting Toads on Roads in Scotland.

This year we awarded Newt Year Honours again, with many people over the moon at receiving an honour:

"I was extremely flattered to receive this award, so thank you. I have printed it out and stuck it proudly above all the kids awards from school." Chris Knowles, volunteer, and consultant.

Some volunteers really do go the extra mile, as witnessed by this correspondence between Froglife's CEO and a volunteer in Wales.



Come Forth for Wildlife entered its final year, with the project concluding huge successes for habitat creation and restoration. In total the project worked on 31 habitat sites, and created, and restored 92 freshwater bodies, and improved 138 terrestrial habitats. In total 29,008 people got directly involved in creating Neighbourhood Wildlife Corridor. They created and restored 15 freshwater bodies, planted 4 wildflower meadows, built, and installed numerous wildlife homes, including hedgehog boxes, hibernacula, bird and bat boxes and basking banks.



87 Ponds Created
22 Ponds Restored
137 Terrestrial Habitats Created

Fife Living Water project created a wetland in Cowdenbeath with 94 created and restored ponds and 18 new terrestrial habitats at Cowdenbeath wetland, connecting with 35 newly created ponds and 11 terrestrial habitats at Swan Pond.



Fife Living Water Cowdenbeath Wetland before



Fife Living Water Cowdenbeath Wetland after



Fife Living Water Swan Pond



Fife Living Water Swan Pond

Discovering Dewponds project has completed its second year and has undertaken all the habitat works. The project has exceeded its original target of restoring nine dewponds in the South Downs National Park and has undertaken restoration works on thirteen dewponds. As part of the DEFRA Species Recovery grant managed by Natural England, we recorded the restoration works of three of the ponds through drone footage, to help inform future restoration works. To date the project has undertaken 13 interventions as part of the Neighbourhood Wildlife Corridors.

Transforming Lives: Trainees our first cohort of trainees completed their training earlier this year, we are delighted to report that all of them secured paid employment within the nature conservation sector. We recruited the next group of trainees in May 2023. We are very pleased with the huge amount of habitat improvements that the first group of trainees undertook on the three reserves managed by Froglife in Peterborough. Additionally, they did great crested newt training and other courses of their preference. They helped with great crested newt, reptile, bird, bat, and butterfly surveys and assisted with the delivery of community and volunteer days. This next group will build on this excellent work.

"Thanks again for letting us visit you, Claire, and the trainees on Monday, it was a really positive experience and helped get a better understanding of the project and the backgrounds of the trainees." Donor

London Blue Chain completed its development phase in August 2023 and submitted the application for the delivery phase to National Lottery Heritage Fund. The project will be creating a London Blue Chain along the historic London Green Chain walking route. The Blue Chain will both connect a corridor of freshwater habitats and local communities to their nature heritage. The project will create 100 blue chain ponds, including 85 community ponds, created by local people. We will create Neighbourhood Wildlife Corridors with a total of 60 other interventions.



Discovering Dewponds

Coalface to Wildspace Midlands started in September 2022 and although mainly a public engagement project, thanks to a grant secured through WMCA Community Green Grants we have undertaken habitat creation and improvement works on highly overgrown ponds in Reedswood Park, the only green space in the west of Walsall. This funding is cofunding the Neighbourhood Wildlife Corridors that form part of the main Coalface to Wildspace Midlands project funded by National Lottery Heritage Fund. The project is in the process of creating 8 Neighbourhood Wildlife Corridors, with a total of 40 wildlife interventions. To date communities in highly deprived neighbourhoods have created 2 ponds and 15 smaller habitat interventions.



The Green Pathways Scheme (London, Somerset, Peterborough & Fenlands, Scotland) has also contributed to our Transforming Landscapes programme. This year these projects, with their project participants, have created and restored 18 habitats. These include freshwater and terrestrial improvements. This work has been undertaken on local allotments, green spaces, parks, schools, housing association green spaces and community gardens.



Our volunteer training programme and working with other organisations such as The Conservation Volunteers (TCV) in Scotland is central to ensuring that

our work is sustainable. This is further supported by Froglife's commitment to re-visit all sites that we have worked on 1,3,5 & 10 years post works.

"I visited Sheffield earlier this week to see several ponds that we created in 2018/19. They are looking great despite the lack of rain."

"Brilliant morning, good fun and well delivered" Victoria C., Volunteer

"The training has been very varied, interesting and informative which has increased my knowledge in a field I only had basic knowledge." Mags W., Volunteer

"Thanks for helping to improve Kinneil. Hope the ponds will flourish and continue to be maintained in the future." Ian S., Volunteer

"Lovely friendly leader, very helpful & inclusive of all volunteers" Anna W., Volunteer

The key donor for our Transforming Landscapes work is the National Lottery Heritage Fund and we are enormously grateful to lottery players for supporting this valuable work. We are also grateful to the many other donors that support this work, a total of 24 donors have contributed funds to ensure that we can deliver for biodiversity and for reptile and amphibian conservation. It goes without saying that without this support we would not be reporting on yet another very impactful year.



TRANSFORMING LIVES

Sessions, Workshops, Events & Participants



How we did delivering our Key Indicators

We are reliant on the volunteers and placements that help support our work, these include those that help on sites, in the back office, help at events, write blogs and articles, analyse our data, and support our work in a hybrid of other ways. We are also reliant on the Toads on Road patrols that go out each spring evening to help save thousands of toads. A huge thank you to every volunteer. Volunteering provides us with much needed additional support which enables us to deliver more on lower budgets. This is a huge financial gain for Froglife.

"The placement exceeded my expectations and I'm so grateful to have had this experience. I enjoyed seeing all the community gardens that I visited and meeting so many inspiring and lovely people. I also learned a lot about amphibians and my love and appreciation

for them has grown immensely. It was great to see so many conservation projects, how they all worked and how they differed from one another as well as how much the local community want to get involved in projects and how much benefit and impact, they can have to not only the wildlife but also the community. One of my highlights of the placement was seeing lots of tiny froglets hopping around in the Rookery community garden as I had never seen froglets before!"

This year we have worked directly with 65,217 people, this compares to 45,727 last year, circa a 42% of more people benefiting from our work and improving their knowledge of our species, the habitats they depend on and their personal mental and physical well-being.

Green Pathways Scheme (working with vulnerable and/or disadvantaged young people and people living with dementia, currently these projects are operating in London – Leaping Forward for Dementia; Somerset Green Pathways for Life, Peterborough, and Fenlands – Green Pathways Scheme and various regions of Scotland – Green Pathways Scheme) this year the scheme has directly engaged with 6,214 vulnerable and/or disadvantaged people. These projects have accumulatively delivered 935 sessions.

In Peterborough, we have been paid to deliver sessions with students from Peterborough City College and young people attending sessions at Nene Park Trust.



Peterborough City College contract



"It has been brilliant sharing our resources to hopefully inspire both our Neets and Young Ranger, you have played a massive part in that Journey."

Your knowledge, enthusiasm, and passion is clear for all to see.

Your trainees that I have spoken to hold you in the highest regard."

"I'm just writing a massive thank you to you and all your team for having our students over on Wednesday. We all learned a lot and had a lot of fun going through your programme of activities."



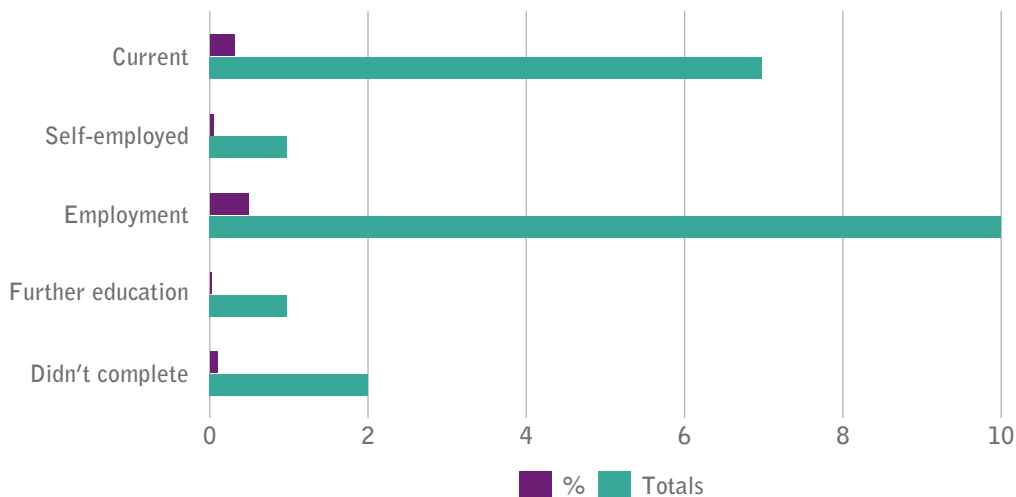
Trainee Progression 2023 - to date 20 trainees

Froglife Trainees we have continued with our strategy to employ paid for trainee placements in most of our projects. This year we have had the pleasure of working with 14 highly motivated and dedicated trainees, not only have the trainees benefitted enormously through developing both habitat and public engagement skills, but Froglife has also benefited by having such a lovely cohort of trainees, most of which have gone on to further employment in the sector.

"I wanted to take a moment to express my heartfelt gratitude to each one of you, you have made my time here truly enriching and rewarding. Working alongside such a talented and passionate team has been an absolute pleasure, and I feel incredibly lucky to have been part of this remarkable group."

Come Forth for Wildlife The project engaged with over 206,000 people; this is approximately 67.38% of the population of the Forth Valley region. Activities included the creation and tour of a Mapestry, the artwork has been visited by over 155,000 people; Wildlife Gardening Workshops; Pond Doctor and Pop-Up Pond Doctor Marquees providing advice to a total of 7,036 people; Virtual Reality Experience viewed by 8,822 people, training courses and volunteer training with a total of 2,530 people professionally trained in amphibians, reptiles, and their habitat requirements. Eight Neighbourhood Wildlife Corridors were created, all 8 areas selected are in the bottom 5%, 10% and 20% defined by the Scottish Index of Multiple Deprivation.

"Lovely tapestries, a lot of hard work. Have brightened up the church:" – Ann A.



Mapestry Session

"Tollbooth- lovely pieces of work and so cheery. Great to see community so engaged with nature" – Christabel W.

"Had a lovely time finding toads and robins on the tapestry. Kept the kids entertained for ages!" – Kara M.



Table 2: COME FORTH FOR WILDLIFE	Numbers Engaged	Total Held
Wildlife Gardening Workshop	825	60
Pop-up Wildlife Gardening Workshops	1,635	12
Mapestry	813	25
Mapestry Tour	154,984	13
Pond Doctor	5,401	44
Virtual Reality Exhibitions	8,822	23
Training Courses	294	22
Volunteer Sessions	2,246	160
Neighbourhood Wildlife Corridors	29,009	-
TOTAL	204,029	361



"I loved doing the VR , such a cool way to be a toad!" – Virtual Reality Exhibition Attendee, February 2023

Fife Living Water delivered 100 volunteer training sessions, training a total of 1,030 people, held 6 community engagement events; 10 school and group sessions reaching 180 school children; 4 business team building day with 29 workers attending and hosted 4 events attended by 1,174 people.



Come Forth for Wildlife Wildlife Gardening Workshops

Discovering

Dewponds delivered 9 amphibian and reptile identification and habitat management talks; delivered 18 natural art sessions, creating sculptures for a natural art trail; delivered 13 reminiscence sessions, creating artistic, informative, and interesting displays of wildlife memories; delivered 32 Wildlife Gardening Workshops already having exceeded the target of 30 workshops and has hosted 2 Toad Summits in Sussex. The project has reached 46% of its total targets and is well on track to exceed some of the targets.

Trainees all the trainees recruited into these positions are people with an interest in wildlife conservation but have not had the opportunity to further their interest through study or employment. This project provides people with an opportunity to gain valuable practical habitat expertise which is transferable to other organisations within the nature conservation sector.

London Blue Chain incorporates a large public engagement programme. The chain will travel



Discovering Dewponds

through Bexley, Greenwich, Lewisham, Bromley, Southwark, and Lambeth. These six boroughs have the highest ethnic diversity in London and are areas that experience some of the highest levels of deprivation in the country. The London Blue Chain will 'link' these communities and their local natural heritage, providing people in most need to benefit from training and learning, conservation volunteering, creative expression, and the physical and mental wellbeing impacts of nature connectedness. In total a minimum of 34,135 people will directly engage with the project, through a wide range of activities designed to appeal to all audiences.

"The Service Users were very engaged in this theoretical session as Kelvin was good at passing on the information at a level that they could understand and used models and photos to illustrate things. He



Transforming Lives Event

was also very good and getting Service Users to participate, to answer and ask questions, and he had made the important effort to remember everybody's names. He also encouraged Service Users to decide throughout the session as to what we would do next."

Coalface to Wildspace

Midlands funded by National Lottery Heritage Fund. The project is largely a community engagement project focusing on working with local communities on creating Neighbourhood Wildlife Corridors and an extensive community engagement programme. To date the project has developed a 3D Digital Film showing the geology of the region over millennium and the evolution of amphibians and reptiles over 400 million years, screenings are currently taking place in a wide range of venues and at schools. Working with local community groups we are creating 'Speaking Wildlife Statues' with QR codes explaining their purpose and benefits to wildlife, these will be located in the Neighbourhood Wildlife Corridors. Other activities include Wildlife Gardening Workshops using Lego to engage with wider audiences, school amphibian hops to visit local ponds, community workshops to create Lego models reflecting the geology and the evolution of amphibians as highlighted in the 3D film, on completion these models will tour venues in Walsall. To date the project has commissioned an artist who



will be supporting workshops in the Neighbourhood Wildlife Corridors run with community groups and members of the public to design and make the sculptures, the groups will also inform the locations for the sculptures. We have also commissioned a Lego professional to help support the Lego workshops.

"I am writing to you because I am donating £52.50 to your vision and mission, which I feel strongly about. I would appreciate if you could keep me up to date with what you are doing, as I do not have access to the internet. I would like you to let me know when you receive the money. Keep up the important work and one day when I get the chance, I will join the vision and mission for the conservation of amphibians and reptiles."
Letter from a prisoner - Froglife sent some of our newsletters to the prison)



TRANSFORMING RESEARCH

Froglife's under the road tunnel mitigation research for Gartcosh Nature Reserve has continued to generate substantial data over the 2022/23 period. This, collectively, with other tunnel research undertaken by Froglife in previous years, now provides us with a significant dataset of amphibian usage of tunnels. Analysis of the accumulative data will help us to better understand the usage of wildlife tunnels, not only by amphibians, but by a wide range of other wildlife.

The NERC CASE PhD student is completing the final stages of the research to understand the impact of salinity on amphibian populations. The results will be published later this year.

The research undertaken by the University of Essex on Froglife's project in Somerset, working with people living with dementia, has published a paper on the findings.

The research undertaken by the Open University on Froglife's project in Somerset, working with people living with dementia, has led to the submission of a paper on the findings (currently back from referees). Our work on reptile basking sites has led to a paper with the University of Reading now ready for submission, and the Centre for Ecology & Hydrology (CEH) has worked with us to access our Toads on Roads data for a paper ready for submission.

Our grants awarded through DEFRA's Species Recovery Programme managed by Natural England completed research on reptile habitat suitability in the South Downs National Park; different approaches

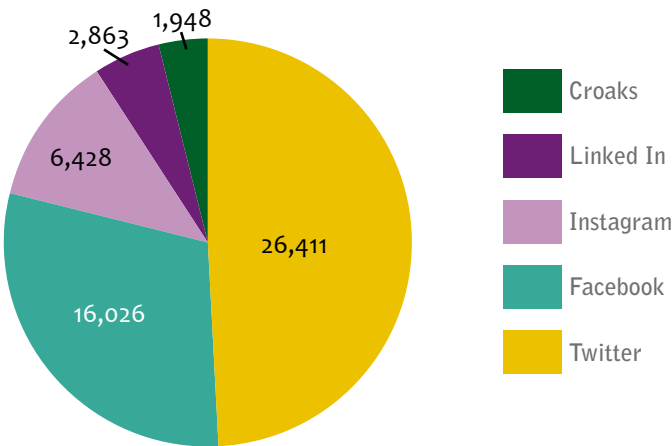
to clay puddling of dewponds in the South Downs National Park; analysing the data from our long-term reptile surveying on Hampton Nature Reserve and our star project, Hissing Heathlands, using Artificial Intelligence to map pre-war heathlands compared with the current provision, which showed a decline between AI mapped heathland provision in Surrey and Hampshire but more importantly, identified the location of past heathland habitat that could be managed back to heathland. On the positive side we did also map some new heathlands that have been created in recent years. The results from this work were presented at the 22nd Congress of the European Society for Herpetology and are being prepared for publication. We are now looking at expanding this research to other heathland regions in England to provide a clear picture of heathland declines and generate an AI system that will rank habitat patches based on their value as recovery sites, 'corridors' and 'stepping stones'.

Following our research on toads living in trees we have received several reports from members of the public reporting such incidences, we are collating these for further research; to date we have 18 records.



TRANSFORMING COMMUNICATIONS

Sessions, Workshops, Events & Participants



We have had some very good media coverage in the national and local press and through our social media channels.

Media Output for Come Forth for Wildlife

Date	Media Type/Source	Content
November 2019	Menstrie Matters magazine	Habitat Works at Menstrie Community Woodlands
February 2020	Press release	Wildlife Pond Visualiser
February 2020	Alloa Advertiser article	Mapestry session
April 2020	BBC Radio Scotland	Wildlife Pond Visualiser
April 2020	BBC Radio Cambridgeshire	Wildlife Pond Visualiser
April 2020	Central FM	Wildlife Pond Visualiser
August 2020	Tenant Talk newsletter	Neighbourhood Wildlife Corridors
September 2021	Falkirk Herald	Volunteer Session
December 2021	Falkirk Herald press release	Virtual Reality Exhibition
February 2022	Press release	Habitat Works at Gartmorn Dam Country Park
August 2022	Falkirk Herald	Virtual Reality Exhibition
September 2022	Falkirk Herald	Volunteer Session
February 2023	Think Wildlife Foundation podcast	Come Forth for Wildlife
March 2023	Falkirk Herald	Pop-up Wildlife Gardening Workshop
May 2023	YouTube short film	Come Forth for Wildlife

We have ensured that our website is regularly reviewed and kept fresh with new content. Our social media following continues to climb, particularly through Froglife’s use of new platforms.

The email enquiry service has seen a fall back in enquirers; however, this is attributed to more social media enquiries.

Top Tweet earned 11K impressions

We champion women in the conservation sector. Our senior management team, chair of trustees & 2 of our patrons are all inspiring, hard-working, & intelligent women making the sector that little bit more inclusive. @BirdgirlUK @Kate_Bradbury @WomenScienceDay #WomenInScience pic.twitter.com/gcuMWF9psF

Top Tweet earned 46.4K impressions

Fears for England's frog and toad populations after drought.

Conservationists blame changing weather patterns as low numbers of amphibians are found across the country.

Read more here: ow.ly/FI0250NKCoX pic.twitter.com/txg7V2Uswd

"Thank you so much for your comprehensive answers to my questions. I am so proud to have toads in my pond."

"The maintenance team on site have rescued the toads and relocated them to long grass near the ponds. More appeared the following day and they have also been rescued. The grounds manager thinks they may have overwintered in the pipes before they were connected. He is going to keep an eye on the issue."

We have received a lot of positive comments about our monthly e-newsletter and bi-annual newsletter, we are very pleased that our supporters value this communication, and we continue to cover what is of interest to them.

"Excellent eNewsletter, congratulations to all involved. I am putting the Fife results into a talk I am giving."

Finally, we would like to acknowledge the valuable work of all our trustees, volunteers, and staff. We particularly want to thank the back-office staff, they are predominantly out of sight, but without their ongoing work dealing with administration, financial matters, human resources, and communications we would certainly not have had the enormous achievement we have enjoyed this year. The CEO would also like to extend a huge thanks to the Senior Management Team who through their ongoing management of projects and their constant fundraising have ensured that we continue with our efforts to conserve our native reptiles, amphibians, and their habitats.



TRANSFORMING FROGLIFE ECOLOGICAL SERVICES (FES)

FES, through delivering paid-for ecological contracts and Great Crested Newt Obtaining a License, reptile and habitat management courses, provides invaluable unrestricted funding for the charity. All profits made by FES are gift-aided to the charity.

"Thanks so much for leading the day yesterday, despite the weather students really enjoyed their day and I am hopeful it might turn into an annual event."

FES has continued to grow its training programme and this year saw the delivery of more training courses, in more regions, training more ecologists. The feedback from these courses is very encouraging.

FES has also seen an increase in the number of private contracts that have been secured, with total income of £166,841 exceeding the previous year of £99,397. FES has also honed its skills by taking on large, ambitious, and new areas of work, for example, this year FES restored a historic toad pond in Ramsey. This was no ordinary village pond; it is a central feature along the main access road into Ramsey, it is a very large pond and is overlooked by many residents. As well as restoring the pond to provide suitable habitat for local toads and other wildlife, the Froglife team also re-instated the original fountain, bringing back the history of the site.

"Just wanted to thank you for all your hard work. The pond looks fantastic, in particular now the fountain is back in place. Looking forward to seeing the flowers when they bloom. Great work!!!!"

"Thank you so much for all the work you did. The ponds look great now. They have cleared completely, and I can see the structures you built for the frogs, both beside and inside the ponds. I feel so much happier about them now and I feel sure the frogs do too, which is what matters."

"The new pond is incredible! Thanks so much for doing the work and facilitating the group. Everyone had a great time. Also, super to know the newts are thriving."

This year we also undertook our first domestic conversion of a disused swimming pool in a privately

owned property into a pond!

As per our strategy for FES we also delivered some of the ecological works through our charity work, namely the restoration of dewponds in the South Downs National Park and pond restoration works at Reedswood Park in Walsall.

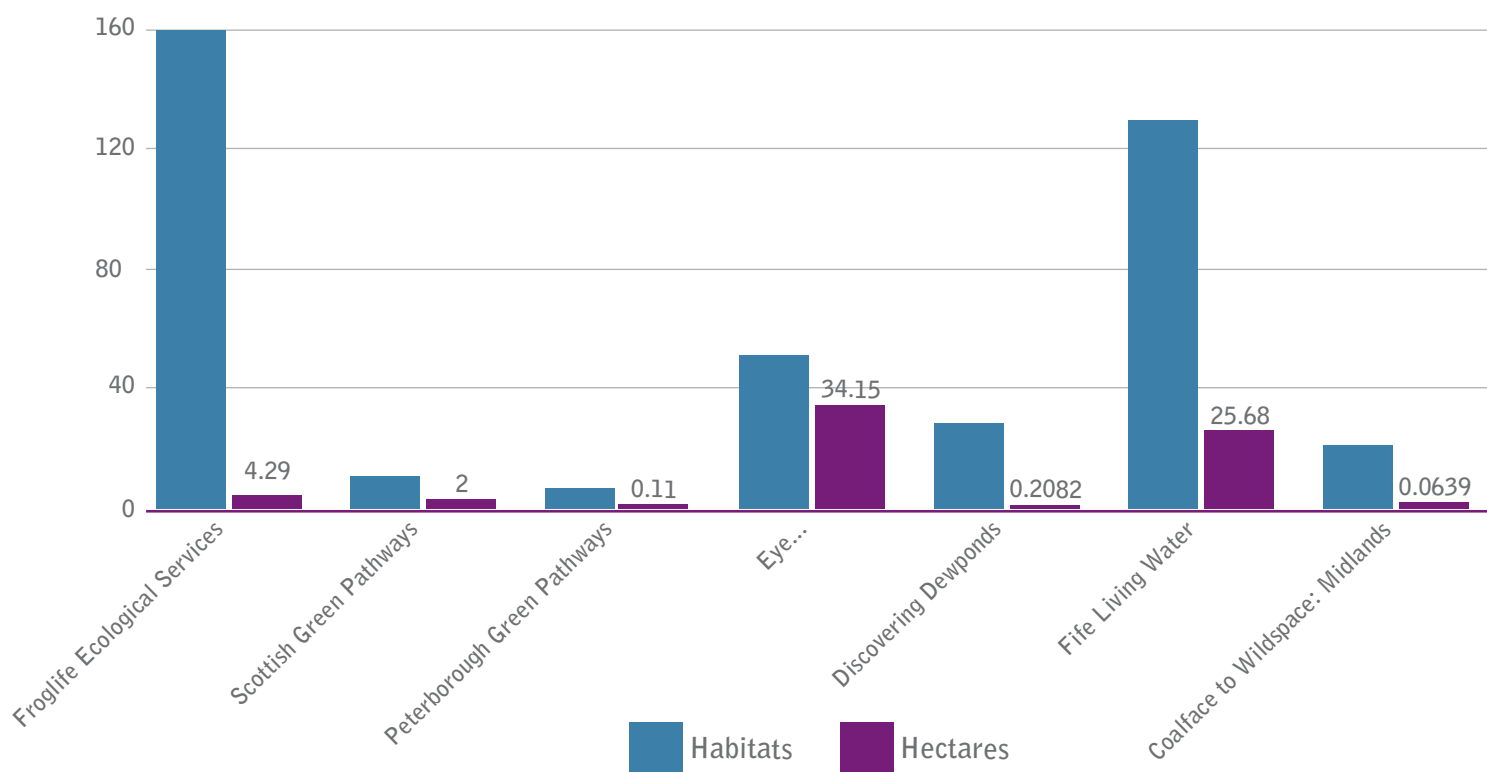
FES is liaising with relevant deliverers and partners of Biodiversity Net Gain and the District Level Licensing Scheme.





TRANSFORMING OUR FUTURE

Global Habitat Statistics Broken Down by Projects 2022/23



Our 2023 – 2030 Strategy has identified the following Aims and Targets:



aim 1 Increase the availability of freshwater and terrestrial habitats for reptiles and amphibians.

target Increase total area of habitat improvements to 5,000 ha by 2025 and 10,000 ha by 2030.

aim 2 Carry out landscape scale conservation projects.

target Deliver 5 large scale landscape scale conservation projects by 2030.

aim 3 Improve connectivity between sites by creating wildlife corridors.

target Create 2 wildlife corridors between key habitats by 2030 and 20 Neighbourhood Wildlife Corridors by 2030.

aim 4 Maintain favourable status at Froglife managed reserves and project sites.

target Publish favourable evaluation report of condition monitoring at Froglife reserves and 1,3,5-, and 10-year site assessments of project sites by 2030.



aim 2 Ensure Froglife is fully inclusive and has good representation from all backgrounds.

target Equality statistics of staff, volunteers and participants reflect those for the UK population by 2030.

aim 2 Expand Froglife’s reach particularly focusing on people who are new to conservation and from areas of multiple deprivation.

target Engage over 50,000 people annually with Froglife activities by 2030, mainly from areas of multiple deprivation across the UK.

aim 2 Progress people on their wildlife journey.
Target: 90% of people that take part in Froglife activities (and provide evaluation data) report they have progressed in at least one area of the Froglife curriculum.

aim 1 Provide evidence for population trends for the 9 “common” UK amphibians and reptiles.

target Carry out historic data review by 2025 and increase quantity of data collected by 50% by 2030.

aim 2 Carry out applied research into the impacts of different conservation actions.

target Meet our commitment in the “routine testing of management” paper to test one intervention per year by 2025 and exceed this by 2030.

aim 3 Act as the public portal for amphibian and reptile disease mortality reports.

target Actively engage and support the national Garden Wildlife Health project.



Our plans to help us deliver the strategy:

We are developing a reporting system so that all projects and other activity within the organisation can report against our identified aims and targets and any new activity can be mapped against our Strategy as part of the development and evaluation processes.

Coalface to Wildspace Scotland we have a pending funding application with Nature Scot – Nature Restoration Fund (NRF) to undertake habitat works and create Neighbourhood Wildlife Corridors in Ayrshire, Lothians, and South Lanarkshire. If successful, we will be working at 14 sites creating and restoring 79 freshwater habitats and 9 Neighbourhood Wildlife Corridors with 108 nature friendly interventions at 41 urban sites.

Coalface to Wildspace Yorkshire we have a pending funding application with NLHF for a development phase of a new Yorkshire project. During the development phase we will identify 60 habitats in 15 areas of high deprivation. The project will be working with Barnsley Metropolitan Borough Council, Doncaster Council, Kirklees Council, Sheffield City Council, Wakefield MDC, Rotherham Council and Selby Council. Other outcomes include 5 dipping platforms, training 600 guardians, 5 NWC with 50 interventions,

100 WGW, Wildlife Parades with schools, installing 5 Speaking Wildlife Statues and hosting 10 Natural Heritage Festivals.

Cymraeg Gymdogaeth Bywyd Gwyllt Coridoran - Welsh Neighbourhood Wildlife Corridors we are in the process of developing our first project in Wales. We do co-ordinate Toad Patrols in Wales and receive a lot of interaction from Welsh people on our social media platforms and by email, but to date we have not delivered a project in Wales. The Welsh Neighbourhood Wildlife Corridors will create three wildlife corridors, covering 13 areas. The project will create and restore a minimum of 26 freshwater bodies, create and install 13 Speaking Wildlife Statues, create a minimum of 26 wildflower meadows and deliver 130 other wildlife friendly interventions.

Consolidating and expanding our existing projects we will continue to consolidate our Transforming Lives programme within areas that the Green Pathways Scheme and Leaping forward for Dementia are currently operating. This will ensure longevity for these projects. We will continue to expand the Green Pathways Scheme and Leaping Forward for Dementia into new areas, this will ensure that the projects are benefiting new audiences and nature areas.

RISK MANAGEMENT AND INTERNAL CONTROLS

The board of trustees have overall responsibility for the system of internal controls for Froglife and its subsidiary which include ensuring that there are procedures in place for the prevention and detection of fraud and other irregularities. However, such a system can only provide reasonable, but not absolute assurance against errors and fraud.

The charity operates a comprehensive annual planning and budgeting process, which is approved by the board. Performance is monitored using activity and financial targets. Reports are made to the board which compare the actual results against activity targets and against phased budgets which link to financial performance with resource and activity levels.

Internal controls are subject to scrutiny by the charity's Senior Management Team and the Finance Team which carry out a programme of cyclical reviews.

The charity has risk management policies and procedures through which risks arising from existing operations and strategic developments are identified and evaluated. Managers are required to identify and analyse the risk relevant to their scope of activity, assess them accordingly to the impact on the charity and the likelihood of occurrence; and report of the procedures which are in place, or are being developed or enhanced, to provide assurance that the risk is being monitored. The Board of Trustees agreed at the June 2023 meeting that the Risk Register should be updated to remove the items relating to the pandemic and Coronavirus; the Risk Register was updated in September 2023 and presented to the Board of Trustees at the September 2023 trustee meeting.

The Risk Register as at September 2022:

Risk	Level	Actions	Revised Level
Human Resources			
Loss of key staff	Medium	CEO/SMT: strong lines of communication within SMT and between SMT and Trustees; Ensure that SMT is up to date on each others work commitments; Ensure that key work areas can be covered by others; Regular 1-2-1 meetings between CEO and Chair of Trustees; Regular 1-2-1 meetings between CEO and SMT members; Have in place a contingency plan for each of the senior roles.	Low
	Medium	Finance staff: Ensure that the CEO is kept fully informed of all high level financial matters; Finance Manager and Finance Officer to be fully informed of bookkeeper priorities & also have a knowledge of how to operate finance packages (SAGE, on-line banking etc.); CEO, Finance Manager and Finance Officer must have a record of all passwords, log-in details etc.	Low
	Medium	Project Staff: Key project information to be filed centrally; ensure regular 1-2-1 meetings with Line Managers; SMT to be regularly updated on projects.	Low
	Medium	Staff leaving organisation with project only have a short duration to still run: ensure that main project outcomes are delivered prior to the final three months of the project; as the end of the project approaches ensure that the Line Manager is fully up to speed with deliverables; ensure that staff member is kept fully informed of their situation post the project and fundraising initiatives.	Low
	Medium	Stress Management	Low
Mental Health & Wellbeing	Medium	Ensure staff are well supported and have regular 1-2-1s with line managers. Ensure staff are aware that they can raise concerns and that these will be dealt with efficiently in an appropriate manner. Staff suffering from severe stress will be provided with additional support which may include external support and/or medical advice.	Low
Equality, Diversity & Inclusion (EDI)	Medium	Froglife has a strategy that details the actions that it is currently taking to support mental health and wellbeing and signposting staff to other organisations that specialise in mental health if they need help, and advising staff to consult with a medical practitioner through their doctors surgery.	Low
Equality, Diversity & Inclusion (EDI)	Medium	Policy is in place detailing how we are working towards a more Equal, Diverse and Inclusive approach. SMT to regular review our progress and report on progress at Trustee Meetings. The Strategy covers Trustees, Staff, Volunteers and Project Participants and others that engage with Froglife.	Medium

Risk	Level	Actions	Revised Level
Long-term illness	Medium	Froglife follows statutory practice with regard to sickness, the process is detailed in the Staff Handbook. In the event of a staff member going on long-term illness the situation will be reviewed by the CEO who will liaise with SMT and if there is going to be a substantial financial impact on the organisation the CEO will liaise with the Board of Trustees to make a decision whether Froglife continues with statutory pay or adopts a different process.	Low
Emerging Diseases	Medium	Follow all government/National Health guidance. Constant monitoring of the situation as events happen and guidance changes. Allocate one member of the SMT to be in charge of providing staff with up to date guidance etc.	Low
Repeated stress injury (RSI) & other similar issues	Medium	Staff who are using computers on a regular daily basis for long periods of time will be encouraged to take regular breaks. Staff who are experiencing RSI or other similar issues will be encouraged to report these to their line manager and appropriate action will be taken such as the purchase of equipment to reduce the stress.	Low
Lack of compliance/ knowledge of employment law	Low	Ensure that those responsible for HR keep abreast of new legislation, employment rights etc. We currently seek professional advice when in doubt (ACAS/Trust Law/HMRC). Ensure that staff handbook is updated with new legislation and that Line Managers are made aware of changes to legislation and impact on Froglife procedures and policies; Ensure that all staff read the staff handbook and refer to it when they need to.	Low
Demotivated staff	Low	Good communication strategies in place; regular team building days/activities; supporting personal development; ensuring everyone feels ownership of own project and organisation as a whole; non-project staff involved in projects.	Low
Conflict	Low	Deal with issues immediately and discuss situations with the relevant people; Take into account different personalities and working styles; If conflict cannot be resolved then will need to take appropriate action to separate those involved, this may lead to terminating employment.	Low
Other offices feeling isolated	Low	Good communication strategies in place; regular visits between offices/projects; staff meetings & team building days. Social group in place to organise regular social gatherings.	Low
Staff feeling isolated	Medium	Staff working at home feeling isolated and unsupported; regular meet ups are taking place; following Remote Working Training and feedback from staff changed weekly Monday staff meetings to every two weeks. Social Butterflies do arrange staff get togethers. We have in place peer mentoring for most staff, and ensuring that staff can visit other projects.	Low

Risk	Level	Actions	Revised Level
Volunteers not feeling part of Froglife	Medium	Ensure that volunteers receive adequate induction to the organisation and are introduced to other staff members; Make sure that they receive all general Froglife communication as well; Encourage Project Managers to reward regular volunteers this could include periodically taking a volunteer to lunch, BBQ or similar for nature reserve volunteers etc. Ensure that suitable volunteers are given responsibilities and that they know who they are reporting to.	Low
Remote Working	Medium	Review remote working at each supervision session. If not resolved by the next quarterly review action to be taken to remove remote working and instead member of staff to become office based. Office location dependent on where the staff currently operates from.	Low
Financial Management			
Unrestricted funding	Medium	Keep marketing FES and expanding its remit; Keep looking for every opportunity to raise unrestricted funding through merchandise, corporate sponsorship, friends, donations, major donors; Ensure that all projects are contributing as much as they can; All staff and trustees are aware of a responsibility to assist with unrestricted fundraising. Undertake a quarterly review to establish draw down of unrestricted funds.	Medium
Cashflow	Medium	Ensure that grant claims are submitted regularly and on time; Ensure that as much expenditure as possible is put through legitimate project expenditure categories; Ensure that grant claims are accurate so that they are paid promptly; Wherever possible try to secure front end loaded funding; Monitor cashflow on a regular basis and stage payments in accordance with income and cash flow pressure.	Medium
Inflation	Medium	EFF grant ends Sept23. They are currently reviewing our grant application	Low
	Medium	Price rises in costs of materials and equipment not covered in existing donor grants; core price rises; staff costs increase etc. Ensure that new project budgets have larger contingency elements to cover such rises. Make sure existing donors are aware of the impact on the organisational finances of price rises.	Low
	Low	Ensure we do short-term investments so that funds are not tied up for long periods of time	Low
Investment Policy	Low		
Under-funded projects	Medium	Project staff aware of the necessity and willing to fundraise; support provided to staff to enable them to fundraise; Prioritise fundraising for under-funded projects over developing new proposals.	High

Risk	Level	Actions	Revised Level
Accountancy procedures	Medium	Strong financial procedures in place and adhered to; Regular spot checks to ensure that the procedures are being adhered to. Ensure that a reputable accountancy firm is looking after our financial affairs. Pay for financial advice from relevant experts when needed.	Low
Fraud etc	Low	Strong procedures in place - all invoices/chqs/BACs etc approved by CEO/Finance Manager. Make sure all staff are aware not to open emails that appear to be attempts at scooping information/data. IT Consultant does regularly send messages not to open certain emails.	Medium
Trustees			
Loss of Chair/Vice Chair	Medium	Ensure that we have a Vice Chair that is willing to step in if the Chair has to take time off or leaves suddenly. Vice Chair to have an identified third Trustee that can take over if both the Chair and Vice Chair have to take a break or step down. This will be an interim process whilst the Trustees decide how to deal with the situation.	Low
Knowledge, support, numbers	Medium	Board of trustees has been expanded to include other specialisms'; involve trustees more directly with project work; properly induct trustees so that all staff know who the trustees are, also at staff inductions introduce them to trustees either physically but if not possible then at least through a synopsis for each Trustee; ask trustees how they would like to get involved in the organisation and tailor their interests/level of engagement to the tasks they are asked to perform. Trustees receive a quarterly Trustee Update reporting on the progress of all of Froglife's activities.	Low
Professional Services			
Accountants, Solicitors etc	Low	Ensure that a Provision of Professional Services contract is in place specifying the exact service requirements	Low
Consultants	Medium	Contracts are drafted for each consultant detailing the contract requirements including agreed budget, timeframe and outputs.	Low
Contractors	Medium	Provision of Services Contract written by a solicitor with expertise in this field is in place. All Project Managers are responsible for ensuring that contracts are signed prior to work commencing. All contracts are sent to the CEO for final approval & are filed in a central database	Low
Reputational Damage			
Inappropriate behaviour by trustees/staff/volunteers	Low	Staff handbook sets our required conduct with procedures in place to address failures in conduct.	Low
Sites			
HNR, Eye & Boardwalks Financial/Reputation/Long-term	Medium	Transforming Lives project currently in place and is contributing hugely towards the management of all three reserves. This will become a risk once the project ends in 2024.	Low

Risk	Level	Actions	Revised Level
Reputational risk associated with not managing the reserve	High	Possibility that O&H will hand-over the management of HNR as part of a package for management of all of their green spaces in Peterborough. We cannot secure a Management Agreement with O&H even though we have tried on several occasions. We have long-term agreements for the management of Eye Green and Boardwalks	High
Site Acquisition			
Finances etc	Low	Froglife would not decide to acquire sites unless a full audit has been carried out which will include looking into all aspects of site management including financial hence this is a very low risk	Low
Projects			
Child Protection and Vulnerable Adults	Medium	Ensure that all staff are working to Froglife's procedures and policies regarding safeguarding. All incidents to be reported immediately to the CEO as the person responsible for Child Protection and Vulnerable Adults and appropriate action to be taken immediately. All staff to update their Child Protection and Vulnerable Adult training every three years.	Low
Staff being endangered	High	Ensure that staff are working to Froglife's procedures and policies regarding Lone Working; 1-2-1 working with clients etc. Staff to take immediate action to remove themselves from the danger and to report the matter immediately to the CEO.	Low
Partnerships	Low	Good reputation for working in partnership; maintain good lines of communication ensuring partners are kept fully informed and consulted regularly; keep partners fully engaged in projects - always carefully vet potential new partners	Low
Contractors	Medium	Obtain three quotes for all substantial work; Ensure that the contract is comprehensive covering all relevant areas of work/specification/payments/timeframe etc. For new contractors obtain references and previous work register/view previous work; Ensure that all contractors are fully insured and have provided copy of their insurance; Ensure that equipment used by contractors is maintained/roadworthy; Ensure that contractor staff are appropriately trained; Ensure that contractors are supervised by Froglife staff; Ensure that contractors sign the Provision of Services Agreements	Medium
Data Protection	Medium	Ensure that all staff are aware and complying with GDPR & Froglife data protection procedures; Regularly remind staff and update data protection with new legislation etc.	Low
Events			
Reputational risks: advice/failure etc	Low	Ensure that all staff are relaying Froglife's key messages at events; Difficult enquiries/situations to be referred to a senior member of staff.	Low

Risk	Level	Actions	Revised Level
Press			
Incorrect/ Misrepresentation/ incredible stories etc	Low	Ensure that all press releases are proof read by someone with relevant qualifications; Only qualified staff to undertake radio etc. interviews.	Low
Social Media			
Ensure that social media posts are monitored and are accurate	Medium	CEO & SMT to work closely with the Communications Officer to ensure that posts are appropriate, relevant to Froglife and are accurate. The Communications Officer made aware of this and to refer any doubtful posts to the CEO.	Medium
Website			
Inappropriate info/ sabotage etc	Medium	Procedures in place to reduce risks, vigilant monitoring of website and data input etc. Make sure that the website is regularly reviewed	Medium
IT Security			
IT Consultant	Medium	We are highly reliant on two consultants to manage various elements of our IT system. One consultant more or less does it on a free basis, which puts us at even higher risk. CEO has obtained assurances from the consultant that if he did stop managing our IT an IT expert will be able to take over with relative ease.	Medium
Data protection: Server/Cloud etc	Medium	IT Consultant keeps abreast of IT risks and ensures that we are properly protected against cyber attacks etc. Stringent procedures in place to detect cyber/spam attacks. Constantly monitored & updated. All staff are aware of the risks to data particularly as we are now cloud based. Staff know they have to protect their passwords and take all reasonable measures to ensure that there are no data breaches/security risks regarding working on the cloud.	Low
Email: Inappropriate/ incorrect/poorly phrased etc	Low	Everyone cautioned to be vigilant, ensure that if in doubt ask someone else to check before sending, never reply when angry/disappointed etc. If relationship is already weak then ask someone else to respond instead. Report any concerns immediately to the CEO or in absence to the Chair	Low
Social Media: Inappropriate/ incorrect/poorly phrased etc	Low	Ensure that all communication is carefully vetted and if in doubt seek advice from the CEO; do not respond to negative postings unless absolutely necessary and if so then seek second opinion beforehand.	Low
Social Media: hacking & cyber attacks	Medium	Ensure that if there is hacking or cyber attack that the media channel is immediately suspended, it is reported to the CEO and action is immediately taken to minimise the damage.	Medium
Publications			
Mistakes/incorrect etc	Low	Follow style guide; ensure all are proof read by someone who has not read the articles before, follow guidelines	Low

Risk	Level	Actions	Revised Level
Fundraising			
Fundraising Standards & guidance	Low	Froglife does not undertake big fundraising appeals or mail-outs, door-to-door, big event fundraising so risk is low, but Chair through association with EWT is keeping a watching brief on behalf of Froglife	Low
Funders: Overlooked for acknowledgement/poor representation etc	Low	All Project Managers and Officers are aware of who their funders are and how they are to be acknowledged; always checked by a third party; donors have contact with project staff, Line Managers to ensure that all staff are briefed on how to correspond with donors and aware of how to present themselves and their work when meeting with donors.	Medium
Inappropriate funding	Low	Careful vetting of all potential donors.	Low
Charity Commission			
Failure to report any major issues	Low	Chair & CEO to ensure that all major concerns are reported to the Charity Commission	Low
Brexit			
Brexit generally	Medium	Refer to Jan19 minutes of SMT meeting for strategy	Medium
Brexit supplies	Medium	Difficulty obtaining supplies/materials	Medium
Froglife Ecological Services (FES)			
Great Crested Newt License	Low	Ensure that all staff that require a licence has one; Ensure that all field workers are working under a licence if they do not have their own licence.	Low
Training courses	Medium	Poor take up or not properly delivered: courses so far have been well attended and excellent feedback	Medium
Supplies/materials	High	Unable to obtain supplies/materials	Low
Legal	Low	Ensure that all legal compliances are adhered to, if in doubt then obtain advice from NE etc	Low
Reputation	Medium	Follow procedures extremely carefully, if any problems report to CEO/Chair who must take relevant action immediately to offset any negative impact on Froglife's reputation	Low
Financial	Medium	The Trust not to become too dependent on the Ltd Company for funding - Ltd Company income to be used to build up a reserve fund and for 'luxury' 'hard to fund' expenditure and as far as possible not used to cover staff costs etc.	Low

FINANCIAL REVIEW

The financial statements include the results of both The Froglife Trust and its trading subsidiary Froglife Ltd t/a Froglife Ecological Services (FES) for the 12-month period ending 30th September 2023.

Significant events that have affected the financial performance and the financial position of Froglife during the period are:

Froglife is in receipt of some central and local government funding namely DEFRA Species Recovery Fund managed by Natural England to undertake four research projects; Somerset Council for Green Pathways for Life and Peterborough Council for Eye Green Nature Reserve.

Froglife has a diverse range of income streams and enjoys the support of a wide range of grant making organisations. Most of this funding is for direct project delivery, however we are very appreciative of the unrestricted grants that we receive from the Esmeé Fairbairn Foundation and People Postcode Lottery and to donors who provide Full Cost Recovery elements in their grants. Froglife is very reliant on FES to provide unrestricted funds in the form of gift-aided profits to the charity. These funds help to support the core functions of the charity.

Our largest donor has continued to be the National Lottery Heritage Fund (NLHF). This year we expanded into the Midlands thanks to a NLHF grant and we developed a new London project, London Blue Chain, also thanks to a development grant from NLHF.

Obtaining grants from grant making foundations and trusts has remained incredibly competitive, with donors requiring a much higher level of evidence of impact and long-term sustainability of projects/ organisations. The requirements for increased supporting evidence and other documentation to be submitted with grant applications does put an enormous strain on the staff capacity to meet these requirements. Likewise, donor reporting has become a lot more demanding and complex putting further strain on project and financial staff capacity.

We have witnessed a huge increase in the demands on our Human Resources capacity, this is largely around work required on Diversity, Equality, and Inclusion (DEI) and gathering the necessary data to be able to report on our DEI of staff, trustees, participants, and job vacancy applicants. We are also spending a lot

more time on ensuring the mental and physical well-being of our staff, and have this year written a Mental and Physical well-being Strategy.

Consolidated income for 12 months is £1,245,863. This is £131,102 up on the previous year mainly due to new projects commencing during the financial year.

NLHF grants equates to £369,946

RESERVES POLICY

Unrestricted reserves position is £387,075, which equates to 13 months of operational costs. Froglife's reserves policy is to hold 12 months of unrestricted funds to cover operational obligations should the trust need to be wound up.

Restricted reserves of £94,759.

INVESTMENT POLICY

Froglife has a policy not to invest funds in the stock market or through any other forms of investment.

CORPORATE SPONSORS

Holiday Cottages
Stay In Cornwall
Big Domain
Dealsqueen
Home grown Timber
Waterside Nursery
Puddleplants
Wildwater

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of The Froglife Trust for the purposes of company law) are responsible for preparing the Trustees' Annual Report and financial statements in accordance with the applicable law and United Kingdom Accountancy Standards (United Kingdom Generally Accepted Accounting Practices).

Company law requires the trustees to prepare the financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and its subsidiary and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and its subsidiary for that period in preparing these financial statements, the trustees are responsible for:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the SORP 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether UK Accounting Standards have been followed, subject to any material departure disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustees investment (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company 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 corporate and financial information included on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements

may differ from legislation in other jurisdictions.

Disclosure of information to the auditors

In so far as the trustees are aware:

- There is no relevant audit information of which the Trust's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

A resolution proposing that Saffery Chartered Accountants be appointed as auditors of the group will be put to the Annual General Meeting.

This report, has been prepared in accordance with the special provisions relating to companies subject to small companies' regime within para 15 of the Companies Act 2006.

This report has been approved by the Board on 14th December 2023 and signed on its behalf by Inez Smith (Chair).



THE FROGLIFE TRUST

INDEPENDENT AUDITORS REPORT TO THE TRUSTEES AND MEMBERS OF THE FROGLIFE TRUST

Opinion

We have audited the financial statements of The Froglife Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 30 September 2023 which comprise the consolidated and charity statements of financial activities, the consolidated and charity balance sheets, the charity and consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 affairs of the group and the parent charitable company as at 30 September 2023 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 requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis of 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 charitable company 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 group or the parent charitable company'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.

THE FROGLIFE TRUST

INDEPENDENT AUDITORS REPORT TO THE TRUSTEES AND MEMBERS OF THE FROGLIFE TRUST (CONTINUED)

Other information (continued)

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 this gives rise to 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.

Other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report which includes the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report which includes the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and their 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 Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company'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 trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the Trustees' Annual Report and the Strategic Report.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out above, the trustees (who are also the directors of the parent charitable company for the purposes of company law) 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 the financial statements that are free from material misstatement, whether due to fraud or error.

THE FROGLIFE TRUST

INDEPENDENT AUDITORS REPORT TO THE TRUSTEES AND MEMBERS OF THE FROGLIFE TRUST (CONTINUED)

Responsibilities of trustees (continued)

In preparing the financial statements, the trustees are responsible for assessing the group and the parent charitable company'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 the parent charitable company 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 auditors under the Companies Act 2006 and under the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the group and parent 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 the 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud are detailed below.

Identifying and assessing risks related to irregularities:

We assessed the susceptibility of the group and parent charitable company's financial statements to material misstatement and how fraud might occur, including through discussions with the trustees, discussions within our audit team planning meeting, updating our record of internal controls and ensuring these controls operated as intended. We evaluated possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the group and parent charitable company by discussions with trustees and updating our understanding of the sector in which the group and parent charitable company operate.

Laws and regulations of direct significance in the context of the group and parent charitable company include The Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and guidance issued by the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator.

Audit response to risks identified:

We considered the extent of compliance with these laws and regulations as part of our audit procedures on the related financial statement items including a review of financial statement disclosures. We reviewed the parent charitable company's records of breaches of laws and regulations, minutes of meetings and correspondence with relevant authorities to identify potential material misstatements arising. We discussed the parent charitable company's policies and procedures for compliance with laws and regulations with members of management responsible for compliance.

THE FROGLIFE TRUST

**INDEPENDENT AUDITORS REPORT TO THE TRUSTEES AND MEMBERS OF THE FROGLIFE TRUST
(CONTINUED)**

Auditor's responsibilities for the audit of the financial statements (continued)

During the planning meeting with the audit team, the engagement partner drew attention to the key areas which might involve non-compliance with laws and regulations or fraud. We enquired of management whether they were aware of any instances of non-compliance with laws and regulations or knowledge of any actual, suspected or alleged fraud. We addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and identifying any significant transactions that were unusual or outside the normal course of business. We assessed whether judgements made in making accounting estimates gave rise to a possible indication of management bias. At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. 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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the parent charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the parent charitable company's members and 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 anyone other than the parent charitable company, the parent charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Saffery LLP

Gareth Norris FCA (Senior Statutory Auditor)

For on behalf of Saffery LLP

Westpoint

Peterborough Business Park

Lynch Wood

Peterborough

PE2 6FZ

Chartered Accountants

Statutory Auditors

14 DECEMBER 2023

Date

Saffery LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

THE FROGLIFE TRUST

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (inc Income and Expenditure Account)

FOR YEAR ENDED 30 SEPTEMBER 2023

	<i>Note</i>	Unrestricted	Restricted	Total 2023	Total 2022
		£	£	£	£
INCOME					
Donations and legacies	2a	63,326	8,074	71,400	121,660
Grants	2b	200,600	674,800	875,400	819,187
Charitable activities	3	26,889	100,136	127,025	66,966
<i>Income from other trading activities:</i>					
Other income	4	2,048	-	2,048	7,362
Commercial trading operation		166,840	-	166,840	99,397
Investment income	5	3,150	-	3,150	189
Total income		462,853	783,010	1,245,863	1,114,761
EXPENDITURE ON:					
Raising funds	7	138,824	-	138,824	78,650
Charitable activities	6	18,637	1,178,705	1,197,342	1,017,952
Total expenditure		157,461	1,178,705	1,336,166	1,096,602
Net income / (expenditure) for the year		305,392	(395,695)	(90,303)	18,159
Transfers between funds	17a	(321,879)	321,879	-	-
Net movement in funds		(16,487)	(73,816)	(90,303)	18,159
Reconciliation of funds:					
Total funds brought forward	17a	403,562	168,575	572,137	553,978
Total funds carried forward		387,075	94,759	481,834	572,137

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on the following pages form part of these accounts.

THE FROGLIFE TRUST

CHARITY STATEMENT OF FINANCIAL ACTIVITIES (inc Income and Expenditure Account)

FOR YEAR ENDED 30 SEPTEMBER 2023

	<i>Note</i>	Unrestricted	Restricted	Total 2023	Total 2022
		£	£	£	£
INCOME					
Donations and legacies	2a	63,326	8,074	71,400	121,660
Grants	2b	200,600	674,800	875,400	819,187
Charitable activities	3	26,889	100,136	127,025	66,966
<i>Income from other trading activities:</i>					
Other income	4	2,048	-	2,048	7,362
Investment income	5	31,166	-	31,166	20,936
Total income		324,029	783,010	1,107,039	1,036,111
EXPENDITURE ON:					
Charitable activities	6	18,637	1,178,705	1,197,342	1,017,952
Total expenditure		18,637	1,178,705	1,197,342	1,017,952
Net income / (expenditure) for the year		305,392	(395,695)	(90,303)	18,159
Transfers between funds	17a	(321,879)	321,879	-	-
Net movement in funds		(16,487)	(73,816)	(90,303)	18,159
Reconciliation of funds:					
Total funds brought forward	17a	387,055	168,575	555,630	537,471
Total funds carried forward		370,568	94,759	465,327	555,630

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on the following pages form part of these accounts.

THE FROGLIFE TRUST
CONSOLIDATED BALANCE SHEET
AS AT 30 SEPTEMBER 2023

	<i>Note</i>	2023	2022
FIXED ASSETS			
Tangible fixed assets	11	-	-
CURRENT ASSETS			
Stocks		524	598
Debtors	14	129,187	73,062
Cash at bank and in hand		<u>405,515</u>	<u>528,511</u>
		535,226	602,171
CURRENT LIABILITIES			
Creditors: amounts due within one year	15	(53,392)	(30,034)
NET CURRENT ASSETS		<u>481,834</u>	<u>572,137</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		481,834	572,137
Creditors: amounts due after one year		-	-
TOTAL NET ASSETS		<u>481,834</u>	<u>572,137</u>
FUNDS OF THE CHARITY			
Restricted funds	17	94,759	168,575
Unrestricted funds	17	<u>387,075</u>	<u>403,562</u>
		<u>481,834</u>	<u>572,137</u>

The trustees have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on the following pages form part of these accounts.

The financial statements were approved by the Board of Trustees on 14/10/23 and signed on their behalf by:



Ms Inez Smith
Chair

Company Registration No: 04382714 (E&W)

THE FROGLIFE TRUST
CHARITY BALANCE SHEET
AS AT 30 SEPTEMBER 2023

	Note	2023		2022	
FIXED ASSETS					
Tangible fixed assets	11	0		0	
Investments	12	<u>100</u>	100	<u>100</u>	100
CURRENT ASSETS					
Stocks		524		598	
Debtors	14	259,183		201,969	
Cash at bank and in hand		<u>240,439</u>	500,146	<u>377,507</u>	580,074
CURRENT LIABILITIES					
Creditors: amounts due within one year	15		(34,919)		(24,544)
NET CURRENT ASSETS			<u>465,227</u>		<u>555,530</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			465,327		555,630
Creditors: amounts due after one year					
			-		-
TOTAL NET ASSETS			<u>465,327</u>		<u>555,630</u>
FUNDS OF THE CHARITY					
Restricted funds	17		94,759		168,575
Unrestricted funds	17		<u>370,568</u>		<u>387,055</u>
			<u>465,327</u>		<u>555,630</u>

The notes on the following pages form part of these accounts.

The financial statements were approved by the Board of Trustees on 14/12/23 and signed on their behalf by:



Ms Inez Smith
Chair

Company Registration No: 04382714 (E&W)

THE FROGLIFE TRUST
STATEMENT OF CASH FLOWS AND CONSOLIDATED STATEMENT OF CASH FLOWS
AS AT 30 SEPTEMBER 2023

	<i>Note</i>	2023 Group £	2023 Charity £	2022 Group £	2022 Charity £
Cash Flows From Operating Activities					
Net cash provided by / (used in) operating activities	19	(126,146)	(168,234)	67,458	22,834
Cash Flows from Investing Activities					
Investment interest		3,150	31,166	189	20,936
Change in cash and cash equivalents in the year		(122,996)	(137,068)	67,647	43,770
Cash and cash equivalents brought forward		528,511	377,506	460,864	333,736
Cash and cash equivalents carried forward	21	405,515	240,438	528,511	377,506

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2023

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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 (FRS 102)(effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The accounts are produced with the underlying currency being GBP.

b) Legal status of the Charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

c) Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The Trust is reliant on grants to be able to carry out its objectives. Whilst these may be affected but the impact of Covid-19, the Trust has an adequate number of grant applications already in place or accepted for the coming 12months. Additionally, further grants have been accepted post year end, with more grant applications coming back online. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

d) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiary Froglife Trading Ltd on a line-by-line basis.

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds account for situations where a donor requires their donation must be spent on a specific purpose .

The aim and use of each material restricted fund is set out in the notes to the financial statements.

f) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Where income has related expenditure (as with fundraising or contract income), the income and related expenditure are reported gross in the Statement of Financial Activities.

1 ACCOUNTING POLICIES (CONTINUED)

f) Income (continued)

Where income has related expenditure (as with fundraising or contract income), the income and related expenditure are reported gross in the Statement of Financial Activities.

Donations, grants and gifts are recognised when receivable. In the event that a donation is subject to fulfilling performance conditions before the charity is entitled to the funds, the income is deferred and not recognised until it is probable that those conditions will be fulfilled in the reporting period.

Income from Gift Aid tax reclaims is recognised for any donations with relevant Gift Aid certificates recognised in income for the year. Any amounts of Gift Aid not received by the year end are accounted for in income and accrued income in debtors.

For legacies, entitlement is taken on a case by case basis as the earlier of the date on which: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executors intention to make a distribution. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity. Where legacies have been notified or the charity is aware of the granting of probate, and the criteria for income have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance for a future fundraising event or for visitor fees received in advance of an event are deferred until the criteria for income recognition are met.

Interest on deposit funds held is included when receivable and the amount can be measured reliably by the charity which is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

This is normally upon notification by our investment advisor of the dividend yield of the investment portfolio. Income tax recoverable in relation to investment income is recognised at the same time the investment income is receivable.

Sponsorship from events, fundraising and events registration fees are recognised in income when the event takes place. Trading income is recognised on point of sale for both donated and purchased goods.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis under the following headings:

Costs of raising funds are those cost incurred in attracting voluntary income and those incurred in fundraising.

Expenditure on charitable activities includes expenditure associated with conservation of amphibians and reptiles, education and training and providing information and awareness and include both the direct costs and support costs relating to these activities.

Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of those resources.

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2023

1 ACCOUNTING POLICIES (CONTINUED)

h) Volunteers

The value of the services provided by volunteers cannot be reliably estimated and therefore is not incorporated into these financial statements. Further details are provided in the Trustee's Report.

i) Fixed assets

All assets are capitalised at their historical cost when purchased.

Depreciation is provided to write off the cost less estimated residual value of all fixed assets over their expected economic useful lives as follows:

All fixed assets - 25% per annum straight line

The need for any impairment of a fixed asset write down is considered if there is concern over the carrying value of an asset and is assessed by comparing that carrying value against the value in use or realisable value of the asset when appropriate.

j) Investments

Fixed asset investments represent the equity share in Froglife Ltd, the wholly owned subsidiary company and are stated at cost in the charity balance sheet.

k) Stock

Stocks have been valued at the lower of cost and net realisable value

Net realisable value is based upon estimated selling price less further costs expected to be incurred to disposal. Provision is made for obsolete and slow moving items when appropriate.

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income and tax recoverable is included at the best estimate of the amounts receivable at the balance sheet date.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

The Trust 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 assets are recognised in the Trust's Statement of Financial Position when the Trust becomes party to the contractual provisions of the instrument.

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

1 ACCOUNTING POLICIES (CONTINUED)

o) Financial instruments (continued)

Basic financial assets

Basic financial assets, which include trade and other debtors, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Other financial assets classified as fair value through the statement of financial activities are measured at fair value.

Other financial assets

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest income over the relevant period.

The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount on initial recognition.

Impairment of financial assets

Financial assets, other than those held at fair value through the statement of financial activities, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in the statement of financial activities.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Classification of financial liabilities

Basic financial liabilities

Basic financial liabilities, including trade and other creditors, bank loans, loans from fellow group are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as 'creditors: amounts falling due within one year' if payment is due within one year or less. If not, they are presented as 'creditors: amounts falling due after more than one year'. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2023

1 ACCOUNTING POLICIES (CONTINUED)

o) Financial instruments (continued)

Other financial liabilities

Other financial liabilities, including debt instruments that do not meet the definition of a basic financial instrument, are measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method.

Other financial liabilities (continued)

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability to the net carrying amount on initial recognition.

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the Charity's obligations are discharged, cancelled, or they expire.

p) Operating leases

Operating leases are recognised over the period of which the lease falls due.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight line basis over the period of the lease.

q) Taxation

The company is considered to pass the test set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2a DONATIONS AND LEGACIES

	2023	2023	2022	2022
	Group	Charity	Group	Charity
	£	£	£	£
Unrestricted funds:				
Donations	63,326	63,326	105,721	105,721
	<u>63,326</u>	<u>63,326</u>	<u>105,721</u>	<u>105,721</u>
	2023	2023	2022	2022
	Group	Charity	Group	Charity
	£	£	£	£
Restricted funds:				
Donations	8,074	8,074	15,939	15,939
	<u>8,074</u>	<u>8,074</u>	<u>15,939</u>	<u>15,939</u>

2b GRANTS RECEIVED

Group and charity

Unrestricted funds:

	2023	2022
	£	£
Esmee Fairbairn Foundation	110,000	100,000
Postcode Animal Lottery	50,000	-
Garfield Weston Trust	30,000	-
James Gibson Charitable Trust	10,000	-
Other grants under £1,000	600	2,150
Total unrestricted funds	<u>200,600</u>	<u>102,150</u>

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2023

2b GRANTS RECEIVED (continued)	2023	2022
Group and charity	£	£
Restricted funds:		
National Heritage Lottery Fund	369,946	402,100
City Bridge Trust	66,453	47,725
Scottish Power	-	98,301
Peterborough City Council	-	13,122
The Robertson Trust	32,200	28,000
Waitrose's Bags for Help	-	1,233
Somerset County Council	-	20,179
Biodiversity Challenge Fund via Scottish Natural Heritage	-	25,184
The Hospital Saturday Fund	-	2,000
Florence Cohen Trust	-	3,000
Arnold Clark	-	1,000
Postcode Local Trust	-	18,868
Niveveh Trust	-	2,000
Hedley Foundation	-	1,000
Brighton & Hove	-	20,000
James Gibson Trust	-	5,000
Life Changes Trust	-	12,977
Project Rome	-	1,000
Hodge Foundation	5,000	5,000
Biffa	48,278	3,036
Nature Scot	30,613	3,300
Queens Cross Housing Association	4,876	-
West Midlands District Council	59,706	-
D'Oyly Carte Charitable Trust	3,000	-
Sussex Community Foundation	9,917	-
John Swire	20,000	-
R S McDonald	15,000	-
Masonic Charitable Trust	9,348	-
Other grants under £1,000	463	3,012
	674,800	717,037

3 INCOME FROM CHARITABLE ACTIVITIES

	2023	2022
Group and Charity	£	£
Conservation of amphibians and reptiles	21,450	15,830
Education and training	3,680	11,172
Information and awareness	1,759	1,676
Unrestricted funds:	26,889	28,678
Conservation of amphibians and reptiles	9,301	413
Education and training	14,375	37,875
Information and awareness	76,460	-
Restricted funds:	100,136	38,288

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2023

4 OTHER INCOME	2023	2022
Group and charity	£	£
Corporate sponsorship	1,963	2,112
Other income	85	5,250
	<u>2,048</u>	<u>7,362</u>

All fundraising event income in both the current and previous year relate to unrestricted funds.

5 INVESTMENT INCOME	2023	2023	2022	2022
	Group	Charity	Group	Charity
	£	£	£	£
Bank interest	3,150	2,049	189	45
Profits from trading company	-	29,117	-	20,890
	<u>3,150</u>	<u>31,166</u>	<u>189</u>	<u>20,935</u>

All investment income in both the current year and prior year relate to unrestricted funds.

6 EXPENDITURE

Expenditure on Charitable Activities - Current Year	Direct	Support	2023
	Costs	Costs	Total
Group and Charity	£	£	£
Conservation of amphibians and reptiles	335,533	217,948	553,481
Education and training	439,496	110,651	550,147
Information and awareness	87,008	6,706	93,714
	<u>862,037</u>	<u>335,305</u>	<u>1,197,342</u>

Included within expenditure on charitable activities are restricted funds of £1,178,705 and unrestricted funds of £18,637.

Expenditure on Charitable Activities - Prior Year	Direct	Support	2022
	Costs	Costs	Total
Group and Charity	£	£	£
Conservation of amphibians and reptiles	434,277	196,957	631,234
Education and training	280,105	99,993	380,098
Information and awareness	560	6,060	6,620
	<u>714,942</u>	<u>303,010</u>	<u>1,017,952</u>

Included within expenditure on charitable activities are restricted funds of £1,001,074 and unrestricted funds of £16,878

7 RAISING FUNDS

Expenditure on raising funds as shown in the group statement of financial activities relates to costs incurred by the trading subsidiary which relate to unrestricted funds in both the current and prior year.

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2023

8 ANALYSIS OF SUPPORT COSTS

	Conservation	Education & Training	Information & awareness	2023 Total
	£	£	£	£
Rent and rates	11,900	6,042	366	18,308
Insurance	3,104	1,576	96	4,776
Cleaning and waste	14	7	0	21
Travel and Subsistence	6,031	3,062	186	9,279
Printing, postage and stationery	2,122	1,078	65	3,265
Computer and telephone	7,210	3,661	222	11,093
Repairs and renewals	(1,279)	(649)	(39)	(1,967)
Staff costs	144,179	73,196	4,437	221,812
Recruitment and training	675	343	21	1,039
Legal and professional fees	23,116	11,736	711	35,563
Depreciation	-	-	-	-
Bank charges	145	74	4	223
Irrecoverable VAT on support costs	6,014	3,053	185	9,252
Miscellaneous	5,726	2,907	176	8,809
Governance - trustee expenses	271	138	8	417
Governance - audit costs	8,720	4,427	268	13,415
	217,948	110,651	6,706	335,305

	Conservation	Education & Training	Information & awareness	2022 Total
	£	£	£	£
Rent and rates	22,028	11,183	678	33,889
Insurance	2,414	1,225	74	3,713
Cleaning and waste	852	433	26	1,311
Travel and Subsistence	5,123	2,601	158	7,882
Printing, postage and stationery	-	-	-	-
Computer and telephone	1,621	823	50	2,494
Repairs and renewals	8,036	4,080	247	12,363
Staff costs	3,416	1,734	105	5,255
Recruitment and training	121,748	61,811	3,746	187,305
Legal and professional fees	1,088	553	33	1,674
Depreciation inc loss on disposal	12,268	6,229	377	18,874
Bank charges	4,878	2,476	150	7,504
Irrecoverable VAT on support costs	669	340	21	1,030
Miscellaneous	287	146	9	442
Governance - trustee expenses	3,637	1,847	112	5,596
Governance - audit costs	8,891	4,514	274	13,679
	196,956	99,995	6,060	303,011

In 2023 and 2022 support costs have been allocated in line with the aims of the project and its activity undertaken.

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2023

9 STAFF EMOLUMENTS AND TRUSTEE EXPENSES

	2023	2022
	£	£
Wages and salaries	629,920	518,908
Social security costs	56,117	41,302
Pension costs	13,027	10,998
	<u>699,064</u>	<u>571,208</u>

Pension costs were paid under the new auto-enrolment requirements to the National Employers Savings Trust.

	2023	2022
	No	No
The average number of employees during the year was:		
Commercial trading operations	1	1
Direct Charitable activities	18	17
Support services	6	6
	<u>25</u>	<u>24</u>

One employee received emoluments in excess of £60,000 (2022: none)

The charity considers its key management personnel to comprise of the Trustees and the senior management team as disclosed in the Trustees' Report. None of the trustees received any remuneration or benefits in kind from the charity during the year (2022: £nil). The total employee benefits of 4 key management personnel (2022: 3 key management personnel) were £150,447 (2022: £134,676).

Expenses relating to travel and subsistence for attendance at Trustee meetings was reimbursed to 2 Trustee (2022: 0) during the year amounted to £417 (2022: £nil).

10 NET INCOMING / (EXPENDITURE)

	2023	2022
	£	£
Net incoming /(expenditure) is stated after charging:		
Depreciation including loss on disposal	-	1,030
Auditors' remuneration:		
for audit services	17,381	10,755
for accountancy services	-	-
Operating lease rentals	<u>17,949</u>	<u>27,044</u>

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2023

11 TANGIBLE FIXED ASSETS

Group and charity	Office Equipment £	Computer Equipment £	Total £
Cost or Valuation			
As at 1 October 2022	2,172	23,932	26,104
As at 30 September 2023	2,172	23,932	26,104
Depreciation			
As at 1 October 2022	2,172	23,932	26,104
Charge for the year	-	-	-
As at 30 September 2023	2,172	23,932	26,104
Net Book Value			
As at 30 September 2023	-	-	-
As at 30 September 2022	-	-	-

12 INVESTMENTS

	2023 £	2022 £
Charity		
Equity investment in trading subsidiary	100	100
Total charity investment	100	100

13 TRADING SUBSIDIARY

The Charity owns 100 shares of £1 each in its trading subsidiary, Froglife Ltd (Company No: 02348393) incorporated in the United Kingdom, whose principle place of business is Brightfield Business Hub, Bakewell Road, Orton Southgate, Peterborough PE2 6XU and whose main purpose is to carry out the commercial conservation contracts and surveys. These are the only shares allotted, called up and fully paid. The activities and results of this company are summarised as follows:

	2023 £	2022 £
Turnover	166,840	99,397
Costs of sales	(128,454)	(66,765)
Gross Profit	38,386	32,632
Operating expenses	(9,171)	(11,795)
Profit on ordinary activities before interest	29,215	20,837
Interest receivable	1,101	144
Interest payable	(1,199)	(90)
Net trading profit	29,117	20,891
Gift aid donated to parent charity	(29,117)	(20,891)
Profit for the year	-	-

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2023

13 TRADING SUBSIDIARY (continued)

Balance Sheet:

Current assets	185,477	153,512
Liabilities	(168,870)	(136,905)
Net assets	<u>16,607</u>	<u>16,607</u>
Represented by:		
Capital	100	100
Reserves	<u>16,507</u>	<u>16,507</u>
	<u>16,607</u>	<u>16,607</u>

14 DEBTORS

	2023	2023	2022	2022
	Group	Charity	Group	Charity
	£	£	£	£
Trade debtors	2,230	2,230	6,184	3,676
Amounts owed by group undertakings	-	150,396	-	131,415
Taxation recoverable	-	-	-	-
Other debtors	750	750	750	750
Prepayments and accrued income	126,207	105,807	66,128	66,128
	<u>129,187</u>	<u>259,183</u>	<u>73,062</u>	<u>201,969</u>

15 CREDITORS: Amounts falling due within one year

	2023	2023	2022	2022
	Group	Charity	Group	Charity
	£	£	£	£
Trade creditors	26,469	11,475	3,200	3,200
Taxation and social security	11,647	11,193	8,629	5,575
Other creditors	-	-	-	-
Accruals and deferred income	15,276	12,251	18,205	15,769
	<u>53,392</u>	<u>34,919</u>	<u>30,034</u>	<u>24,544</u>

16 COMMITMENTS UNDER OPERATING LEASES

At 30 September the group and charity had total commitments under non-cancellable operating leases as follows:

	2023	2023	2022	2022
	Land and buildings	Other	Land and buildings	Other
Due within one year	9,714	260	-	860
Due in 2-5 years	-	325	-	2,353
	<u>9,714</u>	<u>585</u>	<u>-</u>	<u>3,213</u>

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2023

17a FUNDS -current year	Brought forward 1/10/22	Income	Expenditure	Transfers	Carried forward 30/9/23
Group	£	£	£	£	£
<u>Unrestricted Funds</u>					
General funds	403,562	462,853	(157,461)	(321,879)	387,075
<u>Restricted Funds</u>					
Green Pathways Glasgow	3,604	56,595	(58,703)	6,754	8,250
Wildlife surveys & research tunnels	16,747	-	-	-	16,747
Somerset Green Pathways for Life	6,853	12,968	(25,442)	7,121	1,500
Come Forth for Wildlife - Main	-	81,838	(141,970)	60,132	-
Leaping forward for Dementia - London	10,436	66,453	(63,490)	-	13,399
Leap Frog Schools - habitat projects	5,183	-	-	-	5,183
Discovering Dewponds - Sussex	3,215	129,324	(187,853)	55,314	-
Toads On Roads - Group Funds	4,600	-	(4,600)	-	-
Scottish Green Pathways for Life	3,635	-	(5,288)	1,653	-
Peterborough Green Pathways - 2022	16,719	7,479	(24,575)	377	-
Fife Living Waters	70,642	-	(101,505)	30,863	-
London Blue Chain	15,641	25,886	(53,692)	12,165	-
Eye Green - Biffa	10,236	48,278	(67,115)	8,601	-
Coalface to Wildspace - Midlands	1,064	79,430	(160,859)	80,366	-
Transforming Lives	-	87,680	(110,534)	22,854	-
Natural England Species Recovery	-	76,460	(88,907)	12,447	-
Coalface to Wildspace - Scotland	-	30,613	(42,130)	11,517	-
Peterborough Neighbourhood Wildlife					
Corridors	-	20,300	(16,743)	11,443	15,000
West Midlands District Council	-	59,706	(25,026)	-	34,680
Scottish Priority Ponds	-	-	(156)	156	-
Green Pathways Peterborough & Fenland					
Nature & Nourishment	-	-	(116)	116	-
Total Restricted Funds	168,575	783,010	(1,178,705)	321,879	94,759
Total Funds	572,137	1,245,863	(1,336,166)	-	481,834

Included in expenditure for restricted funds are support costs that are not covered by grant income, charitable activities and donations; thus it is necessary to transfer funds from unrestricted funds to cover these costs. A full cost record of the project is required when reporting to funders.

Included within Unrestricted General Funds carried forward is £16,507 (2022: £16,507) which relates to Froglife Limited, the Charity's trading subsidiary.

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2023

17b FUNDS -prior year	Brought forward 1/10/21	Income	Expenditure	Transfers	Carried forward 30/9/22
Group	£	£	£	£	£
<u>Unrestricted Funds</u>					
General funds	394,071	343,497	(95,528)	(238,478)	403,562
<u>Restricted Funds</u>					
Green Pathways Peterborough & Fenland	11,705	2,162	(34,039)	20,172	-
Green Pathways Glasgow	22,185	36,251	(54,832)	-	3,604
Wildlife surveys & research tunnels	7,422	10,122	(797)	-	16,747
Tails of Amphibian Discovery - Main	-	51,509	(115,583)	64,074	-
Somerset Green Pathways for Life	2,383	27,729	(23,259)	-	6,853
Come Forth for Wildlife - Main & incorporating Veterans March Forth for Wildlife	-	166,047	(203,649)	37,602	-
Discovering Reptiles - development	9,048	3,587	(25,494)	12,859	-
Green Pathways Sussex	15,519	400	(18,887)	2,968	-
Leaping forward for Dementia - London	8,584	52,725	(50,873)	-	10,436
Leap Frog Schools - habitat projects	2,183	3,000	-	-	5,183
Yorkshire Tails of Amphibian Discovery	80,878	96,920	(259,802)	82,004	-
London Grow Back Greener - Streatham Common	-	-	(2,318)	2,318	-
Discovering Dewponds - Sussex	-	79,742	(76,527)	-	3,215
Toads On Roads - Group Funds	-	4,600	-	-	4,600
Scottish Green Pathways for Life	-	12,977	(9,342)	-	3,635
Scottish Priority Ponds	-	28,484	(36,285)	7,801	-
Transforming Lives	-	23,734	(32,414)	8,680	-
Peterborough Green Pathways - 2022	-	25,871	(9,152)	-	16,719
Fife Living Waters	-	98,301	(27,659)	-	70,642
London Blue Chain	-	31,407	(15,766)	-	15,641
Eye Green - Biffa & PCC	-	13,874	(3,638)	-	10,236
Coalface to Wildspace - Midlands	-	1,822	(758)	-	1,064
Total Restricted Funds	159,908	771,264	(1,001,074)	238,478	168,575
Total Funds	553,979	1,114,761	(1,096,602)	-	572,137

17 FUNDS NOTES

Come Forth for Wildlife: This project finished in August this year. The project delivered all of the National Lottery Heritage Fund Approved Purposes within the original timescale taking into account a period of non activity due to the pandemic.

Discovering Dewponds - Sussex: This project entered its 2nd year and has expanded habitat and conservation areas in Sussex. The project is mainly funded by the National Lottery Heritage Fund, it continues to delivered against the approved purposes of the grant.

17 FUNDS NOTES -continued

Midlands / Scotland Coalface to Wildspace ; West Midlands DC: Working in areas where there was high exploitation on the land historically from the coal industry, we are returning nature to these habitats, working with the community around them allowing them to explore and learn more about amphibian and reptile environments.

Peterborough /Glasgow Green Pathways Schemes: These three projects are working with disadvantaged and/or vulnerable children/young people in delivering nature focused outdoor activities. During the year the Peterborough Green Pathways scheme ended but expansion continues to grow with the Glasgow project. The grant is for five years which provides us with a good timeframe to expand the project and raise funds to deliver new projects.

Glasgow Green Pathways for Life; London Leaping Forward for Dementia & Somerset Green Pathways for Life : These three projects are all working with people living with dementia and their support workers/carers on delivering outdoor nature focused activities.

Transforming Lives : A 3 year project funded by the National Lottery Community grant supporting the training of 5 trainee's each year in the conservation sector using our reserves as a teaching resource. Trainee candidates are taken from a wide and diverse background providing opportunities to all.

Leapfrog Schools : This year the project was put on hold while we connected with new schools to provide areas of natural elements of wildlife for children to enjoy and learn.

Toads on Roads: Co-ordinating toad patrols across the UK to help amphibians across busy roads to reach their hereditary breeding ponds. We continue to support groups with on-line webinar to raise awareness of the impact of road mortality on wildlife internationally.

Reserve Management: We have continued to manage Hampton Nature Reserve on behalf of Value Nature. We have undertaken habitat works delivered by regular weekly volunteer sessions. We have taken on the management of Eye Green Nature Reserve with a fifteen year License to Occupy in place and Boardwalks also with a fifteen year License to Occupy. Management of these reserves are subject to ongoing funding and the support of volunteers in that geographic location.

Research : We have continued to monitor several wildlife tunnels in the UK and in Europe. We are currently involved in several applied research projects working with Universities and their students and others.

Social Media / Enquiry Service: Our social media presence continues to go from strength to strength, with Froglife now having a presence on several platforms. This increase in social media has taken some pressure off the email Enquiry Service which is not as busy as it used to be, but does still receive regular email enquiries.

Froglife Limited t/a Froglife Ecological Services (FES): FES as worked with several private clients and with the charity in delivering a range of ecological services. FES is the delivery arm of our GCN training series and well as other numerous paid-for training courses.

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2023

18a ANALYSIS OF NET ASSETS BETWEEN FUNDS-current year

Group	Unrestricted £	Restricted £	Total 2023 £
Tangible fixed assets	-	-	-
Current assets	424,681	110,545	535,226
Creditors: amount falling due within one year	(37,606)	(15,786)	(53,392)
Creditors: amount falling due in more than one year	-	-	-
	387,075	94,759	481,834

18b ANALYSIS OF NET ASSETS BETWEEN FUNDS-prior year

Group	Unrestricted £	Restricted £	Total 2022 £
Tangible fixed assets	-	-	-
Current assets	424,747	177,424	602,171
Creditors: amount falling due within one year	(21,185)	(8,849)	(30,034)
Creditors: amount falling due in more than one year	-	-	-
	403,562	168,575	572,137

19

RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 Group £	2023 Charity £	2022 Group £	2022 Charity £
Net income / (expenditure) for the year	(90,303)	(90,303)	18,159	18,159
Adjustment for:				
Depreciation charges including loss on disposal	-	-	1,030	1,030
Interest from investments	(3,150)	(31,166)	(189)	(20,936)
(Increase) / Decrease in stocks	74	74	(397)	(397)
(Increase) / Decrease in debtors	(56,125)	(57,214)	60,954	40,249
(Decrease) / Increase in creditors	23,358	10,375	(12,099)	(15,271)
Net cash provided by/(used in) operating activities	(126,146)	(168,234)	67,458	22,834

20 ANALYSIS OF NET DEBT

Group	At 30 September 2022	Cash Flow	Non Cash Flow	At 30 September 2023
Cash in hand	528,511	(122,996)	-	405,515

21 ANALYSIS OF CASH AND CASH EQUIVALENTS

	2023 Group £	2023 Charity £	2022 Group £	2022 Charity £
Cash at bank and in hand	405,515	240,438	528,511	377,507
Total cash and cash equivalents	405,515	240,438	528,511	377,507

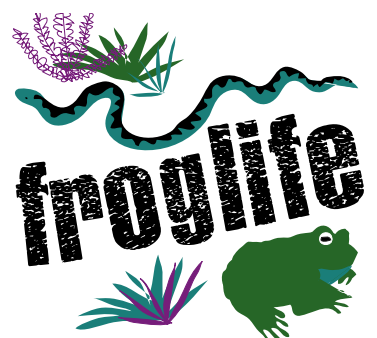
22 RELATED PARTIES

There have been no related party transactions in the reporting period except those already addressed in note 9.

The Froglife Trust

*Leaping forward for amphibian
and reptile conservation*

Working together to save the species



Accounts

The Froglife Trust

*Leaping forward for amphibian
and reptile conservation*

Working together to save the species



ANNUAL REPORT AND ACCOUNTS October 2021 - September 2022



TRANSFORMING LANDSCAPES

TRANSFORMING LIVES

TRANSFORMING RESEARCH

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ABOUT FROGLIFE

The Froglife Trust (known as Froglife) is a national nature conservation charity with a specific focus on reptiles and amphibians and their habitats. Froglife's vision is a world in which reptile and amphibian populations are flourishing as part of healthy ecosystems. Amphibians are declining globally at a faster rate than birds and mammals, and as they are a crucial part of our ecosystem, it is essential that we work together to address these declines. Due to a lack of data, we are less certain about the status of the UK's reptile species, but we did address this partly through our Discovering Reptiles project and we are continuing to address this through work in progress in developing new reptile focused projects. We do have anecdotal evidence of adder declines where they have been lost entirely from counties that once had good populations. At Froglife we believe that we can reverse these declines by raising awareness, enhancing knowledge, restoring, and creating habitats, undertaking species condition monitoring and surveying and encouraging as many people as possible from all sectors of society to take action. To ensure that our work is sustainable we deliver an extensive volunteer programme, training volunteers across the UK in species and habitat management. We also recognise that our donors want to be reassured that the habitat works that they are funding will remain in optimum condition for the foreseeable future, which of course also fits Froglife's objectives. To ensure this, we have a commitment in our Conservation Strategy to review all works undertaken by Froglife 1,3,5 & 10 years post

completion. All site visits are logged on our database providing us with a valuable dataset for research and future works.

Our work is grass roots, applied, evidence-based conservation. The habitat work benefits countless species from aquatic invertebrates and plants to amphibians, reptiles, birds, and mammals. Our conservation projects enhance the UK's biodiversity.

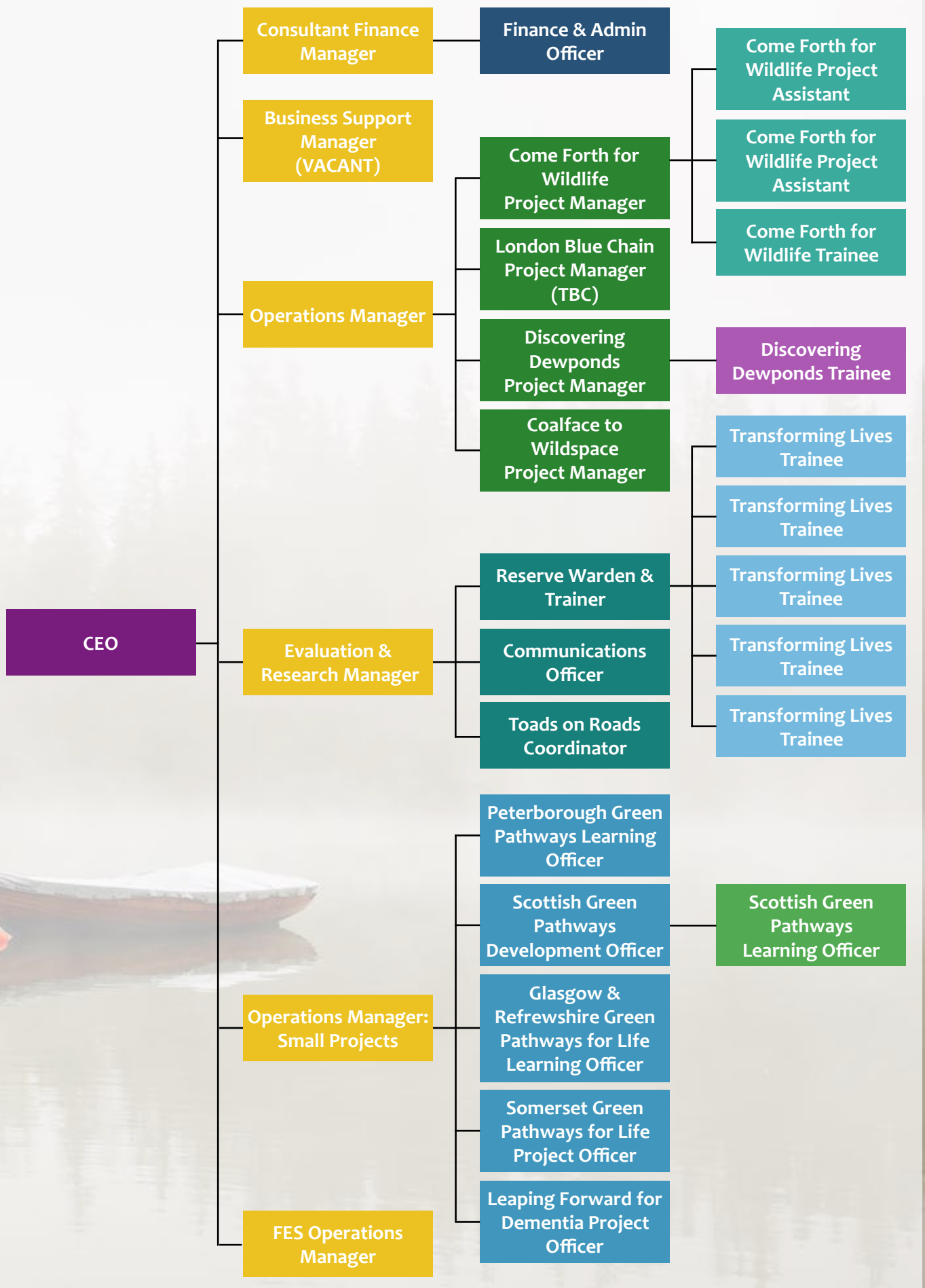
This holistic approach to nature conservation enables us to take individuals on a wildlife journey, whilst also delivering quantifiable results for our reptile and amphibian species.

The strategic direction of Froglife is set by the board of trustees, currently seven trustees, who bring a wide and diverse range of expertise and demographic including younger trustees. Our patrons also represent a wide demographic.

During 2022 we have developed our next seven-year strategy running from January 2023 – December 2030. This is in line with UK individual country targets of 30% recovery by 2030 (30/2030) and the Environment Act's aim to halt biodiversity loss by 2030 in England.

The delivery of the strategy and the day-to-day management of the organisation is delegated to the Chief Executive Officer (CEO) who is supported by the Senior Management Team (SMT). The SMT meet regularly usually every 8 weeks and organisational strategy, project delivery and financial management is reviewed at each meeting.





ACHIEVING OUR VISION AND MISSION

We achieve our vision and mission through three work streams:



Our work is underpinned through our organisation values:

- Froglife works inclusively but actively engages with those not usually involved in nature conservation.
- Froglife operates to the highest standards with all stakeholders.
- Froglife will have a positive impact on the environment through its activities.

Froglife will foster an environment that encourages innovation and diligence amongst staff, trustees and volunteers.

It is supported by:

- Our Finance Team
- Our facilities and resources
- Our communications and marketing

Froglife believes that it can only address the nature crisis by ensuring that those that engage with Froglife represent the full range of communities/demographics of the UK population. We focus particularly on socio-economically deprived communities as they are often excluded from benefiting from helping nature. We also focus on communities that for cultural/heritage reasons feel that they are not 'welcome' in the sector. This is demonstrated in the current projects that we are delivering and projects that are in development.

Our work helps:

- To alleviate stress in busy urban environments.
- To improve mental and physical well-being.
- To build community cohesion.
- To foster environmentally friendly communities.

Our work is underpinned by our volunteer force which includes volunteer groups working on nature reserves managed by Froglife and the Toads on Roads patrollers. This year 590 volunteers helped us contributing a total of 2562 hours.

PUBLIC BENEFIT

In carrying out their duties the trustees have had regard to public benefit guidance by the Charity Commission. The trustees note that the charitable activities focus on species conservation and public involvement. The work that the charity undertakes plays an important role in environmentally sustainable development creating more sustainable, resilient communities.

Within urban environments, plants filter pollutants and absorb carbon dioxide from the air, helping to improve air quality.

- Freshwater, such as ponds and lakes, act as carbon sinks.
- Aquatic habitats and plants help to stabilise high temperatures brought about by heat generated by buildings and transport systems.
- Green and blue spaces soften noise in urban environments.
- Freshwater, vegetation and soft ground help to alleviate the risk of flooding.
- Natural green spaces benefit the health and well-being of people.



HEALTH & SAFETY

The Board of Trustees have assessed the major risks to which the charity is exposed, particularly those relating to the operations, reputation, business, and finances of the Froglife Trust and Froglife Ecological Services. The SMT assess and update the likelihood and impact of material risks on a risk management matrix, which is reviewed by the Board on a quarterly basis at trustee meetings.

A traffic light system is used to grade the level of the risk. This is reviewed quarterly to reflect the seasonality of the work that is taking place.

Health and safety procedures and generic and project specific risk assessments are reviewed annually in January. Health and Safety reports are a standing item on the quarterly Board agenda. One of our trustees is responsible for monitoring the Health and Safety and is made aware of all incidents, and when necessary, appropriate action is taken. Health and Safety is an important element of staff inductions, and where relevant, training is provided.

All staff working with young people and/or vulnerable adults are cleared through the Disclosure & Barring Service in England and Disclosure Scotland in Scotland. All staff and trustees are obliged to attend a Safeguarding course every three years.

ENVIRONMENTAL ACTIONS

We continue to work to reduce our environmental impact across all our projects. As a national organisation, one of our main impacts is travel. We have found ways to use more environmentally friendly forms of transport, for example, the Somerset Green Pathways for Life project operates entirely by bicycle with a bike-trailer for carrying equipment. Our London Tails of Amphibian Discovery Project used a high level of public transport. In areas with more infrequent public transport, particularly our Scottish projects, avoiding car use is more difficult.

As with many organisations our staff are now working from home more than before the pandemic and use remote communication methods more regularly. The lower number of staff in our head office in Peterborough meant that we were able to move to a smaller office, which we hope has the added benefit of lowering our energy usage. We will continue to measure our energy usage to assess if this has occurred and to see where we can make further reductions.

We have updated our Environmental Policy to include habitat creation as a means of carbon capture as well as enhancing biodiversity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Registered Name: The Froglife Trust operating under the name of Froglife

Charity Registration Number:

1093372 (England & Wales)

SC014854 (Scotland)

Bankers: Barclays Bank Plc, 1 Church Street, Peterborough, PE1 1XE.

Auditors: Saffery Champness, Chartered Accountants, Unex House, Bourges Blvd, Peterborough, PE1 1NG.

The trust is a company limited by guarantee and is constituted by its trust deed. The trust has three patrons Mr Jules Howard, Ms Kate Bradbury, and Miss Mya-Rose Craig. Together they bring a wealth of wildlife conservation, education, digital technology, broadcasting and writing skills.

The trustees, who are also directors for the purpose of company law, and who served during the year were:

Ms Inez Smith (Chair)

Professor Roger Downie (Vice Chair)

Mr Richard Donoyou (until 1st August 2022)

Mr Frank Clark

Dr Philip Wheeler

Dr Silviu Petrovan

Mr Gordon MacLennan

Mr Xavier Mahele (Appointed 16th December 2021)

The 2018/19 skills audit identified skills and demographic gaps the board has gone some way to address this through the appointment of Mr Xavier Mahele as a trustee. Due to the resignation of Mr Richard Donoyou as a Trustee the board is in the process of identifying gaps within the make-up of the board and will undertake a Trustee Recruitment process.

None of the trustees have any beneficial interest in the company. All the trustees are members of the company and guarantee to contribute £1 in the event of insolvency.

The Froglife Trust is governed by its Trustee Board which is responsible for setting the objectives and policies of the charity. The trustees ensure that the charity satisfies its legal and contractual obligations. The Board of Trustees meet at a minimum quarterly.

Senior Management Team (The Froglife Trust) consists of:

CEO – Kathy Wormald

Operations Manager (Large Projects) – Sheila Gundry

Conservation, Evaluation & Research Manager – Jenny Tse-Leon

Senior Management Team (Froglife Ecology Services) consists of:

CEO – Kathy Wormald

Operations Manager – James McAdie



REMUNERATION OF KEY MANAGEMENT PERSONNEL

A sub-group of Trustees that met in January 2022 agreed a 3.5% pay rise for all staff to be implemented earlier in January 2022 instead of the usual pay review which would have been implemented in April 2022. The rationale for the decision was to ensure that staff were not put into hardship with rising cost of living.

The Trustees agreed to set up a group to undertake a further review of salaries, unfortunately the group has not met, and no further review has been undertaken since the review in January 2022.

Other pay reviews are undertaken on a staff-by-staff basis and are increased if roles have changed, and they have moved into the next grade. The CEO's salary is set and reviewed by the board of trustees on guidance from the chair. The last review was in July 2012 to make the salary comparable to other CEO positions in the sector with a similar level of responsibility, since then the CEO has received the standard annual increase in line with all staff.

Relationships with related parties and any other charities and organisations with which Froglife co-operates in the pursuit of its charitable objectives

Froglife co-operates and works in partnership with a wide range of organisations and charities including those working within the nature conservation sectors and from the wider charitable sector. Froglife works closely with numerous local and central councils, schools, colleges, universities, and corporate partners.

This year Froglife has continued to work alongside PTES to lead the environmental NGO sector's response to the 7th Quinquennial Review of the Wildlife and Countryside Act.

"I wanted to say a huge thank you from Wildlife Trusts Wales for coordinating this all. You've managed to assemble a very impressive list of organisations to sign on to the letter which is super and so important. I think the letter sends a very strong and clear message from all the NGOs working to protect and restore nature across the UK." Wildlife Trusts Wales.

We are very active in Scottish Environment LINK (Scot LINK), a network of 30 plus environment, built heritage and nature organisations. We have sat on the Wildlife and Countryside LINK's Nature Recovery Green Paper group and signed onto their "Response

to Consultation on the Nature Recovery Green Paper" and 30X30 Progress Report. Froglife sits on various fora and has over the year commented on many policy papers. Froglife's CEO is a Trustee of ScotLINK. We represent the sector on the Natural Scotland Conservation Funding Forum which is looking at ways in which the sector can increase income to deliver the Scottish Biodiversity Strategy. The group is exploring blended financing to include private and statutory funding. After the recent elections with the support of Scot LINK we have recruited new MSPs to support our species and habitats.

We are an Evidence Champion for Conservation Evidence and sit on the Conservation Evidence working group. We are a member of Cambridge Conservation Forum representing conservation organisations worldwide.

We have remained a crucial partner in the Garden Wildlife Health Forum and have contributed actively through promoting the project, reporting amphibian disease/mortality reports through our email INFO service and social media and have attended regular partnership meetings.

This year we formed a partnership with Girl Guiding UK and have worked in partnership on a toad conservation activity for Girl Guides to take part in.

We have also formed a partnership with the South Downs National Park Trust and are part of their pond campaign that will be creating and restoring dew ponds on several sites within the National South Downs Park.

We sit on various fundraising, business support, woman leadership, corporate and other groups all of which help to inform our operations but also raise the profile of Froglife.

We became a member of Stop Climate Chaos Scotland (SCCS); a diverse coalition of over 60 civil society organisations in Scotland campaigning together on climate change.

We are developing a partnership with the Alzheimer Society in London on one of their projects.

TRANSFORMING LANDSCAPES

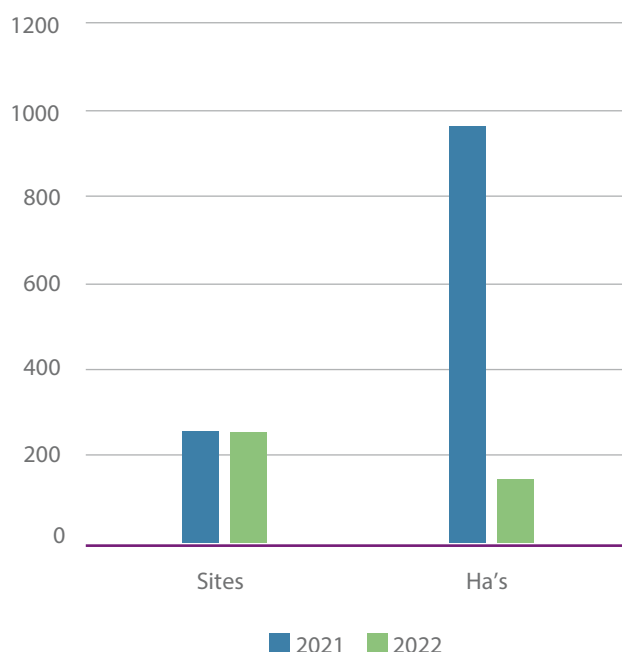
How we did delivering our key indicators

We have continued with our successful habitat works and this year we have created and restored 197 sites. The amount of hectareage covered is 69.3 ha. This work has dramatically improved habitats for reptiles and amphibians and a wide range of other wildlife have benefited as well, including aquatic invertebrates and plants, birds, and small mammals. We had fewer projects scheduled to deliver habitat works this winter and had staff changes at Hampton Nature Reserve that meant planned works were not able to go ahead as normal, both these factors meant that our overall habitat improvement statistics are lower this year compared to last year.

This year we improved 3.5% of the habitat at Hampton Nature Reserve for great crested newts, grass snakes, adders, and bearded stonewort. This work has been completed by hand by our Reserve Warden and Trainer and their team of volunteers and trainees as no funding was available for mechanical work. This year we have restored 35 areas on the reserve covering 36 ha.

The toad migration season took place in early spring again this year. Thanks to the toad patrols and their volunteers 92,734 were toads rescued. This compares to 81,761 in 2021. Thanks to the hard work of patrollers around the country the number of toads saved has increased once again this year. We are hoping to

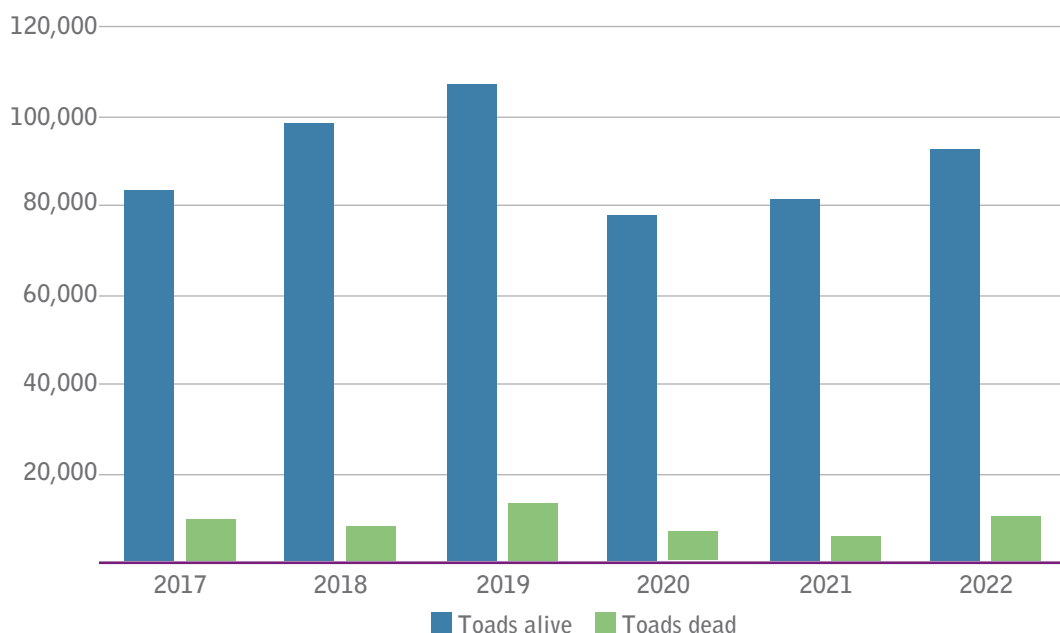
Comparing 2020/21 to 2021/22



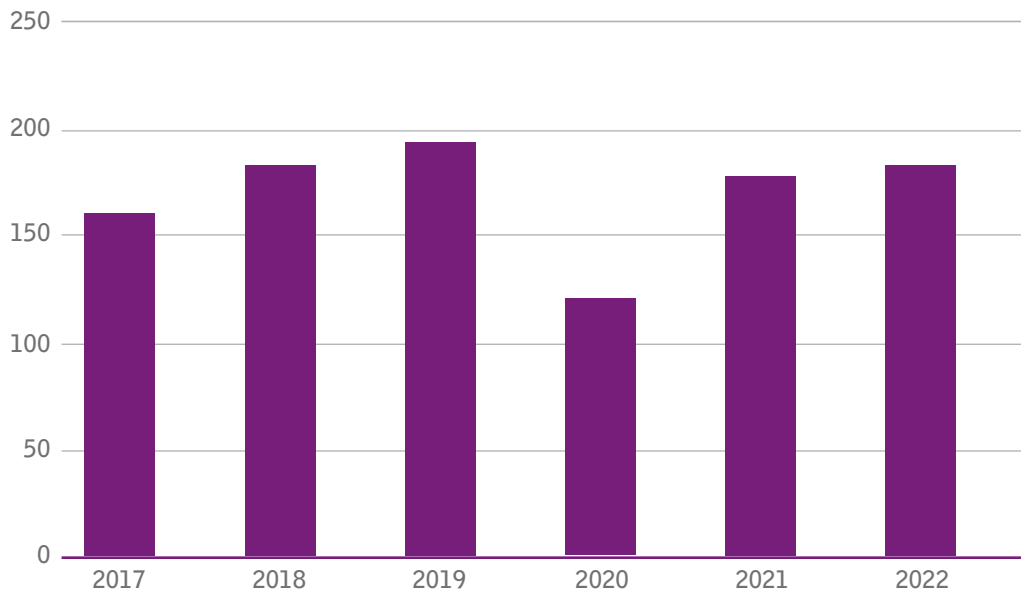
continue this increase to rival our pre-pandemic numbers back in 2019. We have also seen an increase in toads killed, but we can only speculate as to why this is. We will of course keep monitoring this with the continued help of our Toad Patrollers. We have also seen a more than 5% increase in patrols submitting their data, so we would like to thank all the Patrols

for their continued support. This year the Yorkshire Tails of Amphibian Discovery (T.O.A.D) project undertook a toad audit of all operating toad patrols in Yorkshire and provided support and advice to toad patrols. The project also implemented improvements for toads at some sites. The Discovering Dewponds project hosted a Sussex Toad Summit in December 2021 to share information with existing toad patrollers

Toads alive/dead 2017-2022



Patrols submitting data 2017-2022



Newt Year Honours:

"I have now recovered from the shock of receiving a Newt Year's Honours Award from Froglife and wanted to say a heartfelt thank you to you and your team. My 90-year-old Mum has printed up the certificate and stuck it on her fridge. At last, I have made her proud."

"We're official! With our new Froglife signage and Toad Volunteer

High Vis tabards, we are being stopped by so many motorists and passers-asking what we are doing – the interest is incredible! The coir bales planted with native water plants are of huge interest too as we explain how the habitat has now been improved for the toads and wildlife. Thank you Froglife!" **Toad Patrol**

and inspire new volunteers to join patrols or set up their own. Finally, we have invested in developing a new online portal for Toad Patrollers to manage their patrols and submit their data directly. The Toads on Roads project is largely unfunded and this new system will be more efficient for Froglife to administer and responds to requests from patrollers to be able to view data for the sites they are associated with.

Come Forth for Wildlife entered its third year and has continued to deliver against the targets often exceeding them. All 31 habitat site works have been completed. This has provided much needed connectivity between urban areas, nature reserves, and the wider rural environment.

London Tails of Amphibian Discovery completed its final year. As the table alongside below shows it exceeded most of the habitat targets. We worked on 17 sites and completed 27 ponds, some large-scale, with an original target of 7 ponds. We restored a further 11 ponds and made 119 terrestrial habitat improvements.

We have revisited the ponds created in

2018 and 19 and found they are establishing well. Toad Pond at Fooths Cray Meadows is now full of wildlife and had the highest invertebrate diversity of all the ponds surveyed. This included several species of dragonfly nymph, damselflies, phantom midge larvae and cased



caddis flies. In the summer we found hundreds of smooth newt larvae which had recently hatched. At Fryent County Park, follow up surveys found the ponds full of toad and frog tadpoles.

The project resulted in the following policy changes:

London Borough of Bromley Common Toads listed as conservation priority species due to their decline within London.

London Borough of Camden Freshwater bodies and ponds listed as priority habitats due to the decline in good quality aquatic habitat and wider effect on amphibians and other wildlife needing water within London.

London Borough of Ealing Common Toads listed as conservation priority species due to their decline within London and Ponds and Standing water habitats listed as priority habitats.

London Borough of Harrow Banning of pesticide use on all Harrow council owned green spaces, including managed allotments, due to effect on wider wildlife including amphibians.

London Borough of Lewisham Common Toads listed as conservation priority species due to their decline within London and Ponds and Standing water habitats listed as priority habitats.

Lewisham Borough Council:

“Officially Lewisham’s 2021-2026 Biodiversity Action Plan has been published and common toads & standing water habitats are listed among their priorities.”

London Tails Of Amphibian Discovery (T.O.A.D): Habitat Works

	Number completed	Targets	% Target	Exceeded
Habitat Locations	14	7	200%	7
Pond Creations	4	8	50%	-4
Pond Restorations	17	5	340%	12
Terrestrial Hectares	52 9.633	7	743%	45
Interpretation Boards	6	10	67%	4

Yorkshire Tails of Amphibian Discovery completed in March 2022. This ambitious project that had less than one year to deliver the targets not only managed to deliver all the targets but substantially exceeded them. Total area of habitat improved was 176,870m² or nearly 18 hectares or simply almost 18 football pitches!

Local Resident in Leytonstone, London:

“This is just a quick message to say thank you for the brilliant work you did organising the dredging and refurbishment of Cow Pond on Leyton Flats near where I live in Leytonstone. I visit Leyton Flats or Hollow Ponds, as we locals refer to it, on a daily basis recording the nature I find photographically.

My particular interest is in getting more

people enjoying and supporting the nature we have here in East London, particularly Wanstead Flats, Wanstead Park and Hollow Ponds.

Last summer, following the refurbishment work, I noticed a huge increase in the diversity of wildlife around the pond. In fact I made a video about the Emperor Dragonfly by the pondside - see https://www.youtube.com/watch?v=4qWAAF6h_XO&t=66s”

Yorkshire Tails Of Amphibian Discovery (T.O.A.D): Habitat Works

	Number	Targets	% Target	Exceeded
Habitat Locations	34	21	62%	13
Pond Creations & Restorations	86	54	63%	32
Terrestrial Hectares	25	5	20%	20
Dipping Platforms	35.63	0		
	1	0		

"I visited Sheffield earlier this week to look at potential sites to include in a new funding bid. Whilst I was there I saw a number of ponds that we created in 2018/19. They are looking great despite the lack of rain." Froglife member of staff.



"Thought you'd like to see these pics from the Cottonstones site in Calderdale, West Yorkshire. As part of the Yorkshire TOAD project, we planted coir rolls around the margins of the toads breeding pond to create more marginal cover. Survival rates were low despite good toad numbers due to fish predation. A delighted Charlotte from the toad patrol there sent me these pics and reported the place was "teeming with tiny toadlets for the first time in years" Froglife member of staff.

"St Nicks first met with Froglife about the Yorkshire T.O.A.D project back in early 2020 (when the world was a very different place!). Since that initial meeting it has been amazing to see the progress that has been made across York to improve habitat for amphibians thanks to the project. By

working across a wider range of sites and with different community and conservation groups across the city, the project has had an indirect effect of bringing together these groups and sites together to work more closely, beyond the Froglife project. St Nicks received GRCF funding in 2021 for a project called Green Corridors York and we learnt lots from Froglife when both setting up, and running, this project.

The practical work to create new ponds and scrapes at our site Heworth Holme was successful. Our very proud volunteers initially questioned whether it was something they could do them themselves by hand. But the sheer scale and complex design of the ponds quickly made them appreciate the works, completed with incredible skill within two days! The ponds quickly filled up with water and we already had frogspawn in one of them. It has been a great project to be involved in, and as an organisation we have learnt lots from the Froglife team." St Nicks.

The Discovering Dewponds project has completed its first year and has to date restored two very large Dew Ponds on land owned by Brighton & Hove Council. Over the coming months the project will be restoring a further seven Dew Ponds on Brighton & Hove Council, South Downs National Parks Authority, National Trust and South Downs Local Authority sites.

Workshop Attendee:

"After a great talk and workshop from Jennifer at the Dewpond in Seaford Head my husband and I was so inspired we built a hibernaculum we already have a wildlife pond which was teeming with tadpoles and froglets so this is just an extension to it. Thank you for your help and keep up the great work."



Our Discovering Reptiles project exceeded the targets for training of landowners and land managers in reptile ecology, in total delivering 12 training sessions instead of the original target of 10 sessions. At these sessions participants were taught how to use artificial refugia to survey for reptiles and to facilitate the collection of data. Froglife provided refugia to several groups and sites, who are monitoring their sites on an ongoing basis.

"Ben explained clearly and with enthusiasm that helped me remember, reptile features, behaviour and habitats".

"Thank you so much for an excellent, informative, and fun talk - Ben was very engaging, clear, upbeat. So, heartening to see young people passionate about creatures. It was just the right level, and I was pleased to retain the info given! I am inspired now to go out and do surveys."
Participant on the Froglife webinar

"I will be able to use the information learned today to inform management of sites for reptiles and also to better consider potential reptile mitigation options before/ during/after necessary navigation works."

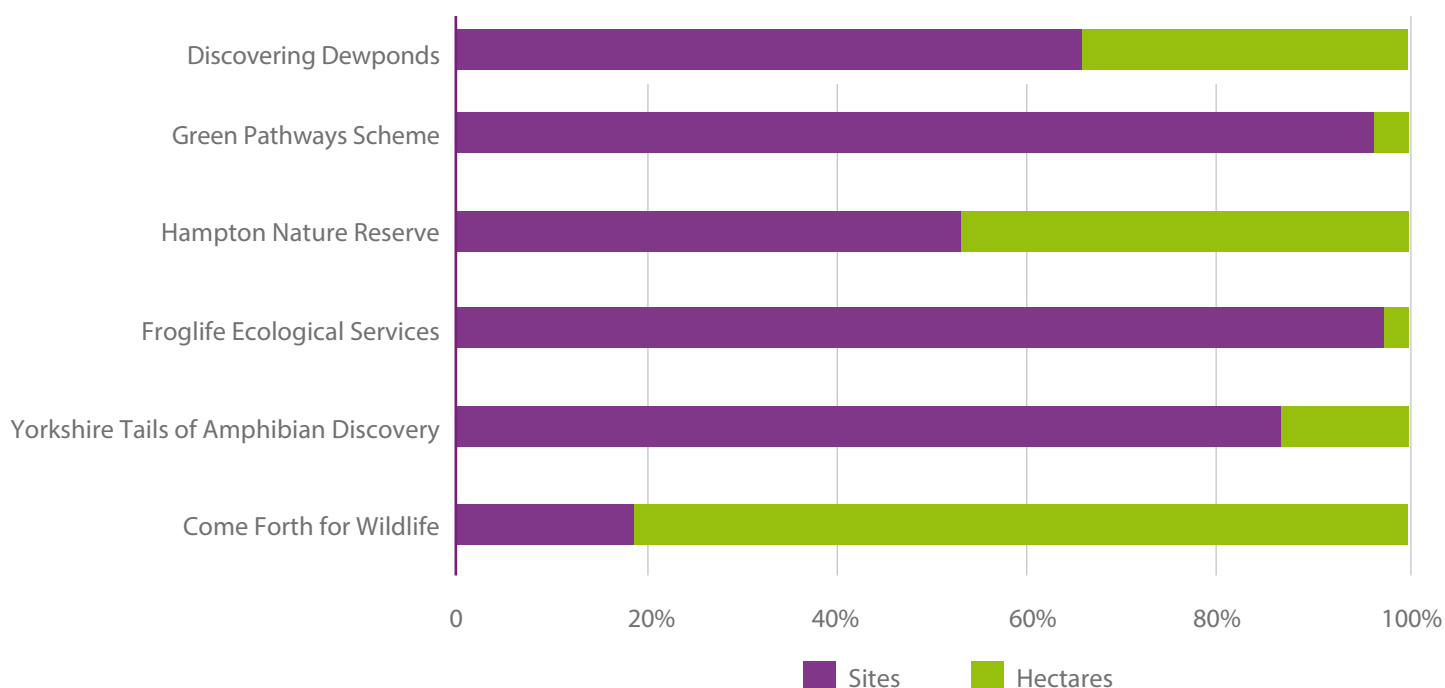
"I really enjoyed Ben's talk about identifying reptiles. I've never seen any in the UK, so it was lovely to learn so much

in a short time. The quiz was good fun ... especially as the results were anonymised!"

We were very pleased to secure a substantial grant from Scottish Power Foundation to deliver the Fife Living Water project. This much needed project had been on the back burner for quite some time, so it was very satisfying to finally see all the hard work that had gone into developing the project come to fruition. Between September 2022 and February 2023, the project will be creating 27 ponds/scrapes at Swan Pond and creating 81 ponds at Cowdenbeath. It will also be improving terrestrial habitats including creating 3 new reptile basking areas.

Thanks to a National Lottery Heritage Fund grant we will be delivering a Reserve Warden training programme to up to five trainees from diverse backgrounds per year for three years in Peterborough, in total we will have trained up to fifteen trainees in Reserve management. The training will take place at Hampton Nature Reserve, Boardwalks Nature Reserve and Eye Green Nature Reserve. Warden duties include surveying for wildlife, habitat creation and restoration for amphibians and reptiles, health and safety and volunteer and community engagement. The funding also covers the salary cost of a part time Reserve Warden and Trainer. Not only will this project provide valuable skills to the trainees, but it will also provide much needed additional capacity on all three sites. The project has recruited the first cohort of the trainees

Global Habitat Statistics 2021/22



and is already having an impact on the habitat quality at these sites.

Thanks to National Lottery Heritage Fund we have received a grant to develop our next London project leading on from London T.O.A.D, London Blue Chain. We are developing a project to work along the London Green Chain walking route. Working with local communities living within the Green Chain we will create a series of 100 blue habitats (freshwater). These will be broken down to 10 large ponds, Froglife will contract experienced contractors to create these ponds; 5 medium ponds and 85 small ponds these will all be community and volunteer led pond creations.

We have secured a grant from Biffa Awards to undertake much needed habitat restoration works at Eye Green Nature Reserve. The habitat works will commence in October 2022 and be completed by February 2023.

Unfortunately, Boardwalks Nature Reserve remains largely unfunded and many of the ponds are suffering from advance succession. As reported the Reserve Warden Trainee Programme will be of benefit to the reserve, however it does also require substantial capital investment to reinstate the reserve to favourable condition.

Our volunteer training programme is central to ensuring that our work is sustainable. All our projects include a strong element of volunteer training and

deliver volunteer days.

Our Transforming Lives programme has also contributed to our Transforming Landscapes programme. This year these projects with project participants created and restored 45 habitats. These include ponds and terrestrial improvements. This work has been undertaken on local allotments, green spaces, parks, and community gardens.

The key donor for our Transforming Landscapes work is National Lottery Heritage Fund (NLHF) and we are enormously grateful to lottery players for supporting this valuable work. We are also grateful to the many other donors that support this work, a total of 44 have contributed funds to ensure that we can deliver for biodiversity. It goes without saying that without this support we would not be reporting on such impactful achievements.

Donor feedback:

"Thank you for a very comprehensive package of items to support the final claim process. It makes my job much easier. I have processed this, and it has gone for payment. It is great that you were able to maximise the number of ponds restored for the award (and that many of the members of the public you spoke to were interested in what you were doing). Well done on a successful project."



TRANSFORMING LIVES

How we did delivering our Key Indicators

We are reliant on the volunteers to help support our work, these include those that help on sites, in the back office, attend events, write blogs and articles, and support our projects in a hybrid of other ways. We are also reliant on the Toads on Roads patrols going out each spring to help save thousands of toads. A huge thank you to every volunteer. Volunteering provides us with much needed additional support which helps us to deliver more on lower budgets. This is a huge financial gain for Froglife.

This year we have worked directly with 45,727 people, this compares to 33,045 last year

In the Transforming Lives: Froglife Trainee project, trainees are tasked with setting up volunteer groups for each of the sites, particularly drawing on those communities that do not traditionally volunteer in nature conservation.

Our Green Pathways Scheme has continued to operate in Peterborough, Fenlands, Glasgow, and Renfrewshire.

"They are a challenging group however once on site they were engaging with nature and the garden, which was amazing. A student was so happy digging he didn't want to go home!"

"We had a great presentation and training session from Froglife at the AGM of Horbury & District Allotments and Gardens Association. It generated a good discussion about what could be achieved with a little bit of care and effort. The evening got many members thinking about what they could do differently on their allotments to benefit toads and other wildlife."

Working with Froglife, allotment holders, volunteers from a local law firm and the local Parish Council (Sitlington), we established a wildlife area on our allotment site which includes a pond and hibernaculum. From this we are hoping that some of the younger family members of allotment holders will spend more time on the allotment site and get involved with the wildlife area. I believe that without exception, all our

allotment holders were introduced to the allotment and to gardening as children and hopefully this project will stimulate the interest of the next generation. They are probably further removed from food production than at any point in our history, so every little helps." Horbury & District Allotments and Gardens Association."

Donor comments on final report:

"The report provides a great insight on some of the amazing differences your project has made on the lives of children and young people in Fenland. I have enjoyed reading your report, especially the case study. The pandemic has been very challenging but it's projects like this that have provided children with hope. Bird watching, reptile spotting and growing vegetables are, I'm sure, skills that the children will take with them throughout their lives."

The Green Pathways Scheme has this year directly engaged with 13,510 vulnerable and/or disadvantaged young and older people.

"Thank you so much for sending through your six-monthly report. I loved reading it, and we're really pleased to be able to fund Froglife again after your brilliant Get Outdoors project. You've got great partnerships, you link up to other sources of help, you've got multigenerational activities, and the very personal nature of your work always comes through - the way that you are working with some people on a 1-2-1 basis, the flexibility, the feedback.... It's just lovely to see how it is progressing, especially now the weather is better."

Our projects supporting people living with dementia have continued to benefit people living in Glasgow, Somerset and London.

Feedback from person Living with Dementia – London Leaping Forward for Dementia project:

"I've learnt so much from the Froglife workshops and volunteering with SCCOOP at Streatham Common. I'd never even seen a newt before! I really enjoyed being part

of the woodland habitat improvements. Watching the woodland change as we work and learning why we're doing it has been a real eye opener. It's changed the way I look at nature, and myself. I've done things I wouldn't have believed I could have" Streatham Common Volunteer and Wild Times group member/volunteer

"I look forward to Mondays. I look forward to meeting up with the group and engaging in the varying projects on offer.

Monday afternoons have changed me. I have been enlightened with my newfound knowledge, I am more relaxed and coping with life totally different. Mentally, I am in a good place, the sessions have changed me, there is no doubt about it and I am grateful to have been lucky enough to attend these sessions with all the others who together we enabled each other to take full advantage of what has been on offer.

Nearly forgot, the tea, cake and biscuits have gone down well too!"

I tell you what it's fantastic down here, I've never been in a place like this before.
(M, participant)

He comes home actually with more energy.
(J, carer)

A very well run and organised activity afternoon (A, carer)

Positively like it (B, participant)

This has been a very entertaining and also educational thing to do every week (E, participant)

"A local couple were referred to Froflife's Leaping Forward for Dementia sessions by the Alzheimer's society. One of the couples has been diagnosed with dementia and has been struggling with related anxiety, finding it difficult to get out independently and giving the other little time alone. They have chosen not yet to share the diagnosis with friends and have no family support, putting them at real risk of social isolation.

The couple attend sessions together but engage independently giving them the opportunity to share the experience as individuals while working within the

group at their own pace in a safe space."

Participant case study Leaping Forward for Dementia.

The Nature & Nourishment, a pilot project, completed in August 2022. The pilot has been very informative.

The project struggled to reach all its targets especially around the number of children reached. This is mainly due to smaller classroom sizes in the Fenlands alongside children being off school with Covid; it struggled to deliver against Froglife's aims and objectives with very little amphibian or reptile conservation included and as the children lived in rural areas they were fairly well versed in farming and hence not benefiting as much. The project may be better delivered in urban areas where children are more distanced from food production, however as it struggled to deliver our aims and mission, we will not be rolling this project out. In total the project delivered 44 sessions to 1,213 children.

Nature & Nourishment - Food & Farming Day

Kids Country – "Thank you for your amazing stand and contribution."

Clough Primary School - "Great engaging content our kids loved it, Thank you"

Agnes Riley Gardens

Froglife is providing professional support to the Friends of Agnes Riley Gardens to improve habitats for wildlife, particularly amphibians, and engage the local community. This well-used urban park in Lambeth has a wonderful population of frogs, toads, and newts. We have co-ordinated habitat improvement sessions for residents, initially focusing on clearing the invasive species from the main pond which was completely choked with Parrot's Feather:



Agnes Riley gardens before clearance and after volunteer day clearing pond of invasive species.

We have run a series of educational sessions to raise awareness of the range of amphibians and other wildlife at the park. Future sessions will improve amphibian exit points from the ponds, add oxygenating plants and improve the terrestrial habitats.

Our newly funded Coalface to Wildspace Midlands (National Lottery Heritage Fund – NLHF) has a range of new public engagement activities that will be delivering in a region that Froglife has not worked in previously.

New activities include Layers of Time: An 8–10-minute virtual reality film focusing on the history and heritage present under the surface of the current visible landscape and connecting this to eight habitat sites and the wildlife that now lives there, particularly reptiles and amphibians. It will be distributed to schools and shown at various venues. In total 30 sessions in schools/youth groups reaching 4,500 pupils and 400 sessions in venues reaching a minimum of 12,000 people. Off the back of the screenings, we will run workshops using Lego to build a 5-layer model reflecting the different stages presented in the film. In total local communities will build eight models through 40 workshops with minimum 480 people contributing directly. The models will be judged by paleologists and will go on tour to 8 venues attracting a minimum of 2,880 visitors.

Speaking Sculptures: Will gather puzzle pieces through 32 sessions with a minimum of 480 people to identify local wildlife ‘jewels’. ‘Jewels’ will be places that people associate with the sites. This will be followed by the creation of wildlife focused sculptures to be placed in each site.

During the development phase of the London Blue Chain project, we will be consulting with diverse community groups that are strongly represented in Lambeth to ensure that the project



reflects the views and opinions of residents as well as delivering biodiversity benefits for our species and wider wildlife. We are aiming to directly reach 75,000 people across Lambeth.

Come Forth for Wildlife in addition to undertaking landscape scale habitat works is also delivering a wide-ranging programme of public engagement. This year saw the completion of the Mapestry (a community led tapestry reflecting the wildlife and heritage items in the Forth region) and it is now touring various venues with excellent turnouts, with 2,028 visitors in the first three months.

Earlier this year London T.O.A.D finished on a high note with the project directly reaching 96,000 people and indirectly 790,000 people including directly engaging with 4,000 children.

Discovering Dewponds has recruited its first trainee who will undertake a one-year traineeship covering habitat works and public engagement.

Fife Living Water has been working with local groups and schools in Cowdenbeath and the surrounding areas. They have also hosted Corporate Team Building days to build up knowledge and support for ongoing management of the sites once the works have been completed. Yorkshire T.O.A.D delivered a good number of sessions and is reaching lots of people.

Achievements against original 2018 projections for London T.O.A.D

Activity	Number of Events			Number Attending		
	Total	Original 3 year target	% of Target achieved	Number	Original 3 year prediction	% achieved
Mapestry	8	8	100%	422	400	106%
Mapestry Exhibition	13	None		30,749	22,050	139%
T.O.A.D Tails sessions	54	54	100%	3,997	2,781	144%
T.O.A.D Tails number of schools	19	18	106%			
Swimming with T.O.A.Ds	14	6	233%	366	1,224	30%
T.O.A.Ds on Allotments	56	48	117%	849	920	92%
T.O.A.D Shows	41	12	348%	18,176	9,100	200%
Virtual Reality Exhibitions	35	31	113%	6,146		
T.O.A.D Shows & Virtual Reality Indirect				755,050	93,755	805%
Nature Trails	80	None		258	None	
Online events	19	None		765	None	
TOTAL	367	213		817,150	130,686	

Yorkshire T.O.A.D Public Engagement

Activity	Target	Delivered	%
Volunteer training	252	292	116%
Wildlife Gardening Workshops	50	50	100%
Numbers directly reached **	12,810	9,487	3,323

** lower numbers due to Covid and the short-term nature of the funding meant there wasn't sufficient time to catch up.

CASE STUDY

To reach a range of new audiences and raise awareness of toads in urban areas and the issues they face, we created a Virtual Reality experience. It gives an immersive first-hand experience of urban life as a toad. We attended 32 events across London, from local community events to high-profile events such as New Scientist Live! In total we reached a massive 6,254 people directly and 519,802 indirectly.

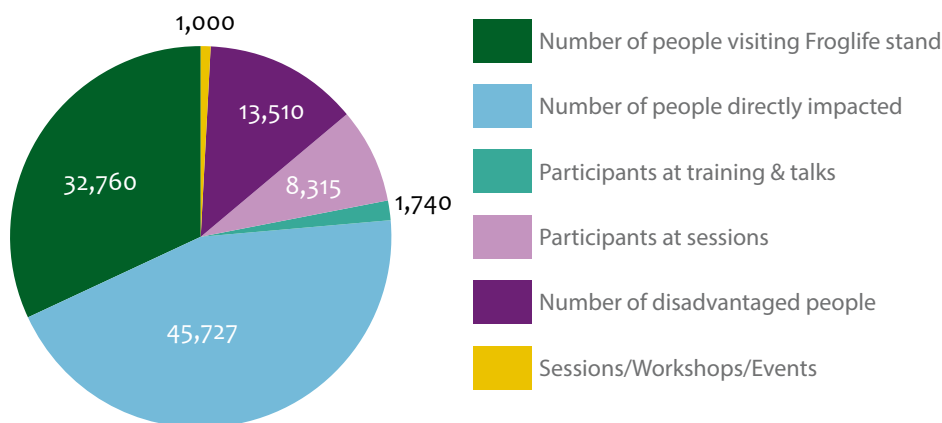
We visited some of London's largest terminal stations with our Virtual Reality exhibition. At Liverpool Street station and London Bridge station, an incredible 380,518 and 91,426 daily visitors had the opportunity to see our stand and meet our staff.

"A great experience, seeing life from a toad's point of view" Participant, WWT London Wetland Centre BioBlitz Day

We linked the Virtual Reality to a wildlife tunnel campaign, 'Give Wildlife the Green Light! – Save the common toad', which gained nearly 30,000 signatures. The campaign aimed to build awareness of the 68% population decline of the common toad - both learning why this decline has occurred and give a solution to help halt this decline: wildlife tunnels.

Froglife has contacted all UK MPs and highways agencies to share information about the issue, solution, and the wider public support for these species. We were pleased with the response from MPs across the political spectrum, with several asking for draft questions for Parliament and one writing to DEFRA themselves about the issue. Highways departments in England, Northern Ireland and Scotland all gave us comprehensive responses about the actions they are taking.

Sessions, Workshops, Events & Participants



TRANSFORMING RESEARCH

Froglife's under the road tunnel mitigation research continued to generate substantial data over the 2021/22 period. We have a significant dataset of amphibian usage of the tunnels and this has greatly enhanced our understanding of amphibian, reptile and other wildlife use of wildlife tunnels. This year we have been monitoring tunnels in Scotland.

The NERC CASE PhD student has continued with the research to examine the impact of salinity on amphibian populations.

The University of Exeter approached Froglife to include our Somerset Green Pathways for Life project in a piece of research they are conducting on service provision for people living with dementia. They have carried out an interview with the project team and attended a session with project participants over the autumn to collect data from them. The research is now in the process of being written up for publication.

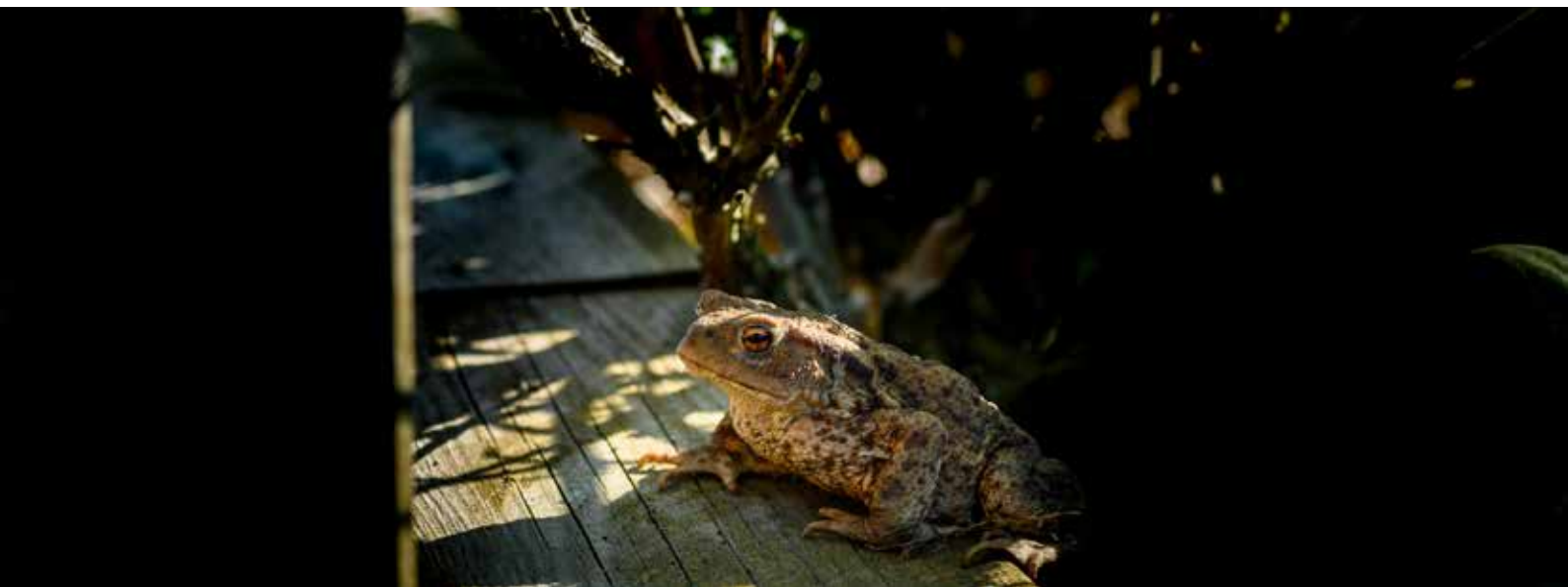
We are working in partnership with the UK Centre for Ecology and Hydrology (CEH) on their research project modelling the landscape-level benefits and biodiversity consequences of woodland creation. We have shared the data collected by Toads on Roads patrollers to help create a model that will predict where woodlands could be planted to provide the most benefit to toads. This research is also helping us better understand how toad populations are faring in different areas of the UK following our research published 5 years ago that showed toads were experiencing dramatic declines across the UK. We have used the model to inform planning appeals, project delivery and potential new guidance and research. The research is now being written up for publication.

With funding from Esmée Fairbairn Foundation we

have been working with researchers from the Open University to evaluate the impact of our social inclusion work on the lives of those taking part. Data collection has taken place between September 2021 to July 2022 alongside interviews with a parent of one of the participants, a teacher that referred groups to sessions and one of our delivery staff. The data is now in the process of being evaluated and will be written up for publication by the end of 2022.

We are delighted to have been awarded grants from Natural England Species Recovery Programme to deliver four reptile research focused projects. The projects will be researching reptile dispersal in the South Downs National Park and the three reserves we manage in Peterborough. We will be undertaking research on heathland decline and impact on reptile species and documenting the process of clay lining three dew ponds. All will be written up into formal reports to inform other conservation efforts.

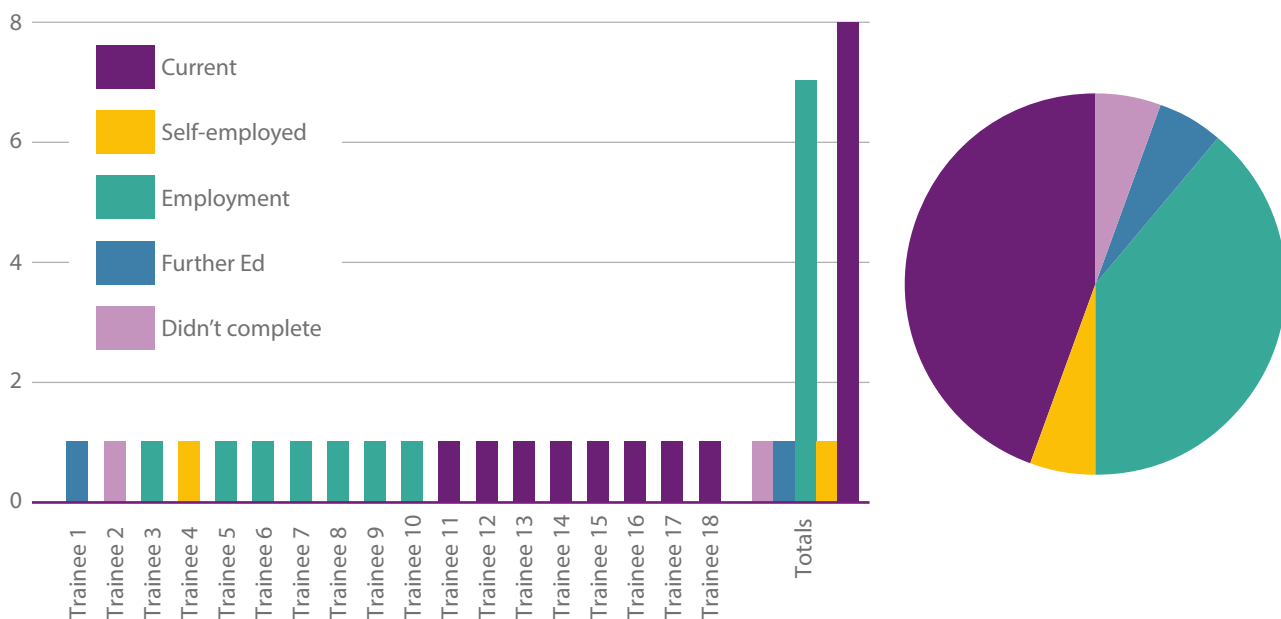
Researchers from Froglife and the University of Cambridge, supported by wildlife charity People's Trust for Endangered Species (PTES) published new research on 7th July 2022, in PLOS ONE that discovered the extent to which common toads live in trees. It is the first time that the tree climbing potential of amphibians has been investigated at a national scale. The researchers made the surprising discovery when common toads were found in nest boxes and tree cavities by volunteers who were looking for hazel dormice and bats as part of the National Dormouse Monitoring Programme (NDMP) and the Bat Tree Habitat Key project (BTHK). The national press covered this story, and it was featured in BBC's Springwatch.



TRANSFORMING PEOPLE

We are proud of our track record of providing salaried trainee placements. To date we have had 18 one-year trainees.

Trainee Progression 2022

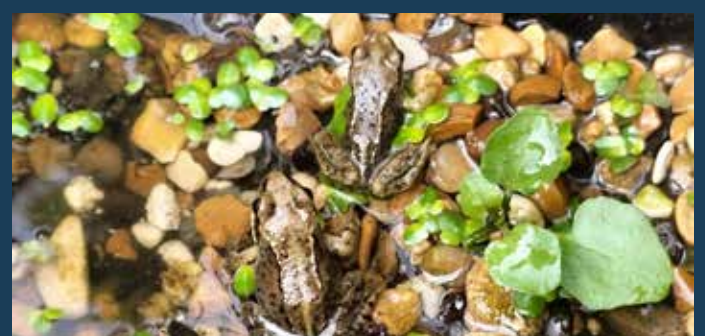


We have had some very good media coverage in the national press this year including a piece in the Guardian titled “Scientists puzzled by toads squatting in dormouse nests high in trees” covering the Toads in Trees research. Additionally, we had features on our new projects in local press and the annual flurry of activity around the Toad migration season. This year BBC’s Springwatch programme had a double feature on the toad migration followed by the Toads in Trees research.

We have ensured that our website has remained updated and fresh, and we are now monitoring its usage closely to help inform us of the public’s interest in our species and our conservation activities.



Our social media followers have continued to climb.



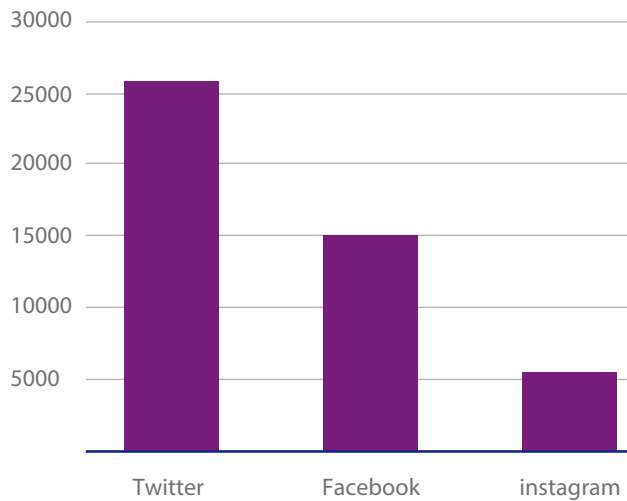
‘Thank you for being there Froglife!’

“As I scooped duckweed with a tea strainer from my tiny pond, I have just spotted a delayed solitary legless tadpole amid my many froglets...”

I’m reasonably experienced with lots of nature related wildlife care, well certainly not a basic novice (in ‘50’s) & have just happily learnt lots of new stuff that I didn’t previously know from your excellent website... Reassured about reasons back to my pond gazing.”

Thanks again for easy access to your expertise! Website user

Social Media



The email enquiry service has continued to be busy and interesting. Our responses quite often prompt donations which is always a nice way to be appreciated and of course helps with our finances. Generally, donations, sponsorships, friendships, and Corporate Supporters has continued to grow, we now have the most Corporate Supporters we have ever had. Although donations have risen it is disappointing to see our friendships decline year-on-year.

Enquirer:

"I recently sent Froglife an e mail requesting advice on a problem I have been experiencing over several years regarding frogspawn not developing into tadpoles.

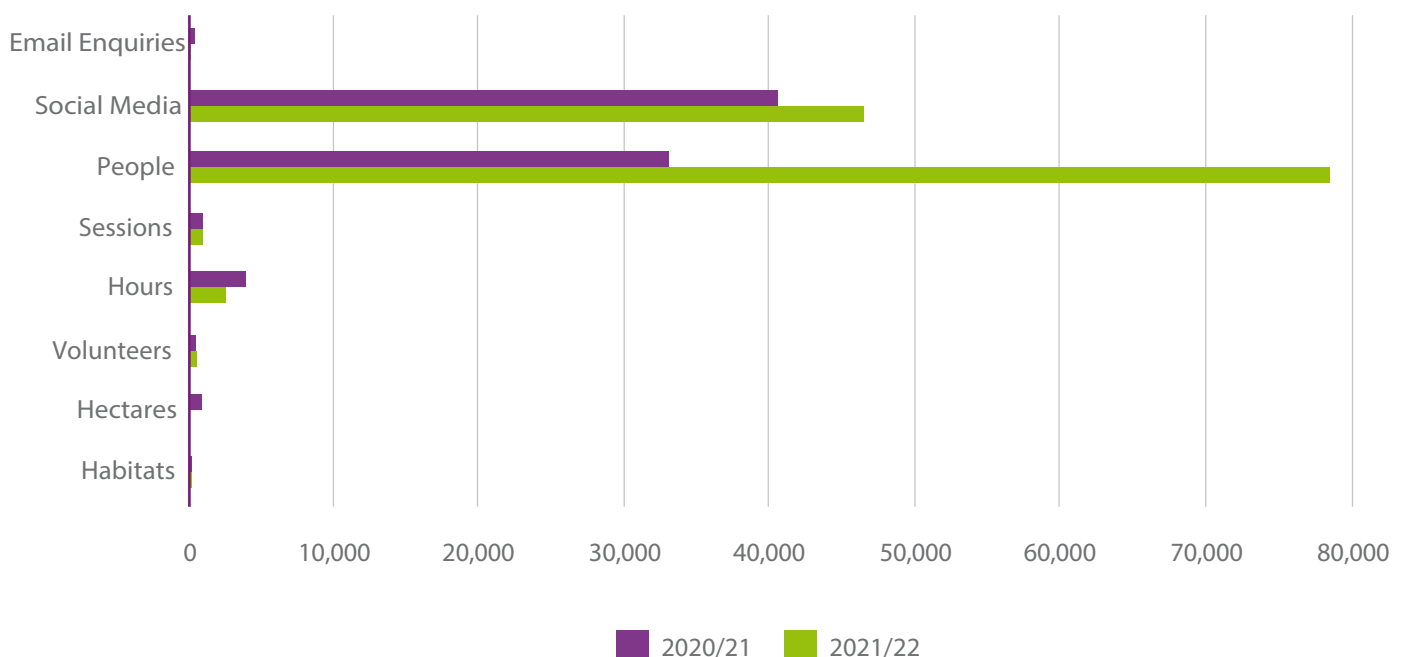
Will you please thank your colleagues Kathy Wormald and Ashlea Mawby for their speedy replies and the helpful advice given?"

I am sending a donation to Froglife and requesting a copy of your leaflet "Just Add Water".

By the way, this year's spawning hasn't been a total failure, since I now have about 30 tadpoles swimming about, although this seems very few compared to the amount of spawn; but a success nevertheless!"

We would like to acknowledge the valuable work of all our trustees, volunteers, and staff. We particularly also want to thank the back-office staff, they are predominantly out of sight, but without their ongoing work dealing with administration, financial matters, and communications we would certainly not have had the enormous achievements we have enjoyed this year. Their efforts have helped us to conserve more reptiles, amphibians, and their habitats.

Global Statistics Comparing 2020/21 to 2021/22



TRANSFORMING FROGLIFE ECOLOGICAL SERVICES (FES)

FES has built on its success from the previous year delivering more training courses, creating and restoring more ponds and securing projects for the upcoming year.

As part of the Yorkshire TOAD project FES created 54 new wildlife ponds that have already received amphibian visitors whilst also restoring 12 ponds in the latter stages of succession across 20 sites.

These vital habitat works alongside the training delivered in the management of the sites have ensured that a legacy for wildlife will continue long after the end of the project.

The various training courses delivered have been well received and fully booked with interest for next years training courses already being shown. The ever-popular Great Crested Newt working towards a licence course was delivered in three locations across the country and also bespoke courses delivered to Balfour Beatty, AECOM and Brighton University who intend to make the training part of future courses. In addition to GCN training FES delivered courses on habitat management, amphibian and reptile surveying, pond maintenance and management.



FES reputation and the success of projects delivered across the country has resulted in additional work being secured in these areas. Looking forward the year promises to be a busy one with pond restorations in Sussex as part of the Discovering Dewponds project, multiple pond creation and habitat enhancements on Eye Green Nature Reserve, a full training programme and several other projects in development.

Two-word feedback from Yorkshire GCN Training:

Engaging
Exciting **NEWTASTIC!** **Enthusiastic**
Interesting
Knowledgeable **Friendly** **ABSOLUTELY BRILLIANT**
Enlightening **Informative**



TRANSFORMING OUR FUTURE

We anticipate the development phase of London Blue Chain completing late 2023 with the delivery phase commencing in 2024. We anticipate undertaking a development phase for Coalface to Wildspace Scotland from November 2022 – March 2023 with the delivery phase commencing June 2023. We hope that the habitat and Neighbourhood Wildlife Corridors elements will be funded by Nature Scotland Nature Restoration Fund, and the public engagement elements by National Lottery Heritage Fund and potentially other donors.

We will be fundraising for a Coalface to Wildspace Yorkshire project we anticipate being ready to start this project mid-2023.

We will utilise the reptile research that we will have undertaken as part of the Natural England Species Recovery Programme to develop targeted work for the benefit of reptiles.

We will continue to look for opportunities to roll out our Green Pathways Scheme and Leaping Forward for Dementia projects into new regions and expanding them in existing regions.



RISK MANAGEMENT AND INTERNAL CONTROLS

The board of trustees have overall responsibility for the system of internal controls for Froglife and its subsidiary which include ensuring that there are procedures in place for the prevention and detection of fraud and other irregularities. However, such a system can only provide reasonable, but not absolute assurance against errors and fraud.

The charity operates a comprehensive annual planning and budgeting process, which is approved by the board. Performance is monitored using activity and financial targets. Reports are made to the board which compare the actual results against activity targets and against phased budget which link to financial performance with resource and activity levels.

Internal controls are subject to scrutiny by the charity's Senior Management Team and Finance Team which

carry out a programme of cyclical reviews.

The charity has risk management policies and procedures through which risks arising from existing operations and strategic developments are identified and evaluated. Managers are required to identify and analyse risk relevant to their scope of activity, assess them accordingly to the impact on the charity and the likelihood of occurrence; and report on the procedures which are in place, or are being developed or enhanced, to provide assurance that the risk is being monitored. The Risk Register was updated in 2020 to reflect the risks posed by the pandemic with an analysis of impact and the action that the charity is taking to minimise these risks, this is under continual review and updated in line with the latest Government Guidance.



The Risk Register as at September 2022:

Risk	Level	Actions	Revised Level
Human Resources			
Loss of key staff	Medium	CEO/SMT: strong lines of communication within SMT and between SMT and Trustees; Ensure that SMT is up to date on each others work commitments; Ensure that key work areas can be covered by others; Regular 1-2-1 meetings between CEO and Chair of Trustees; Regular 1-2-1 meetings between CEO and SMT members; Have in place a contingency plan for each of the senior roles.	Low
	Medium	Finance staff: Ensure that the CEO is kept fully informed of all high level financial matters; Finance Manager to be fully informed of bookkeeper priorities & also have a knowledge of how to operate finance packages (SAGE, on-line banking etc.); CEO & Finance Manager must have a record of all passwords, log-in details etc.	Medium
	Medium	Project Staff: Key project information to be filed centrally; ensure regular 1-2-1 meetings with Line Managers; SMT to be regularly updated on projects.	Medium
	Medium	Staff leaving organisation with project only have a short duration to still run: ensure that main project outcomes are delivered prior to the final three months of the project; as the end of the project approaches ensure that the Line Manager is fully up to speed with deliverables; ensure that staff member is kept fully informed of their situation post the project and fundraising initiatives.	Low
	Medium	Stress Management	Low
Long-term illness	Medium	Froglife follows statutory practice with regard to sickness, the process is detailed in the Staff Handbook. In the event of a staff member going on long-term illness the situation will be reviewed by the CEO who will liaise with SMT and if there is going to be a substantial financial impact on the organisation the CEO will liaise with the Board of Trustees to make a decision whether Froglife continues with statutory pay or adopts a different process.	Low
Coronavirus	Medium	Any symptoms and staff to self-isolate and seek medical advice. Staff not to go to offices if they have flu like symptoms. Staff to immediately notify their line manager who will discuss with the CEO. No symptoms staff to liaise with the office colleagues and line manager to decide whether appropriate to attend the office, otherwise work at home until it is felt appropriate to return to the office/sessions	Low

Risk	Level	Actions	Revised Level
Emerging Diseases	Medium	Returning to offices: put in place stringent health & safety measures such as regular cleaning of all surfaces; safe distancing measures etc.	Low
	Medium	Delivering activities & habitat works: Action plans have been drafted setting out the actions Froglife will take and the action we require our partners to undertake. These will be discussed with all relevant groups/individuals/schools/contractors etc. With their agreement we will proceed to deliver activities and undertake habitat works. The Action Plans will be constantly reviewed and updated with any new issues.	Low
	Medium	Follow all government/National Health guidance. Constant monitoring of the situation as events happen and guidance changes. Allocate one member of the SMT to be in charge of providing staff with up to date guidance etc.	Low
Repeated stress injury (RSI) & other similar issues	Medium	Staff who are using computers on a regular daily basis for long periods of time will be encouraged to take regular breaks. Staff who are experiencing RSI or other similar issues will be encouraged to report these to their line manager and appropriate action will be taken such as the purchase of equipment to reduce the stress.	Low
Lack of compliance/ knowledge of employment law	Low	Ensure that those responsible for HR keep abreast of new legislation, employment rights etc. We currently seek professional advice when in doubt (ACAS/Trust Law/HMRC). Ensure that staff handbook is updated with new legislation and that Line Managers are made aware of changes to legislation and impact on Froglife procedures and policies; Ensure that all staff read the staff handbook and refer to it when they need to.	Low
Demotivated staff	Low	Good communication strategies in place; regular team building days/activities; supporting personal development; ensuring everyone feels ownership of own project and organisation as a whole; non-project staff involved in projects.	Low
Conflict	Low	Deal with issues immediately and discuss situations with the relevant people; Take into account different personalities and working styles; If conflict cannot be resolved then will need to take appropriate action to separate those involved, this may lead to terminating employment.	Low
Other offices feeling isolated	Low	Good communication strategies in place; regular visits between offices/projects; staff meetings & team building days.	Low
Staff feeling isolated	Medium	Staff working at home feeling isolated and unsupported; regular meet ups are taking place; following Remote Working Training and feedback from staff changed weekly Monday staff meetings to every two weeks and on the alternate weeks a new Social Butterfly group consisting of four members of staff are organising remote on-line get togethers. Staff working in same areas are meeting more frequently in person.	Low

Risk	Level	Actions	Revised Level
Volunteers not feeling part of Froglife	Medium	Ensure that volunteers receive adequate induction to the organisation and are introduced to other staff members; Make sure that they receive all general Froglife communication as well; Encourage Project Managers to reward regular volunteers this could include periodically taking a volunteer to lunch, BBQ or similar for nature reserve volunteers etc. Ensure that suitable volunteers are given responsibilities and that they know who they are reporting to.	Low
Remote Working	Medium	Review remote working position on a quarterly basis and if there are issues try to resolve them if not resolved by the next quarterly review action to be taken to remove remote working and instead member of staff to become office based. Office location dependent on where the staff currently operates from.	Low
Financial Management			
Unrestricted funding	Medium	Keep marketing FES and expanding its remit; Keep looking for every opportunity to raise unrestricted funding through merchandise, corporate sponsorship, friends, donations, major donors; Ensure that all projects are contributing as much as they can; All staff and trustees are aware of a responsibility to assist with unrestricted fundraising.	Low
Cashflow	Medium	Ensure that grant claims are submitted regularly and on time; Ensure that as much expenditure as possible is put through legitimate project expenditure categories; Ensure that grant claims are accurate so that they are paid promptly; Wherever possible try to secure front end loaded funding; Monitor cashflow on a regular basis and stage payments in accordance with income and cash flow pressure.	Low
	High	EFF grant ends Sept23, if they do renew there will be a delay between the grant ending and a new grant starting could be up to one year. If they don't renew we will have lost a very good source of core funding. Need to start planning on what action we will take to replace this grant	High
Inflation	High	Price rises in costs of materials and equipment not covered in existing donor grants; core price rises; staff costs increase etc. Ensure that new project budgets have larger contingency elements to cover such rises. Make sure existing donors are aware of the impact on the organisational finances of price rises.	High
Investment Policy	Low	Ensure we do short-term investments so that funds are not tied up for long periods of time	Low
Under-funded projects	Medium	Project staff aware of the necessity and willing to fundraise; support provided to staff to enable them to fundraise; Prioritise fundraising for under-funded projects over developing new proposals.	Medium

Risk	Level	Actions	Revised Level
Accountancy procedures	Medium	Strong financial procedures in place and adhered to; Regular spot checks to ensure that the procedures are being adhered to. Ensure that a reputable accountancy firm is looking after our financial affairs. Pay for financial advice from relevant experts when needed.	Medium
Fraud etc	Low	Strong procedures in place - all invoices/chqs/BACs etc approved by CEO/Finance Manager.	Low
Trustees			
Knowledge, support, numbers	Medium	Broaden board of trustees to include other specialisms'; involve trustees more directly with project work; properly induct trustees so that all staff know who the trustees are, also at staff inductions introduce them to trustees either physically but if not possible then at least through a synopsis for each Trustee; ask trustees how they would like to get involved in the organisation and tailor their interests/ level of engagement to the tasks they are asked to perform	Medium
Professional Services			
Accountants, Solicitors etc	Low	Ensure that a Provision of Professional Services contract is in place specifying the exact service requirements	Low
Consultants	Medium	Contracts are drafted for each consultant detailing the contract requirements including agreed budget, timeframe and outputs.	Low
Contractors	Medium	Provision of Services Contract written by a solicitor with expertise in this field is in place. All Project Managers are responsible for ensuring that contracts are signed prior to work commencing. All contracts are sent to the CEO for final approval & are filed in a central database	Medium
Reputational Damage			
Inappropriate behaviour by trustees/staff/ volunteers	Low	Staff handbook sets our required conduct with procedures in place to address failures in conduct.	Low
Sites			
HNR, Eye & Boardwalks Financial/ Reputation/Long-term	Medium	HNR no longer in favourable status - high reputational risk. Eye requires substantial habitat management, funding is in place to run some volunteer days and to undertake habitat works. Boardwalks has no funding and is in need of habitat management.	Low
Reputational risk associated with not managing the reserve	High	Possibility that O&H will hand-over the management of the reserve as part of a package for management of all of their green spaces in Peterborough.	Medium
Site Acquisition			
Finances etc	Low	Froglife would not decide to acquire sites unless a full audit has been carried out which will include looking into all aspects of site management including financial hence this is a very low risk	Low
Projects			

Risk	Level	Actions	Revised Level
Child Protection and Vulnerable Adults	Medium	Ensure that all staff are working to Froglife's procedures and policies regarding this matter; All incidents to be reported immediately to the CEO as the person responsible for Child Protection and Vulnerable Adults and appropriate action to be taken immediately	Low
Staff being endangered	High	Ensure that staff are working to Froglife's procedures and policies regarding Lone Working; 1-2-1 working with clients etc. Staff to take immediate action to remove themselves from the danger and to report the matter immediately to the CEO.	Low
Partnerships	Low	Good reputation for working in partnership; maintain good lines of communication ensuring partners are kept fully informed and consulted regularly; keep partners fully engaged in projects - always carefully vet potential new partners	Low
Contractors	Medium	Obtain three quotes for all substantial work; Ensure that the contract is comprehensive covering all relevant areas of work/specification/payments/timeframe etc. For new contractors obtain references and previous work register/ view previous work; Ensure that all contractors are fully insured and have provided copy of their insurance; Ensure that equipment used by contractors is maintained/ roadworthy; Ensure that contractor staff are appropriately trained; Ensure that contractors are supervised by Froglife staff; Ensure that contractors sign the Provision of Services Agreements	High
Data Protection	Medium	Ensure that all staff are aware and complying with GDPR & Froglife data protection procedures; Regularly remind staff and update data protection with new legislation etc.	Medium
Events			
Reputational risks: advice/failure etc	Low	Ensure that all staff are relaying Froglife's key messages at events; Difficult enquiries/situations to be referred to a senior member of staff.	Low
Press			
Incorrect/ Misrepresentation/ incredible stories etc	Low	Ensure that all press releases are proof read by someone with relevant qualifications; Only qualified staff to undertake radio etc. interviews.	Low
Website			
Inappropriate info/ sabotage etc	Low	Procedures in place to reduce risks, vigilant monitoring of website and data input etc	Low
IT Security			
IT Consultant	Medium	IT Consultant no longer manages our IT systems for whatever reason. We are highly dependent on the consultant at the moment. Big Data will become an issue for Froglife in how we manage it. Getting new systems in place take too long.	Low

Risk	Level	Actions	Revised Level
Data protection: Server/Cloud etc	Medium	IT Consultant keeps abreast of IT risks and ensures that we are properly protected against cyber attacks etc. Stringent procedures in place to detect cyber/spam attacks. Constantly monitored & updated. Thorough evaluation of the benefits of moving to Cloud has been undertaken. All staff are aware of the protocols around protecting passwords and data this becomes even more relevant because of the direct access the cloud affords to our data. Once we have moved to cloud all staff will be instructed on the potential dangers/issues and how to minimise these.	Low
Email: Inappropriate/incorrect/poorly phrased etc	Low	Everyone cautioned to be vigilant, ensure that if in doubt ask someone else to check before sending, never reply when angry/disappointed etc. If relationship is already weak then ask someone else to respond instead. Report any concerns immediately to the CEO or in absence to the Chair	Low
Social Media: Inappropriate/incorrect/poorly phrased etc	Low	Ensure that all communication is carefully vetted and if in doubt seek advice from the CEO; do not respond to negative postings unless absolutely necessary and if so then seek second opinion beforehand.	Low
Publications			
Mistakes/incorrect etc	Low	Follow style guide; ensure all are proof read by someone who has not read the articles before, follow guidelines	Low
Fundraising			
Fundraising Standards & guidance	Low	Froglife does not undertake big fundraising appeals or mail-outs, door-to-door, big event fundraising so risk is low, but Chair through association with EWT is keeping a watching brief on behalf of Froglife	Low
Funders: Overlooked for acknowledgement/poor representation etc	Low	All PO's aware of who their funders are and how they are to be acknowledged; always checked by a third party; most donors only have direct contact with a couple of staff members so unlikely for there will be misunderstandings etc.	Low
Inappropriate funding	Low	Careful vetting of all potential donors.	Low
Charity Commission			
Failure to report any major issues	Low	Chair & CEO to ensure that all major concerns are reported to the Charity Commission	Low
Brexit			
Brexit generally	Medium	Refer to Jan19 minutes of SMT meeting for strategy	Medium
Brexit supplies	Medium	Difficulty obtaining supplies/materials	High
Froglife Ecological Services (FES)			
Great Crested Newt License	Low	Ensure that all staff that require a licence has one; Ensure that all field workers are working under a licence if they do not have their own licence.	Low
Training courses	Low	Poor take up or not properly delivered: courses so far have been well attended and excellent feedback	Low

Risk	Level	Actions	Revised Level
Supplies/materials	High	Unable to obtain supplies/materials	High
Legal	Low	Ensure that all legal compliances are adhered to, if in doubt then obtain advice from NE etc	Low
Reputation	Medium	Follow procedures extremely carefully, if any problems report to CEO/Chair who must take relevant action immediately to offset any negative impact on Froglife's reputation	Low
Financial	Medium	The Trust not to become too dependent on the Ltd Company for funding - Ltd Company income to be used to build up a reserve fund and for 'luxury' 'hard to fund' expenditure and as far as possible not used to cover staff costs etc.	Low

FINANCIAL REVIEW

The financial statements include the results of both The Froglife Trust and its trading subsidiary Froglife Ltd t/a Froglife Ecological Services (FES) for the 12 months period ending 30th September 2021.

Significant events that have affected the financial performance and the financial position of Froglife during the period are:

Froglife is in receipt of some central and local government funding namely Green Recovery Fund managed by the National Lottery Heritage Fund (NLHF), Grow Back Greener managed by the office of the Mayor of London, funding from Fenland and Somerset Councils and the completion of the Biodiversity Challenge Fund grant managed by Natural Scotland. We have also received funding through the Conservation Environmental Scheme (CES) to undertake habitat works at Hampton Nature Reserve, this scheme is managed by Peterborough City Council. This year we entered a fifteen-year Licence to Occupy for Eye Green Nature Reserve and Peterborough City Council is providing funding to manage this reserve.

Froglife has a diverse range of income streams and enjoys the support of a wide range of grant making organisations. Most of this funding is for direct project delivery, however we are very appreciative of the unrestricted grant that we receive from the Esmée Fairbairn Foundation and to donors who provide a Full Cost Recovery element in their grants. Froglife is very reliant on FES to provide unrestricted funds in the form of gift-aided profits to the charity. These funds help to support the core functions of the charity.

Impact of the pandemic

As reported in the last Annual Review we were fortunate that Froglife's finances were in a strong position, this coupled with the support of donors and the furlough scheme helped us to weather the initial lock-down. Subsequent lockdowns with projects not being able to deliver has meant that we have had to extend most of our project work. Donors have been very supportive and have approved project extensions, however these extensions must be funded from our unrestricted funds, which is putting pressure on our reserves position. We have continued to work to address this and currently have a relatively healthy cash-flow meaning that Froglife is viable for the foreseeable future.

During the first lock-down we developed a range of digital activities, and these put us in good stead for the other lockdowns when we returned to on-line delivery. We are pleased to report that all our projects are now back out delivering in person something that is making our staff and beneficiaries very happy.

Our largest donor has continued to be NLHF who are supporting several of our projects. This year we expanded into Yorkshire thanks for a Green Recovery Grant managed by NLHF. The Yorkshire Tails of Amphibian Discovery (T.O.A.D) was a one-year project that ended in March 2022.

Unfortunately, our application to BBC Children in Need (BBC CiN) for our Peterborough Green Pathways Scheme was not awarded for 2022 onwards. We have been delivering this project, thanks to the BBC CiN for twelve years. We have found smaller funders to maintain this project until at least March 2023 but currently have no long terms funding. We did secure a grant from Cambridge Community Foundation, Warwick and Dominey Fund, to start a new project in Cambridgeshire, Nature & Nourishment. We are using this funding to trial the project but following evaluation have decided not to roll it out further.

Grant making organisations have reported a large increase in the number of applications that they are receiving for funding. We think that this will be a result of organisations trying to recover from the impact on their finances as a result of the pandemic. Coupled with the loss of EU and other funding as a result of BREXIT meaning that organisations that were in receipt of overseas funding are now seeking to replace this with grants from UK grant makers. With such intensive competition for funding donors are seeking greater reassurance of evidence of impact and long-term sustainability of projects/organisations. A lot more time is being required when developing funding applications.

Consolidated income for 12 months is £1,114,761. This is £104,670 up on the previous year mainly due to new projects commencing during this financial year.

NLHF grants equates to £402,100.

Income breakdown	
Donations & legacies	£ 121,660
Grants	£ 819,187
Charitable activities	£ 66,966
Income from other trading activities	
Other Income	£ 7,362
Commercial Trading	£ 99,397
Investments	£ 189

Expenditure breakdown

Raising funds	£ 78,650
Charitable activities	£ 1,017,952

Charitable activities further breakdown

Conservation of reptiles and amphibians	£ 631,234
Education & Training	£ 380,098
Information & Awareness	£ 6,620

Unrestricted reserves position is £403,562, which equates to 14 months.

Restricted reserves of £168,575.

CORPORATE SPONSORS

We are pleased to have been supported by the following Corporate Sponsors this year:

Big Domain
DealsQueen
Environmenjob.co.uk
Homegrown Timber
Puddleplants
Stay In Cornwall
Travel Chapter-Holiday Cottages
Waterside Nursery
Wildwater



STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of The Froggie Trust for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practices).

Company law requires the trustees to prepare the financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and its subsidiary and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and its subsidiary for that period in preparing these financial statements, the trustees are responsible to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the SORP 2015 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departure disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company 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 corporate and financial information included on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to the auditors

In so far as the trustees are aware:

- There is no relevant audit information of which the Trust's auditors is unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

A resolution proposing that Saffery Champion Chartered Accountants be appointed as auditors of the group will be put to the Annual General Meeting.

This report, which has been prepared in accordance with the special provisions relating to companies subject to small companies' regime within Part 15 of the Companies Act 2006.

This report has been approved by the Board on 14th December 2022 and signed on its behalf by Inez Smith (Chair).



Opinion

We have audited the financial statements of The Froglife Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 30 September 2022 which comprise the consolidated profit and loss accounts, the consolidated and company balance sheets and the cashflow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 affairs of the group and the parent charitable company as at 30 September 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 requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis of 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 charitable company 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 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 group or the parent charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

THE FROGLIFE TRUST
INDEPENDENT AUDITORS REPORT TO THE TRUSTEES AND MEMBERS OF THE FROGLIFE TRUST
(CONTINUED)

Other information (continued)

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 this gives rise to 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.

Other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report which includes the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report which includes the Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their 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 Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company'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.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 35, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 the 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 charitable company'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 the parent charitable company or to cease operations, or have no realistic alternative but to do so.

THE FROGLIFE TRUST
INDEPENDENT AUDITORS REPORT TO THE TRUSTEES AND MEMBERS OF THE FROGLIFE TRUST
(CONTINUED)

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditors under the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005 and report 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 the 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud are detailed below.

Identifying and assessing risks related to irregularities:

We assessed the susceptibility of the group and parent charitable company's financial statements to material misstatement and how fraud might occur, including through discussions with trustees, discussions within our audit team meeting, updating our record of internal controls and ensuring these controls operated as intended. We evaluated the possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the group and parent charitable company by discussion with trustees, and updating our understanding of the sector in which the group and parent charitable company operate.

Laws and regulations of direct significance in the context of the group and parent charitable company include The Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, The Charities Accounts (Scotland) Regulations 2006 (as amended) and guidance issued by the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator.

Audit response to risks identified

We considered the extent of compliance with these laws and regulations as part of our audit procedure on the related financial statement items including a review of financial statement disclosures. We reviewed the parent charitable company's records of breaches of laws and regulations, minutes of meetings and correspondence with relevant authorities to identify potential material misstatements arising. We discussed the parent charitable company's policies and procedures for compliance with laws and regulations with members of management responsible for compliance.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risks 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.

A further description of our responsibilities is available on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent charitable company's members, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the parent charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the parent charitable company's members and 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 anyone other than the parent charitable company, the parent charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Jane Hill (Senior Statutory Auditor)
For and on behalf of Saffery Champness LLP
Westpoint
Peterborough Business Park
Lynch Wood
PE2 6FZ

Chartered Accountants and Statutory Auditor

24/1/2023
Date

Saffery Champness LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

THE FROGLIFE TRUST
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (inc Income and Expenditure Account)
FOR YEAR ENDED 30 SEPTEMBER 2022

	<i>Note</i>	Unrestricted	Restricted	Total 2022	Total 2021
		£	£	£	£
INCOME					
Donations and legacies	2a	105,721	15,939	121,660	53,370
Grants	2b	102,150	717,037	819,187	771,560
Charitable activities	3	28,678	38,288	66,966	52,569
<i>Income from other trading activities:</i>					
<i>Coronavirus Job Retention Scheme</i>					
					37,309
Other income	4	7,362	-	7,362	17,137
Commercial trading operation	13	99,397	-	99,397	77,703
Investment income	5	189	-	189	442
Total income		343,497	771,264	1,114,761	1,010,091
EXPENDITURE ON:					
Raising funds	13	78,650	-	78,650	62,807
Charitable activities	6	16,878	1,001,074	1,017,952	902,291
Total expenditure		95,528	1,001,074	1,096,602	965,098
Net income / (expenditure) for the year		247,969	(229,810)	18,159	44,993
Transfers between funds	18	(238,478)	238,478	-	-
Net movement in funds		9,491	8,668	18,159	44,993
Reconciliation of funds:					
Total funds brought forward	18	394,071	159,907	553,978	508,985
Total funds carried forward		403,562	168,575	572,137	553,978

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.
The notes on the following pages form part of these accounts.

THE FROGLIFE TRUST
CHARITY STATEMENT OF FINANCIAL ACTIVITIES (inc Income and Expenditure Account)
FOR YEAR ENDED 30 SEPTEMBER 2022

	<i>Note</i>	Unrestricted	Restricted	Total 2022	Total 2021
		£	£	£	£
INCOME					
Donations and legacies	2a	105,721	15,939	121,660	53,370
Grants	2b	102,150	717,037	819,187	771,561
Charitable activities	3	28,678	38,288	66,966	52,569
<i>Income from other trading activities:</i>					
<i>Coronavirus Job Retention Scheme</i>					
					37,309
Other income	4	7,362	-	7,362	17,137
Investment income	5	20,936	-	20,936	15,337
Total income		264,847	771,264	1,036,111	947,284
EXPENDITURE ON:					
Charitable activities	6	16,878	1,001,074	1,017,952	902,291
Total expenditure		16,878	1,001,074	1,017,952	902,291
Net income / (expenditure) for the year		247,969	(229,810)	18,159	44,993
Transfers between funds	18	(238,478)	238,478	-	-
Net movement in funds		9,491	8,668	18,159	44,993
Reconciliation of funds:					
Total funds brought forward	18	377,564	159,907	537,471	492,478
Total funds carried forward		387,055	168,575	555,630	537,471

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.
The notes on the following pages form part of these accounts.

THE FROGLIFE TRUST
CONSOLIDATED BALANCE SHEET
AS AT 30 SEPTEMBER 2022

	Note	2022	2021
FIXED ASSETS			
Tangible fixed assets	11	-	1,030
CURRENT ASSETS			
Stocks		598	201
Debtors	14	73,062	134,016
Cash at bank and in hand		<u>528,511</u>	<u>460,864</u>
		602,171	595,081
CURRENT LIABILITIES			
Creditors: amounts due within one year	15	(30,034)	(42,133)
NET CURRENT ASSETS		<u>572,137</u>	<u>552,948</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		572,137	553,978
Creditors: amounts due after one year		-	-
TOTAL NET ASSETS		<u>572,137</u>	<u>553,978</u>
FUNDS OF THE CHARITY			
Restricted funds	18	168,575	159,907
Unrestricted funds	18	<u>403,562</u>	<u>394,071</u>
		<u>572,137</u>	<u>553,978</u>

The trustees have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on the following pages form part of these accounts.

The financial statements were approved by the Board of Trustees on 14 December 2022 and signed on their behalf by:



Ms Inez Smith
Chair

Company Registration No: 04382714 (E&W)

THE FROGLIFE TRUST
CHARITY BALANCE SHEET
AS AT 30 SEPTEMBER 2022

	<i>Note</i>		2022		2021
FIXED ASSETS					
Tangible fixed assets	11	0		1030	
Investments	12	100	100	100	1,130
CURRENT ASSETS					
Stocks		598		201	
Debtors	14	201,969		242,218	
Cash at bank and in hand		377,507	580,074	333,736	576,155
CURRENT LIABILITIES					
Creditors: amounts due within one year	15		(24,544)		(39,815)
NET CURRENT ASSETS			555,530		536,340
TOTAL ASSETS LESS CURRENT LIABILITIES			555,630		537,470
Creditors: amounts due after one year			-		-
TOTAL NET ASSETS			555,630		537,470
FUNDS OF THE CHARITY					
Restricted funds	18		168,575		159,907
Unrestricted funds	18		387,055		377,563
			555,630		537,470

The notes on the following pages form part of these accounts.

The financial statements were approved by the Board of Trustees on 14 December 2022 and signed on their behalf by:



Ms Inez Smith
Chair

Company Registration No: 04382714 (E&W)

THE FROGLIFE TRUST
STATEMENT OF CASH FLOWS AND CONSOLIDATED STATEMENT OF CASH FLOWS
AS AT 30 SEPTEMBER 2022

	<i>Note</i>	2022 Group £	2022 Charity £	2021 Group £	2021 Charity £
Cash Flows From Operating Activities					
Net cash provided by / (used in) operating activities	20	67,458	22,834	(39,441)	(68,033)
Cash Flows from Investing Activities					
Investment interest	20	189	20,936	442	15,337
Change in cash and cash equivalents in the year		67,647	43,770	(38,999)	(52,696)
Cash and cash equivalents brought forward	22	460,864	333,736	499,863	386,432
Cash and cash equivalents carried forward	21	528,511	377,506	460,864	333,736

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2022

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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 (FRS 102)(effective 1 January 2015) - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The accounts are produced with the underlying currency being GBP.

b) Legal status of the Charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

c) Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The Trust is reliant on grants to be able to carry out its objectives. Whilst these may be affected but the impact of Covid-19, the Trust has an adequate number of grant applications already in place or accepted for the coming 12months. Additionally, further grants have been accepted post year end, with more grant applications coming back online. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

d) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiary Froglife Trading Ltd on a line-by-line basis.

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity.

Restricted funds account for situations where a donor requires their donation must be spent on a specific purpose or where funds have been raised for a specific purpose.

The aim and use of each material restricted fund is set out in the notes to the financial statements.

f) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Where income has related expenditure (as with fundraising or contract income), the income and related expenditure are reported gross in the Statement of Financial Activities.

1 ACCOUNTING POLICIES (CONTINUED)

f) Income (continued)

Where income has related expenditure (as with fundraising or contract income), the income and related expenditure are reported gross in the Statement of Financial Activities.

Donations, grants and gifts are recognised when receivable. In the event that a donation is subject to fulfilling performance conditions before the charity is entitled to the funds, the income is deferred and not recognised until it is probable that those conditions will be fulfilled in the reporting period.

Income from Gift Aid tax reclaims is recognised for any donations with relevant Gift Aid certificates recognised in income for the year. Any amounts of Gift Aid not received by the year end are accounted for in income and accrued income in debtors.

For legacies, entitlement is taken on a case by case basis as the earlier of the date on which: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executors intention to make a distribution. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity. Where legacies have been notified or the charity is aware of the granting of probate, and the criteria for income have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance for a future fundraising event or for visitor fees received in advance of an event are deferred until the criteria for income recognition are met.

Interest on deposit funds held is included when receivable and the amount can be measured reliably by the charity which is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. This is normally upon notification by our investment advisor of the dividend yield of the investment portfolio. Income tax recoverable in relation to investment income is recognised at the same time the investment income is receivable.

Sponsorship from events, fundraising and events registration fees are recognised in income when the event takes place. Trading income is recognised on point of sale for both donated and purchased goods.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis under the following headings:

Costs of raising funds are those cost incurred in attracting voluntary income and those incurred in fundraising.

Expenditure on charitable activities includes expenditure associated with conservation of amphibians and reptiles, education and training and providing information and awareness and include both the direct costs and support costs relating to these activities.

Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of those resources.

1 ACCOUNTING POLICIES (CONTINUED)

h) Volunteers

The value of the services provided by volunteers cannot be reliably estimated and therefore is not incorporated into these financial statements. Further details are provided in the Trustee's Report.

i) Fixed assets

All assets are capitalised at their historical cost when purchased.

Depreciation is provided to write off the cost less estimated residual value of all fixed assets over their expected economic useful lives as follows:

All fixed assets - 25% per annum reducing balance

The need for any impairment of a fixed asset write down is considered if there is concern over the carrying value of an asset and is assessed by comparing that carrying value against the value in use or realisable value of the asset when appropriate.

j) Investments

Fixed asset investments represent the equity share in Froglife Ltd, the wholly owned subsidiary company and are stated at cost in the charity balance sheet.

k) Stock

Stocks have been valued at the lower of cost and net realisable value

Net realisable value is based upon estimated selling price less further costs expected to be incurred to disposal. Provision is made for obsolete and slow moving items when appropriate.

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income and tax recoverable is included at the best estimate of the amounts receivable at the balance sheet date.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

The Trust 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 assets are recognised in the Trust's Statement of Financial Position when the Trust becomes party to the contractual provisions of the instrument.

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

1 ACCOUNTING POLICIES (CONTINUED)

o) Financial instruments (continued)

Basic financial assets

Basic financial assets, which include trade and other debtors, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Other financial assets classified as fair value through the statement of financial activities are measured at fair value.

Other financial assets

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment. Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount on initial recognition.

Impairment of financial assets

Financial assets, other than those held at fair value through the statement of financial activities, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in the statement of financial activities.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Classification of financial liabilities

Basic financial liabilities

Basic financial liabilities, including trade and other creditors, bank loans, loans from fellow group are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as 'creditors: amounts falling due within one year' if payment is due within one year or less. If not, they are presented as 'creditors: amounts falling due after more than one year'. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2022

1 ACCOUNTING POLICIES (CONTINUED)

o) Financial instruments (continued)

Other financial liabilities

Other financial liabilities, including debt instruments that do not meet the definition of a basic financial instrument, are measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method.

Other financial liabilities (continued)

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability to the net carrying amount on initial recognition.

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the Charity's obligations are discharged, cancelled, or they expire.

p) Operating leases

Operating leases are recognised over the period of which the lease falls due.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight line basis over the period of the lease.

q) Taxation

The company is considered to pass the test set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2a DONATIONS AND LEGACIES

	2022 Group £	2022 Charity £	2021 Group £	2021 Charity £
Unrestricted funds:				
Donations	105,721	105,721	45,485	45,485
	<u>105,721</u>	<u>105,721</u>	<u>45,485</u>	<u>45,485</u>
	2022 Group £	2022 Charity £	2021 Group £	2021 Charity £
Restricted funds:				
Donations	15,939	15,939	7,885	7,885
	<u>15,939</u>	<u>15,939</u>	<u>7,885</u>	<u>7,885</u>

2b GRANTS RECEIVED

Group and charity

Unrestricted funds:

	2022 £	2021 £
The Gibson Charitable Trust	-	2,000
Esmee Fairbairn Foundation	100,000	114,852
Other grants under £1,000	2,150	1,000
Total unrestricted funds	<u>102,150</u>	<u>117,852</u>

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2022

2b GRANTS RECEIVED (continued)	2022	2021
Group and charity	£	£
Restricted funds:		
National Heritage Lottery Fund	402,100	443,551
City Bridge Trust	47,725	46,725
BBC Children in Need	-	17,368
Cambridgeshire Community Fund	-	5,000
Scottish Natural Heritage	-	269
Scottish Power	98,301	-
Peterborough City Council	13,122	-
The Robertson Trust	28,000	28,000
Veolia Environmental Trust	-	7,607
Waitrose's Bags for Help	1,233	-
Somerset County Council	20,179	9,000
Biodiversity Challenge Fund via Scottish Natural Heritage	25,184	22,155
Heathrow Community Fund	-	12,106
The Hospital Saturday Fund	2,000	-
Florence Cohen Trust	3,000	-
Arnold Clark	1,000	-
Postcode Local Trust	18,868	-
Greener City Fund Community Grant Scheme	-	31,387
Niveveh Trust	2,000	-
Hedley Foundation	1,000	-
Brighton & Hove	20,000	-
James Gibson Trust	5,000	-
Life Changes Trust	12,977	-
Project Rome	1,000	-
Hodge Foundation	5,000	-
BIFFA	3,036	-
W G Edwards	-	1,719
Nature Scot	3,300	3,333
Mayor of London- Grow Back Greener Fund	-	20,000
Ernest Kleinwort	-	5,000
Other grants under £1,000/Grant returned - Miller Hendry Foundation	3,012	489
	717,037	653,709
3 INCOME FROM CHARITABLE ACTIVITIES	2022	2021
Group and Charity	£	£
Unrestricted funds:		
Conservation of amphibians and reptiles	15,830	14,794
Education and training	11,172	10,900
Information and awareness	1,676	3,444
	28,678	29,138
Restricted funds:		
Conservation of amphibians and reptiles	413	1,188
Education and training	37,875	22,243
Restricted funds:	38,288	23,431

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2022

4 OTHER INCOME	2022	2021
Group and charity	£	£
Corporate sponsorship	2,112	1,958
Other income	5,250	15,179
	7,362	17,137

All fundraising event income in both the current and previous year relate to unrestricted funds.

5 INVESTMENT INCOME	2022	2022	2021	2021
	Group	Charity	Group	Charity
	£	£	£	£
Bank interest	189	45	442	242
Profits from trading company	-	20,890	-	15,095
	189	20,935	442	15,337

All investment income in both the current year and prior year relate to unrestricted funds.

6 EXPENDITURE				
Expenditure on Charitable Activities - Current Year	Direct	Support	2022	
	Costs	Costs	Total	
	£	£	£	
Group and Charity				
Conservation of amphibians and reptiles	434,277	196,957	631,234	
Education and training	280,105	99,993	380,098	
Information and awareness	560	6,060	6,620	
	714,942	303,010	1,017,952	

Included within expenditure on charitable activities are restricted funds of £1,001,074 and unrestricted funds of £16,878.

Expenditure on Charitable Activities - Prior Year	Direct	Support	2021	
	Costs	Costs	Total	
	£	£	£	
Group and Charity				
Conservation of amphibians and reptiles	382,166	173,758	555,924	
Education and training	243,012	88,216	331,228	
Information and awareness	9,793	5,346	15,139	
	634,971	267,320	902,291	

Included within expenditure on charitable activities are restricted funds of £886,338 and unrestricted funds of £15,953

7 RAISING FUNDS

Expenditure on raising funds as shown in the group statement of financial activities relates to costs incurred by the trading subsidiary which relate to unrestricted funds in both the current and prior year.

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2022

8 ANALYSIS OF SUPPORT COSTS

	Conservation £	Education & Training £	Information & awareness £	2022 Total £
Rent and rates	22,028	11,183	678	33,889
Insurance	852	433	26	1,311
Cleaning and waste	2,414	1,225	74	3,713
Travel and Subsistence	5,123	2,601	158	7,882
Printing, postage and stationery	-	-	-	-
Computer and telephone	1,621	823	50	2,494
Repairs and renewals	8,036	4,080	247	12,363
Staff costs	3,416	1,734	105	5,255
Recruitment and training	121,748	61,811	3,746	187,305
Legal and professional fees	1,088	553	33	1,674
Depreciation inc loss on disposal	12,268	6,229	377	18,874
Bank charges	4,878	2,476	150	7,504
Irrecoverable VAT on support costs	669	340	21	1,030
Miscellaneous	287	146	9	442
Governance - trustee expenses	3,637	1,847	112	5,596
Governance - audit costs	8,891	4,514	274	13,679
	196,956	99,995	6,060	303,011

	Conservation £	Education & Training £	Information & awareness £	2021 Total £
Rent and rates	10,770	5,468	331	16,570
Insurance	1,865	947	57	2,869
Cleaning and waste	1,071	544	33	1,648
Travel and Subsistence	1,085	551	33	1,669
Printing, postage and stationery	1,415	719	44	2,178
Computer and telephone	5,181	2,630	159	7,970
Repairs and renewals	1,221	620	38	1,879
Staff costs	135,644	68,866	4,173	208,683
Recruitment and training	6	3	0	9
Legal and professional fees	5,125	2,602	158	7,885
Depreciation	223	113	7	343
Bank charges	411	209	13	633
Irrecoverable VAT on support costs	3,180	1,614	98	4,892
Miscellaneous	2,784	1,413	86	4,283
Governance - trustee expenses	-	-	-	-
Governance - audit costs	3,776	1,917	116	5,809
	173,758	88,216	5,346	267,320

In 2022 and 2021 support costs have been allocated in line with the aims of the project and its activity undertaken.

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2022

9 STAFF EMOLUMENTS AND TRUSTEE EXPENSES

	2022	2021
	£	£
Wages and salaries	518,908	486,873
Social security costs	41,302	40,978
Pension costs	10,998	10,207
	571,208	538,058

Pension costs were paid under the auto-enrolment requirements to the National Employers Savings Trust.

The average number of employees during the year was:

	2022	2021
	No	No
Commercial trading operations	1	1
Direct Charitable activities	17	16
Support services	6	6
	24	23

One employee received emoluments in excess of £60,000 (2021: none)

The charity considers its key management personnel to comprise of the Trustees and the senior management team as disclosed in the Trustees' Report. The total employee benefits of 3 key management personnel (2021: 3 key management personnel) were £134,676 (2021: £117,492).

10 NET INCOMING / (EXPENDITURE)

	2022	2021
	£	£
Net incoming /(expenditure) is stated after charging:		
Depreciation including loss on disposal	1,030	343
Auditors' remuneration:		
for audit services	10,755	8,908
for accountancy services		
Operating lease rentals	27,044	23,919

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2022

11 TANGIBLE FIXED ASSETS

Group and charity

Cost or Valuation

As at 1 October 2021

Cost of disposal

As at 30 September 2022

Office Equipment £	Computer Equipment £	Total £
2,172	23,932	26,104
(2,172)	(23,932)	(26,104)
-	-	-

Depreciation

As at 1 October 2021

Charge for the year

Depreciation on disposal

As at 30 September 2022

2,095	22,979	25,074
26	317	343
(2,121)	(23,296)	(25,417)
-	-	-

Net Book Value

As at 30 September 2022

As at 30 September 2021

-	-	-
77	953	1,030

12 INVESTMENTS

Charity

Equity investment in trading subsidiary

Total charity investment

2022 £	2021 £
100	100
100	100

13 TRADING SUBSIDIARY

The Charity owns 100 shares of £1 each in its trading subsidiary, Froglife Ltd (Company No: 02348393) incorporated in the United Kingdom, whose principle place of business is Brightfield Business Hub, Bakewell Road, Orton Southgate, Peterborough, PE2 6XU and whose main purpose is to carry out the commercial conservation contracts and surveys. These are the only shares allotted, called up and fully paid. The activities and results of this company are summarised as follows:

	2022 £	2021 £
Turnover	99,397	77,703
Costs of sales	(66,765)	(50,620)
Gross Profit	32,632	27,083
Operating expenses	(11,795)	(12,106)
Profit on ordinary activities before interest	20,837	14,977
Interest receivable	144	199
Interest payable	(90)	(81)
Net trading profit	20,891	15,095
Gift aid donated to parent charity	(20,891)	(15,095)
Profit for the year	-	0

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2022

13 TRADING SUBSIDIARY (continued)

Balance Sheet:

Current assets	153,512	130,188
Liabilities	(136,905)	(113,581)
Net assets	16,607	16,607
Represented by:		
Capital	100	100
Reserves	16,507	16,507
	16,607	16,607

14 DEBTORS

	2022 Group £	2022 Charity £	2021 Group £	2021 Charity £
Trade debtors	6,184	3,676	13,118	10,115
Amounts owed by group undertakings	-	131,415	-	111,263
Taxation recoverable	-	-	-	-
Other debtors	750	750	3,058	3,000
Prepayments and accrued income	66,128	66,128	117,840	117,840
	73,062	201,969	134,016	242,218

15 CREDITORS: Amounts falling due within one year

	2022 Group £	2022 Charity £	2021 Group £	2021 Charity £
Trade creditors	3,200	3,200	11,340	11,339
Taxation and social security	8,629	5,575	14,200	14,200
Other creditors	-	-	-	-
Accruals and deferred income	18,205	15,769	16,593	14,276
	30,034	24,544	42,133	39,815

17 COMMITMENTS UNDER OPERATING LEASES

At 30 September the group and charity had total commitments under non-cancellable operating leases as follows:

	2022 Land and buildings	2022 Other	2021 Land and buildings	2021 Other
Due within one year	-	860	13,660	860
Due in 2-5 years	-	2,353	-	3,285
	-	3,213	13,660	4,145

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2022

18a FUNDS -current year	Brought forward 1/10/21	Income	Expenditure	Transfers	Carried forward 30/9/22
Group	£	£	£	£	£
<u>Unrestricted Funds</u>					
General funds	394,071	343,497	(95,528)	(238,478)	403,562
<u>Restricted Funds</u>					
Green Pathways Peterborough & Fenland & Nature and Nourishment	11,705	2,162	(34,039)	20,172	(0)
Green Pathways Glasgow	22,185	36,251	(54,832)		3,604
Wildlife surveys & research tunnels	7,422	10,122	(797)		16,747
Tails of Amphibian Discovery - Main	0	51,509	(115,583)	64,074	(0)
Somerset Green Pathways for Life	2,383	27,729	(23,259)		6,853
Come Forth for Wildlife - Main & incorporating Veterans March Forth for Wildlife	0	166,047	(203,649)	37,602	(0)
Discovering Reptiles - development	9,048	3,587	(25,494)	12,859	0
Green Pathways Sussex	15,519	400	(18,887)	2,968	0
Leaping forward for Dementia - London	8,584	52,725	(50,873)		10,436
Leap Frog Schools - habitat projects	2,183	3,000	-		5,183
Yorkshire Tails of Amphibian Discovery	80,878	96,920	(259,802)	82,004	(0)
London Grow Back Greener - Streatham Common	0		(2,318)	2,318	0
Discovering Dew Ponds-Sussex	0	79,742	(76,527)		3,215
Toads On Roads - group funds	0	4,600	-		4,600
Scottish Green Pathways for Life		12,977	(9,342)		3,635
Scottish Priority Ponds		28,484	(36,285)	7,801	0
Transforming Lives		23,734	(32,414)	8,680	0
Peterborough Green pathways-2022		25,871	(9,152)		16,719
Fife Living Waters		98,301	(27,659)		70,642
London Blue Chain		31,407	(15,766)		15,641
Eye Green - Biffa & PCC		13,874	(3,638)		10,236
Coalface to wildspace		1,822	(758)		1,064
Total Restricted Funds	159,908	771,264	(1,001,074)	238,478	168,575
Total Funds	553,979	1,114,761	(1,096,602)	-	572,137

- -

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 30 SEPTEMBER 2022

18b FUNDS -prior year	Brought forward 1/10/20	Income	Expenditure	Transfers	Carried forward 30/9/21
Group	£	£	£	£	£
<u>Unrestricted Funds</u>					
General funds	328,647	325,066	(78,760)	(180,882)	394,071
<u>Restricted Funds</u>					
Green Pathways Peterborough & Fenland & Nature and Nourishment	31,440	36,435	(56,170)	-	11,705
Green Pathways Glasgow	30,064	33,251	(41,130)	-	22,185
Wildlife surveys & research tunnels	11,700	5,333	(9,611)	-	7,422
Tails of Amphibian Discovery - Main	-	165,254	(252,193)	86,939	0
Somerset Green Pathways for Life	12,356	10,719	(20,692)	-	2,383
Come Forth for Wildlife - Main & incorporating Veterans March Forth for Wildlife	18,687	206,706	(318,086)	92,693	0
Discovering Reptiles - development	19,007	24,120	(34,079)	-	9,048
Green Pathways Sussex	43,280	5,000	(32,761)	-	15,519
Leaping forward for Dementia - London	7,804	47,625	(46,845)	-	8,584
Leap Frog Schools - habitat projects	6,000	3,000	(6,817)	-	2,183
Yorkshire Tails of Amphibian Discovery	-	123,950	(43,072)	-	80,878
London Grow Back Greener - Streatham Common	-	21,188	(21,932)	744	0
Discovering Dew Ponds-Sussex	-	797	(1,303)	506	0
Toads On Roads - group funds	-	1,647	(1,647)	-	0
Total Restricted Funds	180,338	685,025	(886,338)	180,882	159,907
Total Funds	508,985	1,010,091	(965,100)	-	553,978

Allocation of the charity's support costs across the restricted projects on an activity and aims basis results in some projects requiring transfers from unrestricted funds.

Included within Unrestricted General Funds carried forward is £16,507 (2021: £16,507) which relates to Froglife Limited, the Charity's trading subsidiary.

London Tails of Amphibian Discovery (T.O.A.D): This project finished in March 2022 and well exceeded most of the targets.

London Streatham Common: Through a Grow Back Greener grant from the City of London Mayors office we have undertaken habitat works and volunteer training at Streatham Common.

Come Forth for Wildlife: This project has entered its third year and continues to deliver against all the Approved Purposes.

Yorkshire Tails of Amphibian Discovery (T.O.A.D): This one year completed in March 2022 and either reached or exceeded all targets.

18 FUNDS NOTES -continued

Peterborough, Fenlands & Scotland Green Pathways Schemes: The Green Pathways Scheme works with disadvantaged and/or vulnerable young people. These projects have been operating on an on-going basis for several years and have expanded their regional range.

Glasgow Green Pathways for Life; London Leaping Forward for Dementia & Somerset: These three projects are all working with people living with dementia and their support workers/carers on delivering outdoor nature focused activities.

Nature & Nourishment: This project should have completed in August 2022 however we have secured further funding for the project to continue to deliver in 2023.

Discovering Reptiles: This project ended in 2022 and has been replaced by four new reptile focused short-term contracts to be completed by 31st March 2023.

Agnes Riley Gardens: This project began in February 2022. Current funding ends in October 2022 and we are discussing future funding possibilities.

Discovering Dewponds: This year we started a new project working in Sussex on restoring nine dewponds and delivering a wide-ranging public engagement programme.

Fife Living Water: This new one-year project is working in Cowdenbeath on restoring a large wetland site back into a functioning wetland and complementing this work on a neighbouring site creating new scrapes.

London Blue Chain: This new project for London is in its development phase completing in 2023 with hopefully delivery in 2024.

High Priority Ponds: We selected ponds from the mapping that was undertaken of freshwater provision in Scotland and restored non-functioning ponds. This project has completed.

Amphibian Mortality: Our partnership with the Zoological Society of London, British Trust for Ornithology and RSPB has continued with Froglife acting as the portal for reports of amphibian or reptile diseases and mortality.

Reserve Management: We have continued to manage Hampton Nature Reserve on behalf of Value Nature. We have delivered regular weekly volunteer sessions. We have continued the management of Eye Green Nature Reserve and thanks to securing a grant we will be undertaking much needed habitat management. We have a License to Occupy Boardwalks Nature Reserve but unfortunately due a lack of funding limited habitat management is currently undertaken.

Research : We have continued to monitor several wildlife tunnels in the UK and in Europe. We are currently involved in several applied research projects working with Universities and their students and others. We are working with the Open University in evaluating the social impact of our Peterborough Green Pathways Scheme.

Social Media / Enquiry Service: Our social media presence continues to go from strength to strength, with Froglife now having a presence on several platforms. This increase in social media has taken some pressure off the email Enquiry Service which is not as busy as it used to be, but does still receive regular email enquiries.

Froglife Limited t/a Froglife Ecological Services (FES): FES as worked with several private clients and with the charity in delivering a range of ecological services. FES also delivered numerous paid-for training courses.

THE FROGLIFE TRUST
NOTES TO THE FINANCIAL STATEMENTS
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19a ANALYSIS OF NET ASSETS BETWEEN FUNDS-current year
Group

	Unrestricted £	Restricted £	Total 2022 £
Tangible fixed assets	-	-	-
Current assets	424,747	177,424	602,171
Creditors: amount falling due within one year	(21,185)	(8,849)	(30,034)
Creditors: amount falling due in more than one year	-	-	-
	<u>403,562</u>	<u>168,575</u>	<u>572,137</u>

19b ANALYSIS OF NET ASSETS BETWEEN FUNDS-prior year
Group

	Unrestricted £	Restricted £	Total 2021 £
Tangible fixed assets	1,030	-	1,030
Current assets	416,189	178,892	595,081
Creditors: amount falling due within one year	(23,148)	(18,985)	(42,133)
Creditors: amount falling due in more than one year	-	-	-
	<u>394,071</u>	<u>159,907</u>	<u>553,978</u>

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RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 Group £	2022 Charity £	2021 Group £	2021 Charity £
Net income / (expenditure) for the year	18,159	18,159	44,993	44,993
Adjustment for:				
Depreciation charges including loss on disposal	1,030	1,030	343	343
Interest from investments	(189)	(20,936)	(442)	(15,337)
(Increase) / Decrease in stocks	(397)	(397)	(56)	(56)
(Increase) / Decrease in debtors	60,954	40,249	(11,055)	(33,181)
(Decrease) / Increase in creditors	(12,099)	(15,271)	(73,225)	(64,796)
Net cash provided by/(used in) operating activities	67,458	22,834	(39,441)	(68,033)

21 ANALYSIS OF NET DEBT
Group

	At 30 September 2021	Cash Flow	Non Cash Flow	At 30 September 2022
Cash in hand	460,864	67,647	-	528,511

22 ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022 Group £	2022 Charity £	2021 Group £	2021 Charity £
Cash at bank and in hand	528,511	377,507	460,863	333,736
Total cash and cash equivalents	<u>528,511</u>	<u>377,507</u>	<u>460,863</u>	<u>333,736</u>

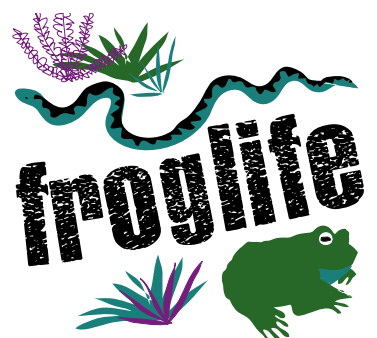
23 RELATED PARTIES

During the year Frank Clark made a donation of equipment to the Trust upon the charity moving office. The value of this equipment equated to £333.
John Downie also made an annual donation of £50 to be a Friend of Froglife.
No other related party transactions existed during the year

The Froglife Trust

*Leaping forward for amphibian
and reptile conservation*

Working together to save the species



Accounts

The Froglife Trust

*Leaping forward for amphibian
and reptile conservation*

Working together to save the species



ANNUAL REPORT AND ACCOUNTS October 2020 - September 2021



TRANSFORMING LANDSCAPES

TRANSFORMING LIVES

TRANSFORMING RESEARCH

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ABOUT FROGLIFE

The Froglife Trust (known as Froglife) is a national nature conservation charity with a specific focus on reptiles and amphibians and their habitats. Froglife's vision is a world in which reptile and amphibian populations are flourishing as part of healthy ecosystems. Amphibians are declining globally at a faster rate than birds and mammals, and as they are a crucial part of our ecosystem, it is essential that we work together to address these declines. Due to a lack of data we are less certain about the status of the UK's reptile species, but we are addressing this through our Discovering Reptiles project. We do have anecdotal evidence of adder declines where they have been lost entirely from counties that once had good populations. At Froglife we believe that we can reverse these declines by raising awareness, enhancing knowledge, restoring and creating habitats, undertaking species condition monitoring and surveying and encouraging as many people as possible from all sectors of society to take action. In order to ensure that our work is sustainable we deliver an extensive volunteer programme, training volunteers across the UK in species and habitat management. We also recognise that our donors want to be reassured that the habitat works that they are funding will remain in optimum condition for the foreseeable future, which of course also fits Froglife's objectives, in order to ensure this, we have a commitment in our Conservation Strategy to review all works undertaken by Froglife 1,3,5 & 10 years post completion.

Our work is grass roots, applied, evidence based conservation. The habitat work benefits countless species from aquatic invertebrates and plants to

amphibians, reptiles, birds and mammals. Our conservation projects enhances the UK's biodiversity as a whole.

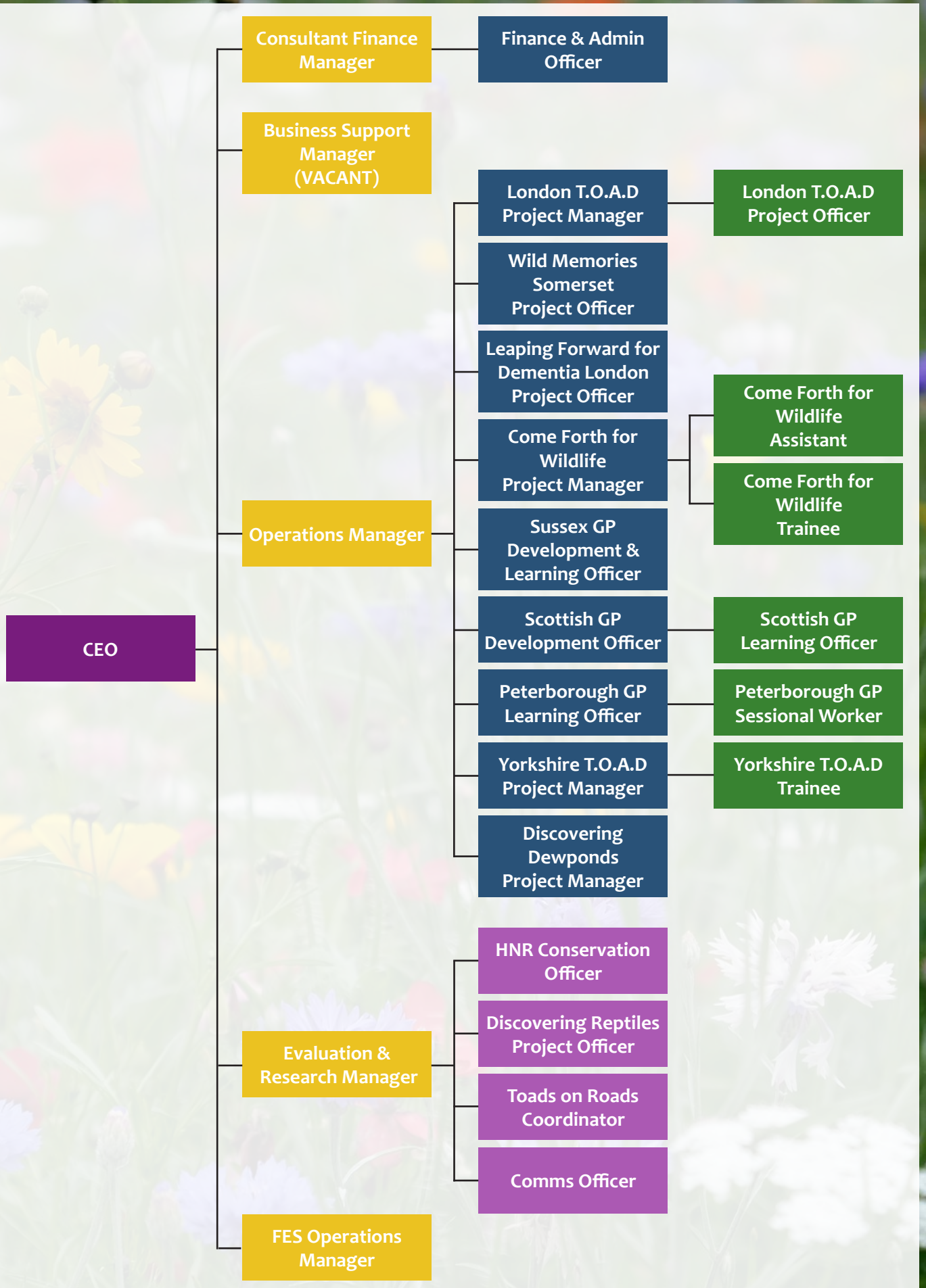
This holistic approach to nature conservation enables us to take individuals on a wildlife journey, whilst also delivering quantifiable results for our reptile and amphibian species.

The strategic direction of Froglife is set by the board of trustees, currently eight trustees, who bring a wide and diverse range of expertise and demographic including younger trustees. Our patrons also represent a wide demographic. During the pandemic the board of trustees started to meet more regularly, they have however now returned to regular quarterly meetings.

The delivery of the strategy and the day-to-day management of the organisation is delegated to the Chief Executive Officer (CEO) who is supported by the Senior Management Team (SMT). The SMT meet regularly usually every 8 weeks and organisational strategy, project delivery and financial management is reviewed at each meeting.

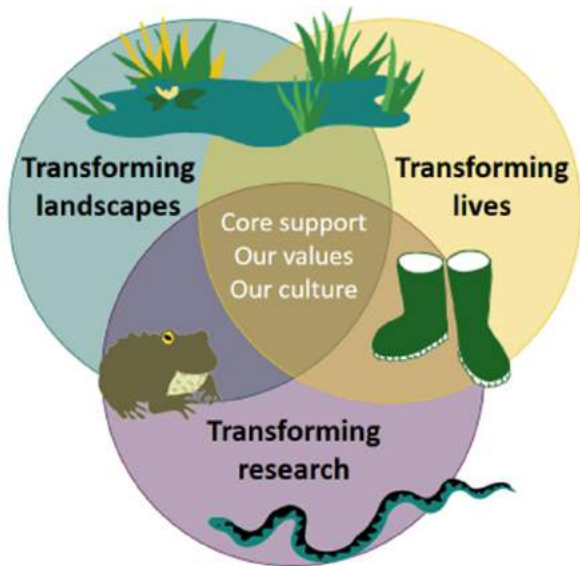
The pandemic did impact on our service delivery, however we have managed to catch up with all projects and we are back on track with delivery. As reported in the last Annual Review as a result of the impact of the pandemic we did undertake an organisational restructure. The restructure was fully implemented at the beginning of 2021 and has proved to be very successful. It has helped us to streamline our management approach which has helped enormously with ensuring that our work got back on track.





ACHIEVING OUR VISION AND MISSION

We achieve our vision and mission through three work streams:



Our work is underpinned through our organisation values:

- Froglife works inclusively but actively engages with those not usually involved in nature conservation.
- Froglife operates to the highest standards with all stakeholders.
- Froglife will have a positive impact on the environment through its activities.

Froglife will foster an environment that encourages innovation and diligence amongst staff, trustees and volunteers.

It is supported by:

- Our Finance Team
- Our facilities and resources
- Our communications and marketing

Froglife believes that it can only address the nature crisis by ensuring that those that engage with Froglife represent the full range of communities/demographics of the UK population. We focus particularly on socio-economically deprived communities as they are often excluded from benefiting from helping nature. We also focus on communities that for cultural/heritage reasons feel that they are not 'welcome' in the sector. This is demonstrated in the current projects that we are delivering and project that are in development.

Our work helps:

- To alleviate stress in busy urban environments.
- To improve mental and physical well-being.
- To build community cohesion.
- To foster environmentally friendly communities.

Our work is underpinned by our volunteer force which includes volunteer groups working on nature reserves managed by Froglife and the Toads on Roads patrollers. This year 569 volunteers helped us contributing a total of 3,984 hours. We continued to see a drop in volunteer days and numbers during the pandemic, however as already stated we are now catching up on targets.

PUBLIC BENEFIT

In carrying out their duties the trustees have had regard to public benefit guidance by the Charity Commission. The trustees note that the charitable activities focus on species conservation and public involvement. The work that the charity undertakes plays an important role in environmentally sustainable development creating more sustainable, resilient communities.

Within urban environments, plants filter pollutants and absorb carbon dioxide from the air, helping to improve air quality.

- Freshwater, such as ponds and lakes, act as carbon sinks.
- Aquatic habitats and plants help to stabilise high temperatures brought about by heat generated by buildings and transport systems.
- Green and blue spaces soften noise in urban environments.
- Freshwater, vegetation and soft ground help to alleviate the risk of flooding.
- Natural green spaces benefit the health and well-being of people.



HEALTH & SAFETY

The Board of Trustees have assessed the major risks to which the charity is exposed, in particular those relating to the operations, reputation, business and finances of the Froglife Trust and Froglife Ecological Services. The SMT assess and update the likelihood and impact of material risks on a risk management matrix, which is reviewed by the Board on a quarterly basis at trustee meetings. The Organisational Risk Assessment still reflects the actual and potential impacts of the pandemic.

A traffic light system is used to grade the level of the risk. This is reviewed quarterly to reflect the seasonality of the work that is taking place.

Health and safety procedures and generic and project specific risk assessments are reviewed annually in January. Health and Safety reports are a standing item on the quarterly Board agenda. One of our trustees is responsible for monitoring the Health and Safety and is made aware of all incidents, and when necessary, appropriate action is taken. Health and Safety is an important element of staff inductions, and where relevant, training is provided.

All staff working with young people and/or vulnerable adults have a clear DBS. All staff and trustees are obliged to attend a Safeguarding course every three years.

ENVIRONMENTAL ACTIONS

The Senior Management Team reviewed our Green Policy Action Plan in summer 2021 with all staff. We looked in detail at our utilities data over the past 2 years and reasons for changes in that period, in order to continuously improve our performance. We presented a project case study demonstrating good practice and shared ideas of how to improve performance in our project delivery. The ideas on re-use and new initiatives in the sharing and loaning economy were particularly useful.

Our environmental work was recognised by the National Lottery Heritage Fund when our London Tails of Amphibians Discovery project was shortlisted for the Sustainability Award in spring 2021.

Froglife was one of a few organisations that were selected to run an Exhibition Stall in the Green Zone of the COP26 Climate Change conference on November 1st. The aim of our stall was to highlight the importance of ponds as carbon sinks and biodiversity, and encourage people to take action by creating ponds themselves. We ran a high profile communications campaign in the run up to COP26 which included gathering messages from our supporters and taking them to share at COP26 to help make their voices heard.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Registered Name: The Froglife Trust operating under the name of Froglife.

Charity Registration Number:
1093372 (England and Wales)
SC041854 (Scotland)

Bankers: Barclays Bank Plc, 1 Church Street,
Peterborough, PE1 1XE.

Auditors: Saffery Champness, Chartered Accountants,
Westpoint, Peterborough Business Park, Lynch Wood,
Peterborough, PE2 6FZ.

The trust is a company limited by guarantee and is constituted by its trust deed. The trust has three patrons Mr Jules Howard, Ms Kate Bradbury and Miss Mya-Rose Craig. Together they bring a wealth of wildlife conservation, education, digital technology, broadcasting and writing skills.

The trustees, who are also directors for the purpose of company law, and who served during the year were:

Inez Smith (Chair)

Professor Roger Downie (Vice Chair)

Mr Richard Donoyou

Mr Frank Clark

Dr Philip Wheeler

Dr Silviu Petrovan

Mr Gordon MacLennan

Appointed on 16th December 2021 Mr Xavier Mahele

The 2018/19 skills audit identified skills and demographic gaps the board has gone some way to

address this through the appointment of Mr Xavier Mahele who brings ethnic diversity and youth (18 year old). In order to ensure that Xavier has a clear understanding of the responsibilities of a trustee he has over the past year been mentored by our Vice Chair, Professor Roger Downie and during the year has attended every trustee meeting as an observer. As we have now reached the number of trustees that we believe is effective we will not appoint any new trustees until a vacancy arises from the existing trustees.

None of the trustees have any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of insolvency.

The Froglife Trust is governed by its Trustee Board which is responsible for setting the objectives and policies of the charity. The trustees ensure that the charity satisfies its legal and contractual obligations. The Board of Trustees meet at a minimum quarterly.

Senior Management Team (The Froglife Trust) consists of:

CEO – Kathy Wormald

Operations Manager – Sheila Gundry

Conservation, Evaluation & Research Manager – Jenny Tse-Leon

Senior Management Team (Froglife Ecology Services) consists of:

CEO – Kathy Wormald

Operations Manager – James McAdie



REMUNERATION OF KEY MANAGEMENT PERSONNEL

In 2019 the trustees agreed that provided the organisation is in a financial position to honour pay increases, all staff will receive a pay increase in April each year in line with the CPIH measure as of the January of that year. Unfortunately due to the pandemic this increase was not honoured in 2020. Depending on the charities financial situation this decision will be reviewed in December 2021.

Other pay reviews are undertaken on a staff-by-staff basis and are increased if roles have changed and they have moved into the next grade. The CEO's salary is set and reviewed by the board of trustees on guidance from the chair. The last review was in July 2012 to make the salary comparable to other CEO positions in the sector with a similar level of responsibility, since then the CEO has received the standard annual increase in line with all staff.

Relationships with related parties and any other charities and organisations with which Froglife co-operates in the pursuit of its charitable objectives.

Froglife co-operates and works in partnership with a

wide range of organisations and charities including those working within the nature conservation sectors and from the wider charitable sector. Froglife works closely with numerous local and central councils, schools, colleges, universities and corporate partners.

We are very active in Scottish Environment LINK (Scot LINK), a network of 30 plus environment, built heritage and nature organisations. Froglife sits on various fora and has over the year commented on many policy papers. We represent the sector on the Natural Scotland Strategic Alliance project group which is seeking ways in which as a sector we can collaborate more closely and inform Scottish Government decision making. After the recent elections with the support of Scot LINK we have recruited new MSPs to support our species and habitats.

We are an Evidence Champion for Conservation Evidence and sit on the Conservation Evidence working group. We are a member of Cambridge Conservation Forum representing conservation organisations worldwide.



Froglife has worked closely with PTES to coordinate an NGO response to proposed changes to the eligibility criteria for species to be listed on the schedules of the Wildlife and Countryside Act (1981) through the current Quinquennial Review (QQR7). An open letter opposing these changes and calling for a formal consultation on the changes was signed by 34 NGOs including RSPB, The Wildlife Trust and RSPCA. As a result NGO stakeholder meetings have been held, the consultation phase has been extended from 1 month to 3 months and its scope expanded to include the eligibility criteria.

Sheila Gundry, Operations Manager, was a Fellow of the National Association for Environmental Education (NAEE) for much of this period and has written a number of articles for their Journal.

Froglife contributed and is a signatory to a Buglife led Brief to Parliament about light pollution calling for more serious consideration to be given to this issue and the negative impact that light pollution is having on many native species in the new Environment Bill.

We have remained a crucial partner in the Garden Wildlife Health Forum and have contributed actively through reporting amphibian disease/mortality reports through our email INFO service and social media and have attended regular partnership meetings.

We sit on various fundraising, business support, woman leadership, corporate and other groups all of which help to inform our operations but also raised the profile of Froglife.

. We became a member of Stop Climate Chaos Scotland (SCCS); a diverse coalition of over 60 civil society organisations in Scotland campaigning together on climate change.

PANDEMIC

The ongoing impact of the pandemic and further lock-downs since our last Annual Review has been challenging. We have taken further advantage of the Government Furlough Scheme for staff where it was impossible to deliver. We tried to keep the number of staff in furlough as low as possible as we believe that it was not ethical to put this burden on tax payers unless it was essential, and if we could deliver in an alternative way then we must do so. At the end of the last lock-down all staff were fully back at work and returned to full delivery.

We are also pleased to see grant funding coming back on-stream and we would like to extend our gratitude to donors for doing this, it does really help. We feel that things are returning to some level of normality, and look forward to being as impactful as we were prior to the pandemic.

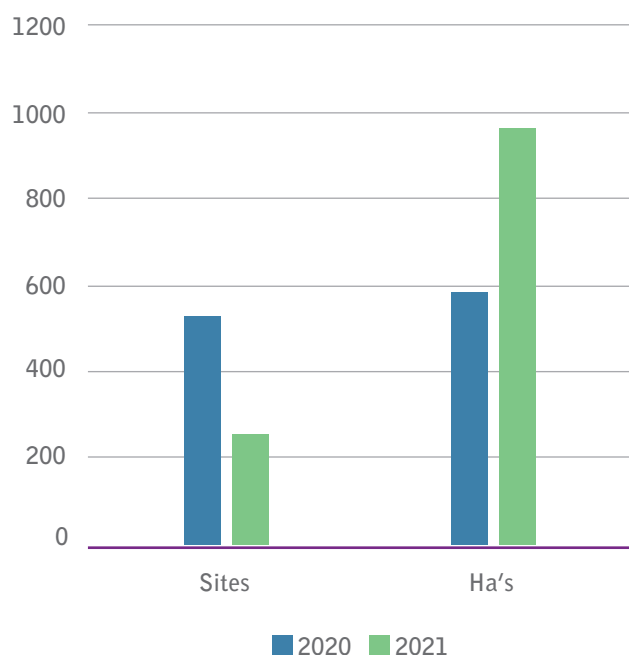


TRANSFORMING LANDSCAPES

How we did delivering our key indicators

As reported in our last Annual Review the pandemic did not impact on the habitat works. This year we have created and restored 255 sites. The amount of ha has also increased to 962. These works have dramatically improved habitats for reptiles and amphibians and a wide range of other wildlife that utilise the sites that we have worked on, including aquatic plants and invertebrates, birds and mammals.

Comparing 2019/20 to 2020/21

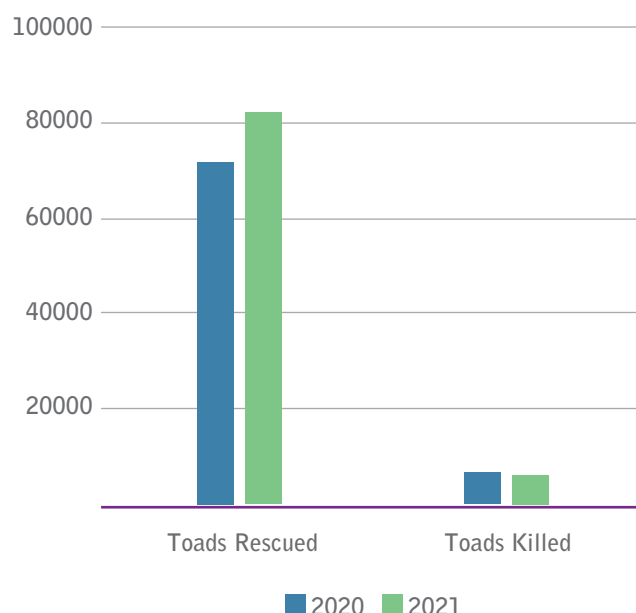


This year we improved 10% of the habitat at Hampton Nature Reserve for great crested newts, grass snakes, adders and bearded stonewort. This is thanks to a CES grant from Natural England. This year we have restored 159 areas on the reserve covering 103 ha.

The toad migration season took place in early spring again this year. Thanks to the toad patrols and their volunteers the number of toads rescued were 81,761 up on 2020. This compares to 71,000 in 2020. Unfortunately the return of traffic to the roads did mean a return of amphibian mortality on the roads.

Come Forth for Wildlife entered its second year and has continued to deliver against the targets often exceeding them. To date the project has improved

Comparing 2019/20 to 2020/21



134 sites covering 1,547 ha. . This has provided much needed connectivity between urban areas, nature reserves, and the wider rural environment.

London Tails of Amphibian Discovery entered its final year, however due to delays caused by the pandemic, the project has been extended to March 2022. This year it worked on 73 sites covering 9.7 ha this included working on 13 additional sites than originally planned. Froglife Ecological Services has worked on several London sites and these figures are reported within the FES report, but some relate to London Tails or Amphibian Discovery.

We were delighted to receive a Green Recovery Grant from the National Lottery Heritage Fund who are managing this Defra funding. The £247,800 is for our new Yorkshire Tails of Amphibian Discovery. This is an ambitious project that will be creating and restoring habitats on 21 wildlife sites, in total 54 freshwater habitats will benefit and we will be planting 5 wildflower meadows. The fund is for shovel ready projects and as such only has a one year duration with completion by March 2022, which means the Yorkshire team is very busy!

We have been awarded a National Heritage Lottery grant for our Discovering Dewponds (Sussex). The grant of £249,900 will be used to improve the

biodiversity status of 9 dewponds in the South East Downs. This project will be in full flow later this year and will run for a three year period.

Our Discovering Reptiles project has moved into year two and has been distributing reptile tins to landowners and managers around the country for them to undertake reptile surveys post the reptile training that they have received. We are looking forward to substantially increasing the number of records for reptiles that we have on our Dragon Finder App which will help us enormously with planning future works to benefit reptiles.

Our discussions with Peterborough City Council came to fruition and we are now proud to say that we have a 15 year License to Occupy both Eye Green and Boardwalks Nature Reserves. We do receive a fee for Eye Green Nature Reserve and we use this to leverage further funding to undertake wide scale habitat works on the reserve. Unfortunately Boardwalks Nature Reserve remains unfunded but we believe now that we have a 15 year license it will be easier to raise funds to undertake works on the reserve.

Our volunteer training programme is central to ensuring that our work is sustainable. All of our projects include a strong element of volunteer training and delivering volunteer days. This year we had 569 volunteers giving a total 3,984 hours helping us.

This year we saw high demand for our paid-for training programme. We delivered a total of 28 courses, these included courses attracting individuals and also bespoke courses delivered for companies. We suspect

that the demand was high due to having to cancel all training courses in 2020. We have had excellent feedback from the courses and are pleased that we have upskilled so many people who can now apply these skills when out in the field.

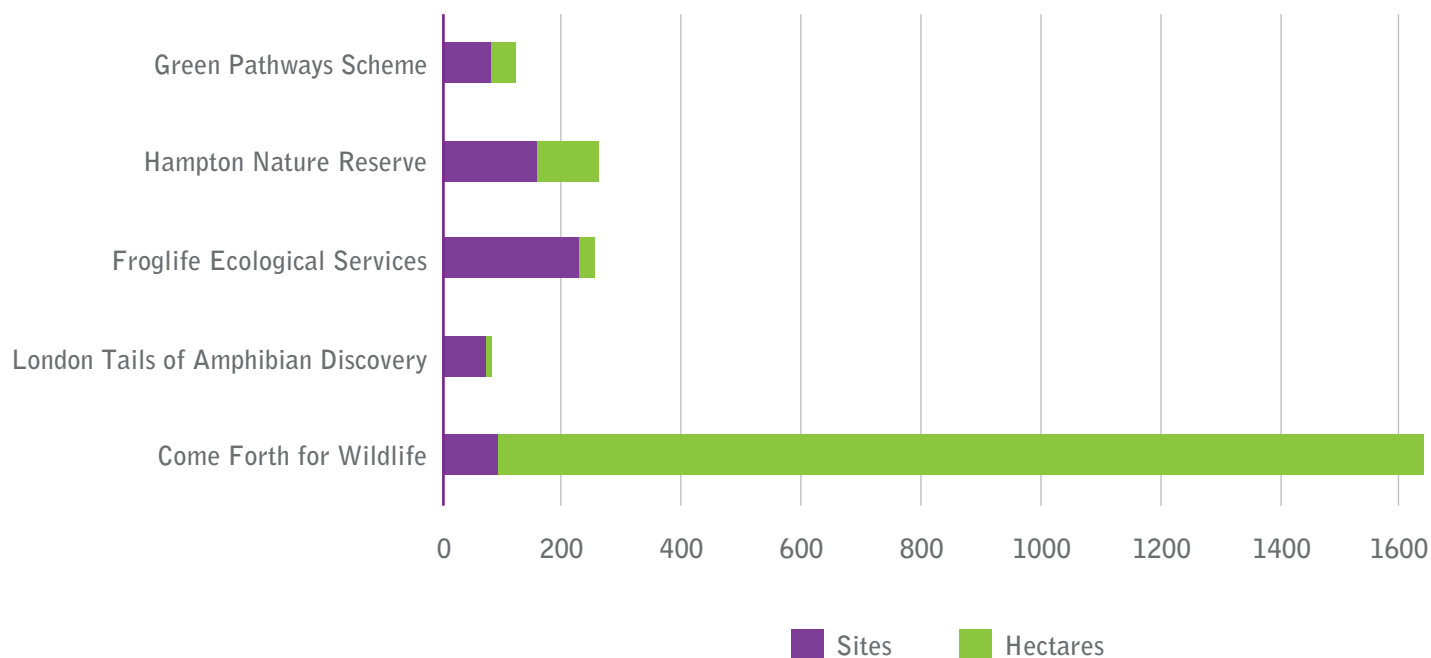
Our Transforming Lives programme has also contributed to our Transforming Landscapes programme improving 83 sites with project participants undertaking works on local allotments, green spaces, parks and community gardens.

Froglife Ecological Services (FES) has also contributed towards our Transforming Landscapes and has over the past year has worked at 229 covering 27 ha. These contracts provide a double win through benefiting biodiversity and also providing much needed unrestricted funding for the trust.

FES has also worked on several Leapfrog Schools improving school grounds for wildlife, this year we have worked at four schools, we have built new ponds, restored existing ponds and included a wide range of wildlife friendly elements including bug hotels, bird boxes and log piles.

The key donor for our Transforming Landscapes work is National Heritage Lottery Fund (NHLF) and we are enormously grateful to lottery players for supporting this valuable work. We are also grateful to the many other donors that support this work, a total of eighteen other donors have contributed funds to ensure that we can deliver for biodiversity. It goes without saying that without this support we would not have achieved so much.

Global Habitat Statistics 2020/21





TRANSFORMING LIVES

How we did delivering our Key Indicators

We are reliant on the volunteers that help to support our work, these include those that help on sites, in the back office, attend events, write blogs and articles and support our project in a hybrid of other ways. We are also reliant on the Toads on Roads patrols going out each spring to help save thousands of toads. A huge thank you to every volunteer. Volunteering provides us with much needed additional support which equates to us being able to deliver more on lower budgets. This is a huge financial gain for Froglife. This year we have been supported by 569 volunteers equating to an estimated income of £28,450

This year we have worked directly with 33,045 people, this compares to 15,859 last year when our numbers were severely impacted by the first lock-down.

Our Green Pathways Scheme which is still operating in Peterborough, Northamptonshire, Fenlands and Glasgow has also expanded to Sussex where we have spent this year developing a new project for this region. We have also secured a grant from The Robertson Trust to expand the Glasgow Green Pathways Scheme to other regions. To date we have expanded the project to the wider Glasgow area and are developing the project in Fife and Renfrewshire.

Joe used to work as SENCO Primary school teacher and he was impressed by the session he attended. He literally said: *'Had I been a teacher observing an outdoors classroom lesson given by teachers, I would have rated Briony and Vaughan at least good-to-outstanding. As well as introducing the children to nature and the outdoors, the session was structured so that there were constant learning moments happening across key literacies (communication, language, working collaboratively, basic maths, and science). My overall impression was of children who might not engage with such structured learning in a classroom setting, but clearly did in an outdoor setting.'*

The Green Pathways Scheme has this year directly benefited 2,871 vulnerable and/or disadvantaged young and older people.



Our projects supporting people living with dementia has continued to benefit people living in Glasgow, Somerset and London. This year the projects worked with 557 people living with dementia. Projects have improved sites in all of these areas.

'After Louise's fantastic talks yesterday at our online Girls' Brigade meetings, Lenzie folk are sending me frog pics and phoning me to tell me where to see them! It's a frog frenzy in Lenzie! It was such a fascinating session - Louise is a great asset for your organisation.' (Girls Brigade Organiser)

CASE STUDY

The D children were placed into foster care only a few weeks before the initial lockdown last March, moving them from an inner-city environment to a remote country home. The transition for them at first was very challenging, the quiet stillness of the Fens is a huge contrast to the hubbub they were used to. At their old home they had a small unkept garden so the first thing we wanted to do was introduce them to gardening; growing seedlings, nurturing vegetables and maintaining the fruit trees. During that first period of adjustment the garden was the only outlet any of us had. Upon counting at one point we had 26 varieties of food growing much to the amazement of the children and testament to their hard work. Wildlife has also been one of the highlights of their time here, one of the children's first memories was walking along a footpath in the farmers' field next to our house and spotting a herd of 14 small deer, they squealed in excitement. The first time their social worker visited they excitedly reeled off all the wild animals they had seen.

It is hard to imagine how these vulnerable children were able to adapt so quickly after being taken from everything and everyone they knew and be thrust into not only a new life but a new world in how to live. The pandemic cast a giant ominous shadow over the first few months of their placement, not only the fear of what Covid-19 could mean for us all but there were also tears when birthdays could not be celebrated and frustration at being in one place all the time.

Their love of all things outdoors has really developed in the last year and joining the Froglife course has only strengthened this, they don't even realise they are actually learning because they are having so much fun! From not knowing what a pheasant was to being able to identify a common buzzard perching in his nest the children have become little experts in their own right. The variety of activities at Froglife has kept the girls constantly engaged and they always cannot wait until their next session and are always on the lookout for newts and toads.

From a practical standpoint Covid-19 has meant that these foster children have had limited to little access to their social worker apart from skype, disrupted school routine, no real leisure activities in an indoor setting, no social/sports clubs or after school clubs, limited interactions with people who are not in our bubble, no access to mental health/therapy practitioners. The most immediate concern was the lack of education as they were not in local schools at the start of lockdown as they are originally from out of the area meaning that one of the girls only had access to an online tutor for 2 whole terms.

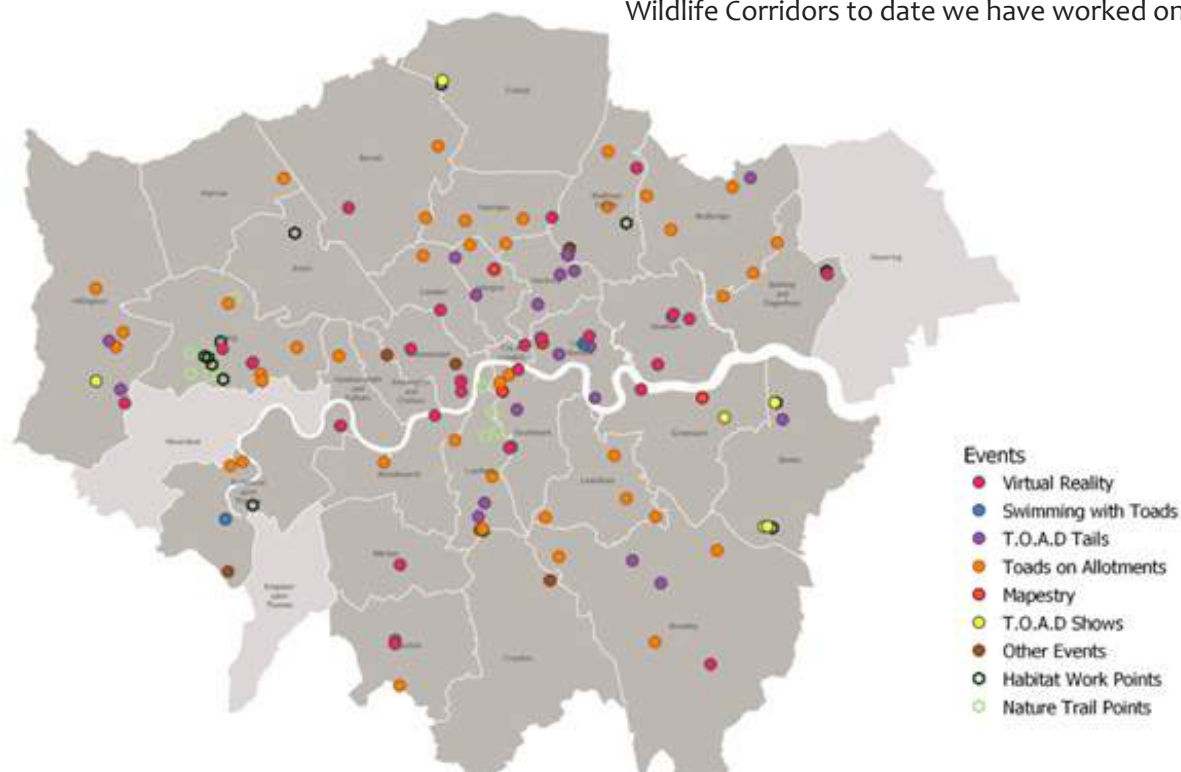


London T.O.A.D has been catching up from the missed sessions during the lock-downs and has delivered numerous activities and hosted several events. The Wildlife Tunnel Exhibition has reached over 300,000 people, this is largely thanks to Transport for London that has provided us with free exhibition spaces at seven of London's busiest stations. The map below shows the spread and impact that the project has had

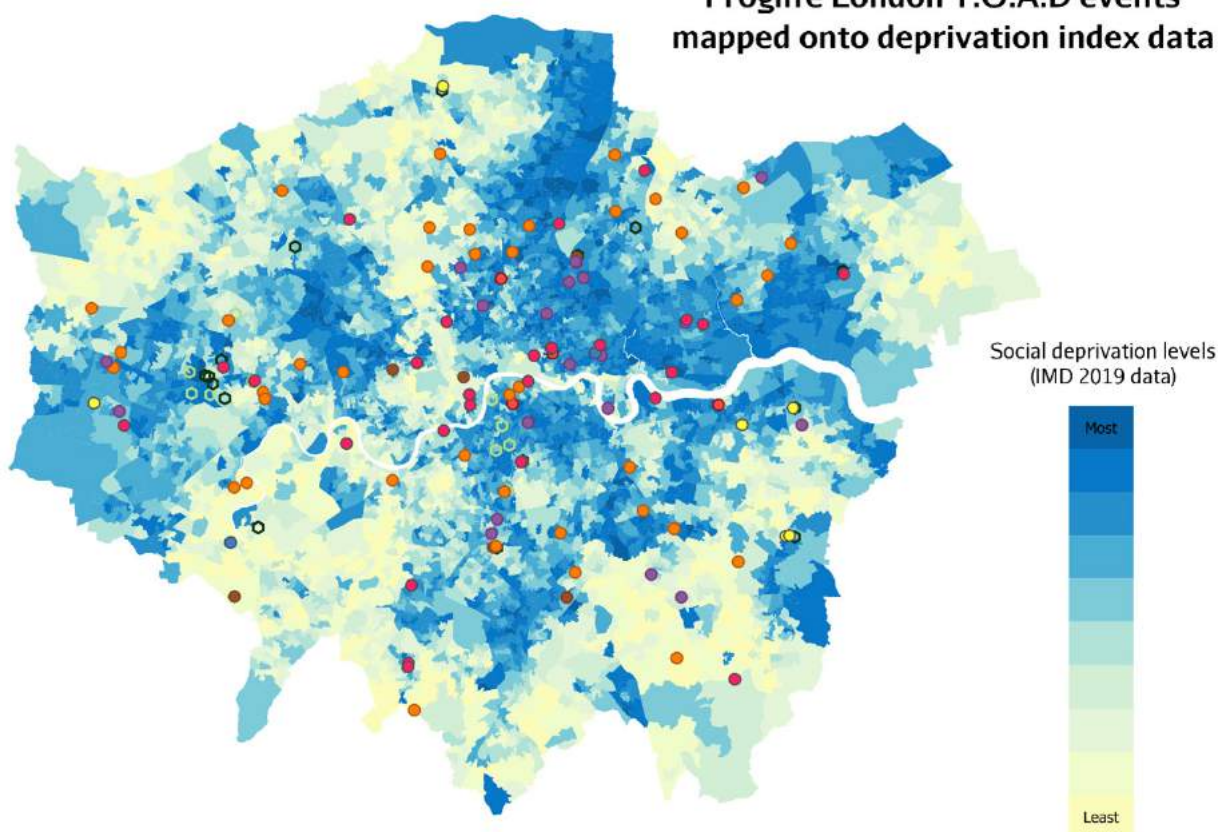
in London. In total communities in 31 London boroughs have taken part in activities.

During the lock-downs the project continued to deliver through on-line sessions which were extremely well attended and helped parents/carers with home schooling.

Come Forth for Wildlife has created Neighbourhood Wildlife Corridors to date we have worked on two



Froglife London T.O.A.D events mapped onto deprivation index data





neighbourhood corridors. In total the project has benefitted 12,611 people living in the Forth region.

"Excellent, clearly presented content. Very informative but not too in depth for a quick online session. Just right! Thank you! Looking forward to making a hibernacula which I'd never heard of"

"Well presented, clear and enthusiastic. I learned a lot about practical things to do both on the allotment and in our garden where we are building a pond"

"Good to learn more about amphibians. Usually wildlife friendly gardening is for pollinators"

Unfortunately the Veterans March Forth for Wildlife did not get off the ground, this is mainly as a result of the pandemic, but other factors did also impact on the project. At the end of July, after several attempts to engage with veterans, we took the decision, with the support of the donor, National Lottery Awards for All, to close the project and refunded the balance of the grant. We have learnt a lot from this project and lessons learnt will be applied to future projects. We have provided Awards for All with a comprehensive report to help to inform their decision making.

Yorkshire Tails of Amphibian Discovery (T.O.A.D) got off to a good start this year. To date it has reached a total of 2,187 people. This is a quick turnaround project that will end on 31st March 2021. We incorporated a new element into this project with us undertaking a toad audit of all toad patrols in the project locations and where identified we are undertaking interventions to improve conditions for toads and patrollers. In addition to the habitat works, toad patrol audits and volunteer training the project will create 5 Neighbourhood Wildlife Corridors, deliver 50 Wildlife Gardening Workshops and 10 Events at sites that have been improved for wildlife.

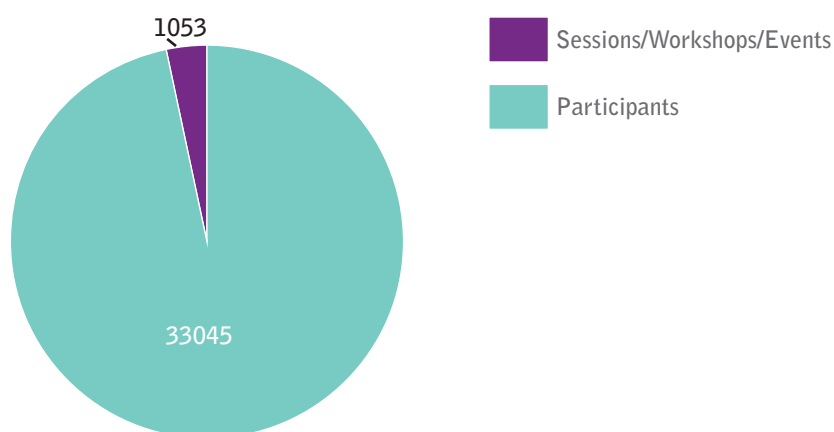
"Great to see the pond created by Mariela in York after our wildlife gardening workshop flourishing. Although only 6 weeks old the pond on her allotment is already home to water boatmen, diving beetles and a frog."

We developed a new project to operate in Peterborough and Fenlands and thanks to a grant from the Warwick and Dominey Fund managed by Cambridgeshire Community Foundation it started to deliver school sessions in July 2021. The project is using a very unique approach to raising awareness amongst school children of the inter-dependence of nature and people. It is promoting healthy eating highlighting the essential role that nature plays in providing us with food, and how nature needs us to provide it with wildlife friendly places.

Our FES Leapfrog Schools programme has provided many schools with outdoor classrooms for teachers and support workers to use to enhance outdoor education for their pupils.

"You helped us to create a pond at our school which attracts lots of frogs. We therefore have lots of frogspawn!" teacher.

Sessions/Workshops/Events & Participants 2021

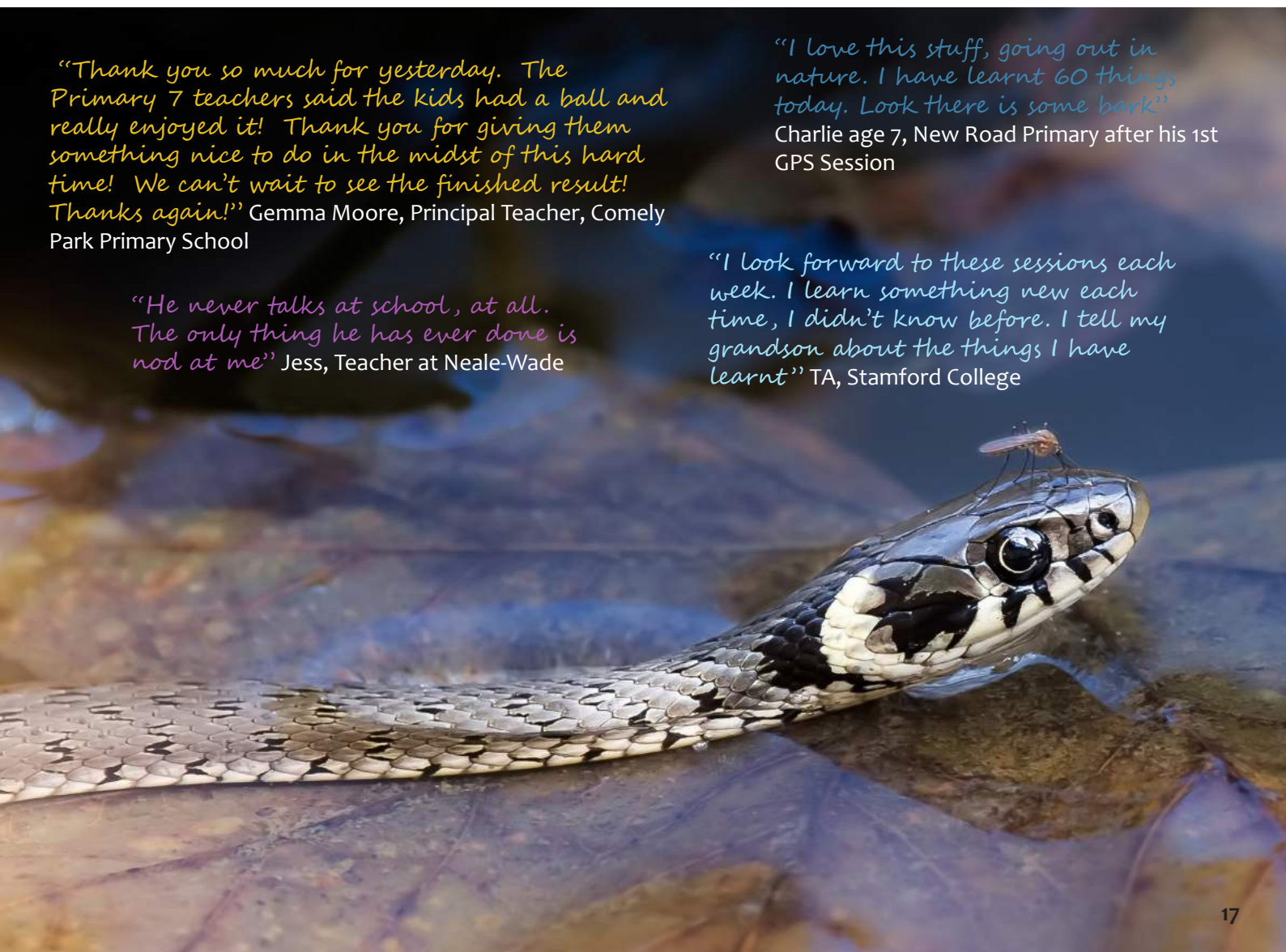


"Thank you so much for yesterday. The Primary 7 teachers said the kids had a ball and really enjoyed it! Thank you for giving them something nice to do in the midst of this hard time! We can't wait to see the finished result! Thanks again!" Gemma Moore, Principal Teacher, Comely Park Primary School

"He never talks at school, at all. The only thing he has ever done is nod at me" Jess, Teacher at Neale-Wade

"I love this stuff, going out in nature. I have learnt 60 things today. Look there is some bark"
Charlie age 7, New Road Primary after his 1st GPS Session

"I look forward to these sessions each week. I learn something new each time, I didn't know before. I tell my grandson about the things I have learnt" TA, Stamford College





TRANSFORMING RESEARCH

Froglife's under the road tunnel mitigation research continued to generate substantial data over the 2020/21 period. We have a significant dataset of amphibian usage of the tunnels and this has greatly enhanced our understanding of amphibian, reptile and other wildlife use of wildlife tunnels. This year we have been monitoring tunnels in Scotland, France and the Netherlands.

We have a NERC CASE PhD studentship in collaboration with the University of West Scotland. The student is examining the impact of salinity on amphibian populations, and will be volunteering on the Come Forth for Wildlife project.

Thanks to a Grants Plus grant from the Esmée Fairbairn Foundation we are collaborating with the Open University (OU) on undertaking research of the impact that our Peterborough Green Pathways Scheme has had on participants. The initial research is comparing data collected from groups participating in Green Pathways sessions with that of control groups that have not taken part. OU will write a journal article about the impact and will work with Froglife staff to assist them in improving the way in which we evaluate our social impact.

The University of Exeter approached Froglife to include our Somerset Green Pathways for Life project in a piece of research they are conducting on service provision for people living with dementia. They have carried out an interview with the project team and will be collecting data from project participants over the autumn.

We are working in partnership with the UK Centre for Ecology and Hydrology (CEH) on their research project modelling the landscape-level benefits and biodiversity consequences of woodland creation. We have shared the data collected by Toads on Roads patrollers to help create a model that will predict where woodlands could be planted to provide the most benefit to toads. This research is also helping us better understand how toad populations are fairing in different areas of the UK following our research published 5 years ago that showed toads were experiencing dramatic declines across the UK.

We contributed to a published paper 'Encouraging the routine testing of management interventions to improve conservation effectiveness'

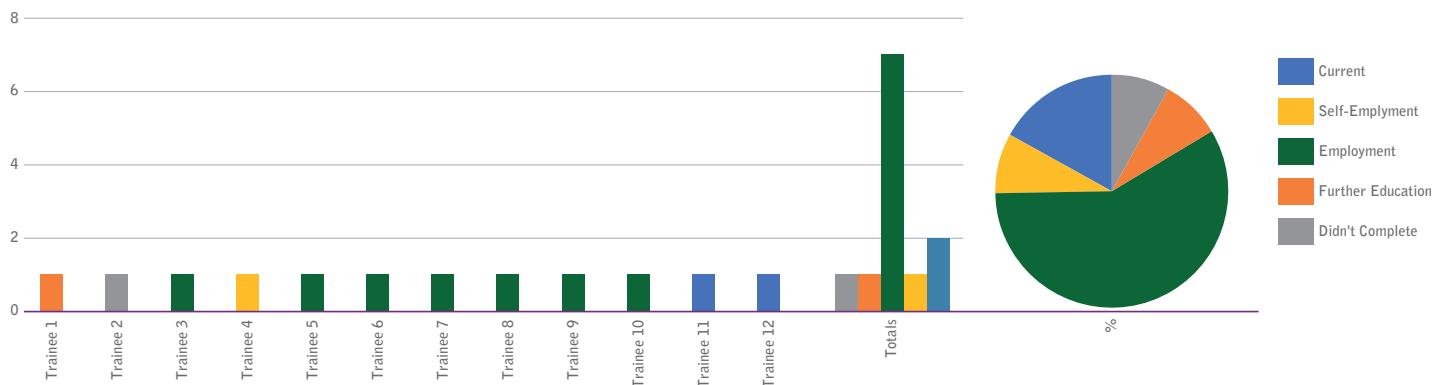
Paul Tinsley-Marshall, Harriet Downey, Gilbert Adum, Nida Al-Fulaij, Nigel A. D. Bourn, Peter N.M. Brotherton, Winifred F. Frick, Mark H. Hancock, Josh Hellon, Michael A. Hudson, Kenny Kortland, Kate Mastro, Catherine M. McNicol, Tom McPherson, Simon Mickleburgh, Christopher P. Nichols, David O'Brien¹⁸, Nancy Ockendon, Stuart Paterson, Catherine J. Payne, Danni Parks, Stuart L. Pimm, Henry Schofield, Ashley T. Simkins, James Watuwa, Kathy Wormald, John Wilkinson, Jeremy D. Wilson, William J. Sutherland

We have continued with a strong partnership working with the Zoological Society of London (ZSL), RSPB and The British Ornithology Trust (BTO) on wildlife garden disease. We act as the public portal for reports of amphibian and reptile diseases and mortality.



TRANSFORMING PEOPLE

Trainee Progression 2021



We are proud of our track record of providing salaried trainee placements. To date we have had 12 one year trainees. All of the new projects that we have in the pipeline include trainee positions and we have developed a project for Peterborough that is focusing exclusively on delivering a salaried training programme for five trainees per year for three years. The project will be ensuring that we increase the diversity of people working within the sector.

opportunity to be out and about again talking to people about our work.

Instead of being out and about giving talks and presentations, like all other organisations we have reverted to on-line. Our staff have given numerous talks arranged by Froglife and also hosted by other organisations. We have also developed a series of online webinars and this year we have delivered 13

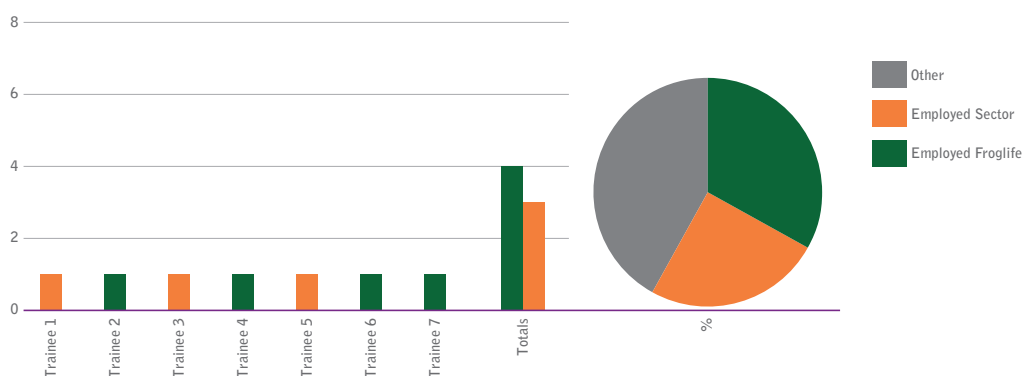
webinars covering wildlife mortality on roads, reptile identification and surveying and habitat management.

We have had some very good media coverage including a piece in the Guardian covering the proposed changes to the Wildlife and Countryside Act (1981) titled “Red squirrels and pine martens could lose protection in UK review, say experts”. Another in Country Life “The secret life

of toads, from frenzied procreation to hunting snakes in the night”. We also have appeared in several BBC TV and radio interviews to talk about our work.

We have ensured that our website has remained updated and fresh and we are now monitoring its usage far more closely so that we can establish the well and less used pages and ensure that our website visitors can land on the pages that they need and find the information they want.

Trainees Employed Within the Sector 2021

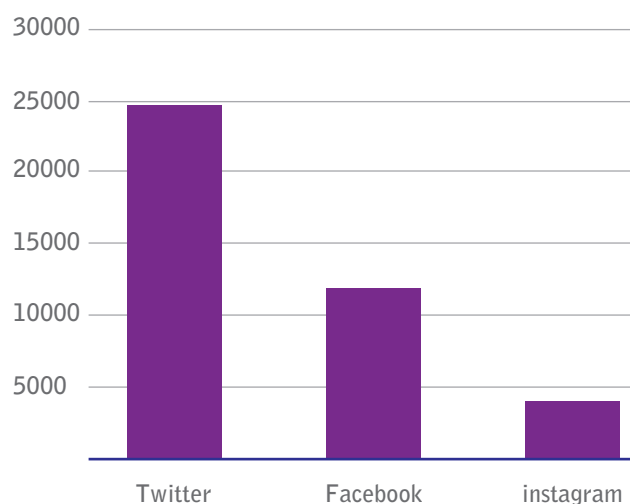


Due to the ongoing pandemic issues we have not had interns or university placements, we have had school work placements which the students have found useful for developing their work experience.

Thanks to our patron Kate Bradbury we had a stand at the Hampton Flower Show, over the week we met and spoke to thousands of people about how to manage their gardens, allotments and other sites for wildlife. As the pandemic has stopped Froglife hosting large-scale public events or attending externally hosted events it was fantastic for our staff to be given the

Our social media followers has continued to climb. This year we started to use Instagram which is proving very popular.

Social Media



The email enquiry service has continued to be busy and interesting. Our responses quite often prompt donations which is always a nice way to be appreciated and of course helps with our finances. Generally donations, sponsorships, friendships and Corporate Supporters has continued to grow, we now have the most Corporate Supporters we have ever had. Although donations have risen it is disappointing to see our friendships decline year-on-year. In order to try to address this and to ensure that our message is on key for friends, this year we did a survey with our friends by either phone calls or email. It proved very interesting and we learnt a lot about the people who support our work on annual basis.

Comments:

- Many brought up to love wildlife
- Many had ponds during their childhood
- Many have ponds
- Love of amphibians
- Some love of reptiles
- Landscape Gardener concerned with how sterile gardens have become
- No evidence but most sounded fairly wealthy through general comments.
- Many single people
- Articles too scientific/academic (2x people).
- Articles too long.
- Want to do more to help such as volunteer etc.

The Friends Survey results:

Age Range	
20-30	7.14%
30-40	14.29%
40-50	21.43%
50-60	21.43%
60-70	21.43%
70-80	14.29%
Why they support Froglife	
Transforming Landscapes	100%
Transforming Lives	0%
Transforming Research	0%
What encouraged them to support Froglife (tipping point)	
Conservation/amphibians/reptiles	71.43%
Website search	7.14%
Enquiry	14.29%
Toad Patroller	7.14%
Do they support other nature conservation organisations	
Yes many	50%
Yes some	28.57%
No	21.43%
Interests	
Nature conservation	71.43%
Gardening	7.14%
Non-related	21.43%
Profession	
Business/corporate	42.86%
NGO	7.14%
Teaching/Support Workers	28.57%
Retired	21.43%
Do we keep in touch sufficiently	
Yes	78.57%
No	21.43%
Do you find the information we send useful/interesting (e-newsletter & Natterchat)	
Yes	78.57%
No	21.43%

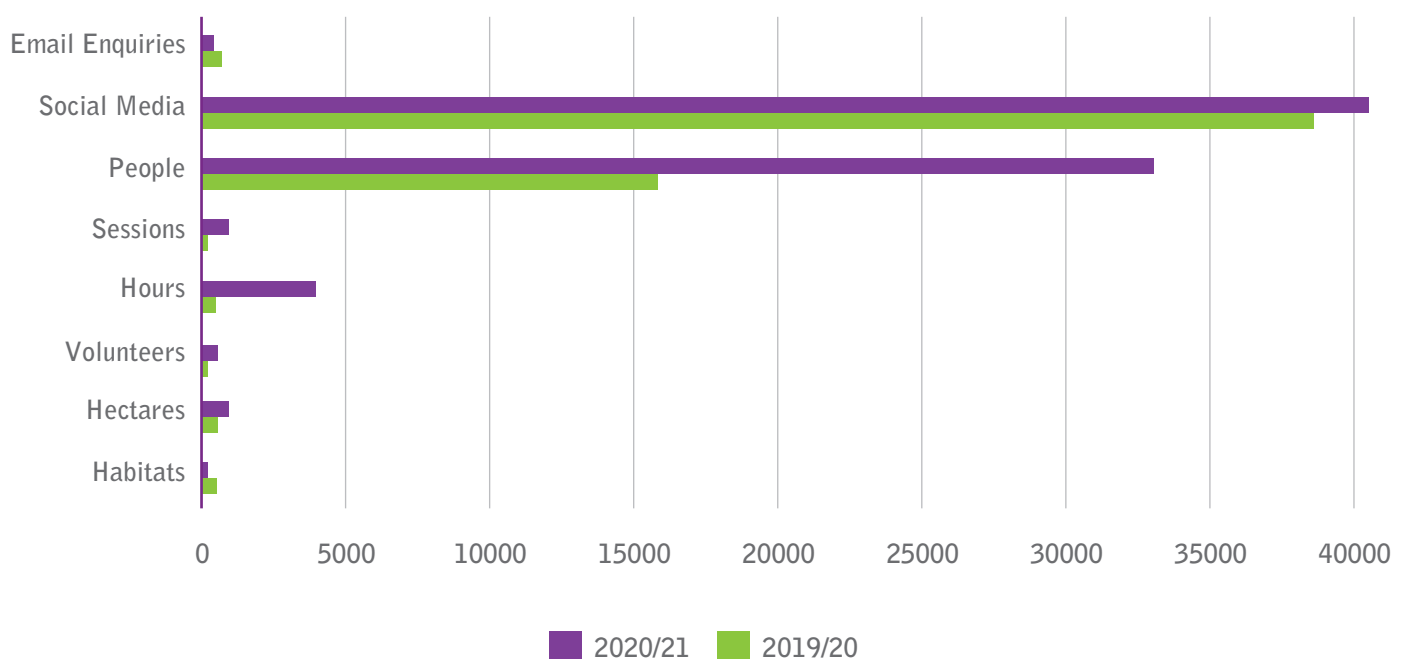


As a result of this survey we decided to develop more connections with our Friends by running a webinar programme, with topics on amphibians, reptiles, pond creation and wildlife gardening. Friends can access these for free and other members of the public pay a small fee. This provides a useful ‘thank you’ to our Friends plus core income for Froglife.

Our Board of Trustees, who are extremely dedicated to the charity, have continued to put in additional time to support the CEO during the pandemic.

We would like to acknowledge the valuable work of all of our trustees, volunteers and staff. We particularly also want to thank the back office staff, they are predominantly out of sight, but without their ongoing work dealing with administration, financial matters and communications we would certainly not have had the enormous achievements we have enjoyed this year. Their efforts have helped us to conserve more reptiles, amphibians and their habitats.

Global Statistics Comparing 2019/20 to 2020/21



TRANSFORMING FROGLIFE ECOLOGICAL SERVICES (FES)

FES is back on course after a tricky pandemic year. FES has been finishing off sites as part of the London T.O.A.D. project. It has been working in the Forth Valley undertaking habitats works as part of Come Forth for Wildlife and has started work on the Yorkshire T.O.A.D. sites which will be completed in March 2022. The training programme was back up and running this year and delivered a mammoth amount of training courses with higher numbers than ever in the past. FES has worked on several Leapfrog School sites and has delivered numerous private contracts. FES is now managing the Eye Green and Boardwalks Nature Reserves and will manage grants that will be secured for habitat works at these two reserves.



TRANSFORMING OUR FUTURE

We have several new projects in the pipeline all of which of course require funding but so far we have had positive input from donors.

Yorkshire: Coalface to Wildspace – working in former Yorkshire coal mining areas to transform coalfaces to wild spaces and engaging the local communities in a range of activities.

Peterborough: Transforming Lives: Froglife Trainees – embracing diversity in the sector by offering five salaried trainees per year to join Froglife's trainee programme and gain on-the-ground, hands on conservation experience.

London: London Blue Chain – creating blue spaces along the London Green Chain walk and engaging local communities that live along this corridor to get involved in wildlife conservation in their local neighbourhood.

Sussex: Green Pathways Scheme – after the development phase entering into the full delivery phase of a five year Green Pathways Scheme in Sussex.

We have some projects that we have struggled to raise funds for, but because we believe these are good

projects that will yield great benefits for reptiles and amphibians we will keep trying to secure funding:

Cambridgeshire: Thorp Lacu – working in ten Cambridgeshire villages to make their village ponds biodiverse. Ponds in villages have suffered enormous declines with many villages now only having the one village pond. Unfortunately although many of these ponds look aesthetically pleasing they lack diversity of species and are not functioning for biodiversity. This project will enhance these ponds, and promote the historical heritage value of these ponds, many of which were initially created to meet human needs.

Fife: Fife Living Water (Cowdenbeath) – this project will be restoring a non-functioning wetland site through undertaking extensive habitat restoration and creation work and opening up the site so it can once again be enjoyed by the local community. The project will also be working on another site in Cowdenbeath, Swan Pond to provide more habitat mosaic through creating wetland scrapes. In order to address concern of a lack of connectivity between the two sites we will work with the local community on creating a wildlife corridor through Cowdenbeath connecting Swan Pond to Cowdenbeath Wetland.

RISK MANAGEMENT AND INTERNAL CONTROLS

The board of trustees have overall responsibility for the system of internal controls for Froglife and its subsidiary which include ensuring that there are procedures in place for the prevention and detection of fraud and other irregularities. However, such a system can only provide reasonable, but not absolute assurance against errors and fraud.

The charity operates a comprehensive annual planning and budgeting process, which is approved by the board. Performance is monitored through the use of activity and financial targets. Reports are made to the board which compare the actual results against activity targets and against phased budget which link to financial performance with resource and activity levels.

Internal controls are subject to scrutiny by the charity's Senior Management Team and Finance Team which carry out a programme of cyclical reviews.

The charity has risk management policies and procedures through which risks arising from existing operations and strategic developments are identified and evaluated. Managers are required to identify and analyse risk relevant to their scope of activity, assess them accordingly to the impact on the charity and the likelihood of occurrence; and report on the procedures which are in place, or are being developed or enhanced, to provide assurance that the risk is being monitored. The Risk Register was updated in 2020 to reflect the risks posed by the pandemic with an analysis of impact and the action that the charity is taking to minimise these risks, this is under continual review and updated in line with the latest Government Guidance.

The Risk Register as at September 2021:

Risk	Level	Actions	Revised Level
Human Resources			
Loss of key staff	Medium	CEO/SMT: strong lines of communication within SMT and between SMT and Trustees; Ensure that SMT is up to date on each others work commitments; Ensure that key work areas can be covered by others; Regular 1-2-1 meetings between CEO and Chair of Trustees; Regular 1-2-1 meetings between CEO and SMT members; Have in place a contingency plan for each of the senior roles.	Low
	Medium	Finance staff: Ensure that the CEO is kept fully informed of all high level financial matters; Finance Manager to be fully informed of bookkeeper priorities & also have a knowledge of how to operate finance packages (SAGE, on-line banking etc.); CEO & Finance Manager must have a record of all passwords, log-in details etc.	Low
	Medium	Project Staff: Key project information to be filed centrally; ensure regular 1-2-1 meetings with Line Managers; SMT to be regularly updated on projects.	Low
	Medium	Staff leaving organisation with project only have a short duration to still run: ensure that main project outcomes are delivered prior to the final three months of the project; as the end of the project approaches ensure that the Line Manager is fully up to speed with deliverables; ensure that staff member is kept fully informed of their situation post the project and fundraising initiatives.	Low
Stress Management	Medium	Ensure staff are well supported and have regular 1-2-1s with line managers. Ensure staff are aware that they can raise concerns and that these will be dealt with efficiently in an appropriate manner. Staff suffering from severe stress will be provided with additional support which may include external support and/or medical advice.	Medium
Long-term illness	Medium	Froglife follows statutory practice with regard to sickness, the process is detailed in the Staff Handbook. In the event of a staff member going on long-term illness the situation will be reviewed by the CEO who will liaise with SMT and if there is going to be a substantial financial impact on the organisation the CEO will liaise with the Board of Trustees to make a decision whether Froglife continues with statutory pay or adopts a different process.	Low
Coronavirus	Medium	Any symptoms and staff to self-isolate and seek medical advice. Staff not to go to offices if they have flu like symptoms. Staff to immediately notify their line manager who will discuss with the CEO	Medium
	Medium	Returning to offices: put in place stringent health & safety measures such as regular cleaning of all surfaces; safe distancing measures etc.	Medium

Risk	Level	Actions	Revised Level
	Medium	Delivering activities & habitat works: Action plans have been drafted setting out the actions Froglife will take and the action we require our partners to undertake. These will be discussed with all relevant groups/individuals/schools/contractors etc. With their agreement we will proceed to deliver activities and undertake habitat works. The Action Plans will be constantly reviewed and updated with any new issues.	Low
Emerging Diseases	Medium	Follow all government/National Health guidance. Constant monitoring of the situation as events happen and guidance changes. Allocate one member of the SMT to be in charge of providing staff with up to date guidance etc.	Medium
Repeated stress injury (RSI) & other similar issues	High	Staff who are using computers on a regular daily basis for long periods of time will be encouraged to take regular breaks. Staff who are experiencing RSI or other similar issues will be encouraged to report these to their line manager and appropriate action will be taken such as the purchase of equipment to reduce the stress.	Medium
Lack of compliance/ knowledge of employment law	Low	Ensure that those responsible for HR keep abreast of new legislation, employment rights etc. We currently seek professional advice when in doubt (ACAS/Trust Law/HMRC). Ensure that staff handbook is updated with new legislation and that Line Managers are made aware of changes to legislation and impact on Froglife procedures and policies; Ensure that all staff read the staff handbook and refer to it when they need to.	Low
Demotivated staff	Low	Good communication strategies in place; regular team building days/activities; supporting personal development; ensuring everyone feels ownership of own project and organisation as a whole; non-project staff involved in projects.	Low
Conflict	Low	Deal with issues immediately and discuss situations with the relevant people; Take into account different personalities and working styles; If conflict cannot be resolved then will need to take appropriate action to separate those involved, this may lead to terminating employment.	Low
Other offices feeling isolated	Low	Good communication strategies in place; regular visits between offices/projects; staff meetings & team building days.	Low
Staff feeling isolated	Medium	Staff working at home feeling isolated and unsupported	Low
Volunteers not feeling part of Froglife	Medium	Ensure that volunteers receive adequate induction to the organisation and are introduced to other staff members; Make sure that they receive all general Froglife communication as well; Encourage Project Managers to reward regular volunteers this could include periodically taking a volunteer to lunch, BBQ or similar for nature reserve volunteers etc. Ensure that suitable volunteers are given responsibilities and that they know who they are reporting to.	Low

Risk	Level	Actions	Revised Level
Remote Working	Medium	Review remote working position on a quarterly basis and if there are issues try to resolve them if not resolved by the next quarterly review action to be taken to remove remote working and instead member of staff to become office based. Office location dependent on where the staff currently operates from.	Low
Financial Management			
Unrestricted funding	Medium	Keep marketing FES and expanding its remit; Keep looking for every opportunity to raise unrestricted funding through merchandise, corporate sponsorship, friends, donations, major donors; Ensure that all projects are contributing as much as they can; All staff and trustees are aware of a responsibility to assist with unrestricted fundraising.	Medium
Cashflow	Medium	Ensure that grant claims are submitted regularly and on time; Ensure that as much expenditure as possible is put through legitimate project expenditure categories; Ensure that grant claims are accurate so that they are paid promptly; Wherever possible try to secure front end loaded funding; Monitor cashflow on a regular basis and stage payments in accordance with income and cash flow pressure.	Medium
Investment Policy	Low	Ensure we do short-term investments so that funds are not tied up for long periods of time	Low
Under-funded projects	Medium	Project staff aware of the necessity and willing to fundraise; support provided to staff to enable them to fundraise; Prioritise fundraising for under-funded projects over developing new proposals.	Low
Accountancy procedures	Medium	Strong financial procedures in place and adhered to; Regular spot checks to ensure that the procedures are being adhered to. Ensure that a reputable accountancy firm is looking after our financial affairs. Pay for financial advice from relevant experts when needed.	Medium
Fraud etc	Low	Strong procedures in place - all invoices/chqs/BACs etc approved by CEO/Finance Manager.	Low
Trustees			
Knowledge, support, numbers	Low	Broaden board of trustees to include other specialisms'; involve trustees more directly with project work; properly induct trustees so that all staff know who the trustees are, also at staff inductions introduce them to trustees either physically but if not possible then at least through a synopsis for each Trustee; ask trustees how they would like to get involved in the organisation and tailor their interests/ level of engagement to the tasks they are asked to perform	Low
Professional Services			
Accountants, Solicitors etc	Low	Ensure that a Provision of Professional Services contract is in place specifying the exact service requirements	Low

Risk	Level	Actions	Revised Level
Consultants	Medium	Contracts are drafted for each consultant detailing the contract requirements including agreed budget, timeframe and outputs.	Low
Contractors	Medium	Provision of Services Contract written by a solicitor with expertise in this field is in place. All Project Managers are responsible for ensuring that contracts are signed prior to work commencing. All contracts are sent to the CEO for final approval & are filed in a central database	Medium
Reputational Damage			
Inappropriate behaviour by trustees/staff/volunteers	Low	Staff handbook sets our required conduct with procedures in place to address failures in conduct; Professional Indemnity insurance in place.	Low
Sites			
HNR & Boardwalks Financial/Reputation/ Long-term	Medium	HNR no longer in favourable status - high reputational risk. Have carried out substantial work at Boardwalks but risk that the council will hand-over management to Nene Park Trust.	Medium
Reputational risk associated with not managing the reserve	Medium	Possibility that O&H will hand-over the management of the reserve as part of a package for management of all of their green spaces in Peterborough.	Low
Site Acquisition			
Finances etc	Low	Froglife would not decide to acquire sites unless a full audit has been carried out which will include looking into all aspects of site management including financial hence this is a very low risk	Medium
Projects			
Child Protection and Vulnerable Adults	Medium	Ensure that all staff are working to Froglife's procedures and policies regarding this matter; All incidents to be reported immediately to the CEO as the person responsible for Child Protection and Vulnerable Adults and appropriate action to be taken immediately	Medium
Staff being endangered	Low	Ensure that staff are working to Froglife's procedures and policies regarding Lone Working; 1-2-1 working with clients etc. Staff to take immediate action to remove themselves from the danger and to report the matter immediately to the CEO.	Low
Partnerships	Low	Good reputation for working in partnership; maintain good lines of communication ensuring partners are kept fully informed and consulted regularly; keep partners fully engaged in projects - always carefully vet potential new partners	Low

Risk	Level	Actions	Revised Level
Contractors	Medium	Obtain three quotes for all substantial work; Ensure that the contract is comprehensive covering all relevant areas of work/specification/payments/timeframe etc. For new contractors obtain references and previous work register/ view previous work; Ensure that all contractors are fully insured and have provided copy of their insurance; Ensure that equipment used by contractors is maintained/ roadworthy; Ensure that contractor staff are appropriately trained; Ensure that contractors are supervised by Froglife staff; Ensure that contractors sign the Provision of Services Agreements	Medium
Data Protection	Medium	Ensure that all staff are aware and complying with GDPR & Froglife data protection procedures; Regularly remind staff and update data protection with new legislation etc.	Medium
Events			
Reputational risks: advice/failure etc	Low	Ensure that all staff are relaying Froglife's key messages at events; Difficult enquiries/situations to be referred to a senior member of staff.	Low
Press			
Incorrect/ Misrepresentation/ incredible stories etc	Low	Ensure that all press releases are proof read by someone with relevant qualifications; Only qualified staff to undertake radio etc. interviews.	Low
Website			
Inappropriate info/ sabotage etc	Low	Procedures in place to reduce risks, vigilant monitoring of website and data input etc	Medium
IT Security			
IT Consultant	Medium	IT Consultant no longer manages our IT systems for whatever reason. We are highly dependent on the consultant at the moment. We are training up another member of staff to gain a greater understanding of our IT systems.	Medium
Data protection: Server/Cloud etc	Medium	IT Consultant keeps abreast of IT risks and ensures that we are properly protected against cyber attacks etc. Stringent procedures in place to detect cyber/spam attacks. Constantly monitored & updated. Thorough evaluation of the benefits of moving to Cloud has been undertaken. All staff are aware of the protocols around protecting passwords and data this becomes even more relevant because of the direct access the cloud affords to our data. Once we have moved to cloud all staff will be instructed on the potential dangers/issues and how to minimise these.	Medium
Email: Inappropriate/ incorrect/poorly phrased etc	Low	Everyone cautioned to be vigilant, ensure that if in doubt ask someone else to check before sending, never reply when angry/disappointed etc. If relationship is already weak then ask someone else to respond instead. Report any concerns immediately to the CEO or in absence to the Chair	Low

Risk	Level	Actions	Revised Level
Social Media: Inappropriate/incorrect/poorly phrased etc	Low	Ensure that all communication is carefully vetted and if in doubt seek advice from the CEO; do not respond to negative postings unless absolutely necessary and if so then seek second opinion beforehand.	Low
Publications			
Mistakes/incorrect etc	Low	Follow style guide; ensure all are proof read by someone who has not read the articles before, follow guidelines	Low
Fundraising			
Fundraising Standards & guidance	Low	Froglife does not undertake big fundraising appeals or mail-outs, door-to-door, big event fundraising so risk is low, but Chair through association with EWT is keeping a watching brief on behalf of Froglife	Low
Funders: Overlooked for acknowledgement/poor representation etc	Low	All PO's aware of who their funders are and how they are to be acknowledged; always checked by a third party; most donors only have direct contact with a couple of staff members so unlikely for there will be misunderstandings etc.	Low
Inappropriate funding	Low	Careful vetting of all potential donors.	Low
Charity Commission			
Failure to report any major issues	Low	Chair & CEO to ensure that all major concerns are reported to the Charity Commission	Low
Brexit			
Brexit generally	Medium	Refer to Jan 19 minutes of SMT meeting for strategy	Medium
Brexit supplies	Medium	Difficulty obtaining supplies/materials	Medium
Froglife Ecology Centre	High	Discussion for Trustee meeting regarding changing the EFF Indicators and replacing this Indicator	Low
Froglife Ecological Services (FES)			
Great Crested Newt License	Low	Ensure that all staff that require a licence has one; Ensure that all field workers are working under a licence if they do not have their own licence.	Low
Training courses	Low	Poor take up or not properly delivered: courses so far have been well attended and excellent feedback	Low
Supplies/materials	High	Unable to obtain supplies/materials	High
Legal	Low	Ensure that all legal compliances are adhered to, if in doubt then obtain advice from NE etc	Low
Reputation	Medium	Follow procedures extremely carefully, if any problems report to CEO/Chair who must take relevant action immediately to offset any negative impact on Froglife's reputation	Low
Financial	Medium	The Trust not to become too dependent on the Ltd Company for funding - Ltd Company income to be used to build up a reserve fund and for 'luxury' 'hard to fund' expenditure and as far as possible not used to cover staff costs etc.	Medium

FINANCIAL REVIEW

The financial statements include the results of both The Froglife Trust and its trading subsidiary Froglife Ltd t/a Froglife Ecological Services (FES) for the 12 months period ending 30th September 2021.

Significant events that have affected the financial performance and the financial position of Froglife during the period are:

Froglife is in receipt of some central and local government funding namely Green Recovery Fund managed by the National Lottery Heritage Fund (NLHF), Grow Back Greener managed by the office of the Mayor of London, funding from Fenland and Somerset Councils and the completion of the Biodiversity Challenge Fund grant managed by Natural Scotland. We have also received funding through the Conservation Environmental Scheme (CES) to undertake habitat works at Hampton Nature Reserve, this scheme is managed by Peterborough City Council. This year we entered into a fifteen year Licence to Occupy for Eye Green Nature Reserve and Peterborough City Council is providing funding to manage this reserve.

Froglife has a diverse range of income streams and enjoys the support of a wide range of grant making organisations. Most of this funding is for direct project delivery, however we are very appreciative of the unrestricted grant that we receive from the Esmée Fairbairn Foundation and to donors who provide a Full Cost Recovery element in their grants. Froglife is very reliant on FES to provide unrestricted funds in the form of gift-aided profits to the charity. These funds help to support the core functions of the charity.

Impact of the pandemic

As reported in the last Annual Review we were fortunate that Froglife's finances were in a strong position, this coupled with the support of donors and the furlough scheme helped us to weather the initial lock-down. Subsequent lock-downs with projects not being able to deliver has meant that we have had to extend most of our project work. Donors have been very supportive and have approved project extensions, however these extensions have to be funded from our unrestricted funds, which is putting pressure on our reserves position. We have continued to work to address this and currently have a relatively healthy cash-flow meaning that Froglife is viable for the foreseeable future.

During the first lock-down we developed a range of digital activities and these put us in good stead for the other lock-downs when we returned to on-line delivery. We are pleased to report that all of our projects are now back out delivering in person something that is making our staff and beneficiaries very happy.

Our largest donor has continued to be NLHF who are supporting several of our projects. This year we expanded into Yorkshire thanks to a Green Recovery Grant managed by NLHF. The Yorkshire Tails of Amphibian Discovery (T.O.A.D) is a one year project ending in March 2022. This means that the staff are incredibly busy with all the habitat work taking place over this autumn/winter alongside an extensive programme of public engagement. We have completed the development phase of the Sussex Green Pathways and in September 2021 we submitted our main application to The National Lottery (TNL) Reaching Communities fund for a five year grant.

Unfortunately our application to BBC Children in Need (BBC CiN) for our Peterborough Green Pathways Scheme was not awarded for 2022 onwards. We have been delivering this project, thanks to the BBC CiN for twelve years and it is with a heavy heart that we will be closing this project in March 2022. We did secure a grant from Cambridge Community Foundation, Warwick and Dominey Fund, to start a new project in Cambridgeshire, Nature & Nourishment. We are using this funding to trial the project and then hopefully raise further funding to expand the project.

Grant making organisations have reported a large increase in the number of applications that they are receiving for funding. We think that this will be a result of organisations trying to recover from the impact on their finances as a result of the pandemic. Coupled with the loss of EU and other funding as a result of BREXIT meaning that organisations that were in receipt of overseas funding are now seeking to replace this with grants from UK grant makers. With such intensive competition for funding donors are seeking greater reassurance of evidence of impact and long-term sustainability of projects/organisations. A lot more time is being required when developing funding applications.

Consolidated income for 12 months is £1,010,091. This is £17,992 down on the previous year mainly due to delayed grant claims as a result of the pandemic.

NLHF grants equates to £443,551.

Income breakdown	
Donations & legacies	£53,370
Grants	£771,561
Charitable activities	£52,569
Income from other trading activities	
Coronavirus Job Retention Scheme	£37,309
Other Income	£17,137
Commercial Trading	£77,703
Investments	£442

Expenditure breakdown

Raising funds	£62,807
Charitable activities	£902,291

Charitable activities further breakdown

Conservation of reptiles and amphibians	£555,924
Education & Training	£331,228
Information & Awareness	£15,139

Unrestricted reserves position is £394,071, which equates to 14 months.

Restricted reserves of £159,907

CORPORATE SPONSORS

We are pleased to have been supported by the following Corporate Sponsors this year:

Big Domain
Campsites Uk
DealsQueen
Environmenjob.co.uk

Ethical State
Evergreen Insurance
HolidayCottages.co.uk
Homegrown Timber
Puddleplants
SESI
Stay In Cornwall
Waterside Nursery

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of The Froglife Trust for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practices).

Company law require the trustees to prepare the financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and its subsidiary and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and its subsidiary for that period in preparing these financial statements, the trustees are responsible to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the SORP 2015 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether application UK Accounting Standards have been followed, subject to any material departure disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustees investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company 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 corporate and financial information included on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to the auditors

In so far as the trustees are aware:

- There is no relevant audit information of which the Trust's auditors is unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

A resolution proposing that Saffery Champness Chartered Accountants be appointed as auditors of the group will be put to the Annual General Meeting.

This report, which has been prepared in accordance with the special provisions relating to companies subject to small companies regime within Part 15 of the Companies Act 2006.

This report has been approved by the Board on 16th December 2021 and signed on its behalf by Inez Smith (Chair).



Opinion

We have audited the financial statements of The Froglife Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 30 September 2021 which comprise the consolidated profit and loss accounts, the consolidated and company balance sheets and the cashflow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 affairs of the group and the parent charitable company as at 30 September 2021 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 requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis of 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 charitable company 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 group or the parent charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

Other information (continued)

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 this gives rise to 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.

Other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report which includes the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report which includes the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and their 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 Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company'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.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 33, the trustees (who are also the directors of the parent charitable company for the purposes of company law) 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 the 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 the parent charitable company'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 the parent charitable company 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 auditors under the Companies Act 2006 and under the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with regulations made under those Acts.

Auditor's responsibilities for the audit of the financial statements (continued)

Our objectives are to obtain reasonable assurance about whether the group and parent 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 the 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud are detailed below.

Identifying and assessing risks related to irregularities:

We assessed the susceptibility of the group and parent charitable company's financial statements to material misstatement and how fraud might occur, including through discussions with the trustees, discussions within our audit team planning meeting, updating our record of internal controls and ensuring these controls operated as intended. We evaluated possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the group and parent charitable company by discussions with trustees and updating our understanding of the sector in which the group and parent charitable company operate.

Laws and regulations of direct significance in the context of the group and parent charitable company include The Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and guidance issued by the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator.

Audit response to risks identified:

We considered the extent of compliance with these laws and regulations as part of our audit procedures on the related financial statement items including a review of financial statement disclosures. We reviewed the parent charitable company's records of breaches of laws and regulations, minutes of meetings and correspondence with relevant authorities to identify potential material misstatements arising. We discussed the parent charitable company's policies and procedures for compliance with laws and regulations with members of management responsible for compliance.

During the planning meeting with the audit team, the engagement partner drew attention to the key areas which might involve non-compliance with laws and regulations or fraud. We enquired of management whether they were aware of any instances of non-compliance with laws and regulations or knowledge of any actual, suspected or alleged fraud. We addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and identifying any significant transactions that were unusual or outside the normal course of business. We assessed whether judgements made in making accounting estimates gave rise to a possible indication of management bias. At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

Auditor's responsibilities for the audit of the financial statements (continued)

Audit response to risks identified:

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. 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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the parent charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the parent charitable company's members and 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 anyone other than the parent charitable company, the parent charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Jane Hill (Senior Statutory Auditor)
For an on behalf of Saffery Champness LLP

Westpoint
Peterborough Business Park
Lynch Wood
Peterborough
PE2 6FZ

Chartered Accountants
Statutory Auditor

26 January 2022

Date

Saffery Champness LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

	Note	Unrestricted £	Restricted £	Total 2021 £	Total 2020 £
INCOME					
Donations and legacies	2a	45,485	7,885	53,370	33,275
Grants	2b	117,852	653,709	771,561	794,366
Charitable activities	3	29,138	23,431	52,569	57,109
<i>Income from other trading activities:</i>					
Coronavirus Job Retention Scheme		37,309	-	37,309	47,589
Other income	4	17,137	-	17,137	14,249
Commercial trading operation		77,703	-	77,703	81,041
Investment income	5	442	-	442	454
Total income		325,066	685,025	1,010,091	1,028,083
EXPENDITURE ON:					
Raising funds	7	62,807	-	62,807	65,584
Charitable activities	6	15,953	886,338	902,291	859,345
Total expenditure		78,760	886,338	965,098	924,929
Net income / (expenditure) for the year		246,306	(201,313)	44,993	103,154
Transfers between funds	18	(180,882)	180,882	-	-
Net movement in funds		65,424	(20,431)	44,993	103,154
Reconciliation of funds:					
Total funds brought forward	18	328,647	180,338	508,985	405,831
Total funds carried forward		394,071	159,907	553,978	508,985

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on the following pages form part of these accounts.

	<i>Note</i>	Unrestricted	Restricted	Total 2021	Total 2020
		£	£	£	£
INCOME					
Donations and legacies	2a	45,485	7,885	53,370	33,275
Grants	2b	117,852	653,709	771,561	794,366
Charitable activities	3	29,138	23,431	52,569	57,109
<i>Income from other trading activities:</i>					
Coronavirus Job Retention Scheme		37,309	-	37,309	47,589
Other income	4	17,137	-	17,137	14,249
Investment income	5	15,337	-	15,337	15,911
Total income		262,259	685,026	947,284	962,499
EXPENDITURE ON:					
Charitable activities	6	15,953	886,338	902,291	859,345
Total expenditure		15,953	886,338	902,291	859,345
Net income / (expenditure) for the year		246,306	(201,313)	44,993	103,154
Transfers between funds	18	(180,882)	180,882	-	-
Net movement in funds		65,424	(20,431)	44,993	103,154
Reconciliation of funds:					
Total funds brought forward	18	312,140	180,338	492,478	389,324
Total funds carried forward		377,563	159,907	537,471	492,478

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on the following pages form part of these accounts.

	<i>Note</i>	2021	2020
FIXED ASSETS			
Tangible fixed assets	11	1,030	1,373
CURRENT ASSETS			
Stocks		201	145
Debtors	14	134,016	122,961
Cash at bank and in hand		<u>460,864</u>	<u>499,863</u>
		595,081	622,969
CURRENT LIABILITIES			
Creditors: amounts due within one year	15	(42,133)	(115,357)
NET CURRENT ASSETS		<u>552,948</u>	<u>507,612</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		553,978	508,985
Creditors: amounts due after one year		-	-
TOTAL NET ASSETS		<u>553,978</u>	<u>508,985</u>
FUNDS OF THE CHARITY			
Restricted funds	18	159,907	180,338
Unrestricted funds	18	<u>394,071</u>	<u>328,647</u>
		<u>553,978</u>	<u>508,985</u>

The trustees have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company. The notes on the following pages form part of these accounts.

The financial statements were approved by the Board of Trustees on 16th December 2021 and signed on their behalf by:



Ms Inez Smith
Chair

Company Registration No: 04382714 (E&W)

THE FROGLIFE TRUST
CHARITY BALANCE SHEET
AS AT 30 SEPTEMBER 2021

	<i>Note</i>		2021		2020
FIXED ASSETS					
Tangible fixed assets	11	1030		1373	
Investments	12	<u>100</u>	<u>1,130</u>	<u>100</u>	<u>1,473</u>
CURRENT ASSETS					
Stocks		201		146	
Debtors	14	242,218		209,037	
Cash at bank and in hand		<u>333,736</u>	<u>576,155</u>	<u>386,432</u>	<u>595,615</u>
CURRENT LIABILITIES					
Creditors: amounts due within one year	15		(39,815)		(104,610)
NET CURRENT ASSETS			<u>536,340</u>		<u>491,005</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			537,470		492,478
Creditors: amounts due after one year			-		-
TOTAL NET ASSETS			<u>537,470</u>		<u>492,478</u>
FUNDS OF THE CHARITY					
Restricted funds	18		159,907		180,338
Unrestricted funds	18		377,563		312,140
			<u>537,470</u>		<u>492,478</u>

The notes on the following pages form part of these accounts.

The financial statements were approved by the Board of Trustees on 16th December 2021 and signed on their behalf by:



Ms Inez Smith
Chair

Company Registration No: 04382714 (E&W)

THE FROGLIFE TRUST

STATEMENT OF CASH FLOWS AND CONSOLIDATED STATEMENT OF CASH FLOWS

AS AT 30 SEPTEMBER 2020

	<i>Note</i>	2021	2021	2020	2020
		Group	Charity	Group	Charity
		£	£	£	£
Cash Flows From Operating Activities					
Net cash provided by / (used in) operating activities	20	(39,441)	(68,033)	262,220	253,222
Cash Flows from Investing Activities					
Investment interest		442	15,337	454	15,911
Change in cash and cash equivalents in the year		(38,999)	(52,696)	262,674	269,133
Cash and cash equivalents brought forward		499,863	386,432	237,189	117,299
Cash and cash equivalents carried forward	21	460,864	333,736	499,863	386,432

THE FROGLIFE TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR YEAR ENDED 30 SEPTEMBER 2021

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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 (FRS 102)(effective 1 January 2015) - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The accounts are produced with the underlying currency being GBP.

b) Legal status of the Charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

c) Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The Trust is reliant on grants to be able to carry out its objectives. Whilst these may be affected by the impact of Covid-19, the Trust has an adequate number of grant applications already in place or accepted for the coming 12 months. Additionally, further grants have been accepted post year end, with more grant applications coming back online. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

d) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiary Froglife Trading Ltd on a line-by-line basis.

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds account for situations where a donor requires their donation must be spent on a specific purpose or where funds have been raised for a specific purpose.

The aim and use of each material restricted fund is set out in the notes to the financial statements.

f) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Where income has related expenditure (as with fundraising or contract income), the income and related expenditure are reported gross in the Statement of Financial Activities.

1 ACCOUNTING POLICIES (CONTINUED)

f) Income (continued)

Where income has related expenditure (as with fundraising or contract income), the income and related expenditure are reported gross in the Statement of Financial Activities.

Donations, grants and gifts are recognised when receivable. In the event that a donation is subject to fulfilling performance conditions before the charity is entitled to the funds, the income is deferred and not recognised until it is probable that those conditions will be fulfilled in the reporting period.

Income from Gift Aid tax reclaims is recognised for any donations with relevant Gift Aid certificates recognised in income for the year. Any amounts of Gift Aid not received by the year end are accounted for in income and accrued income in debtors.

For legacies, entitlement is taken on a case by case basis as the earlier of the date on which: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executors intention to make a distribution. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity. Where legacies have been notified or the charity is aware of the granting of probate, and the criteria for income have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance for a future fundraising event or for visitor fees received in advance of an event are deferred until the criteria for income recognition are met.

Interest on deposit funds held is included when receivable and the amount can be measured reliably by the charity which is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. This is normally upon notification by our investment advisor of the dividend yield of the investment portfolio. Income tax recoverable in relation to investment income is recognised at the same time the investment income is receivable.

Sponsorship from events, fundraising and events registration fees are recognised in income when the event takes place. Trading income is recognised on point of sale for both donated and purchased goods.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis under the following headings:

Costs of raising funds are those cost incurred in attracting voluntary income and those incurred in fundraising.

Expenditure on charitable activities includes expenditure associated with conservation of amphibians and reptiles, education and training and providing information and awareness and include both the direct costs and support costs relating to these activities.

Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of those resources.

h) Volunteers

The value of the services provided by volunteers cannot be reliably estimated and therefore is not incorporated into these financial statements. Further details are provided in the Trustee's Report.

i) Fixed assets

All assets are capitalised at their historical cost when purchased.

Depreciation is provided to write off the cost less estimated residual value of all fixed assets over their expected economic useful lives as follows:

All fixed assets - 25% per annum reducing balance

The need for any impairment of a fixed asset write down is considered if there is concern over the carrying value of an asset and is assessed by comparing that carrying value against the value in use or realisable value of the asset when appropriate.

j) Investments

Fixed asset investments represent the equity share in Froglife Ltd, the wholly owned subsidiary company and are stated at cost in the charity balance sheet.

k) Stock

Stocks have been valued at the lower of cost and net realisable value

Net realisable value is based upon estimated selling price less further costs expected to be incurred to disposal. Provision is made for obsolete and slow moving items when appropriate.

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income and tax recoverable is included at the best estimate of the amounts receivable at the balance sheet date.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

The Trust 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 assets are recognised in the Trust's Statement of Financial Position when the Trust becomes party to the contractual provisions of the instrument.

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

1 ACCOUNTING POLICIES (CONTINUED)

o) Financial instruments (continued)

Basic financial assets

Basic financial assets, which include trade and other debtors, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Other financial assets classified as fair value through the statement of financial activities are measured at fair value.

Other financial assets

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest income over the relevant period.

The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount on initial recognition.

Impairment of financial assets

Financial assets, other than those held at fair value through the statement of financial activities, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in the statement of financial activities.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Classification of financial liabilities

Basic financial liabilities

Basic financial liabilities, including trade and other creditors, bank loans, loans from fellow group are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as 'creditors: amounts falling due within one year' if payment is due within one year or less. If not, they are presented as 'creditors: amounts falling due after more than one year'. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Other financial liabilities

Other financial liabilities, including debt instruments that do not meet the definition of a basic financial instrument, are measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method.

Other financial liabilities (continued)

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability to the net carrying amount on initial recognition.

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the Charity's obligations are discharged, cancelled, or they expire.

p) Operating leases

Operating leases are recognised over the period of which the lease falls due.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight line basis over the period of the lease.

q) Taxation

The company is considered to pass the test set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2a DONATIONS AND LEGACIES

	2021 Group	2021 Charity	2020 Group	2020 Charity
Unrestricted funds:	£	£	£	£
Donations	45,485	45,485	25,066	25,066
	45,485	45,485	25,066	25,066
	2021 Group	2021 Charity	2020 Group	2020 Charity
Restricted funds:	£	£	£	£
Donations	7,885	7,885	8,209	8,209
	7,885	7,885	8,209	8,209

2b GRANTS RECEIVED

	2021 £	2020 £
Group and charity		
Unrestricted funds:		
National Heritage Lottery Fund	-	28,800
The Gibson Charitable Trust	2,000	2,000
Esmee Fairbairn Foundation	114,852	50,000
Other grants under £1,000	1,000	-
Total unrestricted funds	117,852	80,800

Group and charity	£	£
Restricted funds:		
National Heritage Lottery Fund	443,551	389,319
City Bridge Trust	46,725	11,625
BBC Children in Need	17,368	41,495
Fenland District Council	-	1,091
Cambridgeshire Community Fund	5,000	7,000
Scottish Natural Heritage	269	1,091
Falkirk Council	-	1,500
Peterborough City Council	-	10,092
The Robertson Trust	28,000	-
Veolia Environmental Trust	7,607	51,239
Waitrose's Bags for Help	-	2,248
Somerset County Council	9,000	9,990
Biodiversity Challenge Fund via Scottish Natural Heritage	22,155	126,686
Heathrow Community Fund	12,106	19,859
The Hospital Saturday Fund	-	2,000
Western Riverside Environmental Fund	-	7,586
EB Scotland Limited	-	15,000
Clackmannanshire & Stirling Environmental Trust	-	6,689
Greener City Fund Community Grant Scheme	31,387	8,556
The Craignish Trust	-	1,500
W G Edwards	1,719	-
Nature Scot	3,333	-
Mayor of London- Grow Back Greener Fund	20,000	-
Ernest Kleinwort	5,000	-
Other grants under £1,000/Grant returned - Miller Hendry Foundation	489	(1,000)
	653,709	713,566

3 INCOME FROM CHARITABLE ACTIVITIES

Group and Charity	2021	2020
	£	£
Conservation of amphibians and reptiles	14,794	28,157
Education and training	10,900	9,254
Information and awareness	3,444	867
Unrestricted funds:	29,138	38,278
Conservation of amphibians and reptiles	1,188	17,387
Education and training	22,243	1,444
Restricted funds:	23,431	18,831

4 OTHER INCOME

Group and charity	2021	2020
	£	£
Corporate sponsorship	1,958	1,916
Other income	15,179	12,333
	17,137	14,249

All fundraising event income in both the current and previous year relate to unrestricted funds.

5 INVESTMENT INCOME

	2021	2021	2020	2020
	Group	Charity	Group	Charity
	£	£	£	£
Bank interest	442	242	454	179
Profits from trading company	-	15,095	-	15,732
	442	15,337	454	15,911

All investment income in both the current year and prior year relate to unrestricted funds.

6 EXPENDITURE

Expenditure on Charitable Activities - Current Year

	Direct	Support	2021
	Costs	Costs	Total
Group and Charity	£	£	£
Conservation of amphibians and reptiles	382,166	173,758	555,924
Education and training	243,012	88,216	331,228
Information and awareness	9,793	5,346	15,139
	<u>634,971</u>	<u>267,320</u>	<u>902,291</u>

Included within expenditure on charitable activities are restricted funds of £886,338 and unrestricted funds of £15,953

Expenditure on Charitable Activities - Prior Year

	Direct	Support	2020
	Costs	Costs	Total
Group and Charity	£	£	£
Conservation of amphibians and reptiles	450,935	162,772	613,707
Education and training	153,401	82,638	236,039
Information and awareness	4,590	5,008	9,598
	<u>608,926</u>	<u>250,419</u>	<u>859,345</u>

Included within expenditure on charitable activities are restricted funds of £800,919 and unrestricted funds of £58,426

7 RAISING FUNDS

Expenditure on raising funds as shown in the group statement of financial activities relates to costs incurred by the trading subsidiary which relate to unrestricted funds in both the current and prior year.

8 ANALYSIS OF SUPPORT COSTS

	Conservation	Education & Training	Information & awareness	2021 Total
	£	£	£	£
Rent and rates	10,771	5,468	331	16,570
Insurance	1,865	947	57	2,869
Cleaning and waste	1,071	544	33	1,648
Travel and Subsistence	1,085	551	33	1,669
Printing, postage and stationery	1,415	719	44	2,178
Computer and telephone	5,181	2,630	159	7,970
Repairs and renewals	1,221	620	38	1,879
Staff costs	135,644	68,866	4,173	208,683
Recruitment and training	6	3	0	9
Legal and professional fees	5,125	2,602	158	7,885
Depreciation	223	113	7	343
Bank charges	411	209	13	633
Irrecoverable VAT on support costs	3,180	1,614	98	4,892
Miscellaneous	2,784	1,413	86	4,283
Governance - trustee expenses	-	-	-	-
Governance - audit costs	3,776	1,917	116	5,809
	<u>173,758</u>	<u>88,216</u>	<u>5,346</u>	<u>267,320</u>

	Conservation	Education & Training	Information & awareness	2020 Total
	£	£	£	£
Rent and rates	10,461	5,311	322	16,094
Insurance	1,895	962	58	2,915
Cleaning and waste	1,211	615	37	1,863
Travel and Subsistence	2,963	1,504	91	4,558
Printing, postage and stationery	1,131	574	35	1,740
Computer and telephone	5,089	2,584	157	7,830
Repairs and renewals	2,588	1,314	80	3,982
Staff costs	115,414	58,594	3,550	177,558
Recruitment and training	861	437	27	1,325
Legal and professional fees	9,961	5,057	307	15,325
Depreciation	298	151	9	458
Bank charges	227	115	7	349
Irrecoverable VAT on support costs	3,446	1,750	106	5,302
Miscellaneous	1,766	897	54	2,717
Governance - trustee expenses	199	101	6	306
Governance - audit costs	5,263	2,672	162	8,097
	<u>162,772</u>	<u>82,638</u>	<u>5,008</u>	<u>250,419</u>

In 2021 and 2020 support costs have been allocated in line with the aims of the project and its activity undertaken.

9 STAFF EMOLUMENTS AND TRUSTEE EXPENSES

	2021	2020
	£	£
Wages and salaries	486,873	402,154
Social security costs	40,978	32,436
Pension costs	10,207	7,769
	<u>538,058</u>	<u>442,359</u>

Pension costs were paid under the new auto-enrolment requirements to the National Employers Savings Trust.

	2021	2020
	No	No
The average number of employees during the year was:		
Commercial trading operations	1	1
Direct Charitable activities	16	10
Support services	6	6
	<u>23</u>	<u>17</u>

No employee received emoluments in excess of £60,000 (2020: none)

The charity considers its key management personnel to comprise of the Trustees and the senior management team as disclosed in the Trustees' Report. None of the trustees received any remuneration or benefits in kind from the charity during the year (2020: £nil). The total employee benefits of 3 key management personnel (2020: 5 key management personnel) were £117,492 (2020: £189,273).

Expenses relating to travel and subsistence for attendance at Trustee meetings was reimbursed to 0 Trustee (2020: 1) during the year amounted to £nil (2020: £307).

10 NET INCOMING / (EXPENDITURE)

	2021	2020
Net incoming /(expenditure) is stated after charging:	£	£
Depreciation including loss on disposal	343	458
Auditors' remuneration:		
for audit services	8,908	9,514
for accountancy services		750
Operating lease rentals	23,919	25,986

11 TANGIBLE FIXED ASSETS

Group and charity

Cost or Valuation

	Office Equipment £	Computer Equipment £	Total £
As at 1 October 2020	2,172	23,932	26,104
As at 30 September 2021	2,172	23,932	26,104

Depreciation

As at 1 October 2020	2,069	22,662	24,731
Charge for the year	26	317	343
As at 30 September 2021	2,095	22,979	25,074

Net Book Value

As at 30 September 2021	77	953	1,030
As at 30 September 2020	103	1,270	1,373

12 INVESTMENTS

Charity

	2021 £	2020 £
Equity investment in trading subsidiary	100	100
Total charity investment	100	100

13 TRADING SUBSIDIARY

The Charity owns 100 shares of £1 each in it's trading subsidiary, Froglife Ltd (Company No: 02348393) incorporated in the United Kingdom, whose principle place of business is 1 Loxley Werrington Peterborough PE4 5BW and whose main purpose is to carry out the commercial conservation contracts and surveys. These are the only shares allotted, called up and fully paid. The activities and results of this company are summarised as follows:

	2021 £	2020 £
Turnover	77,703	81,041
Costs of sales	(50,620)	(54,694)
Gross Profit	27,083	26,347
Operating expenses	(12,106)	(10,796)
Profit on ordinary activities before interest	14,977	15,551
Interest receivable	199	275
Interest payable	(81)	(94)
Net trading profit	15,095	15,732

13 TRADING SUBSIDIARY (continued)Balance Sheet:

Current assets	130,188	113,430
Liabilities	(113,581)	(96,823)
Net assets	16,607	16,607

Represented by:

Capital	100	100
Reserves	16,507	16,507
	16,607	16,607

14 DEBTORS

	2021 Group	2021 Charity	2020 Group	2020 Charity
	£	£	£	£
Trade debtors	13,118	10,115	19,056	19,056
Amounts owed by group undertakings	-	111,263	-	86,076
Taxation recoverable	-	-	-	-
Other debtors	3,058	3,000	3,000	3,000
Prepayments and accrued income	117,840	117,840	100,905	100,905
	134,016	242,218	122,961	209,037

15 CREDITORS: Amounts falling due within one year

	2021 Group	2021 Charity	2020 Group	2020 Charity
	£	£	£	£
Trade creditors	11,340	11,339	62,131	57,971
Taxation and social security	14,200	14,200	14,630	12,025
Other creditors	-	-	-	-
Accruals and deferred income	16,593	14,276	38,596	34,614
	42,133	39,815	115,357	104,610

17 COMMITMENTS UNDER OPERATING LEASES

At 30 September the group and charity had total commitments under non-cancellable operating leases as follows:

	2021 Land and buildings	2021 Other	2020 Land and buildings	2020 Other
Due within one year	13,660	860	17,410	860
Due in 2-5 years	-	3,285	11,250	4,145
	13,660	4,145	28,660	5,005

18a FUNDS -current year	Brought forward 1/10/20	Income	Expenditure	Transfers	Carried forward 30/9/21
Group	£	£	£	£	£
<u>Unrestricted Funds</u>					
General funds	328,647	325,066	(78,760)	(180,882)	394,071
<u>Restricted Funds</u>					
Green Pathways Peterborough & Fenland & Nature and Nourishment	31,440	36,435	(56,170)	-	11,705
Green Pathways Glasgow	30,064	33,251	(41,130)	-	22,185
Wildlife surveys & research tunnels	11,700	5,333	(9,611)	-	7,422
Tails of Amphibian Discovery - Main	-	165,254	(252,193)	86,939	0
Somerset Green Pathways for Life	12,356	10,719	(20,692)	-	2,383
Come Forth for Wildlife - Main & incorporating Veterans March Forth for Wildlife	18,687	206,706	(318,086)	92,693	0
Discovering Reptiles - development	19,007	24,120	(34,079)	-	9,048
Green Pathways Sussex	43,280	5,000	(32,761)	-	15,519
Leaping forward for Dementia - London	7,804	47,625	(46,845)	-	8,584
Leap Frog Schools - habitat projects	6,000	3,000	(6,817)	-	2,183
Yorkshire Tails of Amphibian Discovery	-	123,950	(43,072)	-	80,878
London Grow Back Greener - Streatham Common	-	21,188	(21,932)	744	0
Discovering Dew Ponds-Sussex	-	797	(1,303)	506	0
Toads On Roads - group funds	-	1,647	(1,647)	-	-
Total Restricted Funds	180,338	685,025	(886,338)	180,882	159,907
Total Funds	508,985	1,010,091	(965,100)	-	553,978

The Coronavirus Job Retention Scheme grant claimed during the year was to support the costs of core staff. The cost of core staff included in the support costs are charged to restricted projects. Within restricted expenditure are support costs covered by the CJRS grant of £36,648

18b FUNDS -prior year	Brought forward 1/10/19	Income	Expenditure	Transfers	Carried forward 30/9/20
Group	£	£	£	£	£
<u>Unrestricted Funds</u>					
General funds	271,925	287,477	(124,010)	(106,745)	328,647
<u>Restricted Funds</u>					
Green Pathways Peterborough & Fenland	17,481	50,542	(36,583)	-	31,440
Green Pathways Glasgow	49,500	4,423	(23,859)	-	30,064
Sheffield Wetland Corridor	5,446	38,197	(47,713)	4,070	-
Wildlife surveys & research tunnels	5,837	10,092	(4,229)	-	11,700
Conservation & Learning Co-ordinators	-	-	(45,552)	45,552	-
Tails of Amphibian Discovery - Main	30,727	196,663	(281,336)	53,946	-
Working in Prisons	9,981	-	(13,158)	3,177	-
Somerset Green Pathways for Life	14,934	12,345	(14,923)	-	12,356
Come Forth for Wildlife - Main & incorporating Veterans March Forth for Wildlife	-	336,088	(317,401)	-	18,687
Discovering Reptiles - development	-	30,150	(11,143)	-	19,007
Green Pathways Sussex	-	44,481	(1,201)	-	43,280
Leaping forward for Dementia - London	-	11,625	(3,821)	-	7,804
Leap Frog Schools - habitat projects	-	6,000	-	-	6,000
Total Restricted Funds	133,906	740,606	(800,919)	106,745	180,338
Total Funds	405,831	1,028,083	(924,929)	-	508,985

Allocation of the charity's support costs across the restricted projects on an activity and aims basis results in some projects requiring transfers from unrestricted funds.

Included within Unrestricted General Funds carried forward is £16,507 (2020: £16,507) which relates to Froglife Limited, the Charity's trading subsidiary.

London Tails of Amphibian Discovery (T.O.A.D): This project would have entered its final year this year but due to the pandemic and the disruption to session delivery it has been extended to end 31st March 2022. We are on target for all of the activities to be delivered in accordance with the main donor National Lottery Heritage Fund Approved Purposes, with some activities over-reaching the target. We have also over-reached the target for habitat works.

London Streatham Common: Through a Grow Back Greener grant from the City of London Mayors office we have undertaken habitat works and volunteer training at Streatham Common.

Come Forth for Wildlife: This project has completed its second year in September 2021. The project is on target to deliver all of the National Lottery Heritage Fund Approved Purposes within the original timescale despite not delivering sessions during the pandemic.

Yorkshire Tails of Amphibian Discovery (T.O.A.D): This one year project funded by Defra's Green Recovery Fund managed by National Lottery Heritage Fund is delivering an extensive programme of habitat works and public engagement. It will complete in March 2023.

18 FUNDS NOTES -continued

Peterborough /Glasgow/Sussex Green Pathways Schemes :These three projects are working with disadvantaged and/or vulnerable children/young people in delivering nature focused outdoor activities. Unfortunately due to a lack of funding we will after 12 years of delivery, be ending the Peterborough project on 31st March 2021. Thanks to a grant from The Robertson Trust we will be expanding the Glasgow project to other regions in Scotland, starting with Renfrewshire. The grant is for five years which provides us with a good timeframe to expand the project and raise funds to deliver new projects.

Glasgow Green Pathways for Life; London Leaping Forward for Dementia & Somerset Green Pathways for Life : These three projects are all working with people living with dementia and their support workers/carers on delivering outdoor nature focused activities.

Nature & Nourishment: This new project is a new area of work for Froglife. We are trialling the project in the Fenlands. The project, through using props, is highlighting to school children the inter-dependence of nature and people and raising awareness of the vital role that nature plays in providing people with healthy food.

Discovering Reptiles: This project is working nationally on delivering workshops to land manager and owners on reptile ecology, surveying and managing their habitats. The project is also providing land managers/owners with reptile tins in order to undertake surveys and submit their data to Froglife via the Froglife App. This will help to address the current very low status of reptile data.

Leapfrog Schools : We have improved several school grounds for wildlife providing natural elements for wildlife and children to enjoy and learn.

Toads on Roads: Co-ordinating toad patrols across the UK to help amphibians across busy roads to reach their hereditary breeding ponds. We hosted an on-line webinar to raise awareness of the impact of road mortality on wildlife internationally.

Amphibian Mortality: Our partnership with the Zoological Society of London, British Trust for Ornithology and RSPB has continued with Froglife acting as the portal for reports of amphibian or reptile diseases and mortality.

Reserve Management: We have continued to manage Hampton Nature Reserve on behalf of Value Nature. We have undertaken habitat works as part of the CES grant and have delivered regular weekly volunteer sessions. We have taken on the management of Eye Green Nature Reserve with a fifteen year License to Occupy in place and Boardwalks also with a fifteen year License to Occupy however due to a lack of financial resources the latter will not be managed until such time as resources have been secured.

Research : We have continued to monitor several wildlife tunnels in the UK and in Europe. We are currently involved in several applied research projects working with Universities and their students and others. We are working with the Open University in evaluating the social impact of our Peterborough Green Pathways Scheme.

Social Media / Enquiry Service: Our social media presence continues to go from strength to strength, with Froglife now having a presence on several platforms. This increase in social media has taken some pressure off the email Enquiry Service which is not as busy as it used to be, but does still receive regular email enquiries.

Froglife Limited t/a Froglife Ecological Services (FES): FES has worked with several private clients and with the charity in delivering a range of ecological services. FES also delivered numerous paid-for training courses.

19a ANALYSIS OF NET ASSETS BETWEEN FUNDS-current year

Group	Unrestricted	Restricted	Total 2021
	£	£	£
Tangible fixed assets	1,030	-	1,030
Current assets	416,189	178,892	595,081
Creditors: amount falling due within one year	(23,148)	(18,985)	(42,133)
Creditors: amount falling due in more than one year	-	-	-
	<u>394,071</u>	<u>159,907</u>	<u>553,978</u>

19b ANALYSIS OF NET ASSETS BETWEEN FUNDS-prior year

Group	Unrestricted	Restricted	Total 2020
	£	£	£
Tangible fixed assets	1,373	-	1,373
Current assets	357,644	265,325	622,969
Creditors: amount falling due within one year	(30,370)	(84,987)	(115,357)
Creditors: amount falling due in more than one year	-	-	-
	<u>328,647</u>	<u>180,338</u>	<u>508,985</u>

20**RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2021 Group	2021 Charity	2020 Group	2020 Charity
	£	£	£	£
Net income / (expenditure) for the year	44,993	44,993	103,154	103,154
Adjustment for:				
Depreciation charges including loss on disposal	343	343	458	458
Interest from investments	(442)	(15,337)	(454)	(15,911)
(Increase) / Decrease in stocks	(56)	(56)	130	130
(Increase) / Decrease in debtors	(11,055)	(33,181)	114,314	127,325
(Decrease) / Increase in creditors	(73,225)	(64,796)	44,618	38,066
Net cash provided by/(used in) operating activities	(39,441)	(68,033)	262,220	253,222

21 ANALYSIS OF NET DEBT

Group	At 30 September 2020	Cash Flow	Non Cash Flow	At 30 September 2021
Cash in hand	499,863	(38,999)	-	460,864

22 ANALYSIS OF CASH AND CASH EQUIVALENTS

	2021 Group	2021 Charity	2020 Group	2020 Charity
	£	£	£	£
Cash at bank and in hand	460,864	333,736	499,863	386,432
Total cash and cash equivalents	<u>460,864</u>	<u>333,736</u>	<u>499,863</u>	<u>386,432</u>

23 RELATED PARTIES

There have been no related party transactions in the reporting period that require disclosure.

The Froglife Trust

*Leaping forward for amphibian
and reptile conservation*

Working together to save the species

