



**Trustees' Report  
and Financial Statements**

**Year ending 31 December 2024**



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## 1 Administration and organisational details

### Wild Team Conservation (WildTeam – working name)

Registered charity in England and Wales number 1149465

A charitable company limited by guarantee number 08163375

### Trustees (& Company Directors, Non-Executive)

Sarah Brunwin (appointed July 2020)

Emma Green (appointed March 2023)

Danielle Parks (appointed July 2020)

Helga Rainer (appointed March 2023)

Winnie De'Ath Marlow (appointed April 2023)

Sarah Greaves (appointed March 2017, resigned Sept 2024)

### Charity Executive Director

Adam Barlow

### Registered Office

Wild Team Conservation

Kalpana

Templands Lane

Allithwaite, Cumbria

UK

LA11 7QY

[www.wildteam.org.uk](http://www.wildteam.org.uk)

### Bankers

The Co-operative Bank PLC

P.O. Box 101,

1 Balloon Street

Manchester

M60 4EP

Triodos Bank NV

Brunel House,

11 The Promenade,

Clifton, Bristol

BS8 3NN

### Independent Examiner

Ian Barrett FCA FCIE

Barretts, Chartered Accountants, 22 Union Street, Newton Abbot, Devon, TQ12 2JS

### Governing Document

The organisation is a charitable company limited by guarantee, incorporated on the 31 July 2012 and registered as a charity on the 24 October 2012 with the Charity Commission of England and Wales. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

### Organisational Structure

The charity is governed by a Board of Trustees, which determines the overall direction of the charity and monitors the financial and charitable activities of the charity. The Trustees have delegated the day-to-day running of the charity to the Executive Director. The Executive Director reports to the Trustees, with a minimum of three Trustees meetings a year.

### Appointment of Trustees

Names of potential new Trustees are put forward to the Executive Director and to the existing Trustees. Candidates are then interviewed by the Executive Director and at least one other existing Trustee, final appointment is then agreed by all existing Trustees. A formal offer is made, and acceptance also made in writing. The resolution provides for a minimum of three Trustees.

### Reserve's Policy

The Trustees set up a policy so that as an organisation, WildTeam will hold unrestricted reserves equal to approximately two months of operational costs in order to protect the charity from any fluctuation in income levels. This amount is held in a separate savings account from the main operating charity current account.

### Risk management

As part of our organisational and project management processes, WildTeam regularly reviews and assesses the risks faced by the charity in all areas of its work and plans for the management of those risks. WildTeam conducts a full operational risk assessment annually. This assessment identifies the main risks to which the charity is exposed, assessing both its likelihood and impact, and developing preventative measures and mitigating action plans. The Trustees will report on the major factors and risks outside of the charity's control if there is any that may affect achieving our objectives.



## 2 Trustees' Report

### Vision

Every conservationist has access to the skills, knowledge, and network they need to progress their career and make a meaningful difference for our natural world, no matter who they are or where they are from.

### What we do

We empower conservationists to protect and restore nature everywhere.

We give conservationists worldwide the knowledge, skills, and community support they need to design and deliver conservation projects that have more impact.

**Knowledge.** We create best practices in subjects such as project management and project planning. These are provided for free as a knowledge base to help all conservationists deliver projects that are ethical and effective.

**Skills.** We run online and class-based training courses that lead to professional certification in key conservation subjects. These are made accessible through bursaries that cover some or all of the course costs.

**Network.** We provide an online community of conservationists. This community provides a safe, collaborative space for conservationists to share solutions, collaborate, and support one another's wellbeing.

### Objectives

The founding objectives of the charity:

1. To promote for public benefit the conservation of rare and endangered species globally
2. To promote for public benefit the conservation protection and improvement of the physical and natural environment of areas inhabited by rare and endangered species
3. To advance the education and awareness of the public anywhere in the world in the condition of rare and endangered species and in methods of conserving such species and of protecting the environment in which they live.

## Main activities and achievements during the financial period (January - December 2024)

### Charitable activities

During 2024, we continued to focus on: providing essential knowledge to wildlife conservationists via our free best practices in key wildlife conservation subjects; providing training in those subjects; and hosting an online community for wildlife conservationists to share, collaborate and connect with each other.

We currently provide best practices in 5 key subjects:

- Project Management for Wildlife Conservation (PMWC)
- Project Planning for Wildlife Conservation (PPWC)
- Grant Writing for Wildlife Conservation (GWWC)
- Stakeholder Engagement for Wildlife Conservation (SEWC)
- Monitoring and Evaluation for Wildlife Conservation (MEWC).

All current versions of the best practices continue to be freely available for anyone to download via our [website](#). In 2024, there was a total 1,855 downloads of our best practices.

Our online training courses continued to be popular and we endeavoured to provide an accessible, friendly and engaging learning environment for participants around the world to improve their conservation skills and engage with each other during the live online training sessions. The courses are all guided and expert-led, over an average of a 6 week period, with regular live online sessions where conservationists around the world can practice and discuss their newly learned knowledge and skills with each other and the expert Trainer.

During 2024, WildTeam planned to schedule 14 online training courses in our 5 subjects, aiming to train 600 conservationists during the year. We successfully delivered 15 online training courses in total, 5 in our most popular subject – PMWC, 3 in PPWC, 3 in GWWC, 2 in SEWC, and 2 in MEWC. We focused on increasing the opportunities for trainees to complete their training by making the online exam more accessible and flexible, which helped to improve our completion rates. 1,208 people took part in WildTeam training courses, which was double our target number, and 701 new training certificates were issued (not all trainees who enrolled in courses during 2024 took the exam yet and some certificates will be issued in 2025).

During 2024, we have had trainees take part in our online training courses from 71 different countries ([see map](#)) and 271 organisations. 98.56% of trainees would recommend our training, with an average rating of 4.5 out of 5. Of those taking part, 47% were existing conservation



practitioners, 35% were at the start of their conservation career and 18% were hoping to switch to conservation from another sector.

We continued to provide our extensive bursary scheme for 2024, via an **open application process**, aiming to provide full bursaries for approximately half of the number of places per course (target of 35 per training course- total of 525), as well as partial bursaries. We are pleased to report that the actual number of full bursaries equivalent was 672, with 590 of those being 100% full bursary places to trainees, (the remaining number is made up of partial bursaries ranging from 80% to 20% funded). This scheme has helped to remove the barrier for those that otherwise would not be able to afford our training course and has therefore opened up our reach globally and our impact. Once a bursary recipient has successfully completed a training course with us, they are entitled to another bursary place on another course subject, to build up their skills even more.

During 2024, we ramped up our efforts for the Train the Trainer's initiative, thanks to a generous grant from the Darwin Initiative. The **Conservation Trainers Network** is an international coalition of WildTeam-certified Conservation Trainers dedicated to empowering conservation professionals worldwide. We train conservationists to deliver our training courses themselves in-person or in their networks, to expand our impact and to increase accessibility to courses for conservationists from disadvantaged backgrounds and geographies. The network trainers deliver vocational courses in essential conservation skills, such as project management, grant writing, and more. The network is open to university instructors, consultants, NGO staff, and anyone passionate about training others in vocational conservation skills. The training of these trainers, the membership to the network, and the provision of training materials is completely cost free to the trainers.

By the end of 2024, we had recruited 11 people to become Trainers, with some already completing their training. One trainer taught PPWC to 17 students, all of who passed the exam. To help build the Trainers network, we held a live Webinar in October, which 577 registered to attend, with 178 actually attending, and a follow up email with next steps commitment to become a network trainer had 90 respondents, with many of those committing to start their training before the end of the year, or at the start of next year.

**WildHub** is a free, member-led, online global community of conservation professionals aimed at creating a more diverse and inclusive conservation sector to drive innovation, collaboration, and social justice. Responding to the increased need of conservationists worldwide to connect, exchange knowledge and support each other online, WildHub was launched in 2020 and has



grown to a community of 5,229 members from 163 countries in five years (by the end of 2024). Reaching our target of more than 1,000 new members during 2024.

During 2024, WildHub collectively created 961 new content items resulting in 213,500 page views, and a total of 8,615 comments, conversations and follows. WildHub expanded the Conservation Catalyst programme to include 4 new participants to help grow and interact with the online community, with 4 new coaches and monthly group coaching sessions.

Zapnito continues to kindly provide the WildHub platform pro-bono, significantly keeping down the costs of this important community. WildTeam covered the running costs of WildHub during 2024. We also investigated a new model of WildHub expansion and funding for WildHub based on partnering with low-income country NGOs and jointly applying for potential grants.

Lastly, during 2024, we continued with our partnership with Natural State, the aim of which is to create on-site training courses to increase the number of nature restoration professionals across East Africa. Work was completed on an extensive nature restoration planning course and for an organisational development online tool.

### Fundraising and marketing activities

Following on from a new funding approach in 2023. We still aimed to generate some income from our training courses and partnerships, but there was increased focus to fundraise from donations and grants to cover our larger bursary scheme for fully/partially funded places on our online training courses and thus increase the number of conservationists that can build their skills without a financial barrier, and for WildTeam to indirectly contribute to wider conservation impact. The online training courses, enable us to provide a lot of training with a small team, reaching more conservationists around the world. We focused more on securing funding from major donors and grants and continued with help from a grants specialist to increase our fundraising efforts and apply for more grants.

At the start of the year, we were successful in securing a grant from DEFRA's Darwin Initiative, to expand our Conservation Trainers Network in East Africa. We were also successful in securing funding from a previous grant-maker (anonymous) to help with fundraising, communications and engagement, mainly into 2025. We were also able to secure some smaller grants and donations to help cover the cost of our bursary training places.

### Support activities

During the reporting period, we continued to use our financial management process and software, which has better enabled us to manage and report on our financial activities. One of



team successfully completed a training course as a mental health at work first aider. We recruited a new WildLearning Training Specialist to provide maternity cover for one of our other Trainers. Our part-time Operations Specialist left part way through the year after their 1-year contract ended, and our Course Creation Manager, left in October after over nearly 6 years working at WildTeam. As a remote team, who are all based in different parts of the country, it is hard to all meet up regularly. In September we had an in-person get together for a weekend, which enabled much needed in-person interaction and connection for the team. We continued with our communications and engagement efforts during 2024, advertising our training courses, bursary opportunities, best practices and online community, to help more conservationists find the support we offer. We had over 100,000 visits to our website during the year, with approx. 1,000 organic clicks per month and increased our newsletter list to just under 10,000.

### Governance

By the end of 2024, WildTeam had five active Trustees, not including 1 Trustee stepping down (Sarah Graeves) after 7 and a half years serving as a Trustee for WildTeam. We extend our heartfelt thanks and appreciation for all of Sarah's important support and input during that time.

The Trustees of WildTeam UK would also like to thank all of our donors, partners, clients, trainees and friends in continuing to help make our charity a success, and for us to continue to make a difference to the wildlife conservation sector.

### Future planned activities (January - December 2025)

#### Charitable activities

Our main focus in 2025 is to continue to empower wildlife conservationists globally to maximise their potential and have fulfilling careers, by creating best practices, providing professional online training, and maintaining a global online community of conservationists to accelerate learning, collaboration, and access to opportunities.

Following the success of our larger bursary scheme in 2023 and 2024, we will continue to offer the same level of bursaries as was achieved this year (target of 550 places). Anyone is eligible to apply for the bursaries from anywhere in the world, if they are currently working as, or wanting to become a conservationist, and otherwise would not be able to afford to take part in our training courses (except those working for one of the larger wildlife conservation organisations). Once a trainee has completed a training course with us and become certified in that subject, they are then eligible for further bursaries.



For 2025, we have planned to schedule at least 14 online guided training courses in our 5 subjects, aiming to train at least 600 conservationists during that time. Our offered training courses are listed on our [website](#). We also plan to continue to develop our leadership courses. The skills that our trainees gain, are expected to help them progress their careers, raise more conservation funds to support their work, and conserve and restore wild areas more effectively.

We also plan to trial a new format of our online training, providing a self-paced flexible course in our most popular subject, Project Management for Wildlife Conservation (PMWC). This is to provide more capacity for people to take part in this important subject, and appeal to trainees who would prefer a more self-paced and independent format, and/or who are not able to attend the normal online live sessions that we provide in our guided courses. We also plan to investigate whether a learning management system (LMS) platform would be viable for our training courses.

During 2025, we will continue with growing our Conservation Trainer's Network, with some Trainers starting to deliver training themselves. We also have a partner who is interested to teach our training materials in French to francophone countries, and are willing to help with the translations.

We also plan to explore and develop new best practice manuals that we think would be useful for wildlife conservationists, including topics such as Facilitation and Consultancy, and Ethics for Wildlife Conservation, as well as updating our Delivering Training for Wildlife Conservation manual, especially to include online training.

By the end of 2025, our online community WildHub aims to: have a total of 6,000 members across 170 countries (increase of 1,000 new members), collectively sharing 850 content items resulting in 200,000 page views; WildHub aims to have celebrated 10 Core community members who significantly contribute content in 2024; for members to collaborate on the platform through at least a total of 7,500 comments, Q&A, conversations & follows. We also will continue to look at improving the funding sustainability of WildHub.

### Fundraising activities

Fundraising has become more challenging during 2024, and we are finding it harder to secure funding from donors and grant makers, although we continue to use this approach, we will look at ways to improve fundraising from various different income streams. We also aim to continue to generate some funds from our training courses and consultancy partnerships. As we explore different funding income streams, there is still a risk to our cash flow and ability to



manage any lulls in income. To counteract this, we continue to aim to build up our existing reserves and work to secure funds to cover operational costs.

### Support activities

Support activities will continue as needed to support the charitable activities accordingly. We also aim to overhaul and update our staff handbook to make sure it is compliant and in line with best practice recommendations, as well as improving sections on wellbeing, and codes of practice. We also plan to rebrand our best practices and training materials, to update our look and make sure our materials are inclusive and accessible.

### Governance

At the end of 2024, WildTeam had 5 active Trustees (3 is our minimum). During 2025 we plan to continue to identify and recruit additional Trustees, especially to provide more expertise in legal and financial areas, to help strengthen the existing board.

## Trustee's Responsibilities Statement

The Trustees are responsible for providing financial statements for each financial reporting period, which give a true and fair view of the state of affairs of the charity at the end of the financial reporting period and of its excess or deficit of income over expenditure for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business
- The trustees have had regard to the guidance issued by the Charity Commission on public benefit

The Trustees are responsible for making sure proper accounting records are kept which disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees declare that they have approved the trustees' report and confirm that these accounts comply with statutory requirements, the governing document and the Statement of Recommended Practice.

Approved by the Trustees and signed on their behalf.



Sarah Brunwin  
29 Oct 2025

### 3 Independent Examiners' Report

I report to the Trustees of Wild Team Conservation (charity no.1149465) on the accounts of the charitable company for the period ended 31 December 2024, which are set out on pages 15 to 23.

#### Respective responsibilities of trustees and examiner

The Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income did not exceed £1 million.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act
- To follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act
- To state whether particular matters have come to my attention

#### Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

#### Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) Which gives me reasonable cause to believe that in any material respect the requirements:

- To keep accounting records in accordance with section 130 of the Charities Act; and
- To prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities



have not been met; or

(2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Name: Ian Barrett FCA FCIE

Address: Barretts, Chartered Accountants

22 Union Street, Newton Abbot, Devon, TQ12 2JS

Date: 29 Oct 2025

## 4 Statement of Financial Activities

For the period ended 31 December 2024

| Statement of Financial Activities                                         |       |                |               |                                      |                                      |
|---------------------------------------------------------------------------|-------|----------------|---------------|--------------------------------------|--------------------------------------|
| Recommended categories by activity                                        | Notes | Unrestricted   | Restricted    | Total<br>12 months to<br>31 Dec 2024 | Total<br>12 months to<br>31 Dec 2023 |
| Incoming resources                                                        | 1     | £              | £             | £                                    | £                                    |
| <b>Income and endowments from:</b>                                        |       |                |               |                                      |                                      |
| Donations and legacies                                                    |       | 1,000          | 64,304        | 65,304                               | 145,092                              |
| Charitable activities                                                     |       | 137,611        |               | 137,611                              | 142,255                              |
| Other trading activities                                                  |       | -              | -             | -                                    | -                                    |
| Investments                                                               |       | 1,323          | -             | 1,323                                | 853                                  |
| Separate material item of income                                          |       | -              | -             | -                                    | -                                    |
| Other                                                                     |       | -              | -             | -                                    | -                                    |
| <b>Total incoming resources</b>                                           |       | <b>139,934</b> | <b>64,304</b> | <b>204,238</b>                       | <b>288,199</b>                       |
| <b>Resources expended</b>                                                 | 2     |                |               |                                      |                                      |
| <b>Expenditure on:</b>                                                    |       |                |               |                                      |                                      |
| Raising funds                                                             |       | 39,433         | 16,685        | 56,118                               | 35,851                               |
| Charitable activities                                                     |       | 166,122        | 70,285        | 236,407                              | 195,249                              |
| Separate material expense item                                            |       | -              |               | -                                    | -                                    |
| Other                                                                     |       | -              |               | -                                    | -                                    |
| <b>Total expenditure</b>                                                  |       | <b>205,555</b> | <b>86,970</b> | <b>292,525</b>                       | <b>231,099</b>                       |
| <b>Net income/(expenditure) before investment gains/(losses)</b>          |       | - 65,621       | - 22,666      | - 88,288                             | 57,099                               |
| Net gains/(losses) on investments                                         |       | -              | -             | -                                    | -                                    |
| <b>Net income/(expenditure)</b>                                           |       | - 65,621       | - 22,666      | - 88,288                             | 57,099                               |
| <b>Extraordinary items</b>                                                |       | -              | -             | -                                    | -                                    |
| <b>Transfers between funds</b>                                            |       | -              | -             | -                                    | -                                    |
| <b>Other recognised gains/(losses)</b>                                    |       |                |               |                                      |                                      |
| Gains and losses on revaluation of fixed assets for the charity's own use |       | -              | -             | -                                    | -                                    |
| Other gains/(losses)                                                      |       | -              | -             | -                                    | -                                    |
| <b>Net movement in funds</b>                                              |       | - 65,621       | - 22,666      | - 88,287                             | 57,099                               |
| <b>Reconciliation of funds:</b>                                           |       |                |               |                                      |                                      |
| Total funds brought forward                                               |       | 91,913         | 35,800        | 127,713                              | 70,613                               |
| <b>Total funds carried forward</b>                                        |       | <b>26,292</b>  | <b>13,134</b> | <b>39,426</b>                        | <b>127,713</b>                       |

## 5 Balance sheet

As at 31 December 2024

| Balance Sheet                                                                        | Notes | As at<br>31 Dec 2024 | As at<br>31 Dec 2023 |
|--------------------------------------------------------------------------------------|-------|----------------------|----------------------|
| Fixed assets                                                                         |       | £                    | £                    |
| Intangible assets                                                                    |       | -                    | -                    |
| Tangible assets                                                                      |       | -                    | -                    |
| Heritage assets                                                                      |       | -                    | -                    |
| Investments                                                                          |       | -                    | -                    |
| <b>Total fixed assets</b>                                                            |       | <b>-</b>             | <b>-</b>             |
| Current assets                                                                       |       |                      |                      |
| Stocks                                                                               |       | -                    | -                    |
| Debtors                                                                              | 6     | 267                  | 4,794                |
| Investments                                                                          |       | 43,728               | 42,416               |
| Cash at bank and in hand                                                             | 8     | 70,540               | 86,926               |
| <b>Total current assets</b>                                                          |       | <b>114,535</b>       | <b>134,136</b>       |
| Creditors: amounts falling due within one year                                       | 7     | 75,109               | 6,423                |
| <b>Net current assets/(liabilities)</b>                                              |       | <b>39,426</b>        | <b>127,713</b>       |
| <b>Total assets less current liabilities</b>                                         |       | <b>39,426</b>        | <b>127,713</b>       |
| Creditors: amounts falling due after one year                                        | 7     | -                    | -                    |
| Provisions for liabilities                                                           |       |                      |                      |
| <b>Net assets</b>                                                                    |       | <b>39,426</b>        | <b>127,713</b>       |
| Funds of the Charity                                                                 |       |                      |                      |
| Endowment funds                                                                      |       |                      |                      |
| Unrestricted funds                                                                   | 9     | 26,292               | 91,913               |
| Restricted income funds                                                              | 9     | 13,134               | 35,800               |
| Revaluation reserve                                                                  |       | -                    | -                    |
| <b>Total funds</b>                                                                   |       | <b>39,426</b>        | <b>127,713</b>       |
| <i>Please note - the above investments are cash investments in a savings account</i> |       |                      |                      |

Approved by the Trustees and signed on behalf of the Trustees.



Sarah Brunwin

29 Oct 2025

## 6 Notes to the accounts

### Basis of accounting preparation

#### Basis of accounting

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) and with the Charities Act 2011.

#### Fund accounting

- Unrestricted funds comprise of accumulated surpluses and deficits on general funds. They are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity
- Designated funds are unrestricted funds earmarked by the Trustees for particular purposes. They may be re-allocated
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

### Accounting policies

#### Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to, and virtually certain to receive, the income and the amount can be quantified with reasonable reliability.

The following policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant
- Donated services and facilities are included at the value to the charity where this can be quantified. The values of services provided by volunteers or other gifts in kind have not been included in these accounts
- Investment income is included when receivable
- Incoming resources from charitable trading activity are accounted for when earned.

### Expended resources

Expenditure is recognised on an accrual basis as a liability is incurred:

- Charitable activities, costs of generating funds and governance costs comprise direct expenditure, including staff costs, directly attributable to the activity. Where costs cannot be directly attributed, they have been allocated to activities on the basis of estimated time spent by staff on each activity
- Support costs comprise of all services supplied centrally, identifiable as wholly or mainly in support of projects and include an appropriate proportion of central overheads
- Central overheads are allocated to operational and fundraising functions on the basis of their use of central support services with the aim of ensuring that those costs remaining within governance relate to the management of the charity's assets, organisational administration and compliance with constitutional and statutory requirements
- All liabilities are recognised as soon as an obligation arises.

## Analysis of incoming resources

| Note 1 - Analysis of income                           |                |               |                                      |                                      |
|-------------------------------------------------------|----------------|---------------|--------------------------------------|--------------------------------------|
|                                                       | Unrestricted   | Restricted    | Total<br>12 months to<br>31 Dec 2024 | Total<br>12 months to<br>31 Dec 2023 |
| Donations and legacies:                               | £              | £             | £                                    | £                                    |
| Donations and gifts                                   | 1,000          | 977           | 1,977                                | 35,180                               |
| Gift Aid                                              | -              | -             | -                                    | 8,750                                |
| General grants provided by government/other charities | -              | 63,327        | 63,327                               | 101,162                              |
| <b>Total</b>                                          | <b>1,000</b>   | <b>64,304</b> | <b>65,304</b>                        | <b>145,092</b>                       |
| Charitable activities:                                |                |               |                                      |                                      |
| WildLearning training delivery                        | 81,443         |               | 81,443                               | 65,503                               |
| Course creation                                       | 56,168         | -             | 56,168                               | 76,751                               |
| <b>Total</b>                                          | <b>137,611</b> | <b>-</b>      | <b>137,611</b>                       | <b>142,255</b>                       |
| Income from investments:                              |                |               |                                      |                                      |
| Interest income                                       | 1,323          | -             | 1,323                                | 853                                  |
| <b>Total</b>                                          | <b>1,323</b>   | <b>-</b>      | <b>1,323</b>                         | <b>853</b>                           |
| Other:                                                |                |               |                                      |                                      |
| <b>Total</b>                                          | <b>-</b>       | <b>-</b>      | <b>-</b>                             | <b>-</b>                             |
| <b>TOTAL INCOME</b>                                   | <b>139,934</b> | <b>64,304</b> | <b>204,238</b>                       | <b>288,199</b>                       |

## Analysis of resources expended

| Note 2 - Analysis of expenditure                  |                |               |                                      |                                      |
|---------------------------------------------------|----------------|---------------|--------------------------------------|--------------------------------------|
|                                                   | Unrestricted   | Restricted    | Total<br>12 months to<br>31 Dec 2024 | Total<br>12 months to<br>31 Dec 2023 |
| Analysis                                          |                |               | £                                    | £                                    |
| Incurred seeking donations                        | 18,742         | 7,930         | 26,672                               | 16,491                               |
| Incurred seeking grants                           | 18,742         | 7,930         | 26,672                               | 16,491                               |
| Support costs associated with raising funds       | 1,949          | 825           | 2,774                                | 2,868                                |
| <b>Total expenditure on raising funds</b>         | <b>39,433</b>  | <b>16,685</b> | <b>56,118</b>                        | <b>35,851</b>                        |
| WildLearning Delivery                             | 149,776        | 63,369        | 213,145                              | 176,300                              |
| Support costs associated with WildLearning        | 16,346         | 6,916         | 23,262                               | 18,949                               |
| <b>Total expenditure on charitable activities</b> | <b>166,122</b> | <b>70,285</b> | <b>236,407</b>                       | <b>195,249</b>                       |
| <b>TOTAL EXPENDITURE</b>                          | <b>205,555</b> | <b>86,970</b> | <b>292,525</b>                       | <b>231,099</b>                       |

## Support Costs

| Note 3 - Support Costs                                                                                                                                                                                                                                                                                                                                                                |               |                          |               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|--------------------------|---------------|
|                                                                                                                                                                                                                                                                                                                                                                                       | Raising funds | WildLearning/<br>WildHub | Grand total   |
| Support cost (detail)                                                                                                                                                                                                                                                                                                                                                                 | £             | £                        | £             |
| Staff salaries                                                                                                                                                                                                                                                                                                                                                                        | 1,950         | 16,349                   | 18,299        |
| Pensions                                                                                                                                                                                                                                                                                                                                                                              | 41            | 345                      | 386           |
| Governance                                                                                                                                                                                                                                                                                                                                                                            | 48            | 406                      | 454           |
| All other                                                                                                                                                                                                                                                                                                                                                                             | 735           | 6,162                    | 6,897         |
| <b>Total</b>                                                                                                                                                                                                                                                                                                                                                                          | <b>2,774</b>  | <b>23,262</b>            | <b>26,036</b> |
| <p><i>Appointment of support costs between activities was based on approximate staff time (therefore salary costs) spent on support of activity and actual activity allocation. The above figures are related to support costs only that have not already been shown as a separate fundraising cost or charitable activity cost and therefore do not include all expenditure.</i></p> |               |                          |               |

| Note 4 - Details of certain items of expenditure |                                      |                                      |
|--------------------------------------------------|--------------------------------------|--------------------------------------|
|                                                  | Total<br>12 months to<br>31 Dec 2024 | Total<br>12 months to<br>31 Dec 2023 |
|                                                  | £                                    | £                                    |
| Independent examiner's fees                      | 420                                  | 420                                  |
| Other fees                                       | -                                    | -                                    |
| <b>Total</b>                                     | <b>420</b>                           | <b>420</b>                           |

## Staff costs

| Note 5 - Paid employees        |                                      |                                      |
|--------------------------------|--------------------------------------|--------------------------------------|
| 5.1 Staff Costs                |                                      |                                      |
|                                | Total<br>12 months to<br>31 Dec 2024 | Total<br>12 months to<br>31 Dec 2023 |
|                                | £                                    | £                                    |
| <b>Salaries and wages</b>      | 236,221                              | 203,294                              |
| <b>Social security costs</b>   | 16,217                               | 12,263                               |
| <b>Pension costs</b>           | 5,326                                | 3,463                                |
| <b>Other employee benefits</b> | -                                    | -                                    |
| <b>Total staff costs</b>       | <b>257,764</b>                       | <b>219,020</b>                       |

| <b>5.2 Average head count in the year</b> | <b>Total<br/>12 months to<br/>31 Dec 2024</b> | <b>Total<br/>12 months to<br/>31 Dec 2023</b> |
|-------------------------------------------|-----------------------------------------------|-----------------------------------------------|
|                                           | <b>Number</b>                                 | <b>Number</b>                                 |
| <b>Fundraising</b>                        | 0.8                                           | 0.9                                           |
| <b>Charitable Activities</b>              | 6.2                                           | 5.2                                           |
| <b>Support Costs</b>                      | 0.5                                           | 0.5                                           |
| <b>Total</b>                              | <b>7.5</b>                                    | <b>6.5</b>                                    |

*There were no employees who received employee benefits of more than £60,000. A pension scheme was implemented in May 2017. None of the Trustees has been paid any remuneration or received any other benefits from an employment with the charity or related entity. No Trustee expenses have been incurred. No staff were made redundant and no contracts terminated during the financial year.*

## Grant making

No grants were made during the reporting period January to December 2024.

## Debtors

| <b>Note 6 - Debtors and prepayments</b> |                              |                              |
|-----------------------------------------|------------------------------|------------------------------|
| <b>6.1 Analysis of debtors</b>          | <b>As at<br/>31 Dec 2024</b> | <b>As at<br/>31 Dec 2023</b> |
|                                         | <b>£</b>                     | <b>£</b>                     |
| <b>Trade debtors</b>                    | 267                          | -                            |
| <b>Prepayments and accrued income</b>   |                              | 4,794                        |
| <b>Total</b>                            | <b>267</b>                   | <b>4,794</b>                 |

## Creditors

| Note 7 - Creditors and accruals                  |                                     |                   |                                              |                   |
|--------------------------------------------------|-------------------------------------|-------------------|----------------------------------------------|-------------------|
| 7.1 Analysis of creditors                        | Amounts falling due within one year |                   | Amounts falling due after more than one year |                   |
|                                                  | As at 31 Dec 2024                   | As at 31 Dec 2023 | As at 31 Dec 2024                            | As at 31 Dec 2023 |
|                                                  | £                                   | £                 | £                                            | £                 |
| Accruals for grants payable                      | -                                   | -                 | -                                            | -                 |
| Bank loans and overdrafts                        | -                                   | -                 | -                                            | -                 |
| Trade creditors                                  | -                                   | -                 | -                                            | -                 |
| Accruals and deferred income                     | 74,774                              | 6,423             | -                                            | -                 |
| Taxation and social security                     | -                                   | -                 | -                                            | -                 |
| Other creditors                                  | 335                                 | -                 | -                                            | -                 |
| <b>Total</b>                                     | <b>75,109</b>                       | <b>6,423</b>      | <b>-</b>                                     | <b>-</b>          |
| 7.2 Deferred income                              |                                     |                   |                                              |                   |
| <i>Movement in deferred income account</i>       |                                     |                   | As at 31 Dec 2024                            | As at 31 Dec 2023 |
|                                                  |                                     |                   | £                                            | £                 |
| Balance at the start of the reporting period     |                                     |                   |                                              |                   |
| Amounts added in current period                  |                                     |                   | 75,109                                       | 6,423             |
| Amounts released to income from previous periods |                                     |                   |                                              |                   |
| Balance at the end of the reporting period       |                                     |                   | <b>75,109</b>                                | <b>6,423</b>      |

## Cash in hand

| Note 8 - Cash at bank and in hand |                   |                   |
|-----------------------------------|-------------------|-------------------|
|                                   | As at 31 Dec 2024 | As at 31 Dec 2023 |
|                                   | £                 | £                 |
| Short term cash investments       | -                 | -                 |
| Short term deposits               | 43,728            | 42,416            |
| Cash at bank and on hand          | 70,540            | 86,926            |
| Other                             | -                 | -                 |
| <b>Total</b>                      | <b>114,268</b>    | <b>129,342</b>    |

## Movement of funds

| <b>Note 9 - Charity funds</b>                                                                                        |                                                 |                           |                           |                                                  |
|----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|---------------------------|---------------------------|--------------------------------------------------|
| <b>9.1 Details of material funds held and movements during the CURRENT reporting period 12 months to 31 Dec 2024</b> |                                                 |                           |                           |                                                  |
| <b>Movement of major funds</b>                                                                                       | <b>Fund balances brought forward 1 Jan 2024</b> | <b>Incoming resources</b> | <b>Outgoing resources</b> | <b>Fund balances carried forward 31 Dec 2024</b> |
|                                                                                                                      | <b>£</b>                                        | <b>£</b>                  | <b>£</b>                  | <b>£</b>                                         |
| <b>Unrestricted</b>                                                                                                  |                                                 |                           |                           |                                                  |
| General (inc WildLearning unres)                                                                                     | 91,913                                          | 139,934                   | 205,555                   | 26,292                                           |
| <b>Restricted</b>                                                                                                    |                                                 |                           |                           |                                                  |
| TigerTeam project                                                                                                    | 4,970                                           | 977                       | 373                       | 5,573                                            |
| WildLearning project                                                                                                 | -                                               | 11,265                    | 3,705                     | 7,560                                            |
| Conservation Trainers Network                                                                                        | -                                               | 27,563                    | 27,563                    | -                                                |
| WildHub project                                                                                                      | 9,387                                           | -                         | 9,387                     | -                                                |
| Comms, Engagement & Fundraising                                                                                      | 9,912                                           | 22,500                    | 32,412                    | -                                                |
| WildLearning Bursaries                                                                                               | 11,530                                          | 2,000                     | 13,530                    | -                                                |
| <b>Total Restricted</b>                                                                                              | <b>35,800</b>                                   | <b>64,304</b>             | <b>86,970</b>             | <b>13,134</b>                                    |
| <b>Total Funds</b>                                                                                                   | <b>127,713</b>                                  | <b>204,238</b>            | <b>292,525</b>            | <b>39,426</b>                                    |
| <b>Analysis of net assets between funds</b>                                                                          |                                                 |                           |                           |                                                  |
|                                                                                                                      |                                                 | <b>Unrestricted</b>       | <b>Restricted</b>         | <b>Balances carried forward 31 Dec 2024</b>      |
| Current assets                                                                                                       |                                                 | 33,901                    | 80,634                    | 114,535                                          |
| Other current/(liabilities)                                                                                          |                                                 | - 7,609                   | - 67,500                  | - 75,109                                         |
| <b>Total Funds</b>                                                                                                   |                                                 | <b>26,292</b>             | <b>13,134</b>             | <b>39,426</b>                                    |