



Conservation Education & Research Trust

Report and financial statements

For the year ended 30 September 2021

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Credit: Lateral North

In my introduction in the last Earthwatch Annual Report, I described 2020 as “a year like no other.” In many ways the same could be said of 2021. A year of continued challenge and uncertainty, we were united by a passion and determination to overcome the difficulties of the global pandemic.

The power of high-quality science and collective endeavour became all the more apparent at the start of Earthwatch’s financial year. In December 2020 the world’s first COVID-19 vaccine was administered, here in the UK, to the first patient outside of clinical trials. The scale and speed of this achievement – to develop, approve and start administering this life-saving medical treatment in less than eight months – cannot be overstated. It was a superhuman effort that was celebrated around the world and brought hope to billions.

Yet as society began to return to ‘some semblance of normal life’ this year, many of us remained aware of the lengthening shadow of a much greater threat to our existence. Climate change, pollution of our natural resources, catastrophic loss of biodiversity – our planet is at crisis point, and the threat to human life is far greater than anything we have so far experienced.

If this year has shown us anything, it is what we could achieve when we work together, invest in and engage with science. We know that the transformation that our planet needs, that will enable us to live within our means and in balance with nature, is possible. We mustn’t lose sight of it.

Earthwatch, a scientific organisation that is built on bringing people together for the benefit of the planet, has an important role to play in the face of this crisis. The fact that our charity has been able, throughout this difficult year, to achieve all that it has is a matter of great satisfaction to me and the Board of Trustees.

From bringing Tiny Forests to urban communities, to highlighting the extent of pollution in our waterways, our work is needed – and the Earthwatch team was determined to deliver it.

This year marked two important moments for Earthwatch Europe. The first was a cause for huge celebration: the 50th anniversary. Founded in Boston in 1971,

Earthwatch’s impact on environmental and conservation issues has since spanned the globe, in partnership with members of the public, scientists, educators and businesses. Our anniversary marked an opportunity to reflect on that impact and also to look forward, to recalibrate and set out on a path of action and empowerment.

In looking forward, we came to our second significant focus of work: the half-way point in our five-year strategy. Acknowledging the radical change the world had experienced since the creation of that strategy, Steve Andrews, our outstanding CEO, and his Executive Team conducted a detailed review of Earthwatch’s portfolio to ensure that we were achieving our important charitable aims as effectively as possible. I encouraged close joint working between our Trustees and Executive Team to collaborate on challenges and objectives. That process resulted in some tough decisions to pause or end some activity and reallocate resource to the areas where we can have the greatest impact. It also provided an opportunity to reinvigorate those areas, establishing a new vision for our work and a new determination to achieve it.

There is an impressive new energy running through Earthwatch as we close out this financial year. This puts us on an exciting and sound footing for the years to come.

Lucian J Hudson

Lucian J Hudson
Chair, Earthwatch Europe



About Earthwatch

Driving the change needed to live within our means and in balance with nature.

Our planet – and all life on it – is facing unprecedented challenges. Climate change and loss of biodiversity threaten our very existence and the beauty of the world as we know it.

Science has identified the causes of these challenges, and science is essential if we're to face and solve them.

Earthwatch is an environmental charity with science at its heart.

We connect people with the natural world, monitor the health of our natural resources, and help people take action to have a positive impact.

We work together with scientists, businesses, civil society and policy-makers to drive the change we need to live within our means and in balance with nature.

Our work focuses on many environmental challenges, including climate change, biodiversity loss, freshwater pollution, sustainable agriculture and life in cities.

What we do



Helping companies to transform

- We design and deliver immersive learning programmes for corporate leaders and employees
- We undertake science-based research
- We support leaders to meet business sustainability goals



Educating future generations

- We teach educators and children about climate change, biodiversity loss and how to deliver outdoor education
- We train and support young scientists from across the world



Advancing citizen science

- We engage the public, including corporate employees, in undertaking citizen science, helping to answer important environmental questions and influence public policy
- We are leaders in developing the discipline of citizen science



Enabling action

- We provide families, communities and companies with opportunities to take science-based action to mitigate the impacts of climate change and biodiversity loss

Inclusive	Objective	Passionate	Empowering	Responsible
We believe it is essential that people from all walks of life participate in solving the environmental challenges we face. We are proud to be at the forefront of the global citizen science movement, developing and sharing best practice for the benefit of people, wildlife and nature.	As an independent research organisation (IRO), scientific research is at the core of our work, and its outcomes determine our goals and priorities.	We are passionate about the opportunity we have to make a meaningful impact on people and the natural world.	We seek to inspire people, organisations and communities with the experiences, knowledge and tools that enable them to take action.	We act in a manner that respects and protects the wellbeing of people and the environment, including our staff, researchers, volunteers and the places we work.



Credit: Mile 91

Our values

Equality, diversity and inclusion

Earthwatch Europe has had an equal opportunities policy for many years. The opening paragraphs say:

Earthwatch is committed to eliminating discrimination and encouraging diversity in our workforce. To that end our policy is to provide equality and fairness for all in our employment or those applying for employment.

Earthwatch will take all reasonable steps to employ, develop and promote people on the basis of their experience, abilities and qualifications without regard to sex, marital or civil partnership status, race, gender reassignment, religion or belief, sexual orientation, pregnancy or maternity leave, age or disability.

Earthwatch will also take all reasonable steps to provide a work environment in which all who work with us are treated with respect and dignity and that is free of harassment based upon an individual's sex, marital or civil partnership status, race, gender reassignment, religion or belief, sexual orientation, pregnancy or maternity leave, age or disability.

This policy addresses Earthwatch's goals and responsibilities as an employer. However, as an organisation we intend to reach beyond that narrow definition.

We therefore set up a Working Group to work towards embedding equality, diversion and inclusion in the culture of Earthwatch. The Board of Trustees agreed five priorities created by this group for FY22:

- a. Ensure Earthwatch is a place where individuality is embraced and everyone has the opportunity to thrive
- b. Identify and remove any barriers to greater equality

and inclusion within our recruitment processes

- c. Put a plan in place to build a more diverse Board of Trustees
- d. Review equity within the organisation, starting with a gender equity plan
- e. Review our existing programmes and develop new programmes aimed at giving increased equity and increased diversity, starting with young minority ethnic people

In addition, we will join the Diverse Sustainability Initiative. This is a coalition of environmental organisations committed to addressing the poor racial diversity within the environment sector, which has been set up by the Institute of Environmental Management and Assessment (IEMA). Each member is required to:

- Publicly state their goals
- Send their CEO to a twice-yearly meeting where CEOs will hold each other to account for progress

The Equality, Diversity and Inclusion (EDI) Working Group will also look at other Charters that we might sign up to, including the Race at Work Charter set up by Business in the Community; alongside others that address the discrimination of other minority or under-represented groups. There is much work to do to ensure that these priorities deliver real change. The EDI Working Group will focus on pursuing these priorities. Each member of the group – including the CEO – now has EDI related goals within Earthwatch's performance management system.

Fundraising

Earthwatch Europe receives the majority of its income from corporate partners. We work with some of our partners to embed sustainability within their business. Other partners support us to deliver public engagement and education programmes. Each corporation we partner with is assessed in line with our partnership ethics policy.

Income from research grants remains an important source of funding across many of our programmes. Earthwatch's recent accreditation as an Independent Research Organisation has enabled us to partner and lead on several proposals to the UK research councils, and the establishment of our Netherlands office has expanded our ability to continue partnering with EU research organisations.

Income from Trusts and Foundations is of growing importance to Earthwatch as we continue to diversify our income streams. Earthwatch works with a variety of organisations to help fund our work to connect people to nature, monitor the health of our natural resources and promote impactful actions to reduce environmental impact.

Earthwatch has also maintained a steady income from individuals. As in previous years, individuals are able to support us via one-off donations, recurring donations, and sponsorship for marathons and other events. We continue to explore new funding routes for individuals, including digital media platforms and merchandise options, using online stores where we do not need to pre-purchase stock.

Earthwatch is a member of the Fundraising Regulator. All our fundraising activity was carried out by internal staff members and approved third party providers in 2021, and we have a number of policies in place to ensure our fundraising activity is transparent.

We have ensured that all fundraising was in line with relevant data protection regulations. We received no complaints about our fundraising practices in 2021 (2020: none).



Strategic report

Objectives and achievements

In our landmark 50th year, the COVID-19 pandemic continued to present unprecedented challenges. Earthwatch rose to meet them with a renewed approach following a thorough strategic review to ensure we were maximising our impact. This review resulted in a streamlined portfolio of programmes and a change in the way we report on our achievements to create greater clarity.

Highlights from 2021 at a glance

Capacity development

We supported 25 early-career scientists from around the world through both the NERC-funded Virtual Community Science Camp and the Neville Shulman Awards.

We brought outdoor learning to over 10,000 pupils through our Earthwatch Education network of over 1,000 educators, predominantly in areas facing multiple levels of deprivation.

We produced inspiring, creative and curriculum-linked learning resources and workshops in collaboration with LEGO and Guinness World Records.

Corporate Learning

More than 1,800 HSBC staff participated in our tailored Sustainability Training and Leadership programmes, which engage and empower HSBC's employees around the world to embed sustainable practices into their day-to-day work, in support of HSBC's climate plan and sustainability strategy.

We designed a new virtual learning programme to inspire and empower employees across Shell, our long-term partners, to understand and activate the key themes of the Environmental Framework, with over 250 employees participating in the pilot phase.

Innovation

Eight Earthwatch scientists were among over 100 international experts on citizen science, who contributed to *The Science of Citizen Science*, a new book that provides a comprehensive point of entry for academics around the world who wish to add citizen science into their research or teaching curriculum.

We completed the co-design and impact assessment frameworks with each of the four case study sites in the

UK, Italy, Hungary and Romania for the MICS project.

Cos4Cloud has seen us work across the whole consortium of partners to develop promotional strategies for each of the 11 technological services aimed at helping citizen science projects to increase the quantity and the quality of observations.

Our EU-Citizen.Science workshops gathered input from across the European citizen science community in determining the most robust ways to engage with the public and policy maker audiences.

Naturehood

A successful communications campaign increased the size of our Naturehood Facebook community to 30,000 followers in a matter of weeks.

We facilitated peer support for the network of 48 Community Leaders through the development of our Community Leaders' portal, which houses training, resources and templates.

Soil and water

We were commissioned by Tate & Lyle to conduct research into the environmental sustainability of stevia production, with results expected in FY22.

We were awarded funding from the United Nations Environment Programme (UNEP) to implement an optimally-designed water monitoring scheme in Sierra Leone.

Defra and the UK Environment Agency commissioned us to advise on how citizen science can be integrated into national fresh water statutory monitoring in the UK as part of the government's 25 Year Environment Plan.

We published 10 papers drawing on FreshWater Watch citizen science data and held two successful pan-European WaterBlitzes.

Tiny Forest

We planted 16 new Tiny Forests across the UK, equating to 9,600 trees and 3,267m² of urban woodland habitat created.

We directly engaged 865 volunteers, including 498 students and 178 teachers as part of our Tiny Forest Education programme. 765 of these volunteers were trained as citizen scientists to collect data from the forests to assess their growth and benefits using a variety of monitoring techniques.

We created and launched a dedicated online Tiny Forest Portal to showcase the growing Tiny Forest movement and each individual forest.

We delivered 16 Science Days across the Tiny Forest network, collecting data to assess the environmental benefits of these young forests.



Soil and water

Working to understand and address the pressure from human activity on our freshwater bodies and agricultural landscapes

Spend:
£734,000

Introduction

Following the FY21 strategic review, two areas of work – sustainable agriculture and fresh water – were streamlined into one programme: soil and water.

We work with communities across the globe, empowering citizen scientists to monitor the health of the fresh water on which we all depend. We support community groups to campaign for cleaner water and support farmers, policy-makers and all parts of the agricultural supply chain to take steps towards more sustainable agricultural practices.

Objectives FY21

- Review the programme strategy to identify a new, bolder vision and map out a path to get there
- Build income streams, including securing funding to expand the Sustainable Development Goal (SDG) pilot project in Africa and funding from at least one water utility company
- Demonstrate how the Environment Agency can benefit from using FreshWater Watch citizen science data
- Establish 30 new community groups
- Develop and pilot Soil Health toolkit for farmers, enabling simple and robust measurement of soil health



Credit: John Hunt

Achievements FY21

In FY21, we reviewed our programme strategy and agreed a bolder vision of our future as well as the path to reach our goals. Our goal is to have 100,000 people safeguarding 10,000 water bodies across Europe and Africa, by 2030.

We secured funding from the United Nations Environment Programme (UNEP) to implement an optimally-designed water monitoring scheme in Sierra Leone. This followed the publication of a paper, in collaboration with UNEP and the Zambian Water Resource Authority, in *Sustainability* showing the value of citizen science monitoring progress towards delivering UN SDG 6. This SDG aims to ensure availability and sustainable management of water and sanitation for all.

As pioneers of the citizen science movement, we were pleased to be commissioned by Defra and the Environment Agency to advise on how citizen science can be integrated into national fresh water statutory monitoring in the UK as part of the Government's 25 Year Environment Plan. Our research found that the WaterBlitz data, supplemented by localised ongoing monitoring by community groups, fills current data gaps and provides information that is not currently collected by the Environment Agency. Importantly, the WaterBlitz model covers a large spatial area and its potential to be scaled nationally to inform national decision-making was recognised. The value of our citizen science programme was also recognised in parliament, as the UK Government's Environmental Audit Committee heard evidence for their enquiry into water quality in rivers. We also laid the groundwork for leading a water quality working group with the Evenlode Catchment Partnership, working with Thames Water in FY22.

In scientific outputs, we published 10 papers drawing on the FreshWater Watch citizen science data in FY21. A particular highlight was our work with Dublin City University, through which we published a paper in *Science of the Total Environment* that demonstrated the added value of citizen science for statutory environmental monitoring, including monitoring progress towards the UN SDGs.

10 new FreshWater Watch community groups joined the movement in FY21, in Tuscany (Italy), Lilongwe (Malawi), Rokel River (Sierra Leone), Jiansu province (China), Lake Balaton (Hungary), Cork and County Limerick (Ireland), Disley, County Fermanagh, Somerset, Loch Leven and the Esk Rivers (UK). In collaboration with Naturalis Biodiversity Centre, we added a Dutch language version to the FreshWater Watch platform and app, bringing the total number of available languages to nine.

FY21 also saw the successful continuation of our annual WaterBlitzes – events bringing together local communities to take measurements in their local waterbodies over one weekend. The Spring WaterBlitz spanned the Thames Valley, Luxembourg, Paris and Dublin and became the biggest WaterBlitz event to date, collecting 1,568 water quality measurements. The report revealed that levels of phosphates and nitrates (key indicators of the health of a waterbody) were elevated in a large number of waterbodies measured by volunteers. The Luxembourg, Paris and Dublin locations were made possible by the FreshWater Watch partnership with Royal Bank of Canada.

The Autumn WaterBlitz took place in September, marking the first time this event has been held in Eindhoven (the Netherlands) and the 12th in the Thames catchment area. A total of 631 measurements were recorded, bringing the global number of FreshWater Watch datasets to over 30,000. Measurements taken by citizen scientists during the WaterBlitz showed stark differences in water quality between the two countries, with only 12% of measured water bodies in the Thames considered as 'good quality', compared to 49% in Eindhoven.

The relationship between soil and water took us beyond the UK and the Netherlands in FY21, to China – the largest producer of the sweetener stevia. Tate & Lyle commissioned Earthwatch to conduct research into the environmental sustainability of stevia production. The study follows previous research conducted by Earthwatch and the Nanjing Agricultural University in 2019 to assess the environmental and socioeconomic impact of stevia farming and identify opportunities for improved farming practices (eg reduced fertilizer use).

Tiny Forest

Spend:
£871,000

Bringing the benefits of a forest into the heart of our cities and urban spaces



The current partnership focuses on a key growing region for stevia in China, the Dongtai region in the Jiangsu province. Stevia farms were selected to study the effect of alternative fertiliser methods on plant growth, leaf dry weight and steviol glycoside content. The chemical and physical properties of soil, nutrient utilisation and nutrient loss were studied over the 2021 growing season. Farmers were then trained to measure nutrient loss to surface waters and superficial (below root zone) ground water by using methods aligned to FreshWater Watch. Results of this study are expected in 2022.

To broaden our opportunities in sustainable agricultural research and action, we developed the Soil Health Toolkit. This set of simple protocols to measure physical, biological and chemical soil properties was tested with farmers in the UK and provided them with valuable insights into the health of their soils. We also co-founded the UKSoils partnership, an ambitious new initiative that aims to kickstart a nationwide appreciation and understanding of the economic, societal and ecological importance of soil health to support action and research.

We ended the financial year with the good news that we won a grant from the Dutch Deltaplan Biodiversity Innovatiefonds, in collaboration with Aeres Hogeschool and de Vlinderstichting, to use Freshwater Watch and the Soil Health Platform to support two groups of farmers who are looking to apply more nature-inclusive farming practices. Results of this work are expected in FY22.

The Earthwatch Hong Kong Awards

Earthwatch has operated in Hong Kong since 2007, when we established a programme of activities there in conjunction with the HSBC Water Programme. This year we launched the Earthwatch Hong Kong Awards for candidates developing public engagement activities that encouraged residents to take action to protect our planet.

We looked for projects which would deliver value to communities, invest in the next generation and strengthen environmental awareness. In particular we sought applications from early career researchers (registered postgraduate students) wanting to share their knowledge and passion for the environment with the wider public of Hong Kong.

Six winners were selected and each awarded a grant of 15,000HK\$ (approximately £1,400) to fund the projects they detailed in their applications.

Many of the winners focus on engagement around marine and coastal environmental issues, targeting young people, including secondary school students and the wider public. The winning projects look at ecosystems, dolphins, bringing natural science research to youth and the public, combining art and wildlife conservation to engage communities, youth conservation leadership and coral restoration.

Introduction

The Tiny Forest movement brings the benefits of a forest – connecting people with nature, raising awareness of the environment, helping to mitigate the impacts of climate change and supporting biodiversity – right into the heart of our cities and urban spaces. Each Tiny Forest is a dense, fast-growing native woodland, typically the size of a tennis court.

This programme has seen significant growth in FY21. Following our first Tiny Forest planted in Witney (Oxfordshire) in FY20.

Objectives FY21

Our initial ambition for this innovative programme is to plant 150 Tiny Forests by 2023.

We moved closer towards this goal in FY21 with the following objectives:

- Implement our Tiny Forest concept, establishing 25 forests and enhancing 5,000 m² of urban/built environment land in the UK
- Demonstrate the social value of accessible green space in urban environments by directly engaging over 6,000 people
- Conduct scientific research on Tiny Forests to measure the impact they have on four ecosystem services (biodiversity, carbon capture, flood management and the cooling effect of trees), as well as assessing social benefits
- Create a pipeline for at least 50 more Tiny Forests in FY22 and a scalable model

Achievements FY21

FY21 saw 16 new Tiny Forests take root across the UK. These pockets of green space were planted in Oxford (2), London (2), Bristol, Glasgow, Jersey, Leicester, Birmingham, Lancing, Wolverhampton, Swindon, Newbury (2), Doncaster and Barnsley. This equates to 9,600 trees and 3,267 m² of urban woodland habitat created. Although this is below our target of 25 Tiny Forests, we are pleased with this progress given the challenging circumstances delivering the project during the ongoing pandemic and have a strong pipeline of forests to plant in FY22 and beyond.

Despite COVID-19 restrictions and national lockdowns, we directly engaged 865 volunteers, including 498 students and 178 teachers as part of our Tiny Forest Education Programme. 765 of these volunteers were trained as citizen scientists to collect data from the forests to assess their growth and benefits using a variety of monitoring techniques. For each Tiny Forest we also recruit volunteer Tree Keepers – engaged individuals who look after their local forest with activities like weeding and litter picking. In FY21 we recruited a growing network of 79 Tree Keepers.

To further support engagement with our Tiny Forest communities, we created and launched a dedicated online Tiny Forest Portal to showcase the growing Tiny Forest movement and each individual forest. This tool enables easy and effective data collection and analysis to support the Tiny Forest monitoring programme as well as providing a community forum space for Tree Keepers and partners. We also produced a suite of engaging resources to support delivery of the Tiny Forest programme, including educational resources for school teachers, Tree ID guides and user-friendly surveys for each one of our environmental research topics.

Corporate Learning

Spend:
£232,000

Equipping people with the skills, passion, knowledge and networks to accelerate impact-led sustainable transformation



Between May and September 2021 we delivered 16 Science Days across the Tiny Forest network, collecting data to assess the environmental benefits of these young forests. Data analysis is underway and preliminary results will be available from FY22. In addition to our core citizen science monitoring, we supported four Master's students to conduct social and environmental research on the Tiny Forest project in FY21. Social research projects assessed people's levels of nature connectedness (finding that Tiny Forest participants demonstrated high levels of nature connectedness), and explored public perceptions of ecosystem services which showed support for complex, interactive urban green space interventions such as Tiny Forest. The environmental research looked at soils in Tiny Forests using multiple indicators of soil quality. These projects provide a valuable baseline to see how soil quality, nutrient availability and biodiversity change over time. Following the success of this research, we plan to expand our engagement with postgraduate students in FY22.

Given the growth of the project in FY21, we have worked hard to refine our delivery model to ensure scalability, efficiency and to maximise collaboration opportunities. For example, our exciting new partnership with Severn Trent Water will see us provide training on the Tiny Forest methodology to co-deliver 72 forests across the West Midlands in FY22. We have also partnered with NatureScot to train Scottish Local Delivery Partners on the methodology. In FY22, we are on target to establish 40 Tiny Forests, as well as delivery of our collaborative partnerships with Severn Trent and NatureScot.

These achievements would not have been possible without our amazing supporters and partners. In FY21 we have worked with 14 local authorities, 5 businesses and 7 pre-existing community groups to fund and deliver the project. We were also successful in securing a grant from the Defra Green Recovery Challenge Fund to establish 12 Tiny Forests. The achievements of FY21 have laid the groundwork for incredible growth of the Tiny Forest movement in FY22.

Introduction

Earthwatch has over 30 years' experience partnering with business to provide award-winning corporate sustainability learning and engagement programmes.

Our corporate programmes support employees at all levels to engage with sustainability challenges, enabling them to make decisions and take actions that catalyse sustainability transformation within the business.

We empower people with the skills, passion, knowledge and networks to accelerate impact-led sustainable transformation.

Our programmes support leadership and professional development, using science and nature as a lens through which leaders gain new insights on their practice and professional goals, and the challenges of decision making under uncertainty.

Objectives FY21

- Reframe our overall corporate learning offering to make it clearer for potential new partners
- Work with our existing partners to develop programmes to meet agreed partnership objectives
- Continue to design programmes in line with our science and nature connection approach despite the impacts of COVID-19



Capacity development

Spend:
£267,000

Supporting and empowering educators, pupils,
early-career scientists and communities

Achievements FY21

In order to make our corporate learning offering clearer for potential new partners, in FY21 we updated the way we talk about our learning programmes to make them more accessible and business relevant, with the aim of helping more companies empower their staff around their sustainability strategy and in taking action for the environment.

FY21 saw more than 1,800 HSBC staff participating in our tailored Sustainability Training and Leadership programmes, which were substantially redesigned in 2020 to a suite of modular online sessions following COVID-19 restrictions. We continue to deliver these sessions for HSBC across a number of business units in Europe, Asia and the Middle East. This activity builds on our long history with HSBC – we've worked with them for over 20 years and engaged with over 20,000 employees on a range of environmental issues from water pollution to climate change and the need for urban resilience.

Our tailored Sustainability Training and Leadership programmes engage and empower HSBC's employees around the world to embed sustainable practices into their day-to-day work, in support of HSBC's climate plan and sustainability strategy.

In FY21 we continued our work with Shell, another organisation we've worked with for over 20 years. We planned in response to the launch of the new Shell Respecting Nature goal and the ongoing restrictions caused by COVID-19. Our approach aims to generate new knowledge and commitment to the environment, enhanced internal networks, and opportunities to develop leadership skills, that help build employee momentum around Shell's Respecting Nature commitments as part of their Powering Progress strategy.

We've designed a new virtual learning programme to inspire and empower employees across the organisation to understand and activate the key themes of Respecting Nature. The initial focus has been a series of introductory sessions for all employees, where over 250 people have taken part in the pilot phase. Our activity will include further roll out of the general introductory sessions, leadership workshops, and a programme targeting environmental practitioners in the coming months. A connection to nature and a fundamental appreciation of global challenges is embedded across the programme. In FY22 we plan to extend this to include in-person activities, mentor development packages and regional learning experiences.



Introduction

We work with teachers and educators, particularly in areas experiencing multiple layers of deprivation, to build confidence, motivation and knowledge in environmental and outdoor learning, to inspire the next generation and empower them to take positive action for the planet.

We have a long history in providing career development training and capacity building opportunities for early- to mid-career researchers, in the UK and overseas. We continue to deliver programmes to support the development of environmental professionals, particularly those who have limited access to funding, training or support but who are committed to community engagement in science.

We support communities directly through activities and opportunities to connect to citizen science projects such as Tiny Forest, FreshWater Watch and Naturehood; indirectly through developing outreach and co-creation skills in early-career researchers; and by working directly with communities in Birmingham to understand how different groups connect to and use the environment.

Objectives FY21

National Environmental Research Council (NERC)

Engaging Environments Programme:

- Provide opportunities for public engagement in science through the work of a Community Engagement Officer in Birmingham
- Co-design and deliver a virtual community science camp which builds the capacity and confidence of early-career scientists

Provide research and training grants for environmental scientists in the early stages of their careers through the Earthwatch Neville Shulman Awards

States of Jersey Next Generation Programme:

- Support next generation and the environment in Jersey by offering two internships with the Government of Jersey
- Run education sessions at the Jersey Tiny Forest

Earthwatch Education:

- Design and deliver Teach Earth, a professional development programme of learning in outdoor and environmental education, for six cohorts of trainee teachers, through the support of SC Johnson
- Build collaborative partnerships to secure commissioned learning resource development work, linked to the UK national curriculum to embed and inspire outdoor education
- Design and deliver the Tiny Forest Schools programme:
 - Create a suite of citizen science and learning resources
 - Create in-person and online educator training sessions and school learning programmes for planting days and science days
 - Focus our work with urban schools in areas facing multiple levels of deprivation

earthwatch
learning





Achievements FY21

NERC

Our Community Engagement Officer has worked with communities, a wide range of groups and individuals across Birmingham, leading events and joining activities such as planting days, pond creation, creation of pollinator gardens, a sustainability festival and tree planting. We are an active member of Birmingham Engaging Environments Community of Practice (BeeCOP) which brings together staff from the University of Birmingham, local environmental organisations and social enterprises to find better ways of connecting the public to science, and academics to communities.

Elsewhere in Birmingham, we commissioned BLESST, a social enterprise, to produce a short film exploring the stories of local communities and their connection to nature. The first live screening to those involved was held at the BLESST Centre in September, alongside an online screening option.

We co-created and ran the Virtual Community Science Camp between May and June in FY21. 19 early-career scientists from around the world took part and engaged in workshops over a five-week online training course to deepen their understanding around engaging communities in their research. With contributions and content from a wider range of partners and experts we have produced materials and resources which will be accessible beyond the scope of this course.

Neville Shulman Awards

The FY21 Earthwatch Neville Shulman Awards allowed us to support six early-career conservationists from Malawi, Kenya and Madagascar. The Awards enabled them to deliver research and education projects focusing on Nature in Cities, the Impacts of Climate Change, Freshwater Pollution and the Loss of Wildlife. Their work especially focuses on the local communities affected to empower them to create sustainable change.

States of Jersey programme

Through the States of Jersey Next Generation Fund we were able to offer two FY21 internship placements. The internships included a place on the Virtual Community Science Camp. We engaged 9 community members, 130 students and 10 teachers through Jersey Tiny Forest.

Earthwatch Education

Our Earthwatch Education programme focuses its efforts in engaging and inspiring schools, educators and pupils in areas experiencing multiple levels of deprivation. Within our Teach Earth and Tiny Forest Schools programmes, this has been a key element in how we choose who we work with, where we base the Tiny Forests and how we design and deliver our learning programmes, using guiding criteria to ensure equitable access to our programmes and environmental education.

Through the Teach Earth programme, we have built collaborative partnerships with six universities and teacher training providers across the UK, delivering an in-person and online learning programme of outdoor and environmental education professional development.

The Tiny Forest Schools programme has engaged schools across the UK, from Jersey to Glasgow, getting pupils hands-on with planting their own Tiny Forests, training teachers and pupils in citizen science monitoring techniques, and creating inspiring teaching resources for ages 4-16 to facilitate a strong and sustained connection to nature.

The Earthwatch Education team created a suite of 206 learning resources and 13 workshops independently and in collaboration with LEGO and Guinness World Records to enable educators to lead inspiring, creative and curriculum linked environmental education for ages 4-16, all hosted on our Earthwatch Education online platform. Key stage two and three STEM Challenges will soon be added to engage the next generation in solutions thinking in creating climate-proof cities.

Early-career scientists

Area of work	Number of people
Virtual Science Camp	19
Jersey interns	2
Neville Shulman Award winners	6

Communities

Area of work	Number of people
50 x events	> 480

Earthwatch Education

Area of work	Number of people
Teacher Training Programmes	962 formal and informal educators at different career stages 8,210 additional pupils via work with teachers
Tiny Forest	498 pupils, 178 formal and informal educators 2,154 additional pupils via work with teachers
Online platform	6,298 users 185,201 comms reach

Total: 27

Total: >480

Total: 203,501

Innovation

As a leader in science and engagement, we trial innovative tools and approaches to improve our own practice and that of the wider scientific community

Spend:
£499,000

Introduction

Earthwatch is a global pioneer in developing the discipline of citizen science, conducting our own in-house research and partnering with other organisations to create knowledge, build resources and establish best practice for the wider scientific community.

The majority of this work currently takes place within four European funded projects:

- MICS (Measuring Impact of Citizen Science) in which we are the coordinator
- MONOCLE (Multiscale Observation Networks for Optical monitoring of Coastal Waters, Lakes and Estuaries) in which we lead the exploitation effort
- Cos4Cloud (Citizen Observatory Services for the European Open Science Cloud) in which we also lead the exploitation effort
- EU-Citizen Science in which we lead the Awareness and Engagement effort, with a focus on the public and policy-makers

We also have a diverse network within the citizen science community, with whom we collaborate on new research proposals that support our organisational objectives, and publish original research into the science of citizen science.

Objectives FY21

Our Innovation research focuses on:

- Advancing citizen science theory and practice, including knowledge on how to improve:
 - Data interoperability
 - Engagement and retention of diverse audiences, as indicated by improved environmental intelligence and sustained behavioural changes
 - Outcomes and impact for the environment
- Creating platforms, collaborations and knowledge exchange that enhances the environmental impact of our programmes
- Creating methods and tools that will allow novel data collection and analysis within our programmes

Achievements FY21

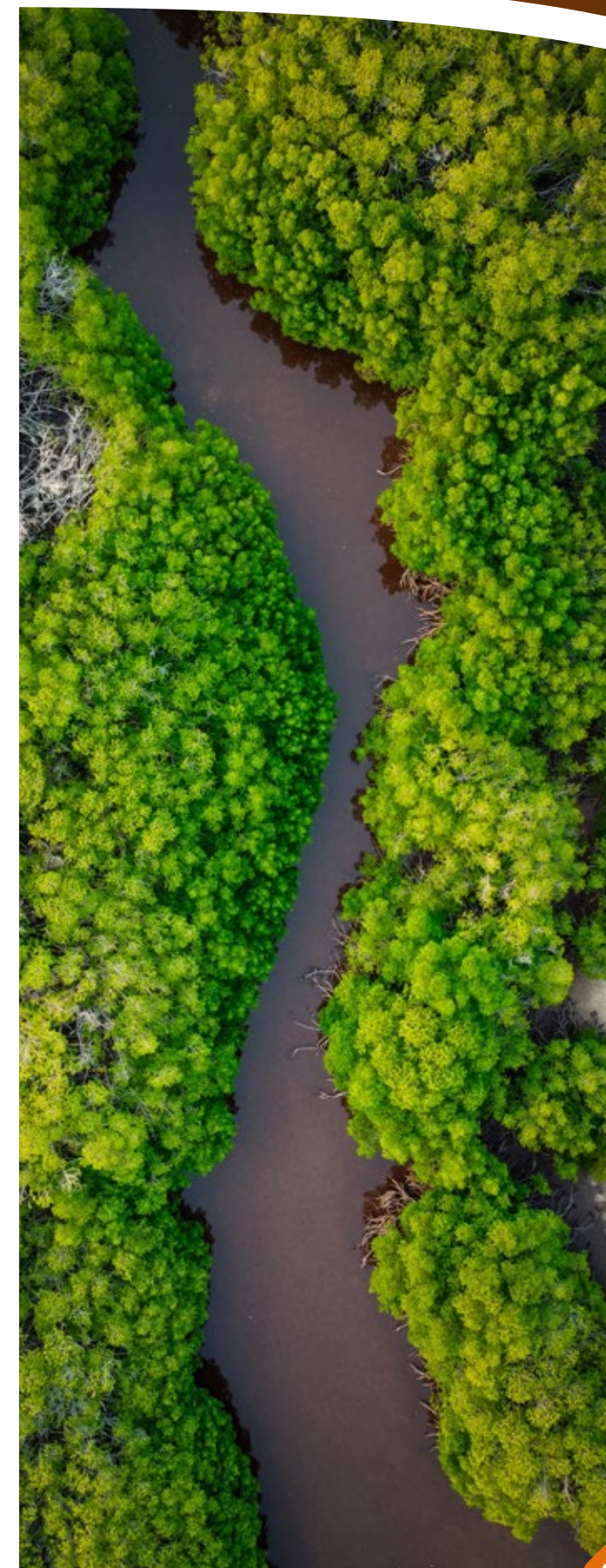
In FY21 we have continued to feel the impact of COVID-19 across our projects with delays and/or restrictions for fieldwork and engagement activities.

For **MICS**, with great efforts from all partners, we were able to complete the co-design and impact assessment frameworks with each of the four case study sites in the UK, Italy, Hungary and Romania. We've also continued to develop the online platform that will enable citizen science project coordinators to utilise the same techniques to really understand and measure the impact of their citizen-science project at any stage of the project's lifecycle. MICS will also enable citizen scientists to measure the difference they have actually made to their environment, the economy, society, governance and science. The project has been extended to enable all objectives to be fully achieved.

MONOCLE has also been extended to enable more time for the project partners to complete all aspects of the project. We've continued to support local FreshWater Watch field work in Sweden, Brazil and Tanzania and our work on exploitation has delivered clear plans to ensure the outputs of the project will have maximum impact. Similarly our work on Cos4Cloud has seen us work across the whole consortium of partners to develop promotional strategies for each of the 11 technological services aimed at helping citizen science projects to increase the quantity and the quality of observations.

For EU-Citizen.Science we ran and supported several workshops to gather input from across the European Citizen Science community in determining the most robust ways to engage with the public and policy maker audiences. These contributions have been summarised and shared on the eu-citizen.science platform.

Eight Earthwatch scientists were among over 100 international experts on citizen science, who contributed to *The Science of Citizen Science*, a new book that provides a comprehensive point of entry for academics around the world who wish to add citizen science into their research or teaching curriculum. The landmark open-access publication was released in January 2021 by Springer publishing, and features three chapters authored by Earthwatch staff.



*These projects have received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No.s 776480 [MONOCLE], 824711 [MICS], 824580 [EU-Citizen.Science] and 863463 [Cos4Cloud].

Naturehood

Supporting urban wildlife through community engagement

Spend:
£199,000

Introduction

Naturehood is a wildlife project with a difference. Not only does it empower individuals to take wildlife-friendly actions in their own green space, it also brings people together to make changes around their neighbourhood. These community-scale strategies are designed to:

- Create a 'network for nature', joining up individual actions to significantly increase their benefits to wildlife
- Address the priorities each individual neighbourhood has identified, bringing people together through collective action and shared vision

Objectives FY21

- Further establish a national, digital Naturehood movement, with a mass UK audience coming together online to take action for wildlife and support Naturehood action in the community
- Grow the network of Naturehood groups and leaders taking action on the ground, including targeted outreach to under-represented audiences
- Build income from a diverse range of income streams, including public giving, corporate sponsorship and charitable grants
- Adjust the Naturehood concept to the Dutch context and seek funding for a pilot in the Netherlands

Achievements FY21

The start of the new financial year saw Naturehood seeking to consolidate its transition from a community-based, Lottery-funded pilot to a digital-first offering. The ongoing pandemic and associated lockdowns created a very challenging environment for Naturehood which, as a programme, centres on facilitating in-person community connection.

The substantial growth of our digital user base in FY20 resulted in 48 registered community groups taking part in Naturehood around the country. Following an evaluation of Leader needs during the first quarter of FY21, we developed a raft of new guidance to help them organise their efforts (for example, how to form a committee or identifying the best channels to get people involved). We also facilitated peer support and sharing of best practice through the development of our Community Leaders portal, which houses training, resources and templates.

We launched a highly successful communications campaign in January which increased our Naturehood Facebook page to 30,000 followers in a matter of weeks. The Facebook page has become the social hub for Naturehood that unites individuals who share a passion for wildlife and provides them with ideas, inspiration and guidance on how to help nature thrive in their local area. Some of our page followers have since supported Naturehood financially through birthday fundraisers, a Pollinators summer appeal, merchandise sales and direct donations.

At the start of the year we had identified the need to engage more diverse community representatives, and sought to target key under-served audiences: young

people, BAME groups, and disadvantaged communities. As such, we applied for two large grants from the Green Recovery Fund and National Lottery Heritage Fund to enable this, but we were sadly unsuccessful in securing that funding in an environment which, due to the pandemic, had become increasingly competitive.

In the Netherlands we teamed up with Drift (Dutch Research Institute for Transition) to adapt the Naturehood concept to the needs of Dutch cities and communities. Through this collaboration and a range of conversations with stakeholders, we established a need for better integration of climate change and biodiversity action and better long-term monitoring. To address this, we developed the Dutch Naturehood concept, which embodies the full Naturehood community approach and is centred around co-creation, coaching and citizen science.

We continue to seek funding with a more ambitious vision for the community-based elements of Naturehood, which aims to create greater equity of access to green space, enhances a sense of belonging and improves mental and physical wellbeing for groups who are under-represented in the conservation movement.



Strategic activities

Growing our networks to maximise our impact and funding base for the future

Spend:
£274,000

Introduction

During 2021, our 50th anniversary year, we explored and delivered several new initiatives. These strategic activities were designed to innovate, expanding our reach and approach to engaging the public with environmental action, and also support our fundraising activities, ensuring that we continue to have impact and financial security for the next 50.

Objectives FY21

To bring our work to more people by piloting 'Earthwatchers', a citizen science platform that makes tangible links to the big issues of our time and offers an engaging and rewarding long-term experience to participants.

To explore a potential partnership with the Hill End Outdoor Education Centre in Oxford, including the benefits to Earthwatch of having a physical site on which to run activities supporting our charitable mission.

In partnership with Mitsubishi Corporation, take our decade long coral reef research in the Seychelles into active conservation, by focusing on certain reef areas and species that are better able to withstand thermal events and applying an innovative approach of coral restoration, the Mars Assisted Reef Restoration System. This project contributes to finding solutions to coral loss and the impact of climate change.

To mark 50 years of Earthwatch in an anniversary publication and at a celebration event, reflecting on our achievements and reconnecting with supporters to share our future direction.

Achievements FY21

We launched Earthwatchers on 1 February 2021, and within the subsequent weeks saw over 2,000 users register on the platform, participating in our first three projects:

1. RiverWatch: Plastic Pollution, which enabled participants to choose a location near a river, stream, canal or estuary and then count and categorise the litter they find.
2. Your Household Footprint, which gives users the opportunity to track up to three different household activities that contribute to our carbon footprints (travel, recycling and heating).
3. Tree Tracking, an ongoing project where participants monitor a tree, or set of trees, over a period of time to help us build a dataset on trees in different environments.

Survey responses (at three months after the launch) showed that 83% of participants enjoyed contributing to scientific research, with 67% also saying that they feel part of a wider movement.

As a result of the strategic portfolio review in June 2021, however, Earthwatchers was 'paused' to allow increased focus, and impact, in other programmes of work. The site remains fully functional and we look forward to implementing the valuable insights and learnings we have gained from the pilot, and continuing work on this project at a suitable time in the future.

We commissioned a feasibility study for a potential partnership with Hill End, drawn up by visitor attraction agency TVAC. This work was supported by a working group of staff and Trustees to establish Earthwatch's vision for the site and identify connections between our charitable mission and that of Hill End. Although the feasibility study highlighted significant opportunities for both income generation and environmental impact, both charities decided not to continue exploring this avenue because it took them too far away from their core mission. However, Earthwatch will remain open to exploring opportunities to develop new ways of engaging the public with the environment in this manner.

Our work in the Seychelles on coral conservation with the support of Mitsubishi was impacted heavily by COVID-19 and our inability to travel. We are in conversations with our local partner, SNPA, to discuss the legacy of this 15-year project, but have taken the decision, together with Mitsubishi, not to continue it.

We produced our publication *50 Years of Creating Knowledge and Inspiring Action*, a collection of 50 stories demonstrating the impact of Earthwatch's work and the subsequent change it has inspired for so many who encounter it. Our anniversary appeal, which included sponsorship of the celebration book, raised £25,000 from sponsors, through both individual and corporate philanthropy.

The year culminated in the 50th anniversary celebration event, generously supported by the Mitsubishi Corporation Fund for Europe and Africa. The event was a resounding success, bringing together more than 200 supporters and proving to be a powerful tool in reconnecting, rekindling and initiating relationships. It showcased our new projects and approaches, and enabled us to further develop relationships with donors, charitable trusts and foundations, corporate partners and community fundraisers. In total there were approximately 200 attendees, over 20 speculative conversations were initiated about future projects, and more than £5,000 was raised directly.



Earthwatch and Mitsubishi Corporation have worked together since 1993, making the company one of our longest-standing partners.

Coral reef conservation is one of Mitsubishi Corporation's key areas of focus for their environmental work. As well as funding the Global Coral Reef Conservation Project since 2006, Mitsubishi Corporation has also played a vital role in supporting local scientists, funding training opportunities for more than 70 local scientists within the East African region, and assisting research directly through volunteering opportunities for employees. We are very proud of the impact of this partnership, through which Seychelles coral reefs have become more resilient, protecting these vital ecosystems against climate change and other threats.

In addition to our work on coral reefs, Mitsubishi Corporation has supported Earthwatch through its charitable foundation, the Mitsubishi Corporation Fund for Europe and Africa. The funding we have received over several years has enabled Earthwatch to reach out to new audiences through a range of public debates, film competitions and engagement initiatives. We are grateful for their support of the Earthwatchers initiative and the 50th anniversary celebration during the challenging financial landscape we faced in 2021.



Financial review

Summary

2021 was a year of transition for Earthwatch Europe, with a reduction in some of our longstanding sources of funding but positive advances in securing a wider breadth and number of new funders. These green shoots were set against the backdrop of the continuing global pandemic, which prevented face-to-face activity for much of the year. As a result, our income has reduced from £2.1m in 2020 to £1.3m in 2021, but with long-term funding agreed during the second half of 2021, we are likely to see a bounce back in 2022.

In spring, we undertook a planned strategic review. This was the halfway point of our 2019-2023 strategy, a chance to reflect on what was going well and to consider whether the organisation was on track to meet its impact and income expectations. The conclusion of the review was that our set of programmes was too broad for effective fundraising and was diluting our potential for impact. During the summer, the number of programme areas were reduced to prioritise those that are most effective and impactful; each of these priority areas has a revised delivery and impact plan to accompany it. This has allowed more concentrated and effective fundraising strategies, from which we are beginning to see the results.

Whilst we anticipate an increase when we look ahead to 2022 and are pleased with the progress being made since the strategic review, the need to secure new sources of income and impact remains urgent. The £1.1m reduction in unrestricted funds was planned in order to develop and grow our activities, but further substantial reductions will quickly erode our General Funds.

As we look ahead to 2022, we are projecting a lower reduction in general reserves of less than £1m. This projection relies on us meeting challenging new income targets, but the progress made in 2021 has been carried into the early part of 2022 and so we are currently on track to meet these. In light of the ongoing challenge, the Board will continue to scrutinise ongoing financial results and future forecasts.

The financial results relate to the operations of Earthwatch Europe (Conservation Education & Research Trust); please see below for the range of connected international charities within the Earthwatch family. Whilst our focus is on the UK, Europe, Africa, the Middle East and India, we have many programmes that take us further afield and a number of international programmes in which we collaborate with other Earthwatch charities.

Income

Source of income	2021 (£'000)	2020 (£'000)	% change
Corporate partnerships	705	1,159	-39
Research grants	148	438	-66
Trust, foundation and other grants	189	107	+77
Major donors and legacies	20	35	-43
Unrestricted individual income	72	80	-10
Interest and investment income	119	150	-21
JRS Income	18	88	-80
Total	1,271	2,056	-38%

Income has reduced by 38% from 2020 to 2021, predominantly from reductions in research grants and corporate partnerships.

The reduction in research grants is just an output of the payment schedules within these projects, with funds received in advance for activities in this financial year. In terms of corporate partnership income, this reduction is due to a single partnership with Shell. The funding for the partnership was over £900k in 2020 but, due to COVID-19, that funding will now spread over a period of more than two years.

When we look past the Shell partnership, we have had a positive year in both corporate partnerships and grants, with new sources of funding from a much wider range of partners including Defra, Fever-Tree, Thames Water, Severn Trent and Tides Foundation.

Income from the job retention scheme reduced as we welcomed staff back from furlough in 2021 and investment income was weaker in 2021.

Expenditure

Type of expenditure	2021 (£'000)	2020 (£'000)	% change
Cost of raising funds	498	592	-16
Soil & Water	734	1,146	-36
Tiny Forest	871	9	9,578
Corporate Learning	232	1,279	-82
Capacity Development	267	275	-3
Innovation	499	565	-12
Naturehood	199	684	-71
Strategic activities	274	41	568
Total	3,573	4,594	-23%

Total expenditure reduced by close to £1m from 2020 to 2021. This reduction was pandemic-induced: many activities had to be delayed or cancelled due to ongoing restrictions. This was particularly relevant in some areas such as corporate learning, where a larger programme of in-person events was possible in the first half of 2020.

Reductions in expenditure were offset by the success of our Tiny Forest programme, where socially distanced planting was possible under most COVID-19 restrictions and community and school events were able to start again during spring.

Expenditure is classified into our six strategic programmes of work, along with fundraising on the Statement of Financial Activities (SOFA). Objectives and achievements in each area are laid out above in the Trustees Report and a detailed analysis of expenditure is shown in Note 6 of the financial statements below.

Earthwatch Ltd (registered in Hong Kong) is consolidated into the SOFA and in the Group figures on the balance sheet (see note 12). The impact of this consolidation is minimal, as all the income for Earthwatch Ltd is received from Conservation Education & Research Trust.



Reserves

General reserves

The Trustees continue to maintain a risk-based policy of holding six months’ cover for operating costs (target: £1.9m, calculated with a view to projected spend). At 30 September 2021, General Funds for the charity stood at £2.8m (2020: £3.2m), representing less than 9 months’ operating costs. We retain a level of reserves above our stated target but this does not take into account our anticipated spending. After a reduction of £0.4m in 2021, we expect a further reduction in General Funds in 2022 through planned expenditure supporting our strategic priorities.

We face a significant challenge to ensure that this trend does not continue. In longer-term planning, we expect to return to a break-even position before reserves dip below 6 months’ operating costs. We will continue to invest in the right projects that we believe have impact and high long-term fundraising potential, but we must build on the results of the last few months to succeed.

In the Group accounts, there is a further fund which represents the net current assets held in Hong Kong (£119k). They have been set aside, as they must be used for expenditure within Hong Kong.

Designated funds

The designated fund balance for the charity is a combination of two elements: the Capital Fund made up of unrestricted funds held as fixed assets, eg equipment (£28k); and funds that are already committed to delivering existing projects across our strategic priorities that originate from a variety of funders. These funds have not been restricted by the funder (2021: £0.8m, 2020: £1.4m), but all are allocated for spending in 2022 or beyond with little possibility of redirection.

Restricted funds

The restricted fund balance is made up of funds that have been received in advance, but are committed to specific programmes as requested by donors. At 30 September 2021, they stand at £0.8m (2020: £2.0m).

These restricted funds originate from a mix of funders and are scheduled for expenditure on research and other activities in 2022 and future years.

Endowment funds

Earthwatch Europe holds a balance of £1m (2020: £1.0m) in Endowment Funds, which represents an endowment provided by the Sultanate of Oman. The interest earned was intended to support Omani students and scientists to participate in our projects. The progress of this fund has been hampered initially by low interest rates and the COVID-19 pandemic. We hope to start this in 2022, if we can do so safely.

Investment strategy

Earthwatch holds the majority of its funds in an investment portfolio managed by Sarasin. The funds held and the returns on each are shown in the table below. Earthwatch Europe’s investment policy is to produce the best financial return with an acceptable level of risk. The objective for funds held in the long term is to generate a return at least in line with inflation (RPI), with shorter-term funds preserving their capital value with a minimum level of risk.

The funds are subject to positive screening to ensure that our investments match our charitable objectives. In particular, we are proud to have our long-term reserves (£1.95m) invested in Sarasin’s Climate Active Fund.

The Sarasin & Partners Climate Active Endowment Fund is a multi-asset investment portfolio that aims to bring about, and benefit from, action by businesses to strengthen their resilience to climate change in line with the Paris Climate Accord. Investment and divestment decisions are made using a case-by-case assessment of the vulnerability of each company to climate change and whether it will be able to develop a climate-aware strategy that will deliver attractive long-term returns for shareholders. This is a very similar approach to the one that Earthwatch takes with its own corporate partnerships, and we are therefore pleased to be able to invest in such a fund with Sarasin.

Both the Finance Committee and the Board review the performance of the funds on a quarterly basis and meet regularly with Sarasin & Partners to discuss performance and investment. In December 2020, the Board made a decision to withdraw funds amounting to £1.5m from our medium-term investment in order to cover cashflow for the next two years. This decision was made due to financial uncertainty in the markets and the cash needs of the organisation over the next two years.

Bank	Type of Account	Amount held at 30.9.21	Interest rate/Return in period
Nationwide	instant access	£351k	0.05%
Barclays	current accounts	£1.16m	n/a
Sarasin	1-3 month deposits	£17k	0.7%
Sarasin	Income and reserves fund	£2.30m	2.4%
Sarasin	Climate Active Fund	£1.95m	11%

Remuneration policy

Our approach to remuneration is designed to ensure we can attract and retain the talented and motivated people we need to achieve our mission and deliver our strategic goals. It is applied consistently across the organisation, both in terms of how we set salaries and the benefits we offer our employees. Pay is reviewed annually by the Executive, and an increase amount (rather than a percentage increase) can be agreed for all employees with over six months’ service. This is set by taking account of the market, cost of living increases and the organisation’s ability to pay. We offer paid internships and review and maintain internal pay relativities; pay progression is linked to development in the role and growth of the role. Our salaries and benefits are compared to other similar not-for-profit organisations.

Gender pay gap

At the end of our financial year, the average hourly salary for women in the organisation was 29% below the average hourly salary for men (2020: 15% below). In median pay, the hourly figure for women was 4% below the median hourly pay for men (2020: 13% below).

These aggregate figures do not tell the full story. We have significantly more women than men in the organisation (33 women, 18 men) with many more at lower levels of the organisation. We are close to having a balance at the top of the organisation and, as shown below, women are on average paid more than men in three quartiles.

Earthwatch Europe is far below the threshold for reporting on gender pay (with fewer than 250 employees), but we believe it is important for organisations to be transparent. However, as a smaller organisation, individuals that fill certain positions (whether men or women) can have a larger bearing on the statistics.

During 2021, we had the following split of men and women in each pay quartile:

Lowest quartile	2021	2020
Men	15%	31%
Women	85%	69%

Average pay for men in this quartile is 5% below women (2019: 14% below).

3rd quartile	2021	2020
Men	54%	37%
Women	46%	63%

Average pay for men in this quartile is 2% below women. (2020: equal)

2nd quartile	2021	2020
Men	15%	19%
Women	85%	81%

Average pay for men in this quartile is 6% below women (2020: 4% above)

Top quartile	2021	2020
Men	58%	47%
Women	42%	53%

Average pay for men in the quartile is 13% above women (2020: 13% above)

Women make up 65% of the workforce in 2021, with a higher proportion of women to men in two quartiles and only slightly more men in two others. The only quartile where women are paid less than men on average is the top quartile. Earthwatch has a male CEO and this role will have a significant impact on the statistics depending on male or female post-holder.

For more information on our work to improve equity, diversity and inclusion, please see page 6.

Statement of going concern

The Trustees recognise that there are uncertainties in the delivery of our strategic plan as well as in external factors such as the COVID-19 pandemic, although none are so significant that they affect going concern. As detailed in our reserves policy, we hold general reserves to provide cover to allow us to adjust our strategic plan and continue activities. We are satisfied that the charity has the resources to operate for the foreseeable future and therefore the accounts have been prepared on a going concern basis.

Administration and governance

Other working names: **Earthwatch Institute (Europe), Earthwatch (Europe), Earthwatch Institute**
Company number: **4373313**
Charity number: **1094467**
Registered office and operational address: **Mayfield House, 256 Banbury Road, Oxford, OX2 7DE**
Country of registration: **England & Wales**
Country of incorporation: **United Kingdom**

Trustees

The Trustees who were in office throughout the year and up to the point of approval of these financial statements, unless otherwise stated, were as follows:

Lucian J. Hudson	Chair
Geoff Lane	Vice-Chair
Superna Khosla	Treasurer (resigned May 2021)
Iain Coucher	
Dorothee D'Herde	
Lisa King	
Dax Lovegrove	
Ed Green	
Adam Powell	
Jack Matthews	
Nina Bhola	(joined Jan 2021)
Cristian Parrino	(joined Jan 2021)
Emily Murrell	(joined Jan 2021)
Ben Wilson	(joined Jan 2021)
Jos Huijbregts	(joined Jan 2021, Treasurer from May 2021)

The average age of our Trustees at 30 September 2021 was 50 (2020: 52); this is significantly lower than the average age of a Trustee across the voluntary sector, which is 61 (Charity Commission report, January 2017).

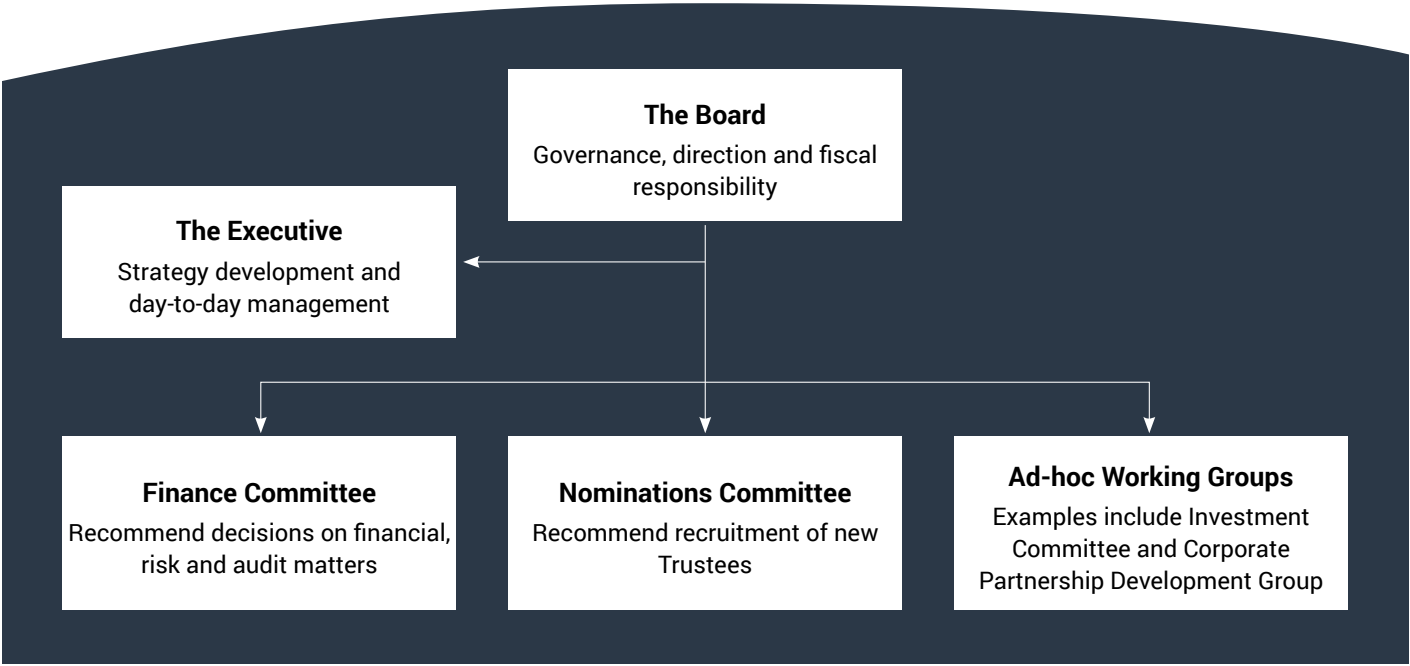
Earthwatch provides Trustees with governance training when they join the organisation. As part of their induction, Trustees will also spend time with the Chief Executive and relevant members of the Executive Management Team who will provide them with an overview of Earthwatch Europe and its current priorities and challenges. A Trustee handbook, which contains all relevant background information and links to key documents, is also provided.

Key management personnel

Steven Andrews	Chief Executive
Neil Bailey	Philanthropy Director
Maria Pontes	Programmes & Partnerships Director (maternity leave until May 2021)
Clara Stevenson	Programmes & Partnerships Director (maternity cover until May 2021)
John Ward-Zinski	Business Development Director
Amy Crosweller	Acting Director of Fundraising & Communications (from July 2021)
Toos van Noordwijk	Science, Policy and Innovation Director
Peter Stimpson	Operations Director (until September 2021, then was retained as a consultant)

The total aggregated salary cost of management personnel in 2021 was £415k (2020: £372k). The increase in costs is due to the addition of the Director of Business Development role to the management team in order to strengthen this function.

Governance structure



Auditors, Bankers, Solicitors

Auditor: Sayer Vincent LLP
Investment Manager: Sarasin & Partners LLP
Bankers: Barclays Bank plc, Oxford; Nationwide plc
Solicitors: Blake Morgan LLP, Oxford, and Stone King LLP, London

Risk management

The Executive Team reviews risks regularly and produces a full risk register for discussion at least once per year at Board level with regular summaries of movements in key risks provided frequently throughout the year. A key risk mitigation summary is included along with any details of further work to mitigate key risks.

Key risk	Explanation	Mitigation
Failure to secure new income and meet financial targets.	Our impact depends on being able to secure funds. We are building a wide pipeline of new funders but we still need many more to meet our strategic objectives	Our ability to raise funds relies on having an appealing and impactful portfolio of work and clear and focused outcomes in each programme. We will continue to work on this in order to give fundraising teams the best chance of delivering funds
Downside risk on investments.	Earthwatch holds its reserves in investments and these funds are required to support our transition over the next few years towards a financially sustainable organisation.	At the end of the year, markets were becoming increasingly volatile due to a mixture of supply chain issues, inflation and ongoing pandemic related issues. We have decided to pursue a more conservative investment strategy as a result, holding a greater percentage of funds in cash.
IT systems not fit for purpose in a growing, diversifying organisation.	As we have expanded our sources of funding, our financial system has come under increasing strain.	We have commenced a financial systems review which will lead to the implementation of a new system in Spring 2022.

Connected charities

The Charity works in association with the following affiliated licensed charities who all have similar missions, and contribute to and participate in the same international programme of science and engagement activities.

Earthwatch Europe harnesses this network of connected charities to ensure global capability to deliver large-scale programmes and partnerships. The coverage across the Americas, Asia and Australia means that we can deliver globally whilst retaining a local focus.

Earthwatch Australia

Suite G-06,
60L Green Building
60 Leicester Street
Carlton, VIC 3053
Tel: + 61 (0) 3-9016-7590

Earthwatch Expeditions Inc.

1380 Soldiers Field Road, Suite 2700,
Boston, MA 01235, USA
Tel: +1 800 776-0188

Earthwatch Ltd, Hong Kong

Room 901/4, Hang Seng North Point Building, 341 King's
Road, North Point Hong Kong
Tel: +852 28381114

Earthwatch Institute, India

459 Augusta Point,
Level 4, Sector 53,
Golf Course Road,
Gurgaon, 122002, India
Tel: +91 124 4354160

Earthwatch Institute, Japan

Food Science Building 4F
University of Tokyo 1-1-1, Yayoi, Bunkyo-ku
Tokyo 113-8657
Japan
Tel: + 81-3-6686-0300

Statement of Trustees' responsibilities

The Trustees (who are also directors of Conservation Education & Research Trust for the purposes of company law) are responsible for preparing the Trustees' annual report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and group and of the incoming resources and application of resources, including the income and expenditure, of the group for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statement of Recommended Practice
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper 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. They are also responsible for safeguarding the assets of the charitable company and group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware
- 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.

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.

This Report, which includes the strategic report, was approved by the Trustees on 25 February 2022 and signed on their behalf by:



Lucian J Hudson
Chair



Independent auditor's report to the members of Conservation Education & Research Trust

Opinion

We have audited the financial statements of Conservation Education & Research Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 30 September 2021 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group's and of the parent charitable company's affairs 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
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the group 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 Conservation Education & Research Trust'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 trustees' annual report, including the strategic report, other than the group financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group 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 group 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 group 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.

Opinions on 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, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report, including the strategic 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, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires 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 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 in the trustees' annual report, 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 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's 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 auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with 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 extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the board of trustees, which included obtaining and reviewing supporting documentation, concerning the group's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial

statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sayer Vincent LLP

Jonathan Orchard (Senior statutory auditor)

28 March 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

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

Financial statements

Conservation Education & Research Trust

Consolidated statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 September 2021

	Note	Unrestricted £	Endowment £	Restricted £	2021 Total £	Unrestricted £	Endowment £	Restricted £	2020 Total £
Income from:									
Donations and legacies	2	109,620	-	-	109,620	168,035	-	-	168,035
Charitable activities	3	311,668	-	730,652	1,042,320	996,806	-	740,580	1,737,386
Investments		119,239	-	-	119,239	135,477	6,939	7,948	150,364
Total income		540,527	-	730,652	1,271,179	1,300,318	6,939	748,528	2,055,785
Expenditure on:									
Raising funds		498,233	-	-	498,233	592,132	-	-	592,132
Charitable activities									
Soil & Water		472,101	-	261,622	733,723	1,086,477	-	60,014	1,146,491
Tiny Forest		315,271	-	555,840	871,111	2,068	-	7,125	9,193
Corporate Learning		22,615	-	209,445	232,060	(110,356)	-	1,389,779	1,279,423
Capacity Development		91,103	852	174,640	266,595	194,168	-	81,123	275,291
Innovation		86,552	-	412,451	499,003	227,112	-	338,280	565,392
Naturehood		57,863	-	140,789	198,652	684,978	-	-	684,978
Other		91,369	-	182,807	274,176	40,979	96	-	41,075
Total expenditure	4a	1,635,107	852	1,937,594	3,573,553	2,717,558	96	1,876,321	4,593,975
Net income / (expenditure) before net gains on investments		(1,094,580)	(852)	(1,206,942)	(2,302,374)	(1,417,240)	6,843	(1,127,793)	(2,538,190)
Net gains on investments	11	128,488	-	-	128,488	56,333	-	-	56,333
Net income/(expenditure) for the year	5	(966,092)	(852)	(1,206,942)	(2,173,886)	(1,360,907)	6,843	(1,127,793)	(2,481,857)
Transfers between funds		(20,685)	-	20,685	-	49,773	(68)	(49,705)	-
Net income / (expenditure) before other recognised gains and losses		(986,777)	(852)	(1,186,257)	(2,173,886)	(1,311,134)	6,775	(1,177,498)	(2,481,857)
(Losses) / gains on foreign exchange translation		(11,970)	-	-	(11,970)	31,462	-	-	31,462
Net movement in funds		(998,747)	(852)	(1,186,257)	(2,185,856)	(1,279,672)	6,775	(1,177,498)	(2,450,395)
Reconciliation of funds:	18a								
Total funds brought forward		4,771,574	1,040,640	1,956,956	7,769,170	6,051,246	1,033,865	3,134,454	10,219,565
Total funds carried forward		3,772,827	1,039,788	770,699	5,583,314	4,771,574	1,040,640	1,956,956	7,769,170

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18a to the financial statements.

Balance sheets

As at 30 September 2021

	Note	The group 2021 £	2020 £	The charity 2021 £	2020 £
Fixed assets:					
Tangible assets	10	28,343	39,920	28,343	39,920
Investments	11	4,266,482	5,019,004	4,266,482	5,019,004
		4,294,825	5,058,924	4,294,825	5,058,924
Current assets:					
Debtors	14	550,011	165,270	549,351	164,584
Cash at bank and in hand		1,575,951	2,837,979	1,514,904	2,824,548
		2,125,962	3,003,249	2,064,255	2,989,132
Liabilities:					
Creditors: amounts falling due within one year	15	(837,473)	(293,003)	(894,605)	(417,641)
		1,288,489	2,710,246	1,169,650	2,571,491
Net current assets					
		1,288,489	2,710,246	1,169,650	2,571,491
Total net assets	17a	5,583,314	7,769,170	5,464,475	7,630,415
Funds:	18a				
Endowment funds		1,039,788	1,040,640	1,039,788	1,040,640
Restricted income funds		770,699	1,956,956	770,699	1,956,956
Unrestricted income funds:					
Designated funds		830,271	1,396,128	830,271	1,396,128
General funds		2,823,717	3,236,691	2,823,717	3,236,691
Non-charitable trading funds		118,839	138,755	-	-
		3,772,827	4,771,574	3,653,988	4,632,819
Total unrestricted funds		3,772,827	4,771,574	3,653,988	4,632,819
Total funds		5,583,314	7,769,170	5,464,475	7,630,415

Approved by the Trustees on 25 February 2022 and signed on their behalf by



Lucian J.Hudson
Chair

Consolidated statement of cash flows

For the year ended 30 September 2021

Reconciliation of net income / (expenditure) to net cash flow from operating activities				
	2021 £	2021 £	2020 £	2020 £
Cash flows from operating activities				
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	(2,185,856)		(2,450,395)	
Depreciation charges	11,577		48,915	
(Gains)/losses on investments	(128,488)		(56,333)	
Dividends, interest and rent from investments	(119,239)		(150,364)	
(Increase)/decrease in debtors	(384,741)		297,787	
Increase/(decrease) in creditors	544,470		(302,515)	
Net cash (used in) / provided by operating activities		(2,262,277)		(2,612,905)
Cash flows from investing activities:				
Dividends, interest and rents from investments	119,239		150,364	
Purchase of fixed assets	-		(666)	
Movement in cash held by investment managers	28		35,919	
Proceeds from sale of investments	1,000,340		3,751,876	
Purchase of investments	(119,358)		(3,161,312)	
Net cash used in investing activities		1,000,249		776,181
Change in cash and cash equivalents in the year		(1,262,028)		(1,836,724)
Cash and cash equivalents at the beginning of the year		2,837,979		4,674,703
Cash and cash equivalents at the end of the year		1,575,951		2,837,979

Notes to the financial statements

For the year ended 30 September 2021

1 Accounting policies

a) Statutory information

Conservation Education & Research Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is Mayfield House, 256 Banbury Road, Oxford, OX2 7DE.

b) Basis of preparation

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) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary Earthwatch Limited on a line-by-line basis. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

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

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Notes to the financial statements

For the year ended 30 September 2021

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the Trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Endowment funds represent donations which are treated as capital.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds allocated by the Trustees for particular purposes.

i) 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. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services and educational activities undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient, but there is uncertainty about either the timing of the grant or the amount of grant payable.

Notes to the financial statements

For the year ended 30 September 2021

For the year ended 30 September 2021

1 Accounting policies (continued)

k) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff cost, of the amount attributable to each activity:

<input type="checkbox"/> Soil & Water	18%
<input type="checkbox"/> Tiny Forest	27%
<input type="checkbox"/> Corporate Learning	7%
<input type="checkbox"/> Capacity Development	11%
<input type="checkbox"/> Innovation	20%
<input type="checkbox"/> Naturehood	6%
<input type="checkbox"/> Other	12%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

l) Operating leases

Rental charges are charged on a straight-line basis over the term of the lease.

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

<input type="checkbox"/> Leasehold improvements	Life of the lease
<input type="checkbox"/> Furniture and equipment	5-7 years
<input type="checkbox"/> Computer equipment	3-5 years

n) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

Notes to the financial statements

For the year ended 30 September 2021

1 Accounting policies (continued)

q) Creditors and provisions

Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

r) Financial instruments

The charity has both basic and non-basic financial assets and financial liabilities. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities.

s) Foreign currency transactions

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling using the rate of exchange ruling at the date of the transaction. Exchange differences are taken into account in arriving at the net incoming resources for the year.

t) Pensions

The charitable company operates a defined contribution pension scheme on behalf of its employees. The assets of this scheme is held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the charitable company to the fund. The charitable company has no liability other than for the payment of those contributions.

Notes to the financial statements

For the year ended 30 September 2021

2 Income from donations and legacies

	2021 Total £	2020 Total £
Donations	90,828	80,086
Coronavirus Job Retention Scheme	18,792	87,949
	109,620	168,035

All income from donations and legacies is unrestricted.

3 Income from charitable activities

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Corporate donations	177,875	526,956	704,831	942,737	216,457	1,159,194
Other grants and donations	133,793	203,696	337,489	54,069	524,123	578,192
Total	311,668	730,652	1,042,320	996,806	740,580	1,737,386

Conservation Education & Research Trust

Notes to the financial statements

For the year ended 30 September 2021

4a Analysis of expenditure (current year)

	Cost of raising funds	Charitable activities							Governance costs	Support costs	2021 Total £	2020 Total £
		Soil & Water	Tiny Forest	Corporate Learning	Capacity Development	Innovation	Naturehood	Other				
	£	£	£	£	£	£	£	£	£	£	£	£
Staff costs	321,438	243,316	348,681	89,940	142,810	270,428	75,680	153,997	47,002	479,100	2,172,392	2,346,649
Research and field costs	-	102,962	67,079	-	6,380	696	330	-	-	-	177,447	387,801
Engagement costs	-	198,961	207,312	78,388	17,114	30,856	69,409	12,097	-	-	614,137	802,884
Research & engagement by affiliates	-	-	-	-	-	-	-	-	-	-	-	308,582
Development and fundraising	176,795	-	-	-	-	-	-	-	-	-	176,795	141,381
Audit	-	-	-	-	-	-	-	-	14,466	-	14,466	15,352
Trustee costs	-	-	-	-	-	-	-	-	144	-	144	1,272
Office costs	-	-	-	-	-	-	-	-	-	192,482	192,482	210,176
IT costs	-	-	-	-	-	-	-	-	-	35,445	35,445	102,352
Finance & HR costs	-	-	-	-	-	-	-	-	-	124,668	124,668	112,044
Other costs	-	18,504	4,453	900	525	8,104	364	500	-	32,227	65,577	165,482
	498,233	563,743	627,525	169,228	166,829	310,084	145,783	166,594	61,612	863,922	3,573,553	4,593,975
Support costs	-	158,664	227,371	58,649	93,125	176,343	49,350	100,420	-	(863,922)	-	-
Governance costs	-	11,316	16,215	4,183	6,641	12,576	3,519	7,162	(61,612)	-	-	-
Total expenditure 2021	498,233	733,723	871,111	232,060	266,595	499,003	198,652	274,176	-	-	3,573,553	-
Total expenditure 2020	592,132	1,146,491	9,193	1,279,423	275,291	565,392	684,978	41,075	-	-	-	4,593,975

Notes to the financial statements

For the year ended 30 September 2021

4b Analysis of expenditure (prior year)

	Cost of raising funds	Charitable activities							Governance costs	Support costs
		Soil & Water	Tiny Forest	Corporate Learning	Capacity Development	Innovation	Naturehood	Other		
	£	£	£	£	£	£	£	£	£	£
Staff costs	450,751	303,640	46,024	278,601	96,600	280,198	261,138	20,281	49,565	559,851
Research and field costs	-	200,546	-	111,335	41,586	-	37,005	(2,671)	-	-
Engagement costs	-	309,610	(77,669)	310,491	54,156	36,482	164,733	5,081	-	-
Research & engagement by affiliates	-	-	-	308,582	-	-	-	-	-	-
Development and fundraising	141,381	-	-	-	-	-	-	-	-	-
Audit	-	-	-	-	-	-	-	-	15,352	-
Trustee costs	-	-	-	-	-	-	-	-	1,272	-
Office costs	-	-	-	-	-	-	-	-	-	210,176
IT costs	-	-	-	-	-	-	-	-	-	102,352
Finance & HR costs	-	-	-	-	-	-	-	-	-	112,044
Other costs	-	75,931	1,919	34,825	1,263	11,773	1,281	1,235	-	37,255
	592,132	889,727	(29,726)	1,043,834	193,605	328,453	464,157	23,926	66,189	1,021,678
Support costs	-	241,141	36,551	221,255	76,716	222,523	207,386	16,106	-	(1,021,678)

Conservation Education & Research Trust

Notes to the financial statements

For the year ended 30 September 2021

5 Net income for the year

This is stated after charging / (crediting):

	2021 £	2020 £
Depreciation on tangible fixed assets	11,577	48,915
Operating lease rentals:		
Property	96,860	96,000
Auditor's remuneration (excluding VAT):		
Audit	12,900	12,650
Under/(over) accrual from prior year	(1,014)	(512)
Other services		864
Foreign exchange (gains) or losses	11,970	(31,462)

6 Analysis of staff costs, Trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	1,870,641	2,042,302
Redundancy and termination costs	18,824	-
Social security costs	192,649	204,369
Employer's contribution to defined contribution pension schemes	90,276	99,978
	2,172,390	2,346,649

The following number of employees received employee benefits in excess of £60,000 (excluding employer national insurance and employer pension costs) during the year between:

	2021 No.	2020 No.
£90,000 - £99,999	1	1

The total employee benefits (including employer national insurance and employer pension contributions) of the key management personnel were £415,650 (2020: £372,182).

The charity Trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). No charity Trustee received payment for professional or other services supplied to the charity (2020: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £ - (2020: £1,272) incurred by 0 (2020:10) members relating to attendance at meetings of the Trustees.

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2021 No.	2020 No.
	57	66

8 Related party transactions

Aggregate donations from related parties were £574 (2020: £950).

9 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 30 September 2021

10 Tangible fixed assets

The group & charity

	Leasehold improvements £	Furniture & equipment £	Computer equipment £	Total £
Cost				
At the start of the year	60,503	87,038	356,126	503,667
Additions in year	-	-	-	-
Disposals in year	-	(4,637)	-	(4,637)
At the end of the year	60,503	82,401	356,126	499,030
Depreciation				
At the start of the year	31,144	79,105	353,498	463,747
Charge for the year	6,050	3,262	2,265	11,577
Eliminated on disposal	-	(4,637)	-	(4,637)
At the end of the year	37,194	77,730	355,763	470,687
Net book value At the end of the year	23,309	4,671	363	28,343
At the start of the year	29,359	7,933	2,628	39,920

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 30 September 2021

11 Investments

The group and charity

	2021 £	2020 £
Fair value at the start of the year	5,018,976	5,553,207
Additions at cost	119,358	3,161,312
Disposal proceeds	(1,000,340)	(3,751,876)
Net (loss)/gain on change in fair value	128,488	56,333
	4,266,482	5,018,976
Movement in cash held by investment managers	-	28
Fair value at the end of the year	4,266,482	5,019,004
Investments comprise:	£	£
UK Common investment funds	4,266,482	5,018,976
	4,266,482	5,018,976

12 Subsidiary undertaking

The charity controls the subsidiary, Earthwatch Limited, a company limited by guarantee incorporated in Hong Kong, by virtue of having an employee who is a Trustee of the subsidiary. Control was deemed to have passed to the charity as of 1 October 2013. The subsidiary is engaged in the same charitable activities as the charity. All activities have been consolidated on a line by line basis in the statement of financial activities, based on the audited financial statements as at 30 September which are prepared in Hong Kong dollars (HK\$). The results have been converted at the year-end exchange rate of 10.48 HK\$ per £ (2020: 9.97 HK\$ per £).

Anna Shannon, ex-HR Director, Peter Stimpson, Director of Operations and Scott Kania, CEO of Earthwatch Expeditions, our US affiliate are also directors of the subsidiary.

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

Income and expenditure

	2021 £	2,020 £
Incoming resources	-	37,081
Outgoing charitable resources	(19,916)	(109,209)
Profit/(loss) for the year	(19,916)	(72,128)
Reserves brought forward	138,755	210,883
Reserves carried forward	118,839	138,755

Balance sheet

The aggregate of the assets, liabilities and funds was:

Fixed assets	-	-
Current assets	133,264	153,925
Current liabilities	(14,425)	(15,170)
Funds	118,839	138,755

Notes to the financial statements

For the year ended 30 September 2021

13 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2021 £	2020 £
Gross income	1,271,179	2,055,785
Result for the year	(2,185,856)	(2,450,395)

14 Debtors

	The group 2021 £	2020 £	The charity 2021 £	2020 £
Trade debtors	410,197	34,741	410,197	34,741
Other debtors	18,987	15,471	18,926	15,407
Prepayments and accrued income	120,827	115,058	120,228	114,436
	550,011	165,270	549,351	164,584

15 Creditors: amounts falling due within one year

	The group 2021 £	2020 £	The charity 2021 £	2020 £
Trade creditors	41,894	12,692	41,894	12,692
Taxation and social security	58,951	13,510	58,951	13,510
Amounts owed to subsidiary undertakings	-	-	71,599	139,809
Accruals and other creditors	366,284	266,801	351,817	251,630
Deferred income (note 16)	370,344	-	370,344	-
	837,473	293,003	894,605	417,641

16 Deferred income

Deferred income represents prepayments for contracted goods or services that have yet to be delivered.

	The group 2021 £	2020 £	The charity 2021 £	2020 £
Balance at the beginning of the year	-	82,337	-	82,337
Amount released to income in the year	-	(82,337)	-	(82,337)
Amount deferred in the year	370,344	-	370,344	-
Balance at the end of the year	370,344	-	370,344	-

Notes to the financial statements

For the year ended 30 September 2021

17a Analysis of group net assets between funds (current year)

	General unrestricted funds £	Designated funds £	Endowment funds £	Restricted funds £	Total funds £
Tangible fixed assets	-	28,343	-	-	28,343
Fixed asset investments	4,266,482	-	-	-	4,266,482
Net current assets	(1,323,926)	801,928	1,039,788	770,699	1,288,489
Net assets at the end of the year	2,942,556	830,271	1,039,788	770,699	5,583,314

17b Analysis of group net assets between funds (prior year)

	General unrestricted funds £	Designated funds £	Endowment funds £	Restricted funds £	Total funds £
Tangible fixed assets	-	39,920	-	-	39,920
Fixed asset investments	5,019,004	-	-	-	5,019,004
Net current assets	(1,643,558)	1,356,208	1,040,640	1,956,956	2,710,246
Net assets at the end of the year	3,375,446	1,396,128	1,040,640	1,956,956	7,769,170

Notes to the financial statements

For the year ended 30 September 2021

18a Movements in funds (current year)

	At 1 October 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 30 September 2021 £
Endowment funds:					
40th anniversary fellowship	1,040,640	-	(852)	-	1,039,788
Total endowment funds	1,040,640	-	(852)	-	1,039,788
Restricted funds:					
Neville Shulman Earthwatch Award	43,093	-	(14,790)	-	28,303
EU - MONOCLE	92,751	-	(62,225)	-	30,526
Jersey	76,478	-	(36,774)	-	39,704
HSBC Climate Partnership	1,226,207	-	(943,872)	-	282,335
MICS	180,912	-	(140,668)	-	40,244
HSBC SLP Programme	74,211	87,040	(110,234)	-	51,017
EU Citizen	43,149	6,275	(49,424)	-	-
COS4Cloud	110,242	8,821	(119,063)	-	-
OVO - Tiny Forests	74,927	111,107	(94,279)	-	91,755
S C Johnson	34,986	-	(34,986)	-	-
Keep Wales Tidy	-	1,900	(617)	-	1,283
Jersey Government	-	14,000	(13,464)	-	536
Defra/National Lottery Heritage Fund	-	124,950	(95,889)	-	29,061
Glasgow City Council	-	12,500	(7,250)	-	5,250
Various	-	8,100	(7,205)	-	895
NERC	-	20,000	(20,000)	-	-
SC Johnson	-	72,000	(63,294)	-	8,706
Kirklees council	-	14,266	(3,176)	-	11,090
Wolverhampton City Council	-	12,500	(7,720)	-	4,780
Doncaster Council	-	16,000	(7,666)	-	8,334
Tides Foundation	-	100,020	(3,252)	-	96,768
Countryside Properties Dudley	-	5,000	(5,000)	-	-
Nature Scot	-	13,423	(13,423)	-	-
Tomoro & Kassama Trust	-	19,865	-	-	19,865
Lego Partnership	-	5,000	(913)	-	4,087
World Water Quality Alliance	-	7,220	(2,347)	-	4,873
Waterschap de Dommel	-	22,220	(12,629)	-	9,591
Bath Spa University	-	8,445	(8,445)	-	-
Mitsubishi Fund for Europe and Africa	-	40,000	(58,989)	20,685	1,696
Total restricted funds	1,956,956	730,652	(1,937,594)	20,685	770,699
Unrestricted funds:					
Designated funds:					
Capital fund	39,920	-	(11,577)	-	28,343
Other	1,356,208	311,667	(845,262)	(20,685)	801,928
Total designated funds	1,396,128	311,667	(856,839)	(20,685)	830,271
General funds	3,236,691	228,859	(641,833)	-	2,823,717
Non-charitable trading funds	138,755	-	(19,916)	-	118,839
Total unrestricted funds	4,771,574	540,526	(1,518,588)	(20,685)	3,772,827
Total funds	7,769,170	1,271,178	(3,457,034)	-	5,583,314

Notes to the financial statements

For the year ended 30 September 2021

18b Movements in funds (prior year)

	At 1 October 2019 £	Income & gains £	Expenditure & losses £	Transfers £	At 30 September 2020 £
Endowment funds:					
40th anniversary fellowship	1,033,865	6,939	(156)	(8)	1,040,640
Total endowment funds	1,033,865	6,939	(156)	(8)	1,040,640
Restricted funds:					
Neville Shulman Earthwatch Award	66,719	-	(21,263)	(2,363)	43,093
EU - MONOCLE	33,164	106,745	(47,158)	-	92,751
Jersey	77,987	-	(1,509)	-	76,478
HSBC Climate Partnership	1,218,259	7,948	-	-	1,226,207
MICS	267,538	49,099	(135,725)	-	180,912
HSBC WA / STP	1,151,781	-	(1,079,901)	(71,880)	-
HSBC SLP Programme	236,478	110,305	(247,844)	(24,728)	74,211
Other funds	-	-	-	-	-
EU Citizen	82,528	13,301	(52,680)	-	43,149
Respires	-	1,152	(1,152)	-	-
COS4Cloud	-	183,111	(72,869)	-	110,242
OVO - Tiny Forests	-	80,900	(5,973)	-	74,927
Wild Days	-	32,728	(32,728)	-	-
Natural Environment Research Council	-	38,390	(38,390)	-	-
SC Johnson	-	95,000	(54,013)	(6,001)	34,986
Groundtruth	-	29,849	(29,849)	-	-
Total restricted funds	3,134,454	748,528	(1,821,054)	(104,972)	1,956,956
Unrestricted funds:					
Designated funds:					
Capital fund	88,169	-	(48,915)	666	39,920
Other	1,576,571	996,806	(1,230,471)	13,302	1,356,208
Total designated funds	1,664,740	996,806	(1,279,386)	13,968	1,396,128
General funds	4,175,623	303,512	(1,333,456)	91,012	3,236,691
Non-charitable trading funds	210,883	37,081	(109,209)	-	138,755
Total unrestricted funds	6,051,246	1,337,399	(2,722,051)	104,980	4,771,574
Total funds	10,219,565	2,092,866	(4,543,261)	-	7,769,170

Purposes of endowment funds

The 40th Anniversary Fellowship consists of a donation of £1,000,000 from the Oman Government to set up an endowment fund. At 30 September 2021, there is unspent income from the fund of £39,788 which is included in the total. We are currently negotiating with the relevant parties to agree objectives for the Fund going forward.

Purposes of restricted funds

The Neville Shulman Earthwatch Award Fund is a donation from the author and environmentalist Neville Shulman CBE, set up to fund Earthwatch fellows from developing countries who are emerging leaders in conservation. Two awards of £4,000 are given each year to fund a project in the fellows' home country with a view to further enhance their professional skills in conservation. A further four awards of £500 are given each year to fund fellows' participation in a local workshop and/or conservation conferences.

Notes to the financial statements

For the year ended 30 September 2021

18 Movements in funds (continued)

Purposes of restricted funds

2018 was the 10th year of Neville's Awards programme, which was based on an investment of £150,000 in 2008. In 2018, Neville confirmed his wish to continue supporting Earthwatch and agreed to continued support for an additional 10 years at a level of £20,000 per year; Neville has so far made donations which total £66,600. These awards now better represent the Earthwatch focus areas. Selection criteria has been adapted to ensure candidates, whose projects meet our new strategy focus and have an impact on local communities and stakeholders, are selected.

The HSBC Climate Partnership was a five-year international research and engagement programme on climate change, funded by HSBC Holdings plc. Following the completion of the programme in 2012, HSBC agreed that the fund would be retained by Earthwatch to fund future projects or used to increase Earthwatch's capacity to deliver future programmes. From 2017, Earthwatch began to use these funds to support community engagement activities.

The HSBC Water Programme is an eight-year programme designed to deliver research and engagement on freshwater sources and the ecosystems they support worldwide. The aim of the programme is education of HSBC staff and the local communities about critical local and global freshwater challenges. The evolution of this programme led to the development of the Sustainability Training Programme in 2017. The programme focuses on regional scientific research projects, investigating nature-based solutions for climate resilience, building understanding of these issues and how these connect internally to sustainability and the bank's priorities.

The HSBC Sustainability Leadership Programme is a residential programme for Senior Managers within HSBC designed to deeply engage business leaders in climate change and sustainability issues; leading to decisions and actions which make HSBC a more sustainable business. Participants work with Earthwatch scientists on a climate change-related research project and take part in structured sustainability learning sessions relevant to HSBC - the programme is co-delivered by Earthwatch and HSBC.

It has now been agreed with the States of Jersey that we can spend the endowment. It has been agreed to spend the remainder of the fund over the next five years, with a particular focus on supporting education, teachers and emerging scientists. The first training using this fund took place in February 2019.

The EU – Monocle, MICS, COS4Cloud and EU Citizen restricted balances are residual balances on a range of EU funded grants that are in progress. All balances are held for utilisation in 2021.

The grant from the OVO Foundation will see us plant a number of Tiny Forests as well as engaging schoolchildren with the environment using these forests. This is a three-year grant which began in July 2019.

The Wild Days project was an initiative to provide online nature-based activities, and was partly funded by donations from LEGO, the Tomorro foundation and T & M Rembaum.

The Natural Environment Research Council funded project is research into the Community for Engaging Environments and the Earthwatch Naturehood programme.

The donation from SC Johnson is for the River Plastics project.

Transfers from restricted funds to general funds are made on the basis of agreed margins where applicable.

Purposes of designated funds

The Capital Fund is the funds of the group/company which are represented by the net book value of tangible and intangible fixed assets.

Other designated funds are monies received in advance for projects that are not restricted but have committed activities in future years. These funds are not for general use.

Notes to the financial statements

For the year ended 30 September 2021

19 Operating lease commitments

The group's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property 2021 £	2020 £
Less than one year	96,860	96,000
One to five years	291,440	384,000
Over five years	-	-
	388,300	480,000

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

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