



Charity number **1191174**

Annual Report and Financial Statements
For the period 01/01/2024 to 31/12/2024



Slow The Flow

Annual Report and Financial Statements

For the period 01/01/2024 to 31/12/2024

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Slow The Flow

Trustees' report for the period 01/01/2024 to 31/12/2024

Reference and administrative details of the charity, its trustees and advisors

The trustees during the financial period and up to and including the date the report was agreed were:

Name	Position	Dates
Bede Mullen	Chair (to 15/07/2024)	Resigned 15/07/2024
Adrian Horton	Secretary (from 06/06/2024 to 19/07/2024)	
	Chair (from 19/07/2024)	
Stephen John Garrod	Treasurer	
Robin Gray		
Katie Kimber		
Amanda McDermott		
Paul Garry Williams		Resigned 06/06/2024
Andrew Colin Wright		
Jacqueline Ann Lowe	Secretary (to 06/06/2024)	Resigned 06/06/2024
Andrew John Mackintosh		
Robin Howorth		Resigned 20/07/2024
Susan O'Brien	Secretary (from 19/07/2024 to 16/10/2024)	Appointed 23/05/2024
		Resigned 16/10/2024
Samuel Townsend		Appointed 13/07/2024
Pat Devine		Appointed 23/01/2025
Rachel Smith		Appointed 25/03/2025
Sophie Tankard		Appointed 25/03/2025
Rachel Flood		Appointed 31/07/2025

Charity Number

The charity was registered with the Charity Commission for England and Wales, number 1191174, on 07/09/2020.

Principal address	Hebden Lodge Lee Mill Road Hebden Bridge West Yorkshire HX7 7AE	Bankers	Reliance Bank Ltd Faith House 23-24 Lovat Street London EC3R 8EB
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Slow The Flow

Trustees' report (continued) for the period 01/01/2024 to 31/12/2024

Structure, governance and management

The charity is governed by a constitution adopted Jan 2020.

Method of recruitment and appointment of trustees

The trustees of the charity are the founding trustees of the charity or are otherwise appointed by the trustees.

Objectives and activities

The charity's objects

Slow The Flow is a charity working to advance the education of the public in Natural Flood Management, Sustainable Drainage Systems and other renewable methods of managing the environment, including the exploration of alternative practices which safeguard the natural environment and its resources in a manner which best fits the specifics of a local geography.

The charity's main activities

The educational objective of the organisation is achieved by presenting information on the Slow The Flow website from a mixture of specialist technical professionals and NFM practitioners including: case studies carried out with volunteers; "how to" guides for implementation at their own properties or land or that provided by others; workshops, lectures and seminars from the technical professionals and those leading or being involved in volunteer projects; and the hands-on volunteer activities - giving members of the public the opportunity to try first hand a range of flood management techniques on land offered by consenting landowners before doing the same on their own property or by similarly seeking cooperation for projects on land owned by others.



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Trustees' report (continued) for the period 01/01/2024 to 31/12/2024

The organisation implements pilot projects in so far as this is necessary in a science which is emerging and requires an evidence base to demonstrate its efficacy. Its main project to date is work carried out by volunteers on land owned by The National Trust, which is not a beneficiary but a consenting and cooperative landowner whose motivation is to help the organisation educate communities about Natural Flood Management and do its bit on land over which it has control. This project sets out to provide proof of concept including the feasibility of volunteer-based actions to implement Natural Flood Management in a local scenario – notably to the benefit of the entire downstream community – while recognising that this implementation by itself is a small part of a wider solution only achievable by educating others in the mechanics and arguments for Natural Flood Management.

Other implementations entail projects based on a similar scalability model where the organisation produces results and promotes the learned physical and social science to encourage others to repeat and expand the work so that it is scaled up to a level that is of benefit to the extended community.

These projects include: identifying Natural Flood Management opportunities; suggesting designs for small-scale woodland and terrain interventions; communications that encourage involvement of volunteers and landowners; facilitating discussions between participating parties; and building understanding between community participants and local and national government agencies

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular in relation to advancing the education of the public in Natural Flood Management, Sustainable Drainage Systems and other renewable methods of managing the environment.



Slow The Flow

Trustees' report (continued) for the period 01/01/2024 to 31/12/2024

Achievements and performance

Slow The Flow started its work to build Natural Flood Management (NFM) and Sustainable Drainage Solutions (SuDS) into the Calder catchment in 2016. Since then its volunteers, trustees and partners have worked tirelessly on the task with the aim of reducing flood risk to our communities.

We have continued to build upon this early work and develop new partnerships, ideas, projects, and initiatives to reduce flood risk here in the Calder Valley. Below you will find information about some of the activities we have been getting up to throughout 2024.

2024 was a busy year for Slow The Flow trustees and volunteers. We have continued with our long-term project at the National Trust's Hardcastle Craggs estate in Hebden Bridge and this year started work at a new site: Broadhead Clough. We have worked in partnership with the National Trust for the past eight years bringing hundreds of volunteers to monthly work sessions building leaky dams, and placing logs along valley contours to interrupt the flow of water into rivers.

We also continue to welcome guests and visitors to Hardcastle Craggs for them to see for themselves the work and the benefits to the community, and to the developing bio-diversity which the work contributes towards.

January 2024

Slow The Flow appeared on BBC Look North on 7th January 2024, showcasing its Key Stage 2 educational resources being used by pupils at Copley Primary School near Halifax.

A video of the coverage is available at <https://www.youtube.com/watch?v=b7M8tDh2OGg>

Funding from the Community Foundation For Calderdale enabled Slow The Flow to develop KS2 and KS3 education resources. More can be read about the materials on Slow The Flow's website from where the materials can also be download at no charge.

At the charity's first session at Broadhead Clough on Sunday 21st January 2024 Slow The Flow was joined by a team from ITV news who compiled the report that can be watched at <https://www.youtube.com/watch?v=E7r5iLUr7Rc>

Volunteers put 4 leaky dams in place and could already see them in action as the rain poured down.



Walking through Broadhead Clough, the dams can be spotted at the first stream on the right when heading from the bottom of the nature reserve, they can't be missed.

On days when the area is being hit with rain and gale force winds it's clear why this work is so important. The more work done in the uplands to slow the flow the less the valley bottom has to deal with.

February 2024

Slow The Flow welcomed Jack Wallington as a patron of the charity whose passion for its cause and dedication to making a difference will undoubtedly inspire positive change.

Jack is a local landscape designer and nature writer; his combination of growing, showing and explaining what he does to help others has allowed him to communicate a new approach to gardens.

Slow The Flow is keen to see Jack seamlessly weave its natural flood management principles into his celebrated work, adding a flood resilience and eco-conscious touch to his creations.

The following video clip shows Jack introducing himself and explaining why he's delighted to be involved.

<https://www.youtube.com/watch?v=zukcNPe-xLO>

March 2024

On Sunday 3rd March, Halifax MP, Holly Lynch joined the volunteers at Hardcastle Crag to help make leaky dams and stuff gullies and recorded the video below where she set out what Slow The Flow hoped to achieve from its planned trip to the Houses of Parliament on 12th March. <https://www.youtube.com/watch?v=gpG9sacI2FI>

On Tuesday 12th March, Slow The Flow visited the Houses of Parliament and presented five key messages to a room full of Members of Parliament and Peers at The House of Commons, highlighting the importance of NFM, Sustainable Drainage Systems (SuDS), and other renewable methods of managing the environment to reduce flood risk.

The day was very positive, meeting more than 25 MPs who wanted to understand how NFM can reduce flood risk. There were lots of great conversations about natural flood



management and what MPs can do in their own constituency which produced lots of engagement and interest.

The key messages presented were:

1. More funding is needed for NFM stressing it is a cost-effective approach that provides value for money.
2. All new developments should include SuDS.
3. Green skills and expertise are necessary for the development of NFM. Local authorities should have NFM officers.
4. Education is crucial for long-term understanding and success. NFM and SuDS should be included in the primary school curriculum.
5. NFM and SuDS have a positive impact on Combined Sewer Outfalls, and the automatic right to combined sewer connection should be removed.

Using contacts made at this event, Slow The Flow planned to continue to work with these legislators to ensure that NFM is front and centre of decisions around reducing flood risk in Calderdale and around the UK .

There followed an article about the visit on the BBC website.

As part of its educational aims and campaign to promote the adoption of natural flood management across the United Kingdom, on Wednesday 20th March Slow The Flow hosted Ymgynghoriaeth Gwynedd Consultancy (YGC), the largest public sector run consultancy in Wales, to view the work carried out at Hardcastle Crags and Broadhead Clough. Ten staff of YGC spent the day with Slow The Flow's Chair, Bede Mullen, examining some of the 1000 plus leaky dams the charity has installed, together with the other natural flood management measures it has undertaken, with an emphasis on monitoring their effectiveness and promoting community engagement.

YGC work with an extensive and varied list of clients, both in the public and private sector. Services provided include cost estimating, procurement, project management and other specialist consultancy services in the areas of transport infrastructure, building design, flood mitigation and environmental work. Currently employing 120 members of staff and with annual turnover of circa £5.5m.



YGC have a dedicated team of engineers to deal with the ever-increasing threat of flooding due to predicted rise in sea levels and rainfall intensity associated with climate change. One of their key responsibilities is to undertake flood risk management, ranging from building flood defences to building resilience through raising public awareness.

Through good public engagement and collaboration with other risk management authorities, YGC aims to manage the risk of flooding in communities across the region. This includes carrying out the role of operating as Lead Local Flood Authority on behalf of Gwynedd & Anglesey Councils.

Elen Williamson from YGC said “it was inspiring to see the enormous amount of work Slow The Flow has carried out since 2016 to protect local communities from the effects of flooding. This community led approach is something to be recommended and adopted elsewhere”.

Robin Perkins of YGC spoke about this in the video below.

<https://www.youtube.com/watch?v=2iG2KDJVxAU>

April 2024

Slow The Flow Trustees, Adrian Horton and Stephen Garrod, met with Andy Bampton, Project Development Champion at Andy’s Man Club. Among other things, they spoke about the power of volunteering to improve mental health and well-being.

Summer 2024

In June, some of the Slow The Flow Trustees, alongside colleagues from the Landscape Institute of Yorkshire and Humberside, had a great site visit to ‘Sponge Parks’ at West Gorton Community Park and Mayfield Park in Manchester to view two very different approaches to urban surface water drainage. Highlights of the visit included the retrofit of the surrounding highways at West Gorton to maximise water attenuation and at Mayfield the retention of elements from the former factory including structural beams, attention to detailing and some incredible specimen trees which gave this site the wow factor.



Throughout June and July, Slow The Flow welcomed local Scouts, Cubs, Brownies, Guides and Rangers who took part in Natural Flood Management (NFM) and Balsam Bashing sessions at Hardcastle Crag. Participants each received a special STF badge for their efforts.

During July and August the trustees were busy planning the future of Slow The Flow, taking time to reflect on what the charity does well, what it should do more of, and what activities might need to be placed at lower priority. On Saturday 13th July trustees met in a meeting room at The Birchcliffe Centre in Hebden Bridge to discuss the strategy and what plans they had for the next few years. It was a terrifically productive day and great to spend some time together to discuss what was to be achieved in the years ahead. There was a follow-up meeting in October to finalise the strategy plan.

On 8th August, trustees had a brilliant afternoon with two of the charity's partners meeting first with the Broadhead Clough, Yorkshire Wildlife Trust Reserve Assistant to explore some exciting leaky dam plans at Slow The Flow's new natural flood management site there; and later with the Hardcastle Crag, National Trust Site Managers to discuss the continuation of its 7 year collaboration with The National Trust into 2025.

October 2024

Following on from Slow The Flow's visit to Parliament in March this year, and with the general Election settled, trustees were proud to be invited by Ashley Dalton MP, West Lancashire, and Scarisbrick Parish to a public meeting discussing their local flooding issues. (4th October)

One of the outcomes sought after the March visit to Parliament was to reach new audiences and spread the word about the Natural Flood Management and Sustainable Urban Drainage System work achieved by the charity which would help to mitigate the effects of climate change.

The discussion centred on finding long-term solutions to flooding in the area and involved local Councillors, the Environment Agency and Slow The Flow Trustees Adrian and Sam.



November 2024

Slow The Flow was delighted to have won the Community Foundation For Calderdale Community Spirit Award in the “Great and Green” category, for its work in providing NFM education in schools.

Slow The Flow thanked the Community Foundation for Calderdale for the financial support in enabling it to make these excellent resources freely available to schools across Calderdale, and nationally.

Throughout the Year

Slow The Flow used skilled volunteers to review Calderdale Council planning applications and, where appropriate, submit comments to the planning portal to highlight ways in which Natural Flood Management (NFM), Sustainable Urban Drainage Systems (SuDS) and other practices can be incorporated into the design to help alleviate potential flood risk.

Trustees volunteered their time to represent Slow The Flow on a number of external committees where they inform and provide their expertise and guidance to other organisations working in the same area. In return, much was learned about the work completed by others. These organisations included:

Calder Catchment Partnership (CCP)

West Yorkshire Flood Innovation Programme (WYFLIP)

White Rose Forest (WRF)

Natural Flood Management Operations Group (NFM Ops Group)

Calderdale Invasive Non-Native Species group (INNS)



Slow The Flow

Trustees' report (continued) for the period 01/01/2024 to 31/12/2024

Financial review

The net receipts for the year were: £1289 to unrestricted funds comprising £7,420 receipts and £6,131 payments; and -£7,914 to restricted funds comprising no receipts and £7,914 payments.

Reserves policy

The charity's free cash reserves at the year end were £18765.

It is the charity's policy to maintain a reserve to provide a growing fund (currently £11,750) for future employment of staff and working capital in the region of £7,000 to fund its general activities in the year ahead comprising expenditure anticipated as follows:

Insurance	470
Website	950
General Publicity and Educational Media	500
Promotion by Social Media	480
Office and Admin Costs	2400
Room Hire/Meeting Expenses	500
Trustee Expenses	200
Equipment	300
Fundraising Costs	600
Governance Costs	250
Trustee and Volunteer External Training	250
Bank Charges	100

Risk management

The Trustees have introduced a risk management process to assess business risks and are implementing systems to mitigate these risks. Internal risks are minimised by the implementation of procedures or authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the Charity. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to relevant sites. These procedures are periodically reviewed to ensure that they still meet the needs of the Charity.

Signed on behalf of the board of trustees:

Signed

A handwritten signature in black ink, appearing to read 'Stephen Garrod'.

Date: 21/10/2025

Name: Stephen Garrod (Trustee)



Slow The Flow

Receipts and payments account

for the Financial Period 01/01/2024 to 31/12/2024

Receipts	Financial Period to 31/12/2024 Unrestricted Funds	Financial Period to 31/12/2024 Restricted Funds	Financial Period to 31/12/2024 Total Funds	Financial Period to 31/12/2023 Total Funds
Donations	6830		6830	4689
Grants	590		590	14800
Total Receipts	7420		7420	19489
Payments				
Bank Charges	96		96	89
Donations				10
Fundraising costs	605		605	282
General Publicity	1150		1150	202
Governance Costs				750
Insurance	448		448	406
Groundwork Tools				81
Protective Clothing				783
Meeting Room Hire	557		557	367
Miscellaneous	50		50	
Office and Admin Costs	1571		1571	1604
Restricted Grant Funded Projects		7914	7914	5060
Trustee Expenses	448		448	70
Training Costs	671		671	
Website	946		946	471
Total Payments	6131	7914	14046	10176
Net (payments)/receipts	1289	(7914)	(6625)	9313
Fund Balances Brought Forward	17476	20616	38092	28778
Fund Balances Carried Forward	18765	12702	31467	38092



Slow The Flow

Statement of assets and liabilities

as at 31 December 2024

All cash funds were held at the charity's bank.

Assets retained for the charity's own use were valued at £4,500 and comprise items purchased and depreciated since time of purchase in the following categories:

Office Equipment

Marketing Display Equipment

Protective Clothing

Groundworks Equipment

Weather and Water Flow Monitoring Equipment

Approval of the accounts

The financial statements were approved by the board of trustees on 21/10/2025.

Signed:

A handwritten signature in black ink, appearing to be 'Stephen Garrod', written over a light blue horizontal line.

Name: Stephen Garrod (Trustee)



Slow The Flow

Notes to the accounts for the period 01/01/2024 to 31/12/2024

1 Accounting policies

Basis of accounting

The trustees have taken advantage of section 133 of the Charities Act 2011 and have prepared the accounts on a receipts and payments basis.

There has been no change to the accounting policies since last year. No changes have been made to the accounts for previous years.

Taxation

As a registered charity the organisation benefits from rates relief and is generally exempt from income tax and capital gains tax but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Further explanation of the nature and purpose of each fund is included in the notes to the accounts.

2 Trustee Expenses (excluding reimbursement for purchases made on behalf of the charity)

Expenses were paid to or on behalf of the following trustee to reimburse them for travel to Westminster to meet with MPs:

Bede Mullen ... £41.20	Stephen Garrod ... £57.16	Paul Williams ... £62.92
Amanda Mc Dermott ... £71.12	Katie Kimber ... £49.82	Robin Grey ... £66.09
Samuel Townsend ... £49.82		

Expenses were paid to or on behalf of the following trustees to reimburse them for their DBS check:

Robin Grey ... £18.00	Katie Kimber ... £18.00
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3 Trustee remuneration and benefits

There was one trustee who received remuneration for services supplied to Slow The Flow.

This was Andrew Wright who was paid £3,560 in the year under a written agreement for him to provide 18 teaching days in schools to enable Slow The Flow to deliver its Education in Schools Project.



Slow The Flow

Notes to the accounts

for the period 01/01/2024 to 31/12/2024

4 Disclosures Relevant to The Charitable Incorporated Organisations (General) Regulations 2012

- a) There were no guarantees given by Slow The Flow where any potential liability under the guarantee was outstanding at the date of the statement of assets and liabilities.
- b) There was no debt outstanding at the date of the statement of assets and liabilities which was owed by the CIO and which was secured by an express charge on any of the assets of the CIO.

5 Grants and Donations

Source of Income	Financial Period Unrestricted Funds	Financial Period Restricted Funds	Financial Period Total Funds
Yorkshire Divide	500		500
Blazing Saddles Limited	204		204
Calder Valley Fellrunners	600		600
Calderdale M.B.C. Victoria Theatre	1000		1000
Calderdale Sustainability Forum	90		90
Community Foundation for Calderdale/ Halifax Minster	500		500
Diaz-N & San Gu	35		35
Friendly Soap Limited	706		706
Hebden Bridge Trades Club	500		500
LocalGiving Limited	3095		3095
Mytholmroyd St Michaels Wives Group	30		30
Probus	25		25
Scarisbrick Parish	100		100
Smith BC	35		35
Total:	7420	0	7420



Slow The Flow

Notes to the accounts

for the period 01/01/2024 to 31/12/2024

4 Restricted Funds

	Balance b/f	Incomin g	Outgoing	Balance c/f
Community Foundation For Calderdale	2616	-	2616	0
YORKSHIRE WATER SE	5000	-	1154	3846
WEST YORKS F&R-FUN	3000	-	575	2425
Community Foundation For Calderdale	10000	-	3569	6431
	20616	-	7914	12702

Fund Name	Purpose of Restriction
Community Foundation For Calderdale	Education in Schools Project set up
YORKSHIRE WATER SE	Education in Schools Project roll out
WEST YORKS F&R-FUN	West Yorkshire Resilience Grant for Equipment
Community Foundation For Calderdale	Monitoring the effectiveness of Natural Flood Management at Broadhead Cough