



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' annual report (including Directors' report) for the period

From: 24/8/23 Period start date

To: 31/3/24 Period end date

Charity name: Cornwall Rural Education and Skills Trust CIO (known as CREST)

Charity registration number: 1204462

Company number: NA

Objectives and activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To promote the preservation of rural crafts and skills for the public benefit, providing and promoting the advancement of education, instruction and training in all such rural skills and crafts as the trustees in their discretion consider worthy of promotion, protection and preservation.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	ACTIVITIES: • Educational Hedge Value workshops • Lantra Hedging courses – Introductory, Foundation and Intermediate courses • Stone Dressing Workshops • Enhanced Skills Hedging Workshops • Skills Consolidation Hedging Training • School Hedge Craft workshops • Taster and Practice Hedging Activities • Work Experience Hedging Days • Final Assessment Days for Hedging Craftspeople Trainees • Engagement Events at Agricultural, Heritage and Horticultural Shows • Training Site Open Days • Engagement talks and lectures on hedging and rural skills • Research work on hedging and related rural skills to support the development of training Please note: Activities are serviced as part of a funded partnership agreement where the funds are handled by the partner.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity	Para 1.18	CREST Compliance Checklist states that: <i>"Administration for appointing trustees includes Trustee CVs, Fit and Proper Person Declaration and Trustee Declaration forms."</i>

Commission on public benefit		The CREST Constitution states that every new trustee receives an up-to-date copy of the constitution which covers public benefit in Section 6.
------------------------------	--	--

Additional information (optional)
 You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	NA
Policy on social investment including program related investment	Para 1.38	NA
Contribution made by volunteers	Para 1.38	NA
Other		NA

Achievements and performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	CREST Project funded by Defra Farming in Protected Landscapes (FiPL) hosted by Cornwall Heritage Trust as grant holder with CREST as the project delivery organisation Year 1 Delivery Report 21 August 2023 to 31 March 2024 <u>Headliners</u> • 5-day Foundation Lantra Guild courses have proved popular and were prioritised to meet demand and to support trainees in preparation for a 10 day Intermediate course in 2024 (Yr2). • 45% of all trainees were trying Cornish Hedging for the first time having no similar or basic experience. • CREST over-delivered on the number of 5-day courses by
---	-----------	--

		delivering 7 instead of 3, and over-delivered trainee places for 5-day courses with 40 trainee places instead of 24. • Enhanced skills training has been running 1:4 instead of 1:8 (trainer: trainee) to ensure quality learning from expert tuition. • CREST over-delivered on trainee places for practice days by delivering 20 instead of 8 with 66 trainee places instead of 32. • 44% of all trainees (who are not already craftspeople) wish to train to the level of craftspeople of the guild of Cornish hedgers and 46% of all trainees have already returned for further training (some return-learners are already craftspeople returning for enhanced skills). • 19% of our trainees initially engaged with CREST as part of the Penwith Landscape Partnership project. • 97% of trainees who have started a course with CREST, have completed it. • 69% of the bursary spend was awarded to trainees under 35 considering hedging as a career. 90% of bursary recipients are looking to, or have already, returned for further training. • 13 bursaries were requested for 2-day and 5-day courses in 2023, which CREST has been able to meet. 54% of bursary recipients required a bursary because of financial hardship caused by low income and 47% required a bursary because of no-income (other than benefits). • 16% of trainees are aged 16-25, with 75% of these young people looking to continue training. • 19% of trainees are female, approximately equivalent to the number of female hedgers who answered the initial Let's Talk Cornwall Cornish hedgers survey. • 16% of trainees declared additional needs before they started training and further trainees disclosed neuro-diversity during training. All have reported feeling well supported and 29% of all trainees explicitly mentioned in feedback that the training is very beneficial to health and mental well-being (some quotes included in report).
--	--	--

		• 9% are experienced hedgers or stone workers looking to improve skills with CREST which demonstrates the appeal of CREST's training to both novices and those looking for career progression in the craft as well as potential to build skills and community among working hedgers. • CREST has attracted trainees from across the Duchy. Of all trainees, 12% were from East Cornwall, 10% North Cornwall, 21% Mid Cornwall, 21% South Cornwall, 28% West Cornwall and 7% from outside Cornwall. Update report of statistics for training 21 August 2023 to 31 March 2024 • From 31 December 2023 to 31 March 2024, our number of new trainees increased from 59 to 68 with most of our training places being used by return-learners on their craftsperson's path. • Allowing new trainees to come to practice days as 'taster days' before embarking on formal training attracted younger trainees and changed the age distribution of our learners. With slightly more young learners (2% more in the 15-25 age category), we have also seen the 'career change' and 'landowner' group aged 36-49 become the largest at 31% of total learners. • The proportion of women trainees has not increased, and are still at 19% of total trainees. However, thanks to our 'womens' day' (practice day for women hedgers only) and strong encouragement of our women who are on the craftsperson's path, the uptake of places is far stronger. In 2023, only 15% of training places (including return learners) were taken by women. In 2024, 35% of training places (including return learners) were women. • 5-day Foundation Lantra Guild courses have continued to be popular and an additional 5-day course was undertaken in January. • 8 'Hedge-Value' educational Workshops were delivered between Feb and March 2024 for a total of 213 participants. The year 1 forecast was to deliver to 132 participants, CREST exceeded the target by 61%.
--	--	---

		• CREST delivered two workshops for local schools, delivering to 87 children. This exceeded the initial forecast of participants by 93%. • CREST delivered a total of 46 training courses in year 1 with a total of 175 training places taken. CREST was forecast to deliver a total of 176 training places for year 1 and delivered over 99%. • An additional 6 days of enhanced skills training in stone carving was undertaken since the last report, creating an additional 20 training places. • Due to our training being delivered in West Cornwall between January and March 2024, the location of trainees was strongly West Cornwall and Mid-Cornwall based as before. However, the attendance of several students from Falmouth on our training has increased the number of South Cornwall Trainees by 5%.
--	--	---

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	Included in summary above
Performance of fundraising activities against objectives set	Para 1.41	Included in summary above
Investment performance against objectives	Para 1.41	NA
Other		

Financial review

Review of the charity's financial position at the end of the period	Para 1.21	Bank accounts Lloyds account - Lloyds donation £150 Lloyds account - Membership (23) £575 Paypal account £1789 Net assets £19392514 Beneficiaries - Net profit £19392514 Total funds £19392514
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	NA
Amount of reserves held	Para 1.22	NA£ 2000
Reasons for holding zero reserves	Para 1.22	NA
Details of fund materially in deficit	Para 1.24	NA
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	NA

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Grant funding Membership Sponsorship Donations of craft build materials
Investment policy and objectives including any social investment policy adopted	Para 1.46	NA
A description of the principal risks facing the charity	Para 1.46	The success of the FiPL Cornish Hedging project has generated more work than is sustainable on a volunteer level and CREST needs to source funding to support a paid staff team to take the charity forwards beyond FiPL funding and fulfil potential.
Other		

Structure, governance and management

Description of charity's trusts:		
Type of governing document: for example, trust deed , memorandum and articles of association etc	Para 1.25	Constitution
How is the charity constituted? for example limited company , unincorporated association , CIO	Para 1.25	CIO – Charitable Incorporated Organisation
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	13. Appointment of charity trustees 1. At the first annual general meeting of the members of the CIO all the charity trustees shall retire from office; 2. At every subsequent annual general meeting of the members of the CIO, one-third of the charity trustees shall retire from office. If the number of charity trustees is not three or a multiple of three, then the number nearest to one-third shall retire from office, but if there is only one charity trustee, he or she shall retire; 3. The charity trustees to retire by rotation shall be those who have been longest in office since their last appointment or reappointment. If any trustees were last appointed or reappointed on the same day those to retire shall (unless they otherwise agree among themselves) be determined by lot; 4. The vacancies so arising may be filled by the decision of the members at the annual general meeting; any vacancies not filled at the annual general meeting may be filled as provided in sub-clause (5) of this clause; 5. The members or the charity trustees may at any time decide to appoint a new charity trustee, whether in place of a charity trustee who has retired or been removed in accordance with clause 15 (Retirement and removal of charity trustees), or as an additional charity trustee, provided that the limit specified in clause 12(3) on the number of charity trustees would not as a result be exceeded;

		6. A person so appointed by the members of the CIO shall retire in accordance with the provisions of sub-clauses (2) and (3) of this clause. A person so appointed by the charity trustees shall retire at the conclusion of the next annual general meeting after the date of his or her appointment, and shall not be counted for the purpose of determining which of the charity trustees is to retire by rotation at that meeting.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	It is recommended that new trustees read: The essential trustee: what you need to know, what you need to do (CC3) - GOV.UK (www.gov.uk)
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The CREST main committee is a board of 7 Trustees which include the roles of Chair and Secretary, plus a Support Advisor from Cornwall Council. The committee also includes the roles of Training Development Officer and Strategic Development Officer. The Finance Committee consists of the Chair, Secretary and an additional appointed Trustee, as agreed by the main committee and is answerable subject to terms of reference to the main committee. CREST works closely with Cornwall Heritage Trust who host the FiPL funded project and whose CEO attends CREST Main Committee meetings as often as possible. CREST also works with The National Trust, Cornwall Wildlife Trust (Upstream Thinking Volunteers) and Cornwall National Landscapes through hedging training course delivery and education.
Relationship with any related parties	Para 1.51	NA
Other		

Commented [JL1]: Rather than "answerable" I would suggest that the sub-committee is subject to terms of reference agreed by the main Committee.

Reference and administrative details

Charity name	Cornwall Rural Education and Skills Trust CIO
Other name the charity uses	CREST
Registered charity number	1204462
Charity's principal address	Unit G03 Percy Williams Building, Krowji West Park, Redruth TR15 3GE

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Andrew Cockshaw	Chair and Training Development Officer	<u>Appointed 17/5/23</u> <u>Confirmed TDO role on 18/10/23</u>	<u>Approved by main committee</u>
2	Helen Bowkett	Secretary and Strategic Development Officer	<u>Appointed 17/5/23</u> <u>Confirmed SDO role on 15/11/23</u>	<u>Approved by main committee</u>
3	<u>William Tremayne</u>	<u>Trustee</u>	<u>17/5/23 to 13/3/24</u>	<u>Approved by main committee</u>
43	Sara Davey	<u>Trustee</u> Finance Committee	<u>14/6/23</u> <u>Appointed FC role on 13/3/24</u>	<u>Approved by main committee</u>
45	James Kitto <u>Helen Willett</u>	<u>Trustee</u>	<u>14/6/23 to 13/3/24</u>	<u>Approved by main committee</u>
56	David Paton	<u>Trustee</u>	<u>14/6/23</u>	<u>Approved by main committee</u>
7	<u>Julian Little</u>	<u>Treasurer</u>	<u>Appointed 14/6/23</u> <u>Resigned 13/3/24</u>	<u>Approved by main committee</u>
8	<u>Helen Willett</u>	<u>Trustee</u>	<u>23/6/23</u>	<u>Approved by main committee</u>
96	Natalia Earnstman	<u>Trustee</u>	Appointed 13-3-24 <u>13/3/24</u>	Approved by main committee
107	Benedict Furness	<u>Trustee</u>	Appointed 13-3-24 <u>13/3/24</u>	Approved by main committee
81				
1				
91				
2				
13				
0				
14				
1				
15				
2				

Commented [JL2]: Need to add me in with both an appointed date and resignation date per CC register, plus role as "Treasurer".

Corporate trustees – names of the directors at the date the report was approved

Director name	
None	

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year
None	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	NA
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	NA
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	NA

Additional information (optional)

Names and addresses of advisers (optional information)

Type of adviser	Name	Address
Cornwall Council Historic Environmental Records	Ann Reynolds	Kresen Kernow, Little Vauxhall, Redruth TR15 1AS

Name of chief executive or names of senior staff members (optional information)

None

Exemptions from disclosure

Reason for non-disclosure of key personnel details

NA

Other optional information

--

Declarations

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors

Signature(s)		
Full name(s)		
Position (for example Secretary, Chair, etc)		
Date		

CREST CIO
Balance Sheet

		£	
Bank accounts	Lloyds account	150	
	Paypal account	<u>1,789</u>	1,939
Net assets			<u>1,939</u>
		£	
Beneficiaries	Net profit	<u>1,939</u>	1,939
Total funds			<u>1,939</u>

CREST CIO
Profit And Loss Account

			£
Income	Archeaology Talk	195.00	
	Ecology Talk	190.00	
	Foraging Walk	302.50	
	Geology Walk	158.00	
	Hedge History Talk	364.00	
	Medicinal Plant Talk	254.00	
	Memberships	525.00	
	Other	0.01	
			1,988.51
Expenses	Bank charges	(49.53)	
			(49.53)
			1,938.98
Net profit			1,938.98