HAMPSHIRE AND ISLE OF WIGHT WILDLIFE TRUST

England & Wales · Charity number 201081

Details

Other names	HAMPSHIRE AND ISLE OF WIGHT NATURALISTS' TRUST LIMITED, HAMPSHIRE AND ISLE OF WIGHT WILDLIFE TRUST LIMITED, HAMPSHIRE WILDLIFE TRUST
Status	Registered
Legal form	Charitable company
Company number	00676313
Registered	1961-12-22
Register	View on the Charity Commission register

Contact

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Website	www.hiwwt.org.uk

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Activities

Objects: 3.1.1 FOR THE BENEFIT OF THE PUBLIC TO ADVANCE, PROMOTE AND FURTHER THE CONSERVATION AND MAINTENANCE AND PROTECTION OF;(I) WILDLIFE AND ITS HABITATS;(II) PLACES OF NATURAL BEAUTY;(III) PLACES OF ZOOLOGICAL, BOTANICAL, GEOGRAPHICAL, ARCHAEOLOGICAL OR SCIENTIFIC INTEREST;(IV) FEATURES OF LANDSCAPE WITH GEOLOGICAL, PHYSIOGRAPHICAL, OR AMENITY VALUE IN PARTICULAR, BUT NOT EXCLUSIVELY, IN WAYS THAT FURTHER BIODIVERSITY.3.1.2 TO ADVANCE THE EDUCATION OF THE PUBLIC IN;(I) THE PRINCIPLES AND PRACTICE OF SUSTAINABLE DEVELOPMENT;(II) THE PRINCIPLES AND PRACTICE OF BIODIVERSITY CONSERVATION.3.1.3 TO PROMOTE RESEARCH IN ALL BRANCHES OF NATURE STUDY AND TO PUBLISH THE USEFUL RESULTS THEREOF.SUSTAINABLE DEVELOPMENT IS PRIMARILY DEFINED AS 'DEVELOPMENT THAT MEETS THE NEEDS OF THE PRESENT WITHOUT COMPROMISING THE ABILITY OF FUTURE GENERATIONS TO MEET THEIR OWN NEEDS' (BRUNTLAND COMMISSION).

Activities: The Trust exists to advance, promote and further conservation maintenance and protection of wildlife and its habitats, places of natural beauty, places of zoological, botanical, geographical, archaeological or scientific interest and features of landscape with geological, physiographical or amenity value in particular, but not exclusively in ways that further biodiversity.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Environment/conservation/heritage
- **Who:** Children/young People, The General Public/mankind

Geography

- **Area of benefit:** COUNTIES OF HAMPSHIRE AND ISLE OF WIGHT
- Hampshire
- Isle Of Wight

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£9,876,625	£7,970,871	£26,217,511	107
2024-03-31	£11,734,507	£7,249,077	£24,406,031	103
2023-03-31	£10,280,843	£6,064,927	£19,503,262	100
2022-03-31	£7,463,063	£5,615,624	£15,315,651	94
2021-03-31	£6,698,169	£4,882,750	£13,357,367	82

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Trustees

Name	Role	Appointed
Charlotte Rose		2024-02-19
Dr Helen McCormack		2017-09-05
Edward Henry David Densham		2025-06-10
Henry George Le Vaillant Gardener		2024-02-19
Matthew Prescott		2007-06-06
Oliver Cooper		2024-02-19
Oliver Cox		2017-07-07
Professor Joy Carter CBE		2025-05-10
Rachel Coyle MBE		2022-11-05
Richard Lumley Green-Wilkinson		2019-10-24
Victoria Thorp		2024-02-19
William Vine		2022-11-05

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Accounts

Hampshire & Isle of Wight Wildlife Trust

Hampshire and Isle of Wight Wildlife Trust

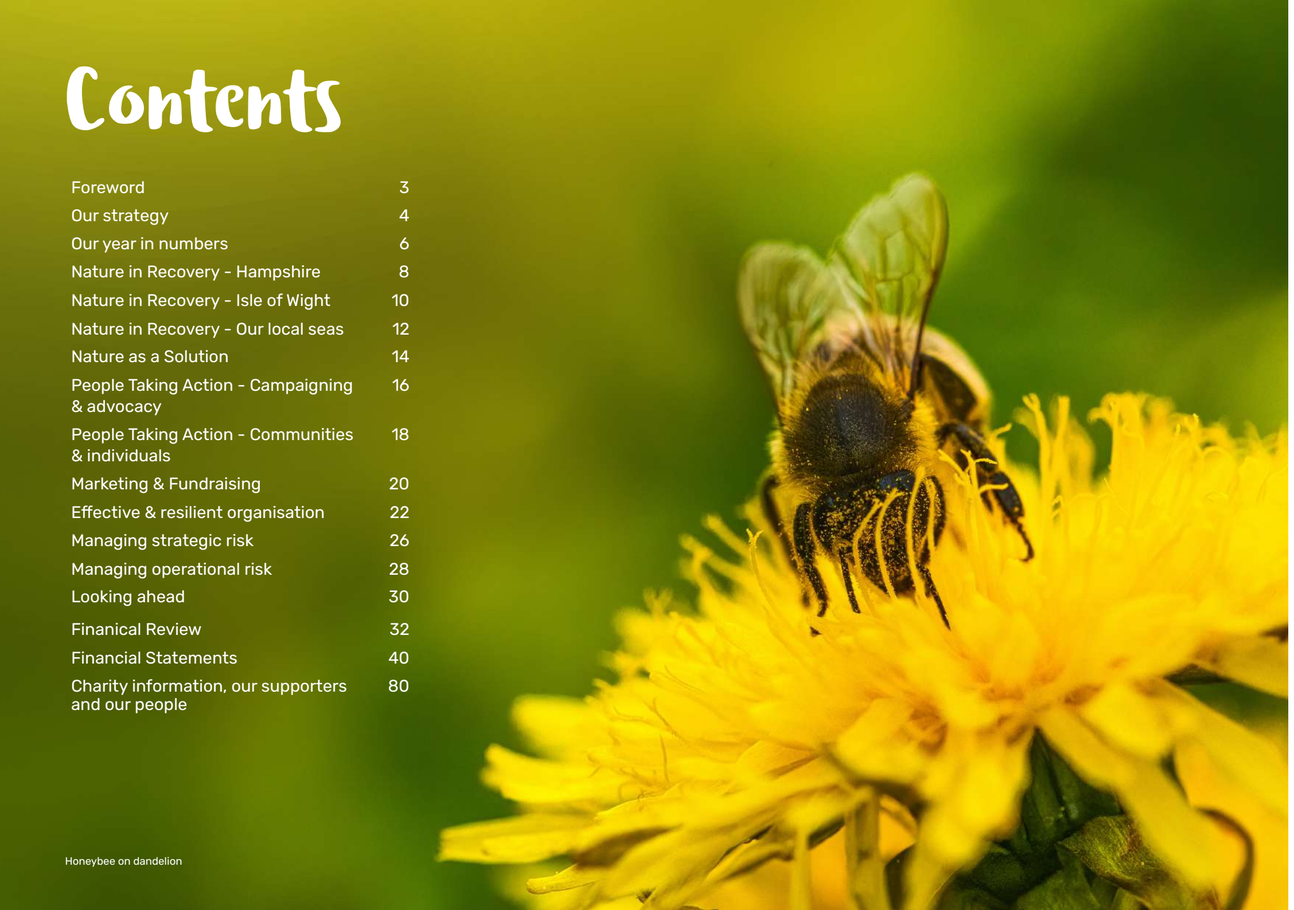
Annual Report 2024/25

Registered Charity Number 201081 | Company Limited by guarantee and registered in England No. 676313



Contents

Foreword	3
Our strategy	4
Our year in numbers	6
Nature in Recovery - Hampshire	8
Nature in Recovery - Isle of Wight	10
Nature in Recovery - Our local seas	12
Nature as a Solution	14
People Taking Action - Campaigning & advocacy	16
People Taking Action - Communities & individuals	18
Marketing & Fundraising	20
Effective & resilient organisation	22
Managing strategic risk	26
Managing operational risk	28
Looking ahead	30
Finanical Review	32
Financial Statements	40
Charity information, our supporters and our people	80



Honeybee on dandelion

Foreword

The past year marked a significant chapter in bringing our ambitious Wilder 2030 strategy to life. We continued to give nature the space and time it needs to recover. By expanding vital wildlife corridors, restoring precious habitats, forging strong partnerships, and safeguarding rare species, we helped to create a healthier, more resilient Hampshire, Isle of Wight and local seas.

With only four years remaining to reach our Wilder 2030 goals, our focus has shifted to the final phase of our strategy. But the work does not stop at 2030. We're now actively looking at what comes next — to ensure the strongest path towards the wilder future we all desperately want and need.

Climate change and extreme weather events continue to test our work, with spring and summer droughts followed by autumn and winter floods impacting wildlife across our reserves. The political climate in the past 12 months has posed many challenges too, with nature far too frequently misrepresented as a barrier to growth. But these pressures only sharpen our resolve, driving us to work harder, innovate more, and build greater partnerships – strengthening the case for nature as the foundation of a resilient future.

A highlight this year was the expansion of Lymington Reedbeds Nature Reserve. This vital corridor, part of our Forest to Foreshore vision, allows wildlife to move freely across the landscape. Thanks to generous donations and legacies, we also secured two important sites in the Eastern Yar Valley on the Isle of Wight, Colman's Withybed and Morton Marsh, and doubled the size of Coulters Dean in the South Downs. This expansion of Coulters Dean protects rare chalk grassland, rich with orchids, butterflies, and other insects. All four sites add to the network of vital habitats we are defending and preserving.

Collaboration has been key to our successes this year. Working with businesses, landowners, councils, government agencies, and other charities, we've restored habitats in the New Forest, on MOD sites, floodplains, and coastal areas along the Solent – protecting wildlife and helping to build communities.

Together with Marwell Zoo and the Bristol Zoological Society, we saw the opening of a new Native Species Zone, a breeding centre that will play a vital role in supporting endangered white-clawed crayfish populations as part of the Trust's long-running Southern Chalk Streams project.

Our marine conservation work also continues to grow. Through the Solent Seagrass Restoration Project, seagrass has returned to the River Hamble for the first time in nearly a century, and renewed support from our partner Boskalis Westminster and hundreds of marine volunteers and supporters will help scale our restoration efforts as we move toward 2030.

Inspiring and engaging communities remains central to our mission. With new investment in neighbourhoods, schools, and urban spaces, we're supporting collaboration across diverse groups. We've also welcomed seven new Community Super Champions to Team Wilder to help spread the word for nature.

By expanding land, deepening community ties, and building cross-sector partnerships, we are proud of the positive strides made during the year. However, we know the work is far from done, and the urgency with which we must act to defend our natural world is more pressing than ever.

Support is crucial to the ongoing fight. Huge thanks to our members, volunteers, donors, campaigners, and anyone advocating and raising awareness for the Trust and our work. Your support truly makes a difference and, together, we can achieve a wilder future.



Debbie Tann MBE
Chief Executive

David Jordan OBE
Chairman



Harvest mouse © Mike Read

Our strategy

For 64 years, the Trust has safeguarded the wildlife and wild places of Hampshire, the Isle of Wight, and our local seas. However, with the climate and biodiversity crises posing an ever-growing threat to our natural world, the urgency to halt the decline in species abundance and protect 30% of our land and sea for nature's recovery has never been greater.

As well protecting the vital wildlife-rich habitats which remain, the Trust also continues to take strides to restore ecosystems at scale as well as encouraging more people to take meaningful action to create the societal change needed to tip the balance in nature's favour.

Since the publication of our strategy in 2019, we have made exciting progress. We have acquired over 340 hectares (840 acres) of new land for nature since 2020; launched innovative programmes like the Nitrate Mitigation Programme, which has unlocked new sources of funding to enable rewilding at scale; and led the way in seascape-scale marine restoration partnerships, such as the Solent Seagrass Restoration Project and Solent Seascape Partnership. By engaging with communities through a wide range of educational and conservation initiatives, the Trust has also fostered a collective commitment to restore nature.

While there is much to celebrate, there is still a long way to go. Given the ever-changing demands of nature recovery and the challenging external political landscape which is emerging under the new UK Government, the need for urgent action remains prevalent and of the utmost importance.

A wilder future is still within our reach, but we must act now.

Our Vision is for a Wilder Hampshire and Isle of Wight by 2030 – where nature is recovering, wildlife is returning, damaged ecosystems are being restored, and everyone benefits from a healthier, more resilient natural environment.

Our Mission is to get more people on nature's side and create more space for wildlife to thrive.

In early 2022, The Wildlife Trusts launched a UK-wide 2030 strategy with national goals for local action, collective impact, and contributing to global change. We refreshed our strategic goals to align fully with those national targets. And in 2025-26, we will be carrying out mid-term reviews of the strategy with a view to further updating our approaches and targets for the crucial second half of Wilder 2030. We aim to realise our vision and achieve our mission by delivering three interconnected strategic goals:



Goal 1

Nature in Recovery

30% of land and sea is protected and managed positively for wildlife by 2030. Trends for key indicator species are improving by 2030.



Goal 2

People Taking Action

1 in 4 people are inspired and empowered to act in support of nature's recovery by 2030. Support for the Trust grows year on year.



Goal 3

Nature as a Solution

Restoring nature helps tackle issues like climate change, pollution and flooding. Investment in nature-based solutions creates increased opportunities for nature's recovery on land and at sea.

Our strategy is complemented by a three-year business plan with targets and key performance indicators (KPIs). This enables us to monitor progress and measure against strategic objectives.



Our year in numbers

4,917

hectares (12,150 acres) in Hampshire and the Isle of Wight managed by the Trust (2023/24: 4,896 hectares / 12,098 acres)

96%

of Trust SSSIs (Site of Special Scientific Interest) in favourable or recovering condition (2023/24: 96%)

107

Full Time Equivalent (FTE) contracted employees (2023/24: 103)

29,103

members and friends (2023/24: 28,689)

6

sites acquired to support nature recovery – Colman's Withybed, Portchester – Solent Wader and Brent Goose Sanctuary Site and the extensions of Coulters Dean, Deacon Hill, Lymington Reedbeds and Morton Marsh (2023/24: two sites)

518

livestock animals, enabling conservation grazing on the land we manage — 267 cattle, 242 sheep and 12 native ponies (2023/24: 246 cattle, 270 sheep and six native ponies)

46,578

social media followers across Facebook, Instagram, X and LinkedIn (2023/24: 44,632)

1,407

volunteers (2023/24 1,466)

Grey seal © David Tipling/2020VISION



Nature in Recovery – Hampshire

Solent

Despite severe flooding caused by seawall infastructure failure, Farlington Marshes is showing signs of resilience. Emergency repairs by the Environment Agency stabilised water levels and, amid adversity, wildlife returned. Our innovative reedbed nesting structures were quickly used by bearded reedlings, allowing broods to fledge despite the flooding. The breeding season was one of the best on record: 53 lapwing, 10 avocet, seven redshank and 31 black-headed gull chicks were ringed and recorded.

At Swanwick Lakes, improved access to the centre lake and pond facilities has enabled more schools and community groups to connect with nature. A striking display of scarlet elf cup fungi lit up the winter months, while spring saw 292 frogs and toads rescued from a fence line blocking their migration route.

Test Valley

The Lower Test Valley is reaping the benefits of newly restored habitats. In a project initiated and funded by the Environment Agency and the Trust, 90 hectares (222 acres) of floodplain habitat have been restored at Manor House Farm in the Lower Test Valley, providing vital support for wildlife and the community. This site is transforming into a critical refuge for wading birds and overwintering wildfowl, while increasing the site's resilience to the impacts of sea-level rise.

New Forest and West Hampshire



At Blashford Lakes Nature Reserve, a newly installed five-metre nesting tower now offers secure homes for red-listed swifts and house martins. The tower, the first of its kind on Trust land, features 23 swift boxes and 12 house martin cups, with ventilation, solar panels, and speakers playing bird calls to attract young birds. Special thanks to Hampshire Ornithological Society, Hampshire Swifts, and Peak Boxes for their generous funding, support and expertise.

Several coastal initiatives have launched in the Hurst Spit and Keyhaven area. A new forum of 21 organisations began working together to protect and enhance populations of breeding and wintering waders. A dedicated team of coastal volunteers is also engaging with visitors, raising awareness about these sites for internationally important species such as brent geese and shorebirds.

At Roydon Woods, we have worked with the Freshwater Habitats Trust, Newt Conservation Partnership and Species Survival Fund to bring to life three new ponds that will be fed by surface water and rainwater. These ponds will increase habitats for species such as great crested newts, frogs and dragonflies. They have also created shallow feeding grounds for species like snipe and woodcock (which have already been spotted in action).

North Hampshire

We were successful in securing a £250,000 Defra grant to deliver habitat improvements across 62 hectares (153 acres) of MOD heathland. At Pamber Forest, four new bat species were recorded, nightjars bred, and rare holly parachute fungus was discovered. At Foxlease, the window-winged caddisfly, *Hagenella*, was found in several locations, prompting setup of a monitoring transect with support from Surrey Wildlife Trust. Bartley Heath recorded its first southern migrant hawker dragonfly – a recent UK arrival and a striking indicator of our changing climate.

We have also seen an increase in adder activity and populations across our northern estate.

Central Hampshire

Amid growing concern for Atlantic salmon, spawning was recorded at both Hockley Meadows and Winnall Moors following targeted habitat improvements, including



enhanced gravel beds and flow conditions. These successes align closely with the goals of the Itchen Salmon Delivery Plan, launched in April 2025, which brings together conservation groups, fisheries experts, and environmental organisations, including the Trust. Together, we're working to protect the species at every stage of its lifecycle, from river to sea and back again.

Winnall Moors also saw a welcome expansion of white-clawed crayfish – two years after their rediscovery following a 30-year absence. At St Clair's Meadow, we launched a new water vole monitoring programme, using rafts and trail cameras to track activity across the river corridor. At Chappetts Copse, volunteers' work to open glades is encouraging the return of the rare sword-leaved helleborine.

Deacon Hill grew by 22 acres, securing key habitat for Duke of Burgundy butterfly. At Noar Hill, nearly 26,000 orchids of several species were counted!



Butterfly highlights

The number of butterflies recorded across 39 Trust reserves in 2024 was

38,279

This compares with 26,270 records in 2022 across 35 of our sites.

4,786 butterflies recorded at Arreton Down (Isle of Wight).

3,815 butterflies recorded at Deacon Hill.

3,615 butterflies recorded at Broughton Down.



Meadow Brown made up **15,764** of the 2024 records.

Black-headed gull

Nature in Recovery – Isle of Wight



Glanville Fritillary

Rewilding success

At Wilder Little Duxmore, our six Exmoor ponies continue to shape the landscape through conservation grazing. Their activity helps maintain a mosaic of open habitats, breaking up dense vegetation and promoting biodiversity. In addition, this year we welcomed two different grazers: Moo, a water buffalo, and Alice, a more conventional beef cow. Their mixed grazing promotes greater plant diversity and improves soil health, building more resilient habitats that can better withstand drought and heavy rainfall.

At Wilder Nunwell, reduced nutrient levels are already allowing natural processes to re-establish themselves, with wildflowers and wetland species beginning to reappear. Much more is planned for this site, including a natural flood management scheme and planting of historic hedgerows to improve habitat connectivity.

Both of our Wilder sites continue to demonstrate how nature can recover when given space and opportunity. Our partnership with local regenerative farm, Nunwell Home Farm, supports effective conservation grazing while benefiting their sustainable business. Further, our continued monitoring, delivered through our ecology team, Arcadian, has shown startling results (see panel, right) as wildlife continues to increase.

Eastern Yar

A key piece of work this year has been the delivery of the Eastern Yar Floodplain Restoration Project. Though still ongoing, habitat restoration and improved water flow are already reducing flood risk and benefiting wildlife. The newly restored wetlands are attracting species such as wigeon, great white egret, and marsh harrier.

The Trust expanded its estate within the Eastern Yar with two land purchases: Colman's Withybed and an extension to Morton Marsh, bringing the total landholding within the Eastern Yar Network to 130 hectares (321 acres).

The aspiration for the release of wild beavers on the Island continues. Five years since the plan's conception, we now have confirmation from Defra and government on the Wild Release Licencing process. An Expression of Interest was submitted in May 2025, and we are pleased to report that Natural England has invited us to submit a full licence application for a wild release of beavers on the Eastern Yar. Our Beaver Recovery Project Officer is working on the licence application, engagement programme and data gathering to provide the comprehensive supporting information required for the licence application.



Seeing is Believing Conference © Kate Garnham

Seeing is Believing

In May 2024, the Trust hosted the Seeing is Believing Conference, bringing together Wildlife Trust leaders from across the UK, alongside conservationists Liz Bonnin (President of the Royal Society of Wildlife Trusts), Megan McCubbin (Trust President) and Chris Packham (Vice President).

The event showcased innovative conservation across the Isle of Wight and Hampshire, highlighting the vital link between land and sea.

A visit to the Eastern Yar explored the role of healthy soils, river ecosystems, and wild beavers in restoring landscapes, mitigating floods, and boosting biodiversity. We also spotlighted the synergy between rewilding and regenerative farming at Wilder Little Duxmore and Wilder Nunwell. Nunwell Home Farm shared how their practices align with rewilding, addressing climate and biodiversity challenges while sustaining a business.

Pioneers like the Garlic Farm and Ellen MacArthur Foundation showed how sustainability drives both environmental and economic resilience.

This conference marked an important milestone in conservation collaboration, providing a platform for Wildlife Trust leaders, to exchange ideas, debate challenging topics and explore new possibilities for scaling up nature recovery across the UK. Since then, we've launched Beacon—a bold Isle of Wight initiative uniting organisations and people to turn the Isle of Wight UNESCO Biosphere reserve status into real action, investment, and change.

Wilder Little Duxmore highlights

Butterfly species have risen to 28. Since 2021, we have recorded two vulnerable species (chalk hill blue and small heath) and two endangered species (Glanville fritillary and wall brown).

Bird species have increased to 58.

Earthworm species have risen to 15 (three new species since 2023) .

Wilder Nunwell highlights

12 dung beetle species have been recorded on site (including two nationally scarce; *Bodiloides ictericus* and *Euorodalus coenosus).*

Bird species have increased to 71.

Earthworm species have risen to 11 (including one rare, *Murchieona muldali*).

Nature in Recovery – Our local seas



Solent Seagrass Restoration Project

Seagrass meadows are vital marine habitats – locking in carbon, supporting biodiversity, and protecting our coastline. For the past three years, we've worked with the University of Portsmouth and marine services provider Boskalis Westminster Ltd to restore seagrass along our shores. Originally planned to conclude this year, Boskalis has chosen to extend their support for a further two years and increase funding by 50%.

After seed collection during the summer, seeds are stored in our aquarium at the University of Portsmouth's Institute of Marine Sciences, and put into dormancy over winter. This year, we built a new storage unit and improved our seed husbandry, leading to healthier seed and a reduced rate of fungus, increasing germination success.



276 Seagrass Champions

generously supported by FatFace Foundation. Their contribution has also funded the training of six volunteer Seagrass Survey Leaders who will lead our citizen science programme of surveying existing seagrass meadows.

Seagrass meadow, Isle of Wight © Theo Vickers

Solent Seascape Project

Now in its second year, the Solent Seascape Project, funded by the Endangered Landscapes & Seascapes Programme and East Head Impact, is restoring marine habitats at scale. As part of this innovative multi-habitat project, the Trust is conducting seagrass restoration work and leads on the community engagement and behaviour change initiatives. This year...



We delivered **110** public events, with nearly half led by volunteers.



We reached over **3,500** people.



Volunteers have dedicated an incredible **2,410** hours of their time to public events.



Volunteers were awarded the Marsh Award. This was the first time the award went to an entire group – celebrating their impact on seagrass restoration, public education, and marine research.

ReMEDIES

The Trust was a partner in the LIFE Recreation ReMEDIES project, which concluded in October 2024. Our citizen science volunteers monitored boat traffic and revealed significant pressure on seagrass meadows, particularly at Osborne Bay.

Four years of data revealed that up to six boats per hour anchored in seagrass areas at peak times, causing severe damage. In response, a voluntary no-anchor zone was introduced in spring 2024, incorporating advanced mooring systems to reduce seabed disturbance. Initial monitoring at Osborne Bay showed a

60% reduction

in anchoring over key weekends, marking a significant step forward in seagrass conservation.



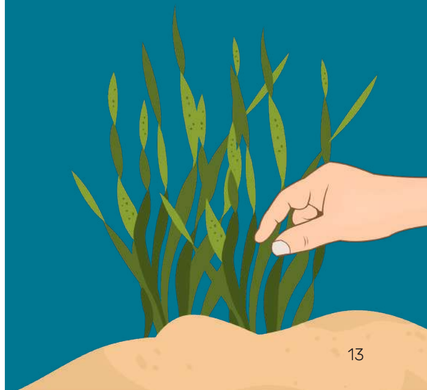
Seagrass Champion volunteers © Kate Garnham

Solent Seagrass Restoration highlights

In summer 2024, we **doubled** our **volunteer hours** to **220 hours** across 10 seed collections at Calshot and Seaview.

60,000

***Zostera marina* seagrass seeds gathered for planting in 2025**





Nature as a Solution

Society faces growing challenges, from housing and food security to the urgent biodiversity and climate crises. Nature-based solutions help address these issues while restoring ecosystems and supporting wildlife.

Nutrient Neutrality and rewilding success

The Trust has successfully delivered nutrient mitigation at Wilder Little Duxmore and Wilder Nunwell on the Isle of Wight, helping restore nature and bring ecosystems back to life on a landscape scale.

Purchased in 2020 with funds generated from nutrient credits, Wilder Little Duxmore on the Isle of Wight became our first rewilding site. Since then, it has been transformed from a barren landscape to one thriving with life.

By taking the land out of intensive arable use, we've significantly reduced nutrient pollution flowing into the Solent. This has helped protect sensitive marine ecosystems, including seagrass meadows that support species like bass, cuttlefish and seahorses.

We continue to monitor our sites as they become indicators of ecosystem health and function. This year, we have recorded good numbers of woodcock, whitethroat and wren breeding. Merlin and goshawk have been spotted, as well as scarce migrants such as tree pipit and wheatear. It is clear that we have created a new sanctuary for wildlife, protected for nature in perpetuity.

Biodiversity Net Gain projects in the pipeline

The requirement for developers to provide 10% Biodiversity Net Gain (BNG) on their developments came into effect in February 2024. The Trust is leading the way in using this mechanism to restore nature at scale. This can range from wildflower meadows and traditional orchards, to restored hedgerows and naturalised streams and wetlands. All of which will increase biodiversity and bioabundance of a whole range of species, from invertebrates to birds of prey.

Our aim is to deliver high-quality mitigation using the BNG mechanism as a gold standard, achieving significant gains for wildlife and helping us to achieve our ambition to put nature into recovery and create more space for wildlife by 2030.

First Biodiversity Net Gain and Nitrate Mitigation scheme in the New Forest

Kingwell Limited has partnered with the Trust, New Forest District Council and New Forest National Park Authority to deliver the Keyhaven Natural Capital Scheme on its 245 hectare (605 acres) farm at Keyhaven, near Milford on Sea, Hampshire.

Once established, the land will connect a Site of Special Scientific Interest, a Ramsar site and Special Areas of Conservation to create a 1,000-acre 'reserve' west of the Pennington Marshes.

To be managed by the Trust, the scheme will generate around 440 BNG units and circa 3,950 Nitrate credits to mitigate the impact of development on the local environment.

Responsible Body

The Environment Act 2021 established Conservation Covenants, a new mechanism for landowners to be able to make long-term, legally binding commitments to manage their land for nature. This new type of agreement is overseen by a Responsible Body - a designation now held by the Trust, and our consultancy Arcadian, enabling BNG schemes to be delivered to the highest standards.

Solent Waders & Brent Goose Mitigation

The Solent Waders and Brent Goose Strategy, developed to protect key feeding and roosting areas for coastal birds, has guided planning decisions for over 20 years - with over 23,000 individual bird records submitted and a network of almost 900 sites.



While developers have long been required to offset impacts on these coastal habitats, ensuring mitigation sites are secured and well managed for the long term is something that has caused concern. To help meet this need, the Trust is taking on management of mitigation sites to ensure they are managed in the best possible way. The first Solent Wader and Brent goose mitigation site was gifted to the Trust in November with three more in the pipeline.



Brent Goose © David Tipling/2020VISION

Wildflower meadow © James Adler

This year, partnership has been key

We've worked with Fareham Borough Council to convert **16** hectares (40 acres) of intensive arable land in Stubbington to create wildflower meadows.

Purchased **4.5** hectares (11 acres) of arable land next to our Deacon Hill Nature Reserve to create chalk downland.

Our ecologists have surveyed over **150** hectares (371 acres) of land for habitat creation and enhancement through BNG.

Created **15** hectares (37 acres) of wildflower meadow at Keyhaven as part of the project with Kingwell Limited.

600m of hedgerows planted at Keyhaven as part of the project with Kingwell Limited.

People Taking Action – Campaigning and advocacy



Save Our Chalk Streams

Since its relaunch in Autumn 2024, the Save Our Chalk Streams campaign has sought to safeguard these rare and vulnerable habitats through protections in planning. In September, almost 700 people called on the Government to protect chalk streams in their reforms to the National Planning Policy Framework.

In early 2025, we received concerning reports that the Government had shelved the long-awaited Chalk Stream Recovery Pack, a key initiative aimed at safeguarding these globally significant habitats. In response, we joined forces with 215 local councillors to send an open letter to Rt Hon Angela Rayner & Rt Hon Steve Reed OBE, urging the Government to strengthen protections for chalk streams and urgently release the Recovery Pack.

Tipner West

Nearly 7,000 people responded to Portsmouth City Council's draft Local Plan to oppose environmental harm at Tipner West between July and September 2024. The proposed development would have set a dangerous precedent nationwide, by damaging protected habitats under the guise of overriding public interest.

In March 2025, the Secretary of State for Housing, Communities and Local Government, Angela Rayner MP advised that the public benefits did not justify the significant ecological damage it would have caused – marking a major win for wildlife.

Subsequently, the Government's original decision has been questioned and, at time of going to print, it is under review, so the Trust will continue to monitor developments very closely to ensure that Tipner West's natural value is respected, and its future is shaped in a way that reflects its importance as a protected wildlife site.

General Election 2024

Ahead of the July 2024 General Election, the Trust actively engaged with 100 local parliamentary candidates to highlight our priorities for nature within their constituencies. We hosted candidate walks on our nature reserves, offering first-hand insight into the potential for nature recovery right on their doorstep.

This early engagement has supported new MPs to speak up for nature in Parliament, including Danny Chambers, MP for Winchester.

Nature-positive planning

To secure 30% of land and sea for nature's recovery by 2030, as per Environment Act (2021) targets, it is essential that nature is given more weight in the planning system. The Trust has played a significant role in campaigning for nature-positive planning, with Luke Murphy, MP for Basingstoke and Deane, working with us to host a parliamentary round table in September to discuss the loopholes undermining the delivery of Biodiversity Net Gain (BNG) in new developments.

In addition, the Trust has continued to respond to strategic planning consultations to speak up for nature, including the National Planning Policy Framework, Local Plans and Local Nature Recovery Strategies.

Restore Nature Now

The Trust joined over 60,000 people at Restore Nature Now in June 2024, to call for urgent action to address the UK's biodiversity crisis. We hosted a vibrant workshop to equip participants with the tools and inspiration they needed to prepare powerful banners for the March – attended by special guests Chris Packham and Megan McCubbin.



Restore Nature Now © Elenya Lendon

Advocacy highlights

- Engaged with **100** candidates across Hampshire and the Isle of Wight prior to the General Election.
- Ran **2** e-actions: Tipner West, **6,913** responses, and chalk streams National Planning Policy Framework (NPPF), **676** responses.
- **10** MP meetings.
- Fought for nature positive planning, responding to the National Planning Policy Framework (NPPF), **6** local plans and **2** Local Nature Recovery Strategies (LNRS).
- Recruited **7** campaign leaders.



People Taking Action – Communities and individuals

Wilder Communities

This year has been a powerful demonstration of what's possible when people come together for nature. Across Hampshire and the Isle of Wight, communities, individuals, and partners have united to create meaningful change.

Working together for wilder places

A new partnership with Abri Housing Association has brought nature into the heart of the Mansbridge community. Residents and Abri's grounds team have collaborated to improve shared green spaces, an inspiring example of what coming together for wildlife can look like.

Wilder neighbourhoods

In collaboration with the Greening Campaign, communities across Hampshire and the Isle of Wight have been identifying new ways to welcome nature into their neighbourhoods. Through training in wildlife identification, habitat surveys, and community mapping, residents are gaining the tools and confidence to lead local action. A highlight was the Space for Nature Conference in early 2025, which brought local leaders together to connect, share learning, and strengthen the wilder community movement.

Volunteers driving local change

Driving this momentum are passionate individuals making change on the ground. Our volunteer Garden Champions visited 23 gardens this year, while our Wilder Community Officers supported over 40 neighbourhoods, businesses, and groups with practical advice.

Forest School © Chris Fairhead

Expanding our reach and impact

Building on the fantastic work of our Community Officers, we secured four years of funding from the National Lottery Community Fund in September. This support is helping us extend our reach, with a new officer now working with groups in Winchester, Basingstoke, and Petersfield. We've also welcomed seven new Super Champions, dedicated individuals inspiring and enabling practical community action for nature.

Wilder Schools

Wilder Schools is focused on enhancing nature connection and action among children through repeat engagement, both on school grounds and on nature reserves and green spaces. We have continued to build momentum. A new North Hampshire network meeting has been established to provide school staff with opportunities for peer support and shared learning.

Education centres

Education centres have continued to host one-off school and group visits, alongside the ongoing development of Wilder Schools, public events and wider public engagement. A new partnership initiative with Swanwick-based NATS staff has also proven successful, helping their workforce connect more deeply with nature through in-person events and seasonal video playlists, showcasing the reserve's changing landscapes and sounds.

Scan the QR code to watch the Swanwick Lakes nature connection videos

https://tinyurl.com/2655vjat

Watercress and Winterbournes

As the Watercress and Winterbournes Landscape Partnership Scheme enters its final year, community action is ensuring that our precious headwater chalk streams of the Test and Itchen are stronger than ever. The scheme, supported by the National Lottery Heritage Fund, now has 300 enthusiastic chalk stream champions all taking local action - many forming groups such as the Pillhill Brook Association, the Itchen Invertebrates Group and the Upper Itchen Restoration Group to continue the legacy of our work into the future.

The scheme helped groups expand their work by awarding six community grants this year, totalling £17,896.

This year, we provided targeted advice and grants to landowners to reduce pollution and we improved 850 metres of river habitat across the Anton, Pillhill Brook, Bourne Rivulet, and Cheriton Stream.

The project team delivered 34 educational sessions to 572 young people, ran 32 community events on chalk streams, took part in nine external events, and held eight sessions for land managers, reaching a total of 2,532 people.



Water vole © Terry Whittaker/2020VISION

Education and engagement highlights

20 schools visited delivering assemblies, events and activities.

2,621 people (students and teachers) engaged with through our activities.

49 visits throughout the year were made to different schools across Hampshire and the Isle of Wight.

9,500 interactions were had through schools, groups, and events across the three centres.



Marketing & Fundraising

None of our work would be possible without our wonderful supporters and the thousands of people who engage with our communications.

Our fundraising approach

The Trust has a dedicated, experienced and talented in-house Marketing and Fundraising department. We raise funds through membership subscriptions, individual donations, public appeals, gifts in Wills, corporate partnerships, community fundraising and applications to charitable trusts and grant-making organisations. One of our strategic priorities is to continue building a robust, diverse range of income streams to help underpin the long-term financial sustainability of the Trust.

The Trust is signed up to the Fundraising Regulator. We strictly adhere to charity law and follow the relevant codes of practice to ensure that our fundraising activities meet the highest possible standards. In the event of any breach of those standards, our complaints procedure is available on our website. We received one admin-related fundraising complaint during 2024-25, which was swiftly resolved without requiring involvement from the Fundraising Regulator.

Our staff carry out fundraising with help from our fundraising partners. The Trust's face-to-face fundraising is delivered by South West Wildlife Fundraising Limited (SWWFL), which concentrates wholly on increasing membership for its owning Trusts, including Hampshire & Isle of Wight Wildlife Trust, and client Trusts. We regularly monitor and review third-party agencies who conduct fundraising activities on our behalf to ensure they meet the high standards we require and expect of them.

Membership

Thanks to the generosity of our members, the Trust's membership income increased to £1.5m (23/24 £1.43m), with 570 members increasing their subscriptions on the back of a voluntary uplift campaign. It was a challenging year for new member recruitment. However, our steady growth continued with a total of

2,217

new members recruited to give an overall total supporter figure of 29,103 at year end. Of the new members joining during 2024-25, 68% were recruited through SWWFL, with others coming largely via digital marketing channels.

Fundraising

The Trust's partners, supporters, members and friends contributed to an outstanding year across our fundraising and philanthropy income streams. Donations (£1.35m) showed a sharp increase on the previous year. A particular highlight was the extraordinary response of almost 1,000 supporters – the vast majority of whom were Trust members – who donated towards an urgent land purchase appeal to secure an extension to our Lymington Reedbeds Nature Reserve.

Our long-running partnership with Southern Co-op went from strength to strength with a £100,000 donation towards the Lymington Reedbeds acquisition and an extension to Coulters Dean Nature Reserve. In addition, Southern Co-op also generously committed to continued support of the Trust's Wilder Communities programme on the Isle of Wight. Another example of corporate support was through a gift of time, expertise and resources from Cappagh Contractors, who helped to complete four projects at Farlington Marshes which improved access and habitat for overwintering birds.

We received several significant donations from individuals, which supported work including trainee positions, reserves management, grazing, and our education and community work.

Gifts in Wills

Gifts in Wills continue to provide a crucial source of funding in the Trust's ongoing battle to preserve and protect our natural world. We are deeply grateful to those who have chosen to give in this way, and will ensure these funds have the greatest possible impact for nature.

Scan the QR code to hear from Trust supporters about the power of Gifts in Wills

hiwwt.org.uk/leave-gift-in-will

Marketing & communications

Marketing and communications remain key to how we share our strategy and inspire people to take action for nature. From digital content and PR to on-site signage and publications, our team works to connect people with wildlife and highlight the Trust's impact.

This year, we delivered the next phase of our Interpretation & Visitor Engagement Strategy, adding new signage at key reserves to increase brand awareness, deepen understanding of our work and increase nature connectedness among visitors.



Our PR work gained national attention, with coverage of our white-clawed crayfish project featured on BBC's The One Show, raising the profile of species recovery and our Wilder 2030 vision.

Online, we grew our digital audience to 46,578 social followers and 29,385 email subscribers through blogs, videos, and storytelling. We also continued to produce our high-quality core publications in-house, including *Wild Life* magazine, the Impact Report, and this Annual Report.

Marketing & Fundraising highlights

£878k received through gifts in Wills, representing an incredible investment by 26 individuals in the long-term future of wildlife and ecosystems across Hampshire and the Isle of Wight.

£67,431 donated to support three trainee positions (two Ecologists and one Assistant Reserves Officer).

930 people donated towards our New Forest land appeal to help secure an extension to Lymington Reedbeds Nature Reserve.

29,385 supporters who are subscribed to our e-newsletters.

We are hugely grateful to all the members and supporters who generously donate to the Trust. A list recognising support across the year can be found on pages 78 and 79.

Staff at Fishlake Meadows © NOSY

New visitor interpretation at Swanwick Lakes © Chris Fairhead

Effective and resilient organisation



To support our goals, we will continue to ensure that the Trust is a well-run, effective organisation.

Staff wellbeing

Creating a supportive, flexible, and engaging workplace remains central to how we work at the Trust. In 2024/25, hybrid and flexible working continued to be valued, offering staff greater autonomy and balance. This approach has strengthened engagement, improved retention, and enhanced our appeal to those looking to join the Trust. Wellbeing remains a key priority. We continue to allocate 1% of staffing costs to a dedicated wellbeing budget, supporting services such as Occupational Health and our Employee Assistance Programme (EAP).

We've also made steady progress towards launching our refreshed Values and Signature Behaviours. These have been developed through staff engagement to ensure they are meaningful, relevant, and representative of our shared aspirations.

Our volunteers

Volunteers continue to play a vital role in helping us deliver on our strategic aims across a wide range of activities. The Volunteer Managers Working Group provides valuable coordination and development support to those staff who manage volunteers. This year, our dedicated volunteers contributed a combined total of 16,128 hours (equivalent to 2,304.5 days) of their time, skills, and energy. While slightly lower than the previous year, this level of commitment remains significant, and we are sincerely grateful to all our volunteers for their ongoing contributions to our work and the positive difference they make every day.



Equality, diversity, and inclusion (EDI)

We recognise that the environment sector is one of the least diverse and we must do more to address this. The Trust aims to be a welcoming and inclusive organisation, where everyone can be themselves and flourish.

We want to inspire and empower people from all backgrounds, cultures, identities and abilities to join us and be part of nature's recovery.

We know that a focus on equality, diversity and inclusion will help the Trust be more effective and have a greater impact. Our aim is that, by 2030, our staff, volunteers and people we work with reflect the diversity of our communities across Hampshire and the Isle of Wight.

We have established an EDI working group, which includes a Trustee and staff from all areas of the organisation. We have adopted an EDI framework from the Royal Society of Wildlife Trusts (RSWT) that covers five priority areas:

- Diverse and inclusive leadership
- Increasing our diversity
- Creating an inclusive organisational culture
- Communicating inclusively
- Participation and engagement for everyone

Our action plan for the next three years will focus on taking a proactive approach to ensuring the Trust is a diverse and inclusive organisation. This will include adopting best practice in recruitment of staff and volunteers to address areas of under-representation. We will be actively anti-racist and will build skills and understanding amongst Trustees, staff and volunteers, to embed EDI across the organisation and throughout our work.

We will also build on our experience and learning from working with communities to ensure that we are identifying and removing barriers to access and participation: enabling as many people as possible to experience wildlife and take action for nature's recovery.

Wilder Mansbridge © Chris Fairhead | Restore Nature Now © Elenya Lendon



Lapwing chick

Digital transformation

Work on the Trust's digital transformation strategy and plan has continued this year and a full tender process for our Managed IT Service Provider was completed; as a result, we will be working with Aura Technology Ltd for a further three years. Work on the Customer Relationship Management (CRM) system, Donorfy, continues with a huge amount of work being done to include all Nature-based Solutions contacts and financial transactions on the system, removing the need for multiple systems. Work is now focussing on the addition of contacts from the Advocacy and Engagement Team; this will include MPs and contacts from Team Wilder. Along with the addition of contacts, our CRM & Data Insights Manager is working to automate systems to allow data to be added directly to Donorfy; a successful example being the bookings for the AGM last year.

The streamlining of processes and procedures is still the main focus for the working group and staff. Working alongside Aura we have automated several processes such as staff training requests, with the coming year focusing on streamlining processes for fundraising and improvements to the staff intranet. T100, our health and safety and asset management system, is now in use. A new finance system, iplicit, has been chosen and implemented, and ArcGIS is now fully embedded and in use by staff.

The focus for the coming year is finding a solution to replace the outdated, expensive training software that we currently use, looking to find a solution for improved management and communication with volunteers, and working with RSWT on piloting some new software and data initiatives.

Our environmental impact

The Wildlife Trusts have set a target to have net zero greenhouse gas emissions by the year 2030, meaning we will aim to reduce our carbon footprint as much as we can, across all scopes, with our landholdings helping to balance out our remaining emissions by absorbing carbon.

Operational emissions

We have calculated our carbon footprint for the 2024-25 period at approximately 637 tCO2e (tonnes of carbon dioxide equivalent). We are working with RSWT to put together a Net Zero Pathway, putting in place targets across all scopes of our carbon footprint to show how we will reach our 2030 target. As part of this, we will aim to reduce our scope 1 & 2 emissions as close to zero as possible. These are the emissions we have the most direct control over, including those from heating our buildings, using fuel, operating our vehicle fleet (Scope 1), and from the electricity we purchase and use (Scope 2).

Key highlights from our work to reduce our footprint include:

- Our transport and fuel emissions make up 28% of our footprint. The addition of new electric and hybrid vehicles across our teams will help to reduce our emissions in this area in the next financial year.
- We have also made our head office more energy efficient. We have improved draughtproofing by replacing old doors and blocking up an unused fireplace, where there had been significant losses in heat. These were highlighted in our energy audit as key actions to undertake to improve the efficiency of the building.
- Our electricity emissions have continued to decrease significantly and are now estimated to be 0.05 tCO2e annually, showing the significance of using renewable energy suppliers alongside our work to make our head office more energy efficient.
- We are running climate change training sessions for staff and volunteers to build on their understanding of the science of climate change, mitigation, and adapting to its impacts. This will allow for greater staff involvement, alongside our working group, in our progress towards our climate goals.

Biogenic emissions

We also monitor our emissions from grazing and our landholdings, and these are referred to separately to our operational emissions. These are reported on separately with independant targets set, following recommendations from RSWT. Our landholdings are absorbing carbon at a significant rate, however this does not mean we have achieved our net zero targets, as this requires our operational emissions to be reduced as much as possible. We aim to reduce our emissions, rather than cancel out our existing impact.

Climate resilience

We are undertaking work to assess how we can make our nature reserves, and the work that we do, more resilient to the changing climate. It is predicted that days with very high fire risk will increase by about 20 days a year under the current trajectory, as well as other risks from storms, drought, rainfall and sea level rise having increased impacts on our work.

Hazards like these have already impacted our work, and assessing our current vulnerability will consequently allow us, and our wildlife, to adapt to a changing climate. Staff have been providing valuable information on how our work has already been affected by these hazards, which will become more frequent with climate change, as well as how they are tackling these issues on the ground already.



Exmoor ponies at Wilder Little Duxmore © Chris Fairhead

Managing strategic risks

Proactive risk management allows the Trust to anticipate and respond to challenges in our complex operating environment. Robust risk management enables us to make informed decisions and take calculated risks for the benefit of nature across our two counties. Risk across the organisation is managed by the Executive Team and overseen by Trustees. We have a comprehensive risk register that is updated regularly. Measures are put in place to manage and mitigate risk to minimise impact on the Trust, and to ensure organisational and financial sustainability.

Principal risks are those which, without effective mitigation, would severely impact our work, our reputation, or our ability to achieve our ambitions. Due to the long-term nature of our work, the Trust faces several inherent principal risks, which are constant year on year. These principal risks and their mitigations are summarised below:

Risk	Mitigating action
Environmental challenges	
The nature emergency, in particular wildlife declines and threats to habitats.	Our strategy has been updated to reflect the dual climate and nature emergency, which is an ongoing and worsening challenge despite the many successes of the Trust and growing public awareness. We'll continue to deliver a clear and convincing explanation of the need to address both the nature and climate emergencies, and the Trust's role in delivering solutions.
Climate change	We are already seeing climate impacts on many of our reserves with increased flooding, risk of drought and fires impacting the Trust's ability to deliver works, as well as changes to species distribution and composition. We have continued to develop a climate resilience and adaptation plan to help us cope with the inevitable risks ahead.
Bird Flu	Bird flu has been present across many of the Trust reserves. Staff are vigilant in recording bird deaths across the sites, and we continue to work closely with other local organisations to track outbreaks. We have a disposal plan in place if we do get an outbreak. Unfortunately, bird flu looks to be an ever-present threat for the foreseeable future and something site managers will need to be aware of. Hopefully, some natural resistance will develop, and the impacted colonies will bounce back.
Financial challenges	
Changing agri-environmental funding models post-Brexit, reducing the funding available for conservation management on our nature reserves.	Funding for our nature reserves has continued to reduce since Brexit, although announcements regarding new payment rates for agri-environment schemes may mitigate, to an extent, the loss of basic payment schemes. We established a Land Management Designated Fund in 2016 to provide a buffer for this risk; this fund continues to be supported by legacy income and has a current balance of £1.8m. The Trust's development of innovative nature-based solutions will continue to provide alternative sources of funding for our conservation work.
A constantly evolving fundraising environment, increased cost of living and uncertain economic landscape reducing our fundraising income.	The continued support of our members and supporters amid wider economic uncertainties has demonstrated the resilience of our major income streams such as membership, donations and legacies. Retaining supporter numbers in a challenging market does remain difficult but we continue to diversify our fundraising in order to ensure our fundraised income is as robust as possible.
Macro economic disruption including the cost of living crisis, rising energy costs, supply chain issues and political uncertainty.	We are taking into account cost rises and supply chain issues in our budgeting and work planning including contingency planning for major projects. Despite increased costs including the National Insurance rise, the Trust has continued to support staff with the challenges of coping with the rising cost of living.
Political and societal challenges	
Loss of focus on wildlife protection and the environmental agenda at UK and local level, particularly in light of recent government announcements and policy.	With the national policy team at RSWT, we continue to work hard to keep the nature and climate crisis high on the agenda – pointing out that there is significant public support for nature recovery and climate action, and that a healthy environment underpins a strong economy. We are investing in advocacy and campaigning to help shape a positive external policy environment locally and nationally, including a focus on the Local Nature Recovery Strategies, Devolution, the Planning & Infrastructure Bill, and the Trust's Save our Chalk Streams campaign.
Society increasingly disconnected from nature leading to reduced support for nature's recovery along with anti-social behaviour on Trust nature reserves.	Despite trends from national polling showing an overall increase in concern for the environment amongst the general public, it is also true that much of society is divorced from the natural world. This manifests in many ways, but one of the most challenging is anti-social behaviour on Trust nature reserves. Through a combination of engagement programmes, education, communications and behaviour change work on sites, we are aiming to directly address the issue.
Reputational risk to the Trust in relation to increased scrutiny of our work, partnerships or positions, exacerbated by the polarised political landscape and so-called culture wars.	The Trust will continue to communicate in a transparent and open manner, robustly defending our position where necessary. We will ensure that key messages are clear and consistent across the Trust and that staff are aware of these. Where relevant, the Trust will continue to carry out due diligence on partnerships and projects, reviewing and cancelling any that do not pass our ethical standards or do not ultimately benefit wildlife, nature recovery and our charitable objectives. We also work to ensure that all partnerships meet their governance requirements and demonstrate the highest levels of integrity.
Internal factors	
Rapid changes in technology, connectivity, and IT training requirements increasing the risk of cyber-attack, loss of productivity, and reduction in our ability to deliver the digital experience expected by our supporters, partners and workforce.	We'll continue to deliver our IT strategy with our IT provider, Aura, to enable effective hybrid working, and continue the development of our new finance and CRM solutions. A focus on cyber security is a key priority. A digital transformation plan is in delivery with support from The Wildlife Trusts' national team to enable more automated and integrated solutions.
Challenges in recruiting and retaining staff, together with mental health and other welfare issues.	The Trust has developed and implemented new processes and online systems to improve our recruitment and meet our commitments as an inclusive employer. To support staff and continue to build a supportive culture at the Trust, we have increased our budget for training and development; all Directors and Senior Managers have embarked on management and leadership training; and we continue to offer a comprehensive Employee Assistance Programme which provides advice across many aspects including mental health support, financial wellbeing, counselling and personal development. In addition, we continue to benchmark salary and benefits packages.

Managing operational risk



Hobby flying over Blashford Lakes © Gary Rawlins

Operational risk management

Health & Safety

A Trustee-led audit was carried from 2024, into early 2025, examining the Trust's health and safety culture and management systems. The process involved a review of documents and reports, a questionnaire, and face-to-face interviews with officers. The report was presented to the Executive Team in March and was formally tabled at the June Council meeting, with the aim of having addressed all of the areas of improvement by the end of March 2026.

The Trust continues to engage with its staff through the quarterly Health and Safety Committee meetings. These meetings are an opportunity for representatives from each department to feed concerns to the Health and Safety Officer and relay messages back to their own teams.

During 2024/25, we had four accidents that were passed on to the Health and Safety Executive (HSE) under the RIDDOR regulations. These incidents included two possible Lyme disease infections caused by tick bites, one injured finger and a broken leg caused by a falling cattle crush. The HSE only chose to investigate the cattle crush incident and confirmed no further action was needed. All major incidents are also subject to internal investigation, the conclusions of which are used to improve health and safety performance.

Safeguarding and child protection

Our safeguarding and child protection committee meets regularly to oversee our approach to safeguarding, liaising regularly with the Executive Team. The committee is overseen by Trustees and is coordinated by the Designated Safeguarding Lead (DSL), supported by a deputy and committee secretariat.

The Trust has a comprehensive safeguarding and child protection policy, which, alongside disclosure and barring services (DBS) checks, and other employment checks and training, acts as an important preventative measure for ensuring that children and adults are safe when interacting with the Trust. The Trust has updated our policy this year to ensure that it aligns with RSWT's policy and framework.

An ongoing review process has been established, to better understand how policies and procedures are implemented on the ground. This involves members of the committee attending events, activities and meetings with staff from across the Trust. Any issues identified are then discussed and addressed by the committee.

During the year, a total of five safeguarding concerns were reported to the Designated Safeguarding Lead. None of these were referred to statutory agencies. Each concern was dealt with effectively by the member of staff involved and reported in a timely manner. The number of records of concern is lower than previous years. We have introduced a separate record of 'near misses' and encourage staff to alert the DSL to anything which may have allowed for a safeguarding issue to arise, even where there was no actual concern or incident.

Data Protection

Compliance with data protection legislation is a priority for the Trust. No reportable data breaches occurred during the year. The Trust received one Data Subject Access Request which, after taking legal advice, was refused on the grounds of the request being found to be 'manifestly unfounded'. Data protection is overseen by a Data Protection Lead, with support from a deputy and secretariat, and a Trustee Lead. The staff Data Protection & Cyber Security Working Group meets on a quarterly basis and reviews policy, procedures and processes, recommending updates where required.



Health & Safety report Jan 2024 - March 2025:

1 major accident.

4 accidents involving staff and volunteers which required treatment at a GP surgery or hospital.

4 reportable accidents to HSE under Reporting of Incidents, Diseases and Dangerous Occurrences Regulations (RIDDOR).

75 accidents involving staff and volunteers resulting in minor injuries which were either treated on site or did not require first aid.

91 near misses were reported by staff and volunteers.



Looking ahead

2025/26 objectives

Nature in Recovery

- Complete mid-term review of our nature recovery work to ensure we are achieving maximum impact across the two counties.
- Manage, expand and connect our Estate to help nature recover. Acquire or take on management of new sites in strategic areas. Ensure existing sites are managed favourably for wildlife and meet legal obligations.
- Complete large capital habitat projects on the MOD estate and Eastern Yar, and deliver funded infrastructure projects at Winnall Moors and St Catherine's Hill Nature Reserves.
- Defend nature by seeking to remove or mitigate external pressures, for example, from development or pollution, on our nature reserves and high-priority protected sites.
- Further develop and strengthen strategic partnerships for nature, including with, the Environment Agency, Natural England, National Parks, Local Authorities and other key colleagues and stakeholders.
- Continue to deliver ambitious nature recovery activities, such as the Watercress & Winterbournes, Solent Seascape Partnership and Solent Seagrass Restoration projects.
- Progress beaver recovery project on the Isle of Wight by submitting a wild release licence application, in line with new government guidance.
- Continue to monitor how nature is recovering on our rewilding sites – communicating the outcomes and sharing best practice.
- Implement the Trust's climate change adaptation and resilience plan across our Estate.

Nature as a Solution

- Complete a review of the Trust's Nature-Based Solutions strategy to ensure our activities remain relevant and competitive in the market.
- Advocate and demonstrate Nature-Based Solutions as a tool for nature's recovery and for reducing pressure on the wider environment.
- Continue to develop high-integrity Nature-Based Solutions schemes, and position the Trust as a key deliverer of projects that restore wildlife, reduce pollution and sequester carbon.
- Become providers of Conservation Covenants within the two counties and for strategic partners in other counties – through the Trust and Arcadian both becoming Responsible Bodies.

People Taking Action

- Expand the Wilder Communities and Wilder Neighbourhoods programmes, with a particular focus on north and central Hampshire.
- Grow the Wilder Schools programme by testing existing packages, developing a secondary offering and hosting the annual Wilder Schools Conference.
- Increase engagement with young people, including developing and securing funding to launch a Youth Voice programme.
- Influence Devolution plans for Hampshire and the Solent, including governance of delivery of Local Nature Recovery Strategy.
- Deliver the next phase of our Interpretation & Visitor Engagement Strategy, encouraging positive behaviour change on our Estate and deepening public connection with nature.
- Grow fundraising income and return on investment by implementing updated strategy across priority income streams.
- Implement updated marketing & communications strategy, engaging with larger audiences and supporting the delivery of the Trust's key objectives.
- Hold Wilder Conference and Awards event to celebrate the achievements of the Trust and recognise people taking action for nature's recovery.

Common frog © Guy Edwards/2020VISION



Financial Review

Our Financial Strategy

Despite the challenging external landscape and difficult year for some of our income streams, the Trust remains in a strong financial position thanks to robust financial reserves, prudent budgeting, disciplined financial management, and the success of our income generation strategy in recent years.

Looking ahead, while we are confident in our financial health, we are also acutely aware of the need for a sustainable operating model and have a keen focus on long-term resilience. We will continue to invest strategically in our two parallel income generating strategies: fundraising and nature-based solutions (NBS).

Despite the drop in NBS revenue this year, our strategy has proved very successful with overall income growing substantially in the past three years to put the Trust on a favourable footing. Moving forward, we expect NBS income to increase again and it will be vital to remain agile in responding to an evolving external environment and the green finance and nature market opportunities that could bring.

We also remain committed to growing our base of supporters – individuals, corporates, grant funders and charitable trusts and foundations – with fundraising crucial to the Trust delivering its charitable aims and meeting the strategic goal of inspiring more people to take action for nature. Our fundraising income is on a growth trajectory and our refreshed strategy in 2025 will map out plans to increase fundraised income to £4.5m by 2030.

Alongside growing our income, we closely manage expenditure in the face of rising costs, guided by strict budget controls and a strong value-for-money approach. At the same time, we recognise the importance of investing in the essentials that keep us running effectively and able to deliver the best outcomes for nature – such as modern IT systems to improve efficiency, sustainable building upgrades, and fair pay for our staff.

Underpinning our financial strategy is our financial reserves policy which can be found on page 39.

Wilder Nunwell © Strong Island



Financial summary: Income and expenditure

Income

The Trust faced a challenging year in terms of income – with a 16% reduction compared with the previous year. While fundraising income streams performed strongly, nature-based solutions (NBS) income dropped year on year with a backdrop of market uncertainty amid shifting policy positions and statements from the new Government.

Total incoming resources for the year were £9.9m (2024: £11.7m). Income from donations, legacies and membership increased to £3.7m (2024: £3.5m), with membership growing by 4.8% to £1.5m (2024: £1.4m) thanks largely to a NET supporter increase of 414, and 570 existing members generously uplifting the value of their subscriptions.

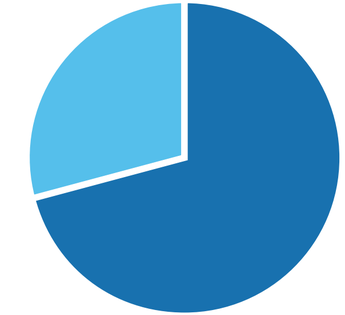
The Trust's Nitrate Mitigation Programme invoiced £1.67m (2024: £4.2m) from nitrate credit sales at our two rewilding sites on the Isle of Wight – Wilder Little Duxmore and Wilder Nunwell. While the external policy landscape contributed to a challenging year in terms of NBS income, the programme continued to support nature's recovery by mitigating and reducing the impact of planned housing development and through the ongoing nature recovery seen at the new nature reserves on formerly intensively managed agricultural land. We have an obligation to manage Wilder Little Duxmore and Wilder Nunwell for 125 years, so a proportion of income from credit sales is transferred into the long-term designated fund set up for this purpose. In 2024/25, we transferred £721k (2024: £1.79m) into this fund (shown in note 16).

Unrestricted income is critical for the Trust as it can be spent wherever the need is greatest, supporting all aspects of our work. Unrestricted income made up 71% of total income, amounting to just over £7m. This 25% decrease year on year was largely due to reduced NBS sales and lower legacy income of £878k (2024: £1.5m). Unrestricted legacy income was £592k (2024: £884k). Although legacy income can be highly variable, it is a vital source of income which we expect to grow in future years. The Trust does not budget for legacy income, meaning that unrestricted legacy income received in the year is put into designated funds for spending in future years, as determined by Trustees.

Restricted income grew to 29% of the Trust's total income at £2.82m, an increase of 22% on the previous year. Restricted funds must be used for a specific project or purpose and includes income from grants, corporate partners and any restricted legacies or donations where the donor has specified the funds must be used for a particular purpose. Restricted income from legacies was £286k (2024: £605k). Other restricted income for charitable activities (including from restricted donations) totalled £2.54m (2024: £1.7m).

Arcadian Ecology continued trading for its ninth year. The profit generated was £37k, a decrease on the previous year but in line with the year before. The profit is donated to the Trust and the donation will be shown in the 2025/26 accounts.

Total income 2024/25



Total unrestricted income: £7m – 71% of total income

Total restricted income: £2.8m – 29% of total income

Expenditure

Total annual expenditure increased by 10% to £7.97m (2024: £7.25m), with £6.8m (2024: £6.42m) spent on charitable activities, meaning 85% of our total expenditure went towards charitable activities. This includes management of our nature reserves, conservation projects, land management advice, education, training, community engagement and campaigning for stronger environmental protections. We also continue to invest in fundraising activities to grow our income in order to increase the overall impact of the Trust's work.

Total expenditure includes support costs of £1.64m (2024: £1.29m). Support costs include IT, finance, human resources, facilities and governance costs, and represent 20.6% of total expenditure (2024: 17.9%). Support costs are allocated proportionally across all activities based on staff numbers. The governance costs (£120k) include professional fees and staff costs allocated to governance activities and represent 1.5% of our total expenditure (2024: 1.4%). Also included in the support costs is the annual contribution we make to the Royal Society of Wildlife Trusts at £90k (2024: £78k), which funds national policy, advocacy and coordination work on behalf of The Wildlife Trusts across the UK.

Total staff costs for the year totalled £4.1m (2024: £3.71m) which equates to a 10.6% increase due to the recruitment of several new roles across all departments. These staff costs include an average annual pay increase of 4% after a salary review and benchmarking exercise for all roles, and an increase in employer pension contribution of 1%. Operating costs are expected to continue rising, with increased National Insurance contributions and inflation both major factors.

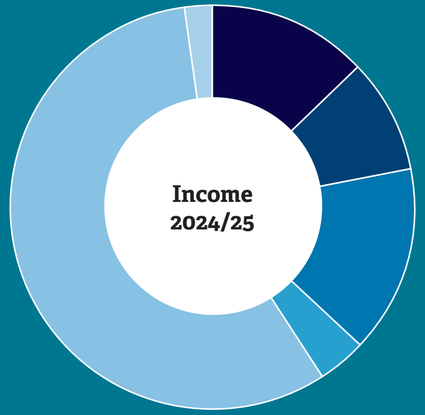
During the year, the Trust made the final payment to fully repay the loan relating to the purchase of land at Nunwell for the Nutrient Neutrality Scheme (shown in note 15).



For every £1 spent by the Trust during 2024-25, 85p went towards charitable activities.

Four-spotted chaser © Ross Hoddinott/2020VISION

Income analysis



- Donations: £1,334,938 (13%)
- Legacies: £878,451 (9%)
- Membership: £1,496,938 (15%)
- Activities for generating funds: £372,275 (4%)
- Conservation & education: £5,600,335 (57%)
- Investment: £175,162 (2%)
- Other income: £18,527 (0%)

Total income: £9,876,625 (2024: £11,734,506)

Donations, legacies and membership:
£3,710,327 – 37.6% of total income (2024: £3,521,655 – 30%)

Comprising £1,334,938 donations (2024: £605,098), £878,451 legacies (2024: £1,488,661) and £1,496,938 in membership income (2024: £1,427,896).

Conservation, education and engagement activities:
£5,600,335 – 56.7% of total income (2024: £7.8m – 67%).

Including £1,670,220 nature-based solutions (2024: £4,202,526)

Activities for generating funds
£372,275 – 3.8% of total income (2024: £307,007 – 3%)

Investments
£175,162 – 1.8% of total income (2024: £97,747 – 0.8%)

Other
£18,527 – 0.1% of total income (2024: £2,155 – 0.2%)

Expenditure analysis

Total expenditure: £7,970,871 (2024: £7,249,077)

Conservation, education and engagement activities:
£6,339,249 – 79% of total expenditure (2024: £5,952,008 – 82%)

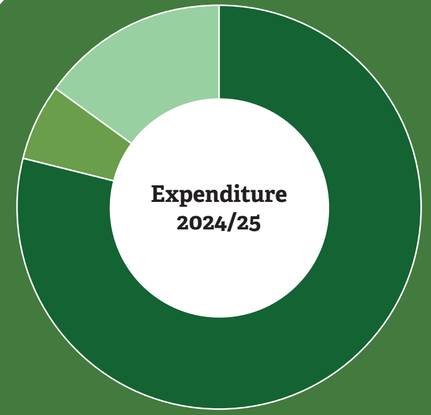
Including £102,313 nature-based solutions (2024: £412,424)

Costs to generate voluntary income:
£1,168,558 – 15% of total expenditure (2024: £832,449 – 12%)

Membership services:
£463,064 – 6% of total expenditure (2024: £464,621 – 6%)

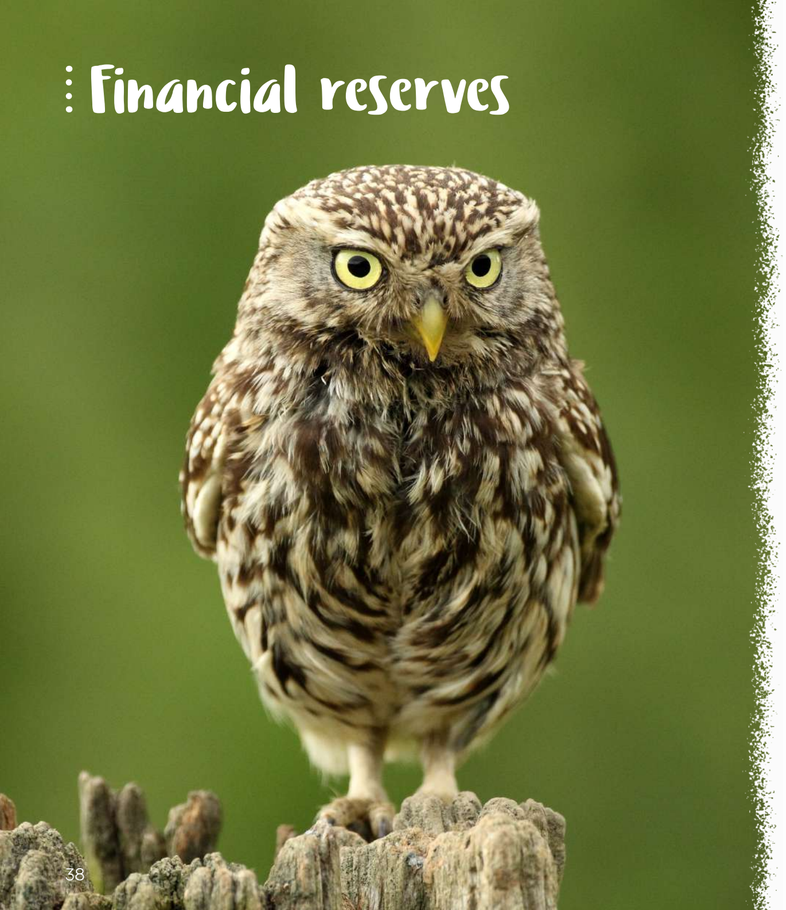
Overall staff costs included in total expenditure:
£4,106,241

Including £3,515,242 (86%) spent on charitable activities



- Conservation, education & engagement activities: £6,339,249 (79%)
- Membership services: £463,064 (6%)
- Cost of generating voluntary income: £1,168,558 (15%)

Financial reserves



Little owl © Luke Massey/2020VISION

The Trust holds three categories of funds: Restricted Funds, Endowment Funds and Unrestricted Funds. As at 31 March 2025, the Trust had total funds of £26.2m (2024: £24.4m) of which £17.8m was unrestricted (2024: £18m), £8.4m (2024: £6.4m) was restricted and £4.5k (2024: £4.5k) was held in a small permanent endowment fund.

Restricted funds

There are two types of restricted funds – project funds which are restricted donations and grants where the purpose for which they can be used is determined by the donor, and heritage assets bought with restricted funds. Restricted project funds totalled £4.5m (2024: £2.8m) and restricted heritage assets totalled £3.9m (2024: £3.5m). These funds include income that has been received in advance to fund major multi-year nature recovery projects. Further details of these funds and the purposes for which they're held are provided in Note 16.

Unrestricted funds

The Trust's unrestricted funds comprise both liquid funds and assets and are there to support the achievement of our strategic objectives. Unrestricted funds are shown in two types – designated funds and the general fund, as detailed below and in Note 16. These funds, which arise from various sources including gifts in Wills, donations and surpluses generated from the Trust's day-to-day operations, are free from any restrictions and, as such, Trustees can determine how best to allocate them. Total unrestricted funds as at 31 March 2025 amounted to just over £17.8m (2024: £18m), of which £10m is unrestricted tangible fixed and heritage assets (2024: £9.5m).

Total unrestricted funds are split into Designated Funds and General Funds:

Designated Funds

Total designated funds held at 31 March 2025 were £7.6m (2024: £8m). Trustees have designated some of the Trust's unrestricted funds to support the delivery of the Wilder Strategy and associated business plan. Designated funds also include the Nature-Based Solutions fund to support the long-term costs associated with the 125 years land is held for nitrates mitigation – this fund's value at year end was £3.3m (2024: £3.44m). Further details in Note 16.

General Fund

The general funds at year end totalled £10.2m (2024: £9.99m). These are funds free from any restrictions and therefore Trustees can decide how the funds are allocated. The general fund represents unrestricted fixed and heritage assets of £10m (2024: £9.5m), £4.5m (2024: £5.1m) in free reserves which are available to support the Trust's annual operating expenses and also includes funds that represent the current assets, liabilities and fixed asset investments on the balance sheet as shown in Note 17.

Free Reserves

Free reserves are calculated by deducting unrestricted tangible fixed assets and unrestricted heritage assets from total unrestricted funds, including designated funds (see Note 17). At year end, free reserves totalled £4.5m (2024: £5.1m) which equates to 7.9 months of unrestricted expenditure (2024: 10.8 months). Although our free reserves exceed our policy of four months at the end of March 2025, the Trust has had a deficit budget in recent years and we have plans in place to bring our free reserves back into line with our policy level during the next cycle of our business plan.

Financial Reserves Policy

The Trust's Financial Reserves Policy is to hold sufficient free reserves to provide working capital and a buffer of liquid funds to cover temporary shortfalls caused by an unforeseen loss of income, cash flow volatility or an unexpected increase in costs or risk exposure. Should any of these circumstances arise, these free reserves are intended to ensure that the Trust can meet its contractual obligations. This demonstrates a prudent approach and commitment to long-term financial stability and planning. Another factor is that the Trust's monthly cash flow is highly variable during the financial year, with many funds being received towards the end of the year or after projects have been completed. This means that free reserves are also needed to fund the charity's activities during the year to cover the timing gap between expenditure and income. Cash flow is monitored daily by Trust staff and reviewed quarterly by the Trust's Business and Finance Committee. With all of this in mind, the Trust's policy is to hold liquid funds in free reserves sufficient to cover four months of unrestricted expenditure. This level of reserves, supported by the generosity of our donors and the strength of our strategic plan, ensures we remain well-positioned to navigate future challenges while continuing to invest in nature and communities.

Investment policy and performance

The Trust has managed its main investment portfolio through CCLA since 2019. This ethical investment portfolio is managed in accordance with our investment strategy and risk profile, which aims to preserve capital value and generate a reasonable income. The funds are regularly reviewed and screened to ensure that the investments are ethical and not in conflict with the Trust's charitable objectives. In 2022, the Trust diversified its investment portfolio through investment in an ethical bonds fund which is managed by Hargreaves Lansdown. The Trust's overall investments show an unrealised loss of £94k (2024: unrealised gain £417k). Investment income of £175k (2024: £98k) was received during the year.

Total funds held by the Trust at year end



Of the Trust's £26.2m total funds, just 17% (£4.5m) are free reserves - the liquid funds available to spend on any aspect of the Trust's work.

Financial Statements



Bouldnor Forest Nature Reserve © Strong Island

Independent Auditor's Report
to the members of Hampshire and Isle of Wight Wildlife Trust
For the year ended 31 March 2025

Opinion

We have audited the financial statements of Hampshire and Isle of Wight Wildlife Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the consolidated statement of financial activities, the consolidated and parent balance sheets, the consolidated cashflow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the affairs of the group and the parent charitable company as at 31 March 2025 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

Other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report and Strategic Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting
- records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 85, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed as auditors under the Companies Act 2006 and report in accordance with regulations made under that Act.

Our objectives are to obtain reasonable assurance about whether the group and parent financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud are detailed below.

Identifying and assessing risks related to irregularities:

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

Laws and regulations of direct significance in the context of the group and parent charitable company include The Companies Act 2006 and guidance issued by the Charity Commission for England and Wales.

Audit response to risks identified:

We considered the extent of compliance with these laws and regulations as part of our audit procedures on the related financial statement items including a review of financial statement disclosures. We reviewed the parent charitable company's records of breaches of laws and regulations,



minutes of meetings and correspondence with relevant authorities to identify potential material misstatements arising. We discussed the parent charitable company's policies and procedures for compliance with laws and regulations with members of management responsible for compliance.

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

There are inherent limitations in the audit procedures described above and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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

Use of our report

This report is made solely to the parent charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the parent charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the parent charitable company and the parent charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Saffery LLP

Casidhe Baleri (Senior Statutory Auditor) for and on behalf of Saffery LLP

Midland House
2 Poole Road
Bournemouth
BH2 5QY

Statutory Auditors

Date: 15/09/2025

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

Consolidated Statement of Financial Activities for the year ended 31 March 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Fund £	Total 2025 £	Total 2024 £
INCOME FROM:						
Donations and legacies	2	1,080,122	1,133,267	-	**2,213,389**	2,093,759
Charitable activities	3	5,406,698	1,690,575	-	**7,097,273**	9,233,838
Other trading activities		372,275	-	-	**372,275**	307,007
Investments		175,162	-	-	**175,162**	97,747
Other		18,526	-	-	**18,526**	2,155
Total		7,052,783	2,823,842	-	**9,876,625**	11,734,506
EXPENDITURE ON:						
Raising funds	4	1,168,558	-	-	**1,168,558**	832,449
Charitable activities	5	5,746,688	1,055,625	-	**6,802,313**	6,416,628
Total	5	6,915,246	1,055,625	-	**7,970,871**	7,249,077
Net (losses)/gains on investments	12	(94,274)	-	-	**(94,274)**	417,339
Net income		43,263	1,768,217	-	**1,811,480**	4,902,768
Transfers between funds	16	(265,000)	265,000	-	**-**	
Net movement in funds		**(221,737)**	**2,033,217**	**-**	**1,811,480**	**4,902,768**
RECONCILIATION OF FUNDS:						
Total funds brought forward		18,049,906	6,351,617	4,508	**24,406,031**	19,503,263
Total funds carried forward		**17,828,169**	**8,384,834**	**4,508**	**26,217,511**	**24,406,031**

The 2024 figures includes Restricted Fund income of £2,321,558, Restricted Fund expenditure of £1,530,636, leaving Restricted Fund net income of £790,922
Continuing Operations
All incoming resources and resources expended arise from continuing activities

Balance Sheets as at 31 March 2025

	Notes	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
FIXED ASSETS					
Tangible fixed assets	10	**9,173,591**	8,829,583	9,173,591	8,829,583
Heritage assets	11	**4,682,299**	4,185,399	4,682,299	4,185,399
Investments	12	**4,266,491**	4,818,817	4,266,691	4,819,017
		18,122,381	17,833,799	18,122,581	17,833,999
CURRENT ASSETS					
Stock		**147,530**	155,190	147,530	155,190
Debtors	13	**2,815,471**	1,810,278	2,785,234	1,807,532
Cash at bank and in hand		**6,121,269**	6,791,233	6,036,581	6,673,066
		9,084,270	8,756,701	8,969,345	8,635,788
CREDITORS					
Amounts falling due within one year	14	**(989,140)**	(2,184,469)	(947,631)	(2,148,538)
NET CURRENT ASSETS		**8,095,130**	6,572,232	8,021,714	6,487,250
TOTAL ASSETS LESS CURRENT LIABILITIES		**26,217,511**	**24,406,031**	**26,144,295**	**24,321,249**
CREDITORS					
Amounts falling due after one year	15	-	-	-	-
NET ASSETS		**26,217,511**	**24,406,031**	**26,144,295**	**24,321,249**

	Notes	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
FUNDS OF THE CHARITY	16				
Endowment funds		**4,508**	4,508	4,508	4,508
Restricted funds		**8,384,834**	6,351,617	8,384,834	6,351,617
Unrestricted funds:					
Designated funds		**7,672,441**	8,057,496	7,672,441	8,057,496
General fund		**10,155,728**	9,992,410	10,082,512	9,907,628
TOTAL FUNDS		**26,217,511**	**24,406,031**	**26,144,295**	**24,321,249**

The notes at pages 46 to 79 form part of these financial statements.

The financial statements were approved by Trust Council on 2 September 2025 and signed on its behalf by:

David Jordan OBE
Chairman

Richard Green-Wilkinson
Honorary Treasurer

Consolidated Cash Flow Statement for the year ended 31 March 2025

	Notes (below)	2025 £	2024 £
Cash flows from operating activities:			
Cash generated from operations	a	(343,345)	6,139,360
Net cash provided by (used in) operating activities		(343,345)	6,139,360
Cash flows from investing activities:			
Purchase of tangible fixed assets		(462,932)	(316,459)
Purchase of heritage assets		(496,900)	(590,000)
Sale of fixed assets		-	-
Transfer to investments from cash		458,051	(1,574,439)
Interest received		175,162	97,747
Net cash provided by (used in) investing activities		(326,619)	(2,383,152)
Cash flows from financing activities;			
Proceeds from borrowings		-	-
Repayments of borrowings		-	(1,915,000)
Net cash provided by (used in) financing activities		-	(1,915,000)
Change in cash and cash equivalents in the reporting period	b	(669,964)	1,841,209
Cash and cash equivalents at the beginning of the reporting period		6,791,233	4,950,024
Cash and cash equivalents at the end of the reporting period		6,121,269	6,791,233

NOTES TO THE CONSOLIDATED CASH FLOW STATEMENT

a) Reconciliation of net incoming resources to net cash flow from operating activities

	2025 £	2024 £
Net incoming resources for the reporting period (as per the statement of financial activities)	1,811,480	4,902,768
Depreciation	118,925	88,098
Losses / (Gains) on Investments	94,274	(417,339)
Interest received	(175,162)	(97,747)
Decrease/(Increase) in stock	7,660	(12,193)
(Increase)/Decrease in debtors	(1,005,193)	1,088,673
(Decrease)/Increase in creditors	(1,195,329)	587,100
Net cash (used in) / provided by operating activities	(343,345)	6,139,360

b) Analysis of changes in cash and cash equivalents

	2025 £	2024 £
Balance brought forward	6,791,233	4,950,024
Net cash (outflow)/inflow for year	(669,964)	1,841,209
Balance at 31 March 2025	6,121,269	6,791,233

Notes to the Consolidated Financial Statements For the year ended 31 March 2025

Note 1 - ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value. The financial statements are presented in pound sterling (£) which is the functional and presentational currency of the charity. All amounts have been rounded to the nearest £1, unless otherwise stated.

Going Concern
The financial statements are prepared on a going concern basis. The Trustees have reviewed future prospects and activities, along with future funds and cashflows. Having evaluated these the Trustees have a reasonable expectation that the charity has adequate resources to operate for the foreseeable future, being at least 12 months.

Consolidation
The financial statements incorporate the results of Hampshire and Isle of Wight Wildlife Trust and its wholly owned subsidiaries, prepared on a line by line basis.

Exemption has been taken from including the statement of financial activities of Hampshire and Isle of Wight Wildlife Trust in accordance with section 408 of the Companies Act 2006.

Income
All income is included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Legacies and donations are accounted for when receipt of the income is probable. Wherever possible, donated assets have been included at a reasonable estimate of their value to the Trust.

Membership income
Membership subscriptions are accounted for when received irrespective of the period of membership, since any cancellation in membership will not result in a refund for any proportion of unused subscriptions.

Legacy income
The Trust agreed a new policy which provides a methodology which enables Trustees to determine which legacies should be accrued for under financial standards requirements, whilst mitigating the risk of considering income that has not yet been received.

Volunteer contributions
No value is ascribed to the unpaid contributions of time and skills provided by volunteers due to the difficulty in attributing an economic value.

Nature-Based Solutions income
Income generated through sales of environmental credits (such as for nutrient neutrality or biodiversity net gain) is split such that some is used within the year, and a proportion is set aside in Designated Funds to pay for the long term management of the land, in line with the legal obligations (e.g. nutrient neutrality obligations last for 125 years) and the needs of the individual site.

Expenditure
All expenditure is accounted for on an accruals basis inclusive of any VAT that cannot be recovered and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of the resources.

Costs of raising funds include the costs incurred as a result of raising donations, developing legacy income and applying for grants. Governance costs are those incurred in connection with constitutional and statutory requirements, including audit and legal fees.

Pension costs
The charity operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

Stock
Stocks are stated at the lower of cost or net realisable value except for livestock, which is valued at an average market value on each balance sheet date.

Operating leases
Rentals payable under operating leases are charged to the Statement of Financial Activities as incurred over the term of the lease.

Taxation
The Trust is exempt from direct taxation on its charitable activities.

Tangible fixed assets
Depreciation is provided with the intention of writing off the costs of the tangible fixed assets over their useful lives. The Trust's capitalisation threshold is £10,000, an increase from £5,000 in 2024/25 and the provision is calculated using the straight line method from the quarter it is purchased in, over the following periods:

Plant and machinery	10 years
Motor vehicles	10 years

Freehold and leasehold buildings and land are not depreciated.

Freehold property is included in the balance sheet at revalued amounts.

No depreciation is provided on freehold property. It is the Trust's practice to maintain these assets in a continual state of sound repair and to make improvements thereto from time to time and accordingly the trustees consider that the lives of these assets are long, and residual values are high so that their depreciation is insignificant.

Heritage assets
The Trust defines its nature reserves as Heritage Assets. Nature reserves purchased by the Trust are shown on the balance sheet at original cost or valuation at the date of acquisition where known. Where Heritage Assets have been donated to the Charity they are recognised initially at their fair value where practicable. No value is placed on assets where their costs or valuation is not available and such information cannot be obtained at a cost commensurate with the benefit to the users of the accounts and to the charity. As permitted by SORP FRS 102, no depreciation is charged on Heritage Assets. Note 11 provides further information.

Investments
Fixed asset investments are stated at market value based on the bid price valuation provided by the Trust's investment portfolio managers, CCLA and Hargreaves Lansdown for the Trust's ethical bond fund, as required by SORP (FRS 2019). Any diminution in value is deducted if, in the opinion of the investment managers, it is considered necessary. The investments are administered by CCLA and Hargreaves Lansdown on behalf of the Trust. Investment income is accounted for when received by the Trust or its appointed agent.

Investment gains and losses
Realised and unrealised gains and losses on investments arising from the valuation of investments are recognised in the Statement of Financial Activities.

Fund accounting
The permanent endowment fund represents donations made where the donor requested that the capital be invested and the income either added to the capital or used to cover expenditure, depending on the conditions of the endowment.

Restricted funds are funds for which the donor has specifically restricted the purpose for which they can be used. The amounts in the funds represent the monies still remaining available for future expenditure, or funds represented by assets purchased partly or fully from restricted funds.

Unrestricted funds
These are funds free from any restrictions and Trustees can decide what they are spent on. Unrestricted funds are shown in two types as detailed below:

Designated funds are funds for which Council has specifically designated the purpose for which they can be used. The amounts remaining in the funds represent the monies still remaining available for future expenditure.

General funds represent the unrestricted net assets of the charity, excluding designated funds. All income is allocated to the general fund unless restricted by the donor or specifically designated by Council.

Free Reserves Policy is set at four months of unrestricted expenditure. The policy is set to hold sufficient free reserves to provide working capital and to provide a buffer of liquid funds to cover temporary shortfalls caused by an unforeseen loss of income, cash flow volatility or an unexpected increase in costs or risk exposure. Free reserves are calculated by deducting unrestricted tangible fixed assets and unrestricted heritage assets from total unrestricted funds, including designated funds (excluding the nature based solutions fund). Although our free reserves exceed our policy of four months at the end of March 2025, we anticipate this returning to our four months policy level in the next two years. The Trustees review the reserves policy annually by assessing the risks facing the organisation.

Critical estimates and judgements and key sources of estimation uncertainty
In the application of the charities' accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Notes to the Consolidated Financial Statements
For the year ended 31 March 2025

2024/25 NOTES TO THE ACCOUNTS

Note 2 - Donations and Legacies

	2025 £	2024 £
Donations and Fundraising	1,334,938	605,098
Legacies	878,451	1,488,661
	2,213,389	2,093,759

In 2024, £1,133,267 related to restricted donations and legacy income.

Note 3 - Income from Charitable Activities

	Unrestricted Income £	Restricted Income £	Endowment Income £	2025 £	2024 £
Wilder Hampshire - North	898,482	-	-	898,482	863,584
Wilder Hampshire - West	241,505	330,636	-	572,141	566,117
Wilder Hampshire - Central & Solent	386,283	329,557	-	715,840	149,156
Wilder Wight	306,569	131,624	-	438,193	273,277
Wilder Marine	-	292,475	-	292,475	240,587
Ecology and Nature Based Solutions	1,983,111	255,560	-	2,238,671	5,293,980
Advocacy, Education & Engagement	93,810	350,723	-	444,533	419,241
Membership	1,496,938	-	-	1,496,938	1,427,896
	5,406,698	1,690,575	-	7,097,273	9,233,838

In 2024, £1,690,575 related to restricted charitable activity income

Note 4 - Expenditure on raising funds

	2025 £	2024 £
Expenditure on sales and commercial income	1,168,558	832,449

The sales and commercial expenditure above relates to unrestricted spend

Note 5 - Total Expenditure

	Staff Costs £	Other Direct Costs £	Support Costs £	2025 £	2024 £
Wilder Hampshire - North	270,512	440,169	253,815	**964,496**	975,347
Wilder Hampshire - West	364,537	359,693	246,505	**970,735**	826,139
Wilder Hampshire - Central & Solent	422,401	408,379	161,247	**992,027**	521,321
Wilder Wight	320,770	300,491	135,288	**756,549**	619,189
Wilder Marine	196,443	72,505	93,539	**362,487**	353,115
Ecology and Nature Based Solutions	672,539	366,844	194,312	**1,233,695**	1,609,475
Advocacy, Education & Engagement	566,131	142,678	350,451	**1,059,260**	1,047,421
Membership	100,751	303,896	58,417	**463,064**	464,621
Expenditure on Charitable activities	2,914,084	2,394,655	1,493,574	**6,802,313**	6,416,628
Expenditure on raising funds	590,955	427,845	149,758	**1,168,558**	832,449
	3,505,039	2,822,500	1,643,332	**7,970,871**	7,249,077

Note 6 - Analysis of Support Costs	Raising funds £	Wilder Hampshire - North £	Wilder Hampshire - West £	Wilder Hampshire - Central & Solent £	Wilder Wight £	Wilder Marine £
IT	37,649	63,809	61,971	40,537	34,011	23,515
Finance	37,202	63,052	61,236	40,056	33,608	23,236
Premises	29,733	50,394	48,942	32,015	26,861	18,572
Human Resources	34,285	58,107	56,434	36,915	30,972	21,414
Governance	10,888	18,454	17,922	11,724	9,836	6,801
	149,757	253,816	246,505	161,247	135,288	93,538

	Ecology and Nature Based Solutions £	Advocacy, Education & Engagement £	Membership £	2024/25 Total £	Basis of Allocation
IT	48,850	88,103	14,687	**413,132**	No. of staff
Finance	48,270	87,057	14,512	**408,229**	No. of staff
Premises	38,579	69,580	11,598	**326,274**	No. of staff
Human Resources	44,485	80,231	13,374	**376,217**	No. of staff
Governance	14,128	25,480	4,247	**119,480**	No. of staff
	194,312	350,451	58,418	**1,643,332**	

Net income/(expenditure) is stated after charging/(crediting):

	2025 £	2024 £
Depreciation - owned assets	118,925	88,098
Profit on sale of fixed assets	-	-
Operating leases - land and buildings	21,785	21,785
Auditors' remuneration - provision of audit services	20,694	18,900
Auditors' remuneration - non audit services	1,726	-

Note 6 - Analysis of Support Costs for the year prior 2023/24	Raising funds £	Wilder Hampshire - North £	Wilder Hampshire - West £	Wilder Hampshire - Central & Solent £	Wilder Wight £	Wilder Marine £
IT	24,201	46,089	40,780	24,481	21,627	14,458
Finance	27,568	52,502	46,455	27,888	24,636	16,470
Premises	24,130	45,954	40,661	24,410	21,564	14,416
Human Resources	31,056	59,145	52,332	31,416	27,754	18,554
Governance	8,959	17,062	15,097	9,063	8,006	5,352
	115,914	220,752	195,325	117,258	103,587	69,250

	Ecology and Nature Based Solutions £	Advocacy, Education & Engagement £	Membership £	2023/24 Total £	Basis of Allocation
IT	28,545	60,334	9,873	**270,388**	No. of staff
Finance	32,516	68,729	11,247	**308,011**	No. of staff
Premises	28,461	60,158	9,844	**269,598**	No. of staff
Human Resources	36,631	77,425	12,670	**346,983**	No. of staff
Governance	10,567	22,335	3,655	**100,096**	No. of staff
	136,720	288,981	47,289	**1,295,076**	

Note 7 - Trustees' Remuneration and Benefits

No Directors (Trustees) or persons connected with them have received or waived any remuneration during the year (2024: none)

No Directors (Trustees) received reimbursements of expenses for travelling during the year (2024: none)

Note 8 - Staff costs

	2025 £	2024 £
Salaries and Wages	3,518,053	3,201,187
Social Security Costs	317,593	289,120
Pension Costs	270,595	221,515
	4,106,241	3,711,822

The pension cost above includes an increase in employers pension contributions of 1%

The number of employees during the year was as follows:

	2025	2024
Cost of Generating Funds	9.4	5.4
Finance and Administration (includes Governance)	16.5	15.0
Charitable Activities	118.0	111.6
	143.9	132.0
The number of employees includes a higher number of termed, trainee and variable hour contract staff in 2024/25		
FTE staff number	107.17	103.04

	2025 £	2024 £
Senior Management Team Salaries for 7 staff (2024: 7 staff)	521,190	456,542

	2025	2024
The number of employees whose benefits (excluding employer pension costs) exceeded £60,000 was:		
£60,001 - £70,000	2	-
£70,001 - £80,000	-	-
£80,001 - £90,000	1	1

Note 9 - Pension Scheme

The Trust operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Trust in an independently administered fund. The pension cost charged to the Statement of Financial Activities was £261k (2024: £221k).

Note 10 - Tangible fixed assets - Group and Charity	Freehold Properties £	Long Leasehold Land £	Freehold Land £	Plant and Machinery £	Total £
Cost or valuation					
At 1 April 2024	2,414,817	2,912,161	3,115,055	1,191,767	**9,633,800**
Additions	-	-	414,941	47,991	**462,932**
Disposals	-	-	-	(21,091)	**(21,091)**
Transfers	-	-	-	-	**-**
As at 31 March 2025	2,414,817	2,912,161	3,529,996	1,218,667	**10,075,641**
Depreciation					
At 1 April 2024	-		-	804,217	**804,217**
Charge for the year	-		-	118,925	**118,925**
Depreciation on disposals	-		-	(21,092)	**(21,092)**
As at 31 March 2025	-		-	902,050	**902,050**
Net Book Value					
As at 31 March 2025	2,414,817	2,912,161	3,529,996	316,617	**9,173,591**
At 1 April 2024	2,414,817	2,912,161	3,115,055	387,550	**8,829,583**

Note 10 continued

Tangible Fixed Assets are all functional assets used in furtherance of the Trust's objectives.

The Trust's three freehold properties are Beechcroft House, Dawkins Cottage and Brick Kiln Farm Cottage. They were revalued in 2021 by Skinner Holden and Bacheler Monkhouse, these values are included in the table above.

The Freehold Land included above as Tangible Fixed Assets consists of: Tawny Barn Field, College Copse Farm, Hockley Meadows Farm and Brick Kiln Farm. Other than Tawny Barn Field these were revalued at the end of March 2021 by Bacheler Monkhouse, these values are included in the table above.

The long leasehold land relates to the Nunwell land.

	Values from 31 March 2024 £	*Values from 31 March 2025* £
Historic Values of Freehold Properties and Land;		
Beechcroft	*1,280,000*	*1,280,000*
Brick Kiln Cottage	*527,317*	*527,317*
Dawkins Cottage	*607,500*	*607,500*
	2,414,817	*2,414,817*
Tawny Barn	*81,092*	*81,092*
Brick Kiln Farm	*412,683*	*412,683*
College Copse Farm	*1,070,000*	*1,070,000*
Hockley (Whitehouse Meadows) Farm	*500,000*	*564,941*
Little Duxmore Farm	*1,051,280*	*1,051,280*
Chilcombe NBS Land	-	*350,000*
	3,115,055	*3,529,996*

Note 11 - Heritage Assets – Group and Charity	2024/25 £	2023/24 £	2022/23 £	2021/22 £	2020/21 £
Cost or valuation					
At start of period	4,185,399	3,595,399	3,245,399	2,293,399	1,937,710
Additions - all purchased	496,900	590,000	350,000	952,000	355,689
Heritage Assets not previously valued	-	-	-	-	-
Disposals	-	-	-	-	-
At end of period	4,682,299	4,185,399	3,595,399	3,245,399	2,293,399
Net Book Value					
Year End	4,682,299	4,185,399	3,595,399	3,245,399	2,293,399
Prior Year	4,185,399	3,595,399	3,245,399	2,293,399	1,587,710

Heritage Assets are defined as tangible property with historical, artistic, scientific, technological, geophysical or environmental qualities which are held and maintained principally for their contribution to knowledge and culture.

Hampshire and Isle of Wight Wildlife Trust defines its nature reserves as Heritage Assets as they are held for the purposes of conservation, and managed to preserve, enhance and/or restore their biodiversity value, and are intended to be kept indefinitely or, for leasehold sites, until such time as the lease ends.

Nature reserves purchased by the Trust are shown on the balance sheet at original cost or valuation at the date of acquisition where known. Where Heritage Assets have been donated to the Charity they are recognised initially at their fair value where practicable. No value is placed on assets where their costs or valuation is not available and such information cannot be obtained at a cost commensurate with the benefit to the users of the accounts and to the charity. As permitted by SORP FRS 102, no depreciation is charged on Heritage Assets.

The Trust continues to acquire new land for the purposes of conservation in accordance with its acquisitions policy - this policy consists of a scoring system which enables Trustees to make an informed decision on which acquisitions are of the highest priority. These would include land of high wildlife value which is at risk, land which extends and connects the Trust's existing nature reserves, or land of low biodiversity value which can be restored or rewilded. Sites acquired are classified as heritage assets where appropriate at the time of acquisition. Heritage Assets held by the Trust as at 31 March 2025 are listed overleaf in tables 1 and 2. The Trust woud only dispose of a heritage asset in exceptional circumstances, for example if compulsory purchased, and in this case would follow the charity commission disposal process.

Note 11 continued

Table 1. Heritage Assets: Freehold Nature Reserves

Name	Location	Size (hectares)
Alverstone Mead	Sandown, Isle of Wight	28.6
Arreton Down	Newport, Isle of Wight	19
Bartley Heath	Hook	91
Bere Copse	Soberton	4
Broughton Down	Broughton	24
Chappetts Copse	West Meon	12
Chiddles Moor	Sandown, Isle of Wight	4.9
Copythorne Common	Cadnam	15.4
Coulters Dean	Buriton	7.5
Deacon Hill	Winchester	10
Emer Bog	North Baddesley	53.4
Fletchwood Meadows	Ashurst	5
Greywell Moors	Odiham	13
Hill Heath Farm	Newchurch, Isle of Wight	14.4
Hoe Road Meadow	Bishop's Waltham	3
Holmsley Gravel Pit	Bransgore	3
Kittenocks	Havenstreet, Isle of Wight	10.5
Kitt's Grave	Martin	36
Knighton Down	Brading, Isle of Wight	13.4
Linwood	Appleslade	10.5
Lower Knighton Moor	Newchurch, Isle of Wight	13.4
Lower Test, The Crescent	Nursling	5
Lymington Reedbeds	Lymington	43.1
Mapledurwell Fen	Basingstoke	0.4
Martin's Wood	Newchurch, Isle of Wight	8.5
Micheldever Spoil Heaps - North	Micheldever	3
Morton Marsh	Sandown, Isle of Wight	13.9

Note 11 continued

Table 1. Heritage Assets: Freehold Nature Reserves (continued)

Name	Location	Size (hectares)
Ningwood Common	Cranmore, Isle of Wight	11.7
Parsonage Farm	Newchurch, Isle of Wight	27.1
Pewit Island	Portsmouth Harbour	1.2
Portchester SWBG site	Portsmouth Harbour	8
Ron Ward's Meadow	Tadley	10
Royden Lane	Brockenhurst	2.2
Roydon Woods	Brockenhurst	379.7
Sandown Meadows	Sandown, Isle of Wight	18
Sandy Down	Brockenhurst	4.9
Shutts Copse	West Meon	4
Southmoor	North Langstone	11.3
St Clair's Meadow	Soberton	15.8
St Lawrence Bank Field	Whitwell, Isle of Wight	5.1
St Lawrence Undercliff Woods	St Lawrence, Isle of Wight	1.5
Swanpond Copse	Ryde, Isle of Wight	19.7
Upper Inhams Copse	Silchester	18
Upper Titchfield Haven	Hill Head	13
Upper Winnall Moors	Winchester	26
Weavers Down Bog	Longmoor	3
Whitehouse Meadows	Cove	1
Wick Hill Hanger	Selbourne	8
Winnall Moors West	Winchester	21.5
		1076.6

Note 11 continued

Table 2. Heritage Assets - Leasehold Nature Reserves

Name	Location	Size (hectares)
Ancells Farm	Fleet	12
Baddesley Common	North Baddesley	28
Blashford Lakes	Ringwood	91
Bouldnor Forest	Bouldnor, Isle of Wight	36
Old Burghclere Lime Quarry	Burghclere	3
Eaglehead & Bloodstone Copses	Brading, Isle of Wight	10
Farlington Marshes	Portsmouth	120
Upper Flexford	Chandler's Ford	11
Lower Flexford	Chandler's Ford	9
Headley Gravel Pit	Headley	7
Hook Common	Hook	74
Hookheath Meadows	Southwick	14
Hythe Marshes	Hythe	9
Lymington & Keyhaven Marshes	Lymington	320
Long Aldermoor	Minstead	3
Lower Test	Totton	157
Lower Winnall Moors	Winchester	15
Manor House Farm	Totton	90
Milton Locks	Portsmouth	0.4
Noar Hill	Selborne	12
Pamber Forest	Silchester	194
St Catherine's Hill	Winchester	47
Swanwick Lakes	Fareham	28
Testwood Lakes	Totton	65
		1355.4

Note 12 - Fixed Asset Investments

	Group		Charity	
	2025 £	2024 £	2025 £	2024 £
Investments	4,266,491	4,818,817	4,266,691	4,819,017

GROUP

	Listed investments £	Unlisted investments £	Cash and settlements pending £	Totals £
At 1 April 2024	4,818,817	-	-	4,818,817
Additions	591,711	4,000	-	595,711
Disposals	(1,053,763)	-	-	(1,053,763)
Investment (losses) / Gains	(94,274)	-	-	(94,274)
At 31 March 2025	4,262,491	4,000	-	4,266,491
Net Book Value				
At 31 March 2025	4,262,491	4,000	-	4,266,491
At 1 April 2024	4,818,817	-	-	4,818,817

Of the £4.24m investments held at 31 March 2025, all holdings are held in the UK.

Note 12 continued

CHARITY

	Listed investments	Unlisted investments	Cash and settlements pending	Totals
	£	£	£	£
At 1 April 2024	4,818,817	200	-	4,819,017
Additions	591,711	4,000	-	595,711
Disposals	(1,053,763)	-	-	(1,053,763)
Investment (losses) / Gains	(94,274)	-	-	(94,274)
At 31 March 2025	4,262,491	4,200	-	4,266,691
Net Book Value				
At 31 March 2025	4,262,491	4,200	-	4,266,691
At 1 April 2024	4,818,817	200	-	4,819,017

The unlisted investments represents the charity's 100% interest in HIWWT Trading Limited and Arcadian Ecology & Consulting Limited and the interest in each subsidiary amount to 100 ordinary shares of £1 giving an historical cost of £200.

Of the £4.24m investments held at 31 March 2025, all holdings are held in the UK.

All investments are held to preserve capital value and generate a modest income for use in the activities of the Trust.

Note 13 - Debtors

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade Debtors	1,464,683	605,189	1,351,880	548,427
Other Debtors	1,320,142	1,189,920	1,320,142	1,183,156
Prepayments and Accrued Income	30,646	15,169	30,646	15,169
Amounts Due from Group Undertakings	-	-	82,566	60,780
	2,815,471	1,810,278	2,785,234	1,807,532

Note 14 - Creditors: Amounts Falling Due Within One Year

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade Creditors	219,796	462,048	199,693	454,990
Other Creditors	27,722	28,105	27,804	27,989
Accruals	496,400	621,690	492,662	618,140
Taxation and Social Security	245,222	562,626	227,472	547,419
Deferred Income	-	10,000	-	-
Other Loans	-	500,000	-	500,000
	989,140	2,184,469	947,631	2,148,538

Note 15 - Creditors: Amounts Falling Due After One Year

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Other loans	-	-	-	-
	-	-	-	-

Note 16 - Analysis of Charitable Funds for the Current Year 2024/25

	Balance at 1 April 2024	Incoming resources & transfers in	Outgoing resources & funds expended	Balance before movements at 31 March 2025	Investment Gains/(Losses)	Transfers	Balance at 31 March 2025
	£	£	£	£	£	£	£
UNRESTRICTED FUNDS							
Designated Fund:							
Land Acquisition & Management	1,938,875	245,867	(377,660)	1,807,082	-	-	**1,807,082**
Wilder 2030	2,567,954	120,781	(231,028)	2,457,707	-	-	**2,457,707**
Business Infrastructure	108,990	-	-	108,990	-	-	**108,990**
Nature Based Solutions	3,441,677	270,698	(63,713)	3,648,662	-	(350,000)	**3,298,662**
Total designated funds	**8,057,496**	**637,346**	**(672,401)**	**8,022,441**	**-**	**(350,000)**	**7,672,441**
General Fund	9,992,410	6,415,437	(6,242,845)	10,165,002	(94,274)	85,000	**10,155,728**
Total Unrestricted Funds	**18,049,906**	**7,052,783**	**(6,915,246)**	**18,187,443**	**(94,274)**	**(265,000)**	**17,828,169**
RESTRICTED FUNDS							
Advocacy, Engagement & Education	85,820	336,403	(389,203)	33,020	-	-	**33,020**
Badger Appeal	10,872	-	-	10,872	-	-	**10,872**
Beaver Project	67,742	-	(45,000)	22,742	-	-	**22,742**
Brough Naturalists' Fund	21,950	-	-	21,950	-	-	**21,950**
College Copse Farm	6,970	-	-	6,970	-	-	**6,970**
Donations & Legacies - Hampshire	35,520	302,989	(500)	338,009	-	-	**338,009**
EA Water Projects	63,902	-	-	63,902	-	-	**63,902**
Education Development Fund	18,440	-	-	18,440	-	-	**18,440**
Emer Bog and Heathlands	17,675	-	-	17,675	-	-	**17,675**
Estates Support and Ecology	-	255,560	(207,501)	48,059	-	-	**48,059**
Fishlake Meadows	30,610	14,513	-	45,123	-	-	**45,123**
IOW Land Management	19,111	-	-	19,111	-	-	**19,111**
IOW Legacy Funds	381,170	535,763	(51,973)	864,960	-	-	**864,960**

Note 16 - Analysis of Charitable Funds for the Current Year 2024/25 (continued)

	Balance at 1 April 2024	Incoming resources & funds expended	Outgoing resources & funds expended	Balance before movements at 31 March 2025	Investment Gains/(Losses)	Transfers	Balance at 31 March 2025
	£	£	£	£	£	£	£
RESTRICTED FUNDS CONTINUED							
IOW Projects	573,132	66,096	-	639,228	-	(80,000)	**559,228**
IOW Capital Depreciation Fund	54,909	-	(11,986)	42,923	-	-	**42,923**
Kates Meadow Fund	3,150	-	-	3,150	-	-	**3,150**
Manor House Farm	221,206	-	(10,500)	210,706	-	-	**210,706**
Marine, Solent Seascape (ELP) Project	67,956	163,636	(51,179)	180,413	-	-	**180,413**
NATS Swanwick	-	63,120	-	63,120	-	-	**63,120**
New Forest Land Advice	82,323	23,997	(89,671)	16,649	-	-	**16,649**
New Forest Land Non Native Plants	-	75,347	(4,815)	70,532	-	-	**70,532**
Parsonage Farm Fund	22,385	-	-	22,385	-	-	**22,385**
Reaching Communities	-	14,320	-	14,320	-	-	**14,320**
Richard Hedley Fund	4,648	-	-	4,648	-	-	**4,648**
SE Wildlife Trusts Strategic Dev. Fund	14,919	-	-	14,919	-	-	**14,919**
Southern Damselfly - HCC	-	50,000	-	50,000	-	-	**50,000**
Southern Water Ecol.l Resilience	-	50,000	-	50,000	-	-	**50,000**
Southern Water Section 20	374,365	169,311	(69,679)	473,997	-	-	**473,997**
Southern Water Fish Pass	-	200,000	-	200,000	-	-	**200,000**
St Clair's Meadow	28,000	-	-	28,000	-	-	**28,000**
SWWFL Research	2,048	-	-	2,048	-	-	**2,048**
Test and Itchen Catchment Project	13,696	-	-	13,696	-	-	**13,696**
Wader & BG S106 Mitigation	-	450,000	-	450,000	-	-	**450,000**
Watercress & Winterbournes Project	458,717	-	(53,044)	405,673	-	-	**405,673**

Note 16 - Analysis of Charitable Funds for the Current Year 2024/25 (continued)

	Balance at 1 April 2024	Incoming resources & funds expended	Outgoing resources & funds expended	Balance before movements at 31 March 2025	Investment Gains/(Losses)	Transfers	Balance at 31 March 2025
	£	£	£	£	£	£	£
RESTRICTED FUNDS CONTINUED							
Wilder Hampshire	80,747	87,728	69,615	98,860	-	-	**98,860**
Wilder Marine	43,400	107,032	(139,932)	10,500	-	-	**10,500**
Wilder Wight	8,000	65,528	(68,528)	5,000	-	-	**5,000**
Wildlife Investment Fund	27,365	-	-	27,365	-	-	**27,365**
Restricted Funds	**2,840,748**	**2,823,842**	**(1,055,625)**	**4,608,965**	**-**	**(80,000)**	**4,528,965**
Restricted Heritage Assets	3,510,869	-	-	3,510,869	-	345,000	**3,855,869**
Total Restricted Funds	**6,351,617**	**2,823,842**	**(1,055,625)**	**8,119,834**	**-**	**265,000**	**8,384,834**
Permanent Endowment Fund:							
Ted Wallace Fund	4,508	-	-	4,508	-	-	4,508
Total Endowment Funds	**4,508**	**-**	**-**	**4,508**	**-**	**-**	**4,508**
TOTAL CHARITABLE FUNDS	**24,406,031**	**9,876,625**	**(7,970,871)**	**26,311,785**	**(94,274)**	**-**	**26,217,511**

EXPLANATION OF CHARITABLE FUNDS

UNRESTRICTED FUNDS

Designated Fund:

Designated funds are set aside to support the delivery of the Trust's Strategic Plan and to help the Trust manage major risks.

Land Acquisition & Management	In light of the continuing uncertainty around the agri-environment scheme income for land management post-Brexit, this fund was established in 2016, to help support the management of the Trust's land as well as the acquisition of new sites. Often land acquisition is funded on a case by case basis but this fund allows the Trustees to allocate match-funding to support grant applications or to top up appeals for new land. This fund is supplemented with unrestricted legacies with trustee approval.
Wilder 2030	Following the successful launch of the Trust's 10-year vision and strategy - Wilder 2030 - Trustees agreed to establish this fund to support its delivery. The fund was made up by merging earlier designated funds that had been set aside for strategic development and made up of unrestricted legacies received. The fund will be drawn down with Trustee approval as part of the implementation of Wilder 2030 over a period of three to five years unless needed sooner.
Business Infrastructure	A fund to offset maintenance costs of buildings and fund the Trust's administrative software upgrades and move towards developing Business Intelligence systems.
Nature Based Solutions	This fund supports nature recovery through the creation of new nature reserves funded by the selling of nitrates credits. The Trust has an obligation to manage these sites for 125 years for which this fund will be used.

RESTRICTED FUNDS

Restricted funds are strictly tied to our specific projects. Often the Trust receives project funding in advance and so we need to 'ring fence' the monies for spending on the project, as agreed with the funder or donor. Sometimes the projects can run over a number of years. Normally the fund will close once the project is finished.

Advocacy, Engagement & Education	Funds held from major donors and grants funders towards the Education & Engagement projects in 2023/24.
Badger Appeal	Appeal funds to put towards research and practical control of bovine tuberculosis and deployment of vaccination where appropriate.
Beaver Project	Income from charitable Trusts, individuals and organisations for the IOW Beaver Project.
Brough Naturalists' Fund	Fund containing an in-memoriam donation given by Antoinette Brough in memory of her husband Dr. Peter Brough, a former and long-term supporter of the Trust. The donation was used to establish an annual prize fund of up to £500 per year to acknowledge and encourage the work of amateur naturalists.
College Copse Farm	Funds remaining from the College Copse Farm appeal, to be spent on upgrading the facilities there.
Donations & Legacies - Hampshire	£2k given by Miss Lipscombe for replacement benches on Warnborough Greens.

EA Water Projects	Funding received in advance for the Test and Itchen Catchment Project.
Education Development Fund	Major Donor funding towards on site capital improvements for education purposes.
Emer Bog and Heathlands	Funds for heathland restoration and ongoing management of Emer Bog nature reserve, funded via a developer's contribution.
Estates Support and Ecology	Funds held from grant funders towards the Ecology projects in 2023/24.
Fishlake Meadows	Funds received towards the ongoing management of Fishlake Meadows from Test Valley Borough Council.
IOW Land Management	Donations towards the ongoing work on the Island.
IOW Legacy Funds	Living legacy from major donors towards the management of land and projects on the IOW, along with Income for land acquisition specifically for purchase of Kittenocks Meadows.
IOW Projects	Funding received from major donors for the acquisition of land on the Isle of Wight for conservation purposes.
IOW Capital Depreciation Fund	Funds held towards the future depreciation of capital purchases using major donor funds.
Kates Meadow Fund	Restricted donation of £3,500 to be drawn down over 10 years at a rate of £350 per year. The donation from Mr Ray Hilllyer is to cover HIWWT costs when maintaining the Littleton church (Kate's) Meadow.
Manor House Farm	Funds received in advance towards the 50 years of management of Manor House Farm for the period of the agreement.
Marine, Solent Seascape (ELP) Project	Income towards the delivery of Solent Seascape (ELP) Project. Funds are received in dollars and subject to exchange rate, meaning we may be receiving more or less money than budgeted. This fund was set up to reduce the risk against the variability of this over the five-year programme.
NATS Swanwick	Funds received from NATS for the Wilder Schools Programme and work at Swanwick.
New Forest Land Advice	Grant funds received towards the New Forest Land Advice Project future work.
New Forest Land Non Native Plants	Grant funds received towards the Non Native Plants Project future work.
Parsonage Farm Fund	Funding from the Banister Trust for the ongoing maintenance of Parsonage Farm.
Reaching Communities	Grant funds received towards the Reaching Communities Project future work funded by The National Lottery Community Fund.
Richard Hedley Fund	This fund was established to acknowledge the late Richard Hedley, former Trustee and one of the Trust's most long-standing supporters. Sadly, in May 2018, we also lost Jean Hedley MBE, former Chair and President of the Trust. The family are keen that this fund is continued for the support of ecology trainees. Any donations or other fundraising undertaken in memory of the incredible contribution made by both Richard and Jean Hedley will be added to the fund in accordance with their wishes.

SE Wildlife Trusts Strategic Dev. Fund	Funds set aside in agreement with the regional grouping of Wildlife Trusts for spending on strategic pan-regional projects.
Southern Damselfly - HCC	Funding received from HCC for the Southern Damselfly Project.
Southern Water Ecol.l Resilience	Funding received towards Southern Water Ecol.l Resilience future work.
Southern Water Section 20	Funding received towards Southern Water Section 20 Project.
Southern Water Fish Pass	Funding received towards Southern Water Fish Pass future work.
St Clair's Meadow	Funds received towards the ongoing management of St Clair's Meadow from donations from the local community.
SWWFL Research	Funds received from SWWFL towards future research work.
Test and Itchen Catchment Project	Funding received in advance for the Test and Itchen Catchment Project.
Wader & BG S106 Mitigation	Funds received towards the future management of the Wader & BG S106 Mitigation site.
Watercress & Winterbournes Project	Funds received towards the five-year Watercress & Winterbournes Project funded by NLHF and donations from partners and individuals.
Wilder Hampshire	Funds held from major donors and grants funders towards conservation projects across Hampshire.
Wilder Marine	Funds held from grant funders towards our Marine projects
Wilder Wight	Funds held from major donors and grant funders towards our IOW conservation projects.
Wildlife Investment Fund	Appeal income received held in a fund to use in the future when match funds are needed to secure grants from partners and individuals.

Note 16 - Analysis of Charitable Funds for the Prior Year 2023/24

	Balance at 1 April 2023	Incoming resources & funds expended	Outgoing resources & funds expended	Balance before movements at 31 March 2024	Investment Gains/(Losses)	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£
UNRESTRICTED FUNDS							
Designated Fund:							
Land Acquisition & Management	1,828,352	227,202	(260,296)	1,795,258		143,617	**1,938,875**
Assets Depreciation Fund	-	-	-	-			**-**
Wilder 2030	2,066,813	-	(37,258)	2,029,555		538,399	**2,567,954**
Business Infrastructure	110,024	-	(1,034)	108,990			**108,990**
Nature Based Solutions	1,754,570	1,790,895	(128,612)	3,416,853		24,824	**3,441,677**
Total designated funds	**5,759,759**	**2,018,097**	**(427,200)**	**7,350,656**	**-**	**706,840**	**8,057,496**
General Fund	**8,380,418**	7,394,851	(5,291,241)	10,484,028	417,339	(908,957)	**9,992,410**
Total Unrestricted Funds	**14,140,177**	**9,412,948**	**(5,718,441)**	**17,834,684**	**417,339**	**(202,117)**	**18,049,906**
RESTRICTED FUNDS							
Advocacy, Engagement & Education	76,733	303,414	(294,327)	85,820	-	-	**85,820**
Badger Appeal	10,372	500	-	10,872	-	-	**10,872**
Beaver Project	101,918	10,959	(45,135)	67,742	-	-	**67,742**
Brough Naturalists' Fund	22,450	-	(500)	21,950	-	-	**21,950**
College Copse Farm	6,970	-	-	6,970	-	-	**6,970**
Donations & Legacies - Hampshire	7,800	33,520	(5,800)	35,520	-	-	**35,520**
EA Water Projects	63,902	-	-	63,902	-	-	**63,902**
Education Development Fund	18,440	-	-	18,440	-	-	**18,440**
Emer Bog and Heathlands	17,675	-	-	17,675	-	-	**17,675**
Estates Support and Ecology	7,500	49,401	(56,901)	-	-	-	**-**
Fishlake Meadows	30,610	-	-	30,610	-	-	**30,610**
IOW Land Management	239,111	-	(20,000)	219,111	-	(200,000)	**19,111**
IOW Legacy Funds	506,500	82,503	(57,833)	531,170	-	(150,000)	**381,170**

Note 16 - Analysis of Charitable Funds for the Prior Year 2023/24 (continued)

	Balance at 1 April 2023	Incoming resources & funds expended	Outgoing resources & funds expended	Balance before movements at 31 March 2024	Investment Gains/(Losses)	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£
RESTRICTED FUNDS CONTINUED							
IOW Projects	187,883	423,132	-	611,015	-	(37,883)	**573,132**
IOW Capital Depreciation Fund	-	57,833	(2,924)	54,909	-	-	**54,909**
Itchen Navigation/Winnall Moors	20,814	-	(20,814)	-	-	-	**-**
Kates Meadow Fund	3,150	-	-	3,150	-	-	**3,150**
Manor House Farm	301,706	-	(80,500)	221,206	-	-	**221,206**
Marine, Solent Seascape (ELP) Project	16,777	51,179	-	67,956	-	-	**67,956**
New Forest Land Advice	-	82,323	-	82,323	-	-	**82,323**
Parsonage Farm Fund	27,385	-	(5,000)	22,385	-	-	**22,385**
Richard Hedley Fund	4,649	-	-	4,649	-	-	**4,649**
Secrets of the Solent Project	-	-	-	-	-	-	**-**
SE Wildlife Trusts Strategic Dev. Fund	14,919	-	-	14,919	-	-	**14,919**
Southern Water Section 20	94,949	400,532	(121,116)	374,365	-	-	**374,365**
St Clair's Meadow	28,000	-	-	28,000	-	-	**28,000**
SWWFL Research	2,048	-	-	2,048	-	-	**2,048**
Test and Itchen Catchment Project	13,696	-	-	13,696	-	-	**13,696**
Titchfield Development Project Fund	10,285	-	(10,285)	-	-	-	**-**
Watercress & Winterbournes Project	386,122	72,595	-	458,717	-	-	**458,717**
Wilder Hampshire - Central & Solent	29,394	47,832	(8,580)	68,646	-	-	**68,646**
Wilder Hampshire - North	6,000	241,392	(247,392)	-	-	-	**-**
Wilder Hampshire - West	34,808	252,217	(274,925)	12,100	-	-	**12,100**
Wilder Marine	115,677	188,886	(261,163)	43,400	-	-	**43,400**

Note 16 - Analysis of Charitable Funds for the Prior Year 2023/24 (continued)

	Balance at 1 April 2023	Incoming resources & funds expended	Outgoing resources & funds expended	Balance before movements at 31 March 2024	Investment Gains/(Losses)	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£
RESTRICTED FUNDS CONTINUED							
Wilder Wight	2,100	23,340	(17,440)	8,000	-	-	**8,000**
Wildlife Investment Fund	27,365	-	-	27,365	-	-	**27,365**
Restricted Funds	**2,437,709**	**2,321,558**	**(1,530,636)**	**3,228,631**	**-**	**(387,883)**	**2,840,748**
Restricted Heritage Assets	2,920,869	-	-	2,920,869	-	590,000	**3,510,869**
Total Restricted Funds	**5,358,578**	**2,321,558**	**(1,530,636)**	**6,149,500**	**-**	**202,117**	**6,351,617**
Permanent Endowment Fund:							
Ted Wallace Fund	4,508	-	-	4,508	-	-	4,508
Total Endowment Funds	**4,508**	**-**	**-**	**4,508**	**-**	**-**	**4,508**
TOTAL CHARITABLE FUNDS	**19,503,263**	**11,734,506**	**(7,249,077)**	**23,988,692**	**417,339**	**-**	**24,406,031**

Note 17 - Analysis Of Net Assets Between Funds

	Unrestricted Funds	Designated Funds	Restricted Funds	Permanent Endowment Funds	Total
	£	£	£	£	£
Tangible Fixed Assets	9,173,591	-	-	-	**9,173,591**
Heritage Assets	826,430	-	3,855,869	-	**4,682,299**
Fixed Asset Investments	963,321	3,298,662	-	4,508	**4,266,491**
Current Assets	181,527	4,373,779	4,528,965	-	**9,084,269**
Current Liabilities	(989,139)	-	-	-	**(989,139)**
Long Term Liabilities	-	-	-	-	**-**
Net Assets	10,155,728	7,672,441	8,384,834	4,508	**26,217,511**

Free Reserves Value **£4,529,485** (2024: £3,109852)

Free Reserves Months **7.9** months (2024: 10.7 months)
Against Trust Policy of 4 months of unrestricted spend

Note 17 - Analysis Of Net Assets Between Funds From Prior Year 2023/24

	Unrestricted Funds	Designated Funds	Restricted Funds	Permanent Endowment Funds	Total
	£	£	£	£	£
Tangible Fixed Assets	8,829,583	-	-	-	**8,829,583**
Heritage Assets	674,530	-	3,510,869	-	**4,185,399**
Fixed Asset Investments	1,372,634	3,441,675	-	4,508	**4,818,817**
Current Assets	1,300,132	4,615,821	2,840,748	-	**8,756,701**
Current Liabilities	(2,184,469)	-	-	-	**(2,184,469)**
Long Term Liabilities	-	-	-	-	**-**
Net Assets	9,992,410	8,057,496	6,351,617	4,508	**24,406,031**

Free Reserves Value **£5,127,584** (2023: £3,109852)

Free Reserves Months **10.8** months (2023: 8.2 months)
Against Trust Policy of 4 months of unrestricted spend

Note 18 - Trading Subsidiaries

a. The wholly-owned subsidiary company, **Arcadian Ecology and Consulting Limited**, which is incorporated in England and Wales, donates its profits to the charity. The charity owns the entire share capital of 100 ordinary shares of £1.

Audited accounts for the subsidiary company are filed with the Registrar of Companies at Companies House.

A summary of the trading results is shown below:

		2025 £
Turnover	- Third party	372,275
	- Group	-
Cost of sales	- Third party	(335,430)
Gross profit		36,846
Administration costs		-
Profit before taxation		36,846
Tax on profit on ordinary activities		-
Net profit		36,846
Share capital - 100 ordinary shares		100

	2025 £'000
Revenue Reserve	36,846

b. The wholly-owned subsidiary company, **HIWWT Trading Limited**, which is incorporated in England and Wales. The charity owns the entire share capital of 100 ordinary shares of £1. The company was dormant throughout the current year.

The registered address for the two subsidiaries is Beechcroft House, Vicarage Lane, Curdridge, Hampshire, SO32 2DP.

Note 19 - Operating Lease Commitments

The amount payable in respect of operating leases shown below are analysed according to the expiry of the leases.

	Land and buildings	
	2025 £	2024 £
Within one year	21,785	21,785
Between two to five years	7,008	7,008
More than five years	120,888	122,640
	149,681	151,433

Note 20 - Related Party Disclosures

The Trust owns all 100 of the issued £1 ordinary shares of HIWWT Trading Limited, which is currently dormant. The Trust also owns all 100 of the issued £1 ordinary shares of Arcadian Ecology & Consultancy Limited which trades externally as well as acting as an ecology consultancy for the Charity. At 31 March 2025 the Trust owed Arcadian Ecology & Consultancy Limited £39k (2024: The Trust owed Arcadian £17k).

At 31 March 2025 HIWWT Trading Limited owed the Trust £0 (2022: £0k).

South West Wildlife Fundraising Limited (SWWFL) is a subsidiary company wholly owned by eight Wildlife Trusts predominantly in the South West region, including Hampshire and Isle of Wight Wildlife Trust. The liability limited to £1. SWWFL sells membership through face to face fundraising for its 8 owning Trusts as well as 4 further client Trusts. There is an annual service charge and commission payments for each new member recruited. The total value paid to SWWFL in the year was £242k (2024:£240k) and as at the 31 March 2025 the Trust owed South West Wildlife Fundraising Limited £12,694 (2024: SWWFL owed the Trust £0).

Trustees made donations to the Charity totalling £5,022 during the year (2024: £4,681).

Note 21 - Ultimate Controlling Party and Members' Guarantee

The Trust is controlled by its members; no one member has overall control.

Note 22 - Legal Status Of The Charity

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

Note 23 - Donors, Grant Funders and Legacies Received

The Trust receives help and support, financial and otherwise, from many individuals (including members who give additional donations over and above membership fees), companies, government agencies, grant-making bodies and other organisations. In addition, we receive gifts from many people who kindly remember the Trust in their will. We would like to thank all of our supporters, as these generous donations are vital to the Trust and we would not be able to continue our work without them.

A list of our donors, grant funders, legacies and supporters can be found on pages 82 and 83.

Charity Information



Our Supporters

Donations in memory of:

Alan Hawkyard
Bob Hayward
Brenda Bennett
Bruce Stedman
Burt Leonard
Carol O'Brien
Christopher Lewis
Christopher Robinson
Clare Hutchins
Cynthia Kathleen Turner
David Frank Prince
David Prichard
Doreen and Alan Newton
Edward "Ted" Dowson
Eileen Milford
Frank Valente
Gerald Lancaster
Henry Kemm
Ian Brown
John Solomon
Julian Bevis
June Drummond
Linda Hawkins
Martin Lewis
Michael Wilson
Mitchell Tulley
Mrs L Robinson
Olivia Wood
Philip Talbot
Robert and Barbara Hull
Robert Harry Read
Roy Aston
Simon Wills
Terry Smith
Theodore Jarman
Tony Young
Vincent Edberg
Wendy Menhennet

Gifts in Wills from:

Andres Nunez Perez
Ann Carolyn Parks
Anne Mary Rippingale
Antonina Therese Bagley
Brian Alan Reader
Diane Eileen Timney
Donald Albert Paddick
Dorothy Digby
Eileen Poulter
Eric Wadham
Geoffrey Dingley Field
Heather Monie & Shirley (Bunny) Bull
Hilary Baker
Jean Dorothy McCormac
Jean Rosina Fish
Jeffrey David Milward White
John Arthur Roland Edmunds
Loraine Margaret Elizabeth Martin
Lorna Fitzgerald-Cowle
Mary Ada Barnes
Patricia Beryl Cox
Ruth Mary Cairns
Sandra Vines
Stephen Ronald Miles
Wendy Tennent

Funding to support our work and projects:

We wish to express our sincere gratitude to individual donors, corporate supporters, local authorities and grant funders for their generous support. With their assistance, we were able to recruit new trainee staff members and achieve continued success in our education and engagement programmes. We are grateful to the partners and donors who contributed to the management of our nature reserves and wider conservation projects, fostering nature recovery across our two counties. We'd also like to thank all who have supported our work but wish to remain anonymous. The number of donors involved makes it impossible to name everybody individually but we are truly grateful for your support.

- Abri
- BAM
- Basingstoke & Deane Borough Council
- Biogen
- Boskalis Westminster
- Bournemouth Water (part of Pennon Group plc)
- Candover Brook Wines
- Cappagh Contractors
- Charlotte Cornelius
- Chewton Glen
- Cleansing Services Group
- East Head Impact
- Eastleigh Borough Council
- Eco Drift
- Endangered Landscapes & Seascapes Programme
- Environment Agency
- Estee Lauder
- FatFace Foundation
- Forbidden Planet
- Forest Holidays Blackwood Forest
- Forestry England
- Friends of the South Downs
- GeneSys Biotech
- Grainger PLC
- Hampshire and Isle of Wight Community Fund
- Hampshire County Council
- Hampshire Ornithological Society (HOS)
- Hi-Level Mezzanines
- Hildon Ltd
- Hobbs the Printers
- Isle of Wight Council
- Isle of Wight Distillery
- Isle of Wight Hideaways
- Isle of Wight National Landscapes
- Lakeside North Harbour
- NATS
- Natural England
- New Forest District Council
- New Forest National Park Authority
- NOSY
- Pamber Parish Council
- Portsmouth City Council
- Portsmouth Water
- Serco
- Silchester Borough Council
- South Downs National Park Authority
- Southampton Circle Community
- Southampton City Council
- Southern Car Storage
- Southern Co-op
- Southern Water
- Tadley Parish Council
- Test Valley Borough Council
- The National Lottery Community Fund
- The National Lottery Heritage Fund
- Twyford School
- VP PLC
- Wessex Water
- Wight Nature Fund
- WightFibre
- Wightlink
- Winchester City Council

Local Area Volunteers

We're very thankful for the continued hard work and support of our local volunteers in the following areas during 2024/25:

Basingstoke
Bishop's Waltham
Fareham
Hart and Rushmoor
Isle of Wight
Romsey
South Downs
Winchester

Charity Information

Organisational Structure

Hampshire and Isle of Wight Wildlife Trust is a registered charity (No. 201081) and a company limited by guarantee in England and Wales (No. 676313). VAT registration number 238466579. The charity was founded and incorporated as a company limited by guarantee on 28 November 1960, as Hampshire and Isle of Wight Naturalists' Trust Limited. On 4 June 1991 the charity changed its name to Hampshire and Isle of Wight Wildlife Trust Limited, later simplifying it to Hampshire and Isle of Wight Wildlife Trust on 19 December 2006. The charity has two subsidiary trading companies. The work of the subsidiary companies is overseen by a board of Directors which is accountable to Council. Day-to-day management of the Trust's two subsidiary companies is delegated to the Chief Executive who oversees their activity. Hampshire and Isle of Wight Wildlife Trust is a member of the Royal Society of Wildlife Trusts (registered charity number 207238). The Trust is one of 46 Wildlife Trust members throughout the UK which are collectively known as The Wildlife Trusts.

Arcadian Ecology & Consulting Limited

Established in 2016; Company No. 10033962. Arcadian Ecology & Consulting delivers a range of chargeable services including ecological surveys and the provision of land management advice. As a subsidiary of the Trust, Arcadian abides by the Trust's policies and procedures and staff are subject to the same terms and conditions of employment. Staff employed by the Trust have Group employment contracts and can work in the charity and subsidiaries. In 2022/23 the equivalent of 4.89 (2023: 3.91) FTE staff worked on Arcadian activities.

HIWWT Trading Limited

Established in 2013; Company No. 08478757. HIWWT Trading provides the Trust with a vehicle for the potential development of other trading activities in the future, such as retail sales. This company is currently dormant.

Charitable Purpose

Hampshire and Isle of Wight Wildlife Trust has two charitable purposes in accordance with the Charities Act 2011 and as set out in our Articles of Association: 1. For the benefit of the public, to advance, promote and further the conservation, maintenance and protection of the environment. 2. To advance the education of the public in the principles and practice of sustainable development and biodiversity conservation. In support of these purposes, the Trust promotes research in all branches of nature study and the publishing of the useful results thereof. The Trust delivers its charitable purposes through its strategic objectives as described in this report.

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. The Trust's public benefit is enshrined in its charitable objectives and activities, providing multiple benefits for the public which are wide-ranging and long-lasting.

- Our nature reserves are used extensively by the public for quiet recreation; many have access on clearly marked paths along with information and interpretation for visitors.
- The land we manage provides a range of other public benefits such as flood risk management, carbon storage, pollination, pollution control and aesthetic beauty.
- Government and businesses are now recognising the essential role that nature plays in supporting the economy, not least through the provision of these public goods and services.
- Through providing advice and assistance to farmers and landowners, the Trust helps to support the rural economy and wider landscapes valued by the public.
- We deliver an extensive education and engagement programme, inspiring thousands of people of all ages - from schools, colleges, adult groups and the wider public - to enjoy contact with the natural world and benefit from its positive effect on health and wellbeing.
- Evidence and advice provided by the Trust to local government, private companies, landowners and communities helps to ensure that decisions on policies relating to land management, development, and public health take full account of the public benefit of wildlife and a healthy environment.

Governance

Council

Council is the Trust's governing body, made up of 10-15 members who serve as both Trustees of the charity and Directors of the company. Trustees are elected by the members at the Annual General Meeting. Trustees can serve for three consecutive terms of three years and then must stand down for a year, becoming eligible to stand again. The exception is that of the Chair and the Honorary Treasurer who can stand for a fourth consecutive term. All Trustees are volunteers, give freely of their time and have no beneficial interest in the company or charity. To ensure that Council is equipped to carry out its responsibilities it carries out skills analysis of existing members, inducts new members into the charity and provides Trustee training as required. As part of the Trust's commitment to diversity and inclusion, to attract younger and more diverse voices onto the Board, the role of Associate Trustee has also been created. Whilst Associate Trustees do not have the full legal liabilities and responsibilities of an elected Trustee, which means they cannot vote on resolutions, make any major decisions, or give instructions to Council, they can participate in all Board meetings and are encouraged to bring a fresh perspective, provide input and comment on recommendations to Council. The role of Associate Trustee provides a training ground for a potential future role as a Trustee.

Responsibilities of Council

Council meets on a quarterly basis. Trustees are responsible for setting the charity's strategic objectives and policies and for ensuring they are achieved. Under the Companies Act, Trustees as Directors of the company must prepare the Report of the Trustees and the Financial Statements for each financial year in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Company law requires the financial statements to give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Statement of Recommended Practice;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on a 'going concern' basis unless it is inappropriate to;
- presume that the charitable company will continue in business.

Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are responsible for safeguarding the assets of the charitable company and for taking reasonable steps for the prevention and detection of fraud and other irregularities. Council is also responsible for assessing, managing and monitoring strategic risks to the delivery of the charity's purposes.

In so far as the trustees are aware:

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

Committees, Advisory Panels & Working Groups

Council is assisted by two governance committees that meet regularly and report to Council each quarter: Business & Finance Committee – provides expertise and advice to Council on all business and financial matters, undertakes scrutiny of accounts, maintains oversight of investments and financial controls, develops policy and provides advice on business risk and resource management.

HR & Remuneration Committee – advises Council on human resource matters, develops policy and strategy, monitors key HR metrics and provides advice on succession planning and use of volunteers. The committee also has oversight of staff remuneration and benefits.

Council is also assisted by several advisory panels, working groups and operational committees that meet and report to Council as required. This includes a combined Arcadian Board and Nature-based Solutions Working group to oversee this growing area of our work.

Staff Remuneration

The Trust uses a job scoring system based on a model developed by the Royal Society of Wildlife Trusts. The Chief Executive has delegated authority to set salaries for staff using this system, alongside information from the Trust's external benchmarking process. The external benchmarking process is conducted no more than every three to five years to ensure that salaries remain competitive with the external market. Salaries for senior posts are agreed with Trustees. The Chief Executive's salary is set by the HR and Remuneration Committee using a similar process of assessment and confidential benchmarking.

Auditors

An independent audit is performed annually to fulfil the charity's legal obligations and for Council to ensure that the financial statements have been properly prepared and give a true and fair view. The auditor's report to the members of the charity is given on pages 42/43.

Registered Auditors: Casidhe Baleri (Senior Statutory Auditor) for and on behalf of Saffery LLP Chartered Accountants. Midland House, 2 Poole Road, Bournemouth, BH2 5QY

Principal Bankers: Unity Trust Bank plc, Four Brindleyplace, Birmingham B1 2JB

Investment Managers: CCLA Investment Management Limited, 1 Angel Lane, London, EC4R 3AB

Hargreaves Lansdown, 1 College Square South, Anchor Road, Bristol, BS1 5HL

Solicitors: Knights, 3rd Floor, Cumberland House, 15-17 Cumberland Place, Southampton S015 2BG.

Our People

President

Megan McCubbin

Vice Presidents

Michael Baron
Lord Montagu of Beaulieu
Roger Harrison
Harvey Jones
Chris Packham

Members of Council

David Jordan OBE	Chair of Council; Chair of HR & Remuneration Committee
Professor Joy Carter	(Appointed 10 June 2025)
Lesley Chin	(Retired 19 October 2024)
Rachel Coyle MBE	Chair of Business & Finance Committee
Oliver Cooper	(Appointed 19 February 2024)
Oliver Cox	Vice-Chair of Council; EDI Trustee; Chair of Nominations Committee
Edward Densham	(Appointed 10 June 2025)
Henry Gardener	Data Protection & Cyber Security Trustee (Appointed 19 February 2024)
Richard Green-Wilkinson	Treasurer
Helen McCormack	Safeguarding Trustee
Matt Prescott	Sustainability Trustee
Julian Roberts	Health & Safety Trustee
Charlotte Rose	Chair of Conservation & Science Advisory Panel (Appointed 19 February 2024)
Malcolm Sonnex	(Retired 19 Ocotber 2024)
Victoria Thorp	(Appointed 19 February 2024)
William Vine	Digital Transformation Trustee

Other members of Council (non-voting roles)

Alex Nicol-Harper	Associate Trustee
Christopher Langford	Advisor (Retired 14 October 2024)

Management: Senior Staff

Deborah Tann MBE	Chief Executive
Martin De Retuerto	Director of Nature Recovery, Wilder Hampshire
John Durnell	Director of Nature Based Solutions / MD Arcadian Consulting
Jamie Marsh	Director of Nature Recovery, Wilder Wight, Solent & Seas
Hannah Terrey	Director of Advocacy & Engagement
Natasha Thorneloe	Director of Finance & Resources
Ian Wadley	Director of Marketing & Fundraising
Company Secretary	Clive Chatters

Management

Day-to-day management of the Trust and its two subsidiary companies is delegated to the Chief Executive, according to a Scheme of Delegation approved by Council. The Chief Executive reports to Council and works with a team of executive directors to deliver the work of the charity. The Director of Nature Based Solutions / MD Arcadian Consulting oversees the day-to-day management of the trading subsidiary, Arcadian Ecology and Consulting Limited.

Registered office and principal address

Hampshire and Isle of Wight Wildlife Trust, Beechcroft House, Vicarage Lane, Curdridge, Hampshire SO32 2DP. Tel: 01489 774400. www.hiwwt.org.uk

Thank you

Thank you to all our members, staff, volunteers, donors, and funders for their commitment to nature conservation. We would not be able to carry out our vital work to safeguard the wildlife and wild places of Hampshire and the Isle of Wight without your generous support.



Hampshire &
Isle of Wight
Wildlife Trust

For a wilder Hampshire and Isle of Wight

Hampshire & Isle of Wight Wildlife Trust
Beechcroft House, Vicarage Lane
Curdridge, Hampshire SO32 2DP

01489 774400
hiwwt.org.uk

Registered Charity Number 201081 | Company Limited by guarantee and registered in England No. 676313

Dartford Warbler © Richard Steel/2020VISION

HAMPSHIRE AND ISLE OF WIGHT WILDLIFE TRUST

England & Wales - Charity number 201081

Accounts

Hampshire & Isle of Wight Wildlife Trust

Hampshire and Isle of Wight Wildlife Trust

Annual Report 2023/24

Registered Charity Number 201081| | Company Limited by guarantee and registered in England No. 676313





Contents

Foreword	3
Our strategy & future plans	4
Our year in numbers	6
Nature in Recovery - Hampshire	8
Nature in Recovery - Isle of Wight	12
Nature as a Solution	14
Nature in Recovery - Our local seas	16
People Taking Action - Campaigning & advocacy	18
People Taking action - Communities & individuals	20
Looking ahead	24
Effective & resilient organisation	26
Membership, Marketing & Fundraising	30
Managing strategic risks	32
Managing operational risks	34
Finanical Review	38
Financial Statements	48
Our Supporters	74
Charity Information	76
Our People	78

Foreword

The past year marked another pivotal period for our Wilder 2030 strategy. With just five years remaining to achieve our ambitious goals, the urgency to create a wilder Hampshire and Isle of Wight has never been greater. We are committed to ensuring nature's recovery is at the forefront of tackling the climate crisis, restoring broken ecosystems, bringing back missing wildlife, and ensuring everyone benefits from a healthier, more resilient natural environment.

During 2023-24, the importance of our work was highlighted by the significant pressures being placed on our natural world, not least by extreme weather events which had a major impact on local wildlife and our nature reserves. Despite the many challenges, the Trust continued to make substantial progress, as detailed throughout this Annual Report.

Over the past year, we acquired two new sites for nature, fought off challenges to Nutrient Neutrality regulations to expand our innovative Nitrate Mitigation Programme, and launched the Hampshire & Isle of Wight Rewilding Network. Through our efforts, we are protecting and managing more land, and also influencing broader landscapes, working with key partners and providing practical solutions which drive forward nature's recovery.

In Hampshire, we confirmed the breeding of willow emerald damselflies at Swanwick Lakes and witnessed the thriving populations of tree pipits in the New Forest. At Blashford Lakes, we recorded 15 pairs of common terns producing 35 chicks and discovered a new species of mining bee, *Andrena ventralis*, marking a UK first.

Our rewilding sites on the Isle of Wight, Wilder Little Duxmore and Wilder Nunwell, have demonstrated nature's resilience. We have introduced Exmoor ponies, Belted Galloway cattle, and rare breed pigs to Wilder Little Duxmore. Alongside ongoing habitat restoration efforts, we have seen significant increases in bird and butterfly populations. On the Isle of Wight, we also celebrated the rediscovery of the rare Reddish buff moth at Ningwood Common.

Our marine conservation efforts continued to grow. The Solent Seascape Project, which involves 369 Marine Champions, focused on upskilling volunteers through leadership and communication workshops, helping to strengthen community engagement and conservation impact. Additionally, our Solent Seagrass Restoration Project doubled the amount of *Zostera marina* seed collected compared with the previous year, highlighting our commitment to restoring vital marine ecosystems.

Engaging and inspiring our communities remains at the heart of our mission, with a focus to ensure 1 in 4 people are on nature's side. This year, we welcomed an increase in members, volunteers, and supporters. The development of Team Wilder and the expansion of our Wilder Communities and Wilder Schools programmes demonstrated the growing public support for nature recovery.

The Save our Chalk Streams campaign mobilised over 1,000 individuals to advocate for enhanced legal protections of our most precious waterways, and our participation in the Restore Nature Now rally underlined the Trust's active role in calling for urgent action. By engaging with policymakers and raising awareness of critical issues through our campaigning work, the Trust strives to ensure that safeguarding our wildlife and wild places remains high on the agenda of decision makers.

As we celebrate our successes, we remain very much aware that the clock is ticking towards 2030. To achieve our goals, we must continue to be brave, bold and resilient, and deliver our work with passion and commitment. With your unwavering support, we can turn this vision into reality, ensuring that nature is recovering, threatened wildlife can survive and thrive, and everyone can experience a wilder future.

Whether through membership, volunteering, donating, campaigning or spreading awareness, your support is invaluable. Thank you.



Debbie Tann MBE
Chief Executive

David Jordan OBE
Chairman



Our strategy & future plans

For almost 64 years, the Trust has safeguarded the wildlife and wild places of Hampshire, the Isle of Wight, and our local seas. With only five years remaining to achieve the crucial objectives laid out in our Wilder 2030 strategy, the urgency to halt the decline in species diversity and abundance and protect 30% of our land and sea for nature's recovery has never been greater.

As well as continuing to protect the vital wildlife-rich habitats which remain, we are taking strides to restore ecosystems at scale. Alongside this. we are encouraging more people to take meaningful action to create the societal change needed to tip the balance in nature's favour.

Since the publication of our strategy in 2019, we have made exciting progress. We have acquired over 300 hectares of new land for nature; launched innovative programmes like the Nitrate Mitigation Programme, which has unlocked new sources of funding to enable rewilding at scale; and established the Hampshire & Isle of Wight Rewilding Network, created to inspire landowners to make their land wilder.

By engaging with communities through a wide range of educational, conservation and communications initiatives, the Trust has also fostered a collective commitment to restore nature, with more than half a million people supporting our work and taking action for wildlife and wild places.

While there is much to celebrate, there is still a long way to go. The State of Nature report in 2023 revealed that wildlife is faring worse than in 2019, with one in six species at risk of extinction. This stark reality underscores the need for immediate and sustained action to reverse these trends and restore our natural world.

A wilder future is still within our reach, but we must act now.

Our Vision is for a Wilder Hampshire and Isle of Wight by 2030 – where nature is recovering, wildlife is returning, damaged ecosystems are being restored, and everyone benefits from a healthier, more resilient, natural environment.

Our Mission is to get more people on nature's side and create more space for wildlife to thrive.

In early 2022, The Wildlife Trusts introduced a nationwide 2030 strategy, setting national objectives for local actions and collective impact to contribute to global change. We updated our strategic goals to align with these national targets. We aim to realise our vision and accomplish our mission through the execution of three interconnected strategic goals:

Goal 1

Nature in Recovery

30% of land and sea is protected and managed positively for wildlife by 2030. Trends for key indicator species are improving by 2030.

Goal 2

People Taking Action

1 in 4 people are inspired and empowered to act in support of nature's recovery by 2030. Support for the Trust grows year on year.

Goal 3

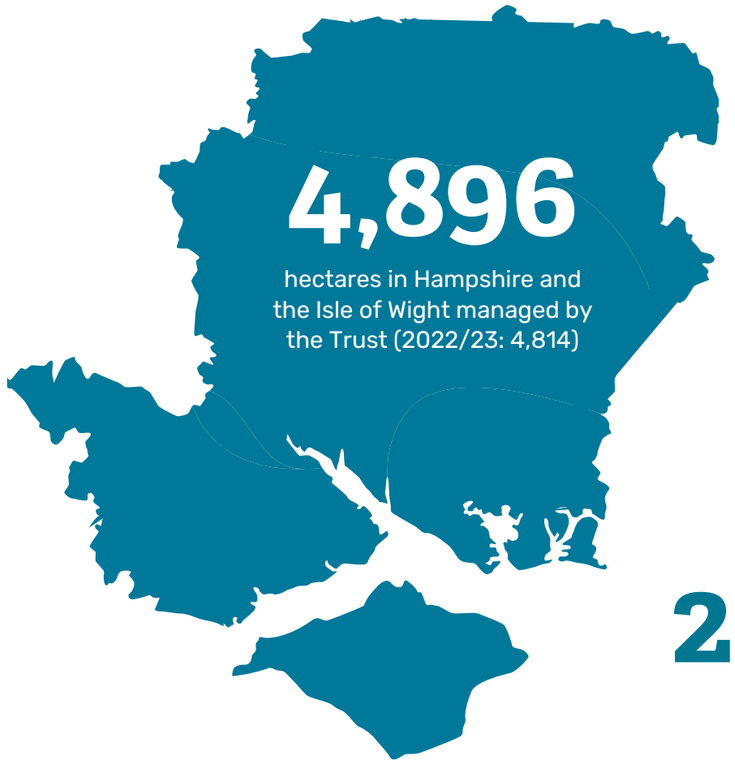
Nature as a Solution

Restoring nature helps tackle issues like climate change, pollution and flooding. Investment in nature based solutions creates increased opportunities for nature's recovery on land and at sea.

Our strategy is complemented by a three-year business plan with targets and key performance indicators (KPIs). This enables us to monitor progress and measure against strategic objectives.

Seagrass collecting © Theo Vickers

Our year in numbers



4,896

hectares in Hampshire and the Isle of Wight managed by the Trust (2022/23: 4,814)

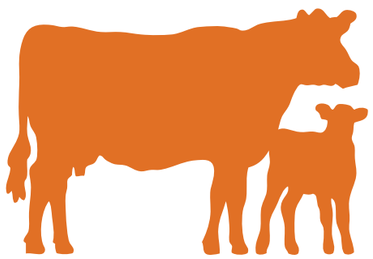


135

contracted employees (2022/23: 126)



2 sites acquired to support wildlife and nature recovery – Kittenocks Meadows and Swanpond Copse extension (2022/23: 0 sites)



522

livestock animals enabling conservation grazing on the land we manage - 246 cattle, 270 sheep and 6 native ponies (2022/23: 237 cattle, 275 sheep and 4 native ponies)



96%

of Trust SSSIs (Site of Special Scientific Interest) in favourable or recovering condition (2022/23: 94%)



28,689

members and friends (2022/23: 27,796)



44,632

social media followers across Facebook, Instagram, X and LinkedIn (2022/23: 38,496)



1,466

volunteers (2022/23 1,500)



22,533

hours given by our volunteers, equivalent to 3,219 days (2022/23: 24,763 hours | 3,538 days)

Income and expenditure

£11,734,507 total income (2022/23: £9,917,465)

£1,488,661 received from gifts in Wills allowing us to invest in future conservation priorities (2022/23: £1,915,822)

£5,237,962 spent on conservation (2022/23: £4,141,553)

£714,045 spent on education, engagement and advocacy activities (2022/23: £793,715)

*Please see financial review for more details

Nature in Recovery – Hampshire



Supporting rare and ecologically important species

Protecting, restoring and enhancing our sites so they are in the highest condition for wildlife is a vital part of what we do. As a result, we witness incredible wildlife bouncing back.

Willow emerald damselfly at Swanwick Lakes – In summer 2023, the willow emerald damselfly was confirmed as a breeding species at Swanwick Lakes. First recorded in England in 2009, this damselfly thrives in still water with overhanging trees, highlighting the ecological importance of this nature reserve.

Hampshire Helleborine Project – A grant from Natural England facilitated significant conservation work at Chappetts Copse and The Warren. Contractors felled around 14 beech trees to improve light levels, created a scrape to expose mineral soil, and built topsoil banks for invertebrate nesting. Additionally, Trust staff and volunteers removed dense growth to support the endangered sword-leaved helleborine, showcasing successful habitat management.

Increasing tree pipit population – Studies over the past four years identified an increase in tree pipits, an International Union for Conservation of Nature (IUCN) Red List species, on New Forest reserves. In 2023, four breeding pairs were found at Copythorne Common and another at Roydon Woods, thanks to heathland restoration efforts. This development underlines the success of removing invasive species to create favourable habitats.

Rare species monitoring – Working with the Species Recovery Trust, the presence of window-winged sedge caddis was confirmed at Ancells Farm and Foxlease Meadows. These sites are among only a few in the UK for this species, thriving in the microhabitat created by grazing cattle. An annual monitoring programme has been established, with potential discoveries on other northern reserves.

Avian successes and surveys

Blashford Lakes saw 15 pairs of common terns produce 35 chicks. A new species of mining bee, *Andrena ventralis*, was also discovered, marking a first for Hampshire and the UK.

The British Trust for Ornithology (BTO) Winter Gull Roost count recorded 7,000 black-headed, 1,700 lesser black-backed, 300 herring, 30 common, and 10 yellow-legged gulls, emphasising Blashford's significance for avian biodiversity.

Despite spring floods, Testwood Lakes saw record breeding success with 16 pairs of lapwing fledging 14 young and a pair of oystercatcher raising three young. Sand martin burrows were prepared, resulting in 75 occupied burrows. Common terns also thrived, with four pairs rearing 14 young. Testwood also welcomed new breeding pairs of shoveler duck and a female red-backed shrike.

Nightjar surveys were conducted on 154 transects across the New Forest between May and July 2023, by a team of 65 staff and volunteer surveyors.

A total of 1,379 observations were recorded across all surveys including churring males, calling birds, wing clapping displays and foraging nightjar. Detailed GIS analysis identified a total of 353 territorial males (a representation of breeding pairs) which is equivalent to 7.7% of the UK population.

Unfortunately, this is a decline on the results of the previous survey in 2018, which recorded 435 territorial males. However, the number of territorial males still exceeds the target of 300 breeding pairs for Special Protection Areas (SPAs) in Great Britain.

18 odonata species recorded at Swanwick Lakes

4 breeding pairs of tree pipits identified at Copythorne Common

137 sand martin nests in the artificial wall at Blashford Lakes

7,000 black-headed gulls counted in the BTO Winter Gull Roost count at Blashford Lakes

11 new wildflower species identified at Testwood Lakes, including the bee orchid, bringing the total to five orchid species on site

2 redshank bred at Testwood Lakes after two decades, fledging two young

Lapwing at Blashford Lakes © Ian Cameron-Reid



Habitat enhancements

Island creation and seawall challenges at Farlington Marshes – Working with the RSPB as part of the LIFE on the Edge project, Farlington Marshes Nature Reserve witnessed the creation of

4 new shingle islands

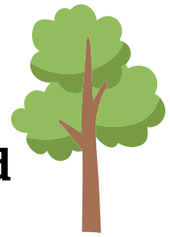


The works (pictured above) form an early part of our shared ambition to create and restore seabird nesting sites across the Solent under the Solent Seascape Project. These islands will serve as crucial high tide roosts for wintering birds and offer additional nesting sites for breeding seabirds, like common terns, black-headed gulls and Mediterranean gulls.

Alongside these efforts, the poor condition of the seawall at Farlington Marshes has led to elevated water levels impacting bird breeding areas. To address this, we are collaborating with the Environment Agency, Natural England and Portsmouth City Council to safeguard and protect the site while exploring future opportunities. A survey by the Environment Agency showed that over 3,500 people value the marshes for bird and wildlife watching, underlining the reserve's importance as a local natural resource.

Wood pasture and heathland creation – Hook Common and Upper Inhams Copse saw the creation of

8 hectares of wood pasture & wooded heath



supporting species like heather and adder, demonstrating climate resilience through innovative land management techniques.



Pond habitat improved at Winnall Moors - Specialised amphibious machines were used to create more open water habitat at Winnall Moors Nature Reserve. The aquatic 1.5 tonne machines expertly removed the matted roots of reeds, known as rhizomes, in the reserve's central pond.

The hauled-out reeds were then used elsewhere to create small island refuges for water voles. If the reeds were left unmanaged, they would continue to impede visibility for visitors and leave the pond at risk of eventually drying out. As part of the habitat management works, the pond was also desilted. This will benefit wildlife including the resident toads, dragonflies and waterfowl.

New crayfish conservation centre opens – A conservation centre at Wildheart Animal Sanctuary on the Isle of Wight is set to become a key part of a conservation programme to secure the future of the endangered white-clawed crayfish. The Crayfish Centre opened in January and will play a significant role in the Trust's Southern Chalk Streams project in collaboration with Bristol Zoological Society. The new facility will allow captive-rearing of wild-caught berried (egg-carrying) female crayfish and a captive-breeding programme. The project received funding from Watercress and Winterbournes, a Landscape Partnership Scheme committed to protecting, enhancing, and celebrating seven local chalk streams, with support from The National Lottery Heritage Fund.

Amazing Grazing

We saw a small increase in our cattle herd to meet the rising demand for conservation grazing. Through our breeding programme we are gradually expanding our Shetland herd due to their proven versatility on our sites. Breeding our own replacement livestock is slow but ensures we have the best-suited animals and improves biosecurity, reducing the risk of a Bovine tuberculosis (bTB) outbreak.

In the same period, consolidating our sheep flock resulted in a slight decrease in numbers. We experienced low lambing rates, likely due to diseases from purchased ewes. This has been addressed with a new vaccination and health strategy which will allow us to increase the flock again in 2024-25 with stricter biosecurity measures. The White Faced Woodlands are managing the grazing well, and more will be purchased for new grazing areas.



Farlington Marshes © Wez Smith | Adder at Hook Heath © Tom Hilder

White Faced Woodlands © Kate Garnham

Nature in Recovery – Isle of Wight

Rewilding success

Both of our Wilder sites continue to showcase nature's resilience when given space and opportunity. Our ecology team delivered ongoing monitoring which is yielding impressive results which can be seen below.

Grazing at Wilder Little Duxmore

In 2023, we introduced grazing at Wilder Little Duxmore, welcoming Exmoor ponies, Belted Galloway cattle, and pigs to the site. The Trust acquired three Exmoor ponies throughout the year: two 18-month-old geldings, Logan and Luther, in August, and a three-year-old mare, Juniper, in November. These ponies, soon to be joined by two more, will form a herd of five that will permanently roam the rewilding site. Their grazing will be complemented by pulse grazing with cattle and pigs in late summer.

We aim to create structural diversity in the vegetation, fostering a range of habitat niches. We are partnering with the local regenerative farm, Nunwell Home Farm, to manage grazing across our Wilder sites and other nature reserves.

Wilder Wight estate

The Trust expanded its estate in the east of the Island with two land purchases – Kittenocks Meadows and an extension to Swanpond Copse. Situated close to Wilder Little Duxmore, Kittenocks is made up of stunning lowland neutral meadows, a great example of a traditional Trust nature reserve. Sites such as this are fundamental to the delivery of Wilder 2030 as examples of managed rare habitats that support wider landscape restoration. Purchasing 39 acres (15.7ha) of land adjacent to Swanpond Copse allowed the Trust to extend that reserve and move closer to being able to achieve our long-term aspirations of creating joined-up sites to deliver landscape-scale nature recovery.

Beaver aspiration continues

Our aspiration for the release of wild beavers on the Island continues. Five years since its conception, we are still waiting for confirmation from Defra and the government on Wild Release Licencing requirements and when licence applications can be submitted. Our Beaver Recovery Project Officer is working on the licence application, engagement programme and data gathering to provide the comprehensive supporting information required for a future licence application.

Rare moth flutters back from brink

Earlier this year, we were delighted to discover two rare Reddish buff moths during the Trust's annual moth survey programme on the Island.

This is a significant and reassuring find as we were concerned about the status of this endangered species, which is only found on this site in the UK.

This is the first time that the moth has been recorded in four years as the last adult moth was found in 2019. Survey efforts were impacted by COVID lockdowns in 2020 and 2021, when only one single larvae was found.





Wilder Little Duxmore

Bird species have increased to 55

Butterfly species have risen to 26

Wilder Nunwell

10 species of bat recorded making over 12,000 passes

Bird species have increased to 67

9 species of bumblebee have been recorded

Butterfly species have risen to 24

Exmoor Ponies at Wilder Little Duxmore © Kate Garnham

Reddish Buff Moth © Tracy Dove



Nature as a Solution

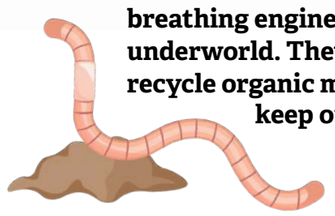
Society is increasingly facing multiple social and economic challenges such as housing provision and food production. In addition, we are in the midst of a global biodiversity and climate crisis which requires us all to take immediate and meaningful action to put nature into recovery. Nature-based solutions present natural mechanisms to combat society's great challenges while restoring our fragile ecosystems and supporting biodiversity at the same time.

The Trust's rewilding sites on the Isle of Wight have continued to evolve over the past 12 months. The rapid pace of change over the past four years has demonstrated how quickly wildlife can recover, when given the space and time. Previously, Wilder Little Duxmore was an arable farm that was subject to high levels of fertiliser inputs, growing mainly maize for anaerobic digestion. Since taking on the site, we ceased putting any inputs onto the land, giving it the time to recover. In 2023, our soil survey results at Wilder Little Duxmore showed

soil nitrogen levels have significantly decreased by

47%





Earthworms are living, breathing engineers of the underworld. They eat and recycle organic matter to keep our soil healthy.

Our monitoring has also shed light on the critical relationship between land use and soil health. Earthworms, essential for soil health, have been monitored for abundance and diversity since the start of our rewilding projects. High levels of phosphorus, resulting from excessive fertiliser use, correlate with fewer earthworms, while excessive nitrates impact surface-dwelling worm species. These findings highlight the detrimental effects of fertilisers on water bodies, greenhouse gas emissions and soil biodiversity.

The growing importance of our increasing focus on nature-based solutions was further underlined by the weather events which posed significant challenges for our management activities during the year. Persistent poor weather rendered many sites inaccessible or severely compromised due to flooding, waterlogging or extremely soft ground. As climate conditions continue to change, the Trust is adapting its management practices to try to address these challenges.

Launch of the Rewilding Network

As part of our vision for a wilder Hampshire and Isle of Wight, we want to see rewilding making a meaningful contribution to local nature recovery, so that at least 5% of our landscapes are rewilded as part of our 30% nature recovery goal. The creation of our local Rewilding Network is vital in helping to achieve this and we estimate that through this network, the Trust is having a positive influence on around 1,466 hectares of privately-owned land.

As part of the Rewilding Britain initiative, the Hampshire and Isle of Wight Rewilding Network brings together landowners and rewilding specialists, to share experiences, ideas, and expertise. We aim to raise the standard of rewilding in our two counties, encouraging positive action for wildlife and ultimately contributing to the Trust's goal to see wildlife recovering across a third of land and sea.

Nutrient Neutrality victory in House of Lords

The Trust, together with colleagues across the country, was at the forefront of campaigning efforts to preserve Nutrient Neutrality regulations. The House of Lords rejected controversial attempts by the UK government to scrap this vital legislation which protects our waterways from further pollution. The decision meant that new developments in designated areas such as the Solent region would continue to only receive approval once suitable measures are in place to counteract the water pollution caused by new housing.

In the Solent region, the Trust has proven that by working with developers, local government and regulators, it is possible to develop effective and affordable nature-based solutions through the Nitrate Mitigation Programme which mitigates the environmental effects of new developments. Through rewilding land which had previously been used for intensive agriculture, the Trust is reducing the amount of nutrients ultimately reaching the Solent while also restoring habitats for wildlife and bringing additional environmental gains.

New era for nature positive development

Biodiversity Net Gain (BNG) became mandatory for major developments in England in February 2024. For decades, development has been a significant cause of nature loss, but this new legal requirement means developers will have to deliver measurably more for nature than is lost through development.

The Wildlife Trusts have been influencing the evolution of BNG for well over a decade. This initiative will be a key mechanism for delivering nature-based solutions and the Trust's ambition is for BNG to become a vital tool in delivering our Wilder 2030 goals.

Nunwell Home Farm Belted Galloway cows at Wilder Nunwell © NOSY



Nature in Recovery – Our local seas

Solent Seagrass Restoration Project

Working in partnership with Boskalis Westminster and the University of Portsmouth, this project has paved the way for all our seagrass restoration work.

In summer 2023, we collected double the amount of *Zostera marina* seagrass seed, compared with last year. The collected seed was transferred into the rotting out process at the University of Portsmouth, at the end of which we recovered approximately

40,000

***Zostera marina* seagrass seed**



This seed has been stored in our aquarium at the University of Portsmouth's Institute of Marine Sciences and put into dormancy (low temperatures and high salinity) over the winter months ready to be planted in spring 2024 when the conditions are better for germination and spring growth.

This work has been generously supported by other funding partners. The FatFace Foundation have supported the training of our 263 seagrass champions, and they kindly hosted an event to mark World Seagrass Day which also celebrated three years of the Solent Seagrass Restoration Project. The project's profile was also raised as it was selected as Charity of the Year at the 2023 Southampton International Boat Show.

Solent Seascape Project

The Trust has completed the first year of the Solent Seascape Project, funded by Endangered Landscapes & Seascapes Programme and East Head Impact. This innovative project creates seascape-scale restoration by targeting four key habitats: seagrass, saltmarsh, oysters and nesting seabird habitats. The Trust is conducting seagrass restoration work and leads on the project-wide community engagement and behaviour change work stream.

As part of our community engagement work, there are 76 Marine Champions and 42 people that attend the Volunteer Advisory Group which acts as the link between the partnership and the wider community, beginning a legacy of passionate marine champions, beyond the length of the project.

In addition, we attended four events, delivered two school workshops and 12 marine talks. We also ran our first leadership and communication workshop for upskilling Marine Champions and created four educational videos.

This project part funds five full-time members of staff and one summer intern. The full team have been in post since August 2023.

Surveying seagrass

Intertidal seagrass surveys were carried out within the Solent during summer 2023. Surveys assessed the current extent and condition of seagrass habitats and communities at the peak of their natural cycle. Seagrass was recorded in all areas where the beds were accessible. This included a mix of *Nanozostera noltei, Zostera. marina and Zostera marina* ecotype.

Coverage was largely similar to previous years, however, there were notable expansions and contractions. In addition, new areas were observed and mapped which had not been included in the seagrass inventory previously. The majority of seagrass, totalling 228.48ha, was found within Sites of Special Scientific Interest (SSSI) and Ramsar sites (wetlands of international importance), though density varied from dense beds to sparse patches.





369 volunteers involved in the Solent Seascape Project

263 Seagrass Champions

Thornback Ray © Theo Vickers | Intertidal Survey © Kate Garnham

People Taking Action – Campaigning and advocacy

Restore Nature Now

Trust Chief Executive Debbie Tann gave an impassioned speech when conservation charities gathered at the Restore Nature Now rally in London in September 2023. Organised by TV presenter, conservationist and Trust vice-president Chris Packham CBE, protests took place outside the offices of the government's Department for Environment, Food and Rural Affairs (Defra) in Bristol, London, Reading and York. Forty of the UK's leading conservation and environmental charities came together to raise awareness of the nature and climate crises, and to call for immediate and urgent action.



Shaping Local Nature Recovery Strategies

As mandated by the Environment Act, areas across England have been tasked with formulating Local Nature Recovery Strategies (LNRS). These are designed to help reverse the decline in biodiversity and meet multiple government objectives for nature's recovery.

The Trust has been playing a major role in helping to shape these strategies for Hampshire and the Isle of Wight. We are represented on the steering group for both, and staff fed into the consultation sessions held in early 2024. The Trust has been actively advocating for ambitious goals, setting clear principles that we believe are essential to underpin a successful LNRS.

In addition, the Trust was contracted by Hampshire County Council (in their role as the Responsible Authority) to lead the community engagement for the Hampshire LNRS consultation, facilitating 10 community workshops over the course of a few weeks. The feedback and ideas gathered at these sessions have been collated into a report which will inform the draft strategy.



19 MPs

engaged with during 2023/24 - from sending emails to welcoming them on numerous site visits to our Trust estate.

Debbie Tann at Restore Nature Now © RSWT

Save our Chalk Streams

Launched in autumn 2023, the Trust's Save our Chalk Streams campaign aims to safeguard these globally precious habitats. At the Wilder Conference and Awards, we highlighted the urgency by asking: How old will you be in 2063? This was the target date set by the government for all rivers to finally be in good health.

Chalk streams, among the world's rarest habitats, face severe threats, with only 11 in the UK legally protected out of 220. With the help of Trust members, volunteers, partners and supporters, we pushed for enhanced legal safeguards for all chalk streams. Over 1,000 people wrote to their MPs asking them to champion chalk streams in Westminster. Maria Miller, MP for Basingstoke and Deane, hosted a parliamentary round table in October to discuss the issues affecting southern chalk streams and several of the MPs who attended then went on to advocate for ambitious measures to be included in the government's promised plan for chalk streams.



1,026

people took part in the Save our Chalk Streams campaign

Wilder Conference & Awards

In September 2023, we held the Wilder Conference and Awards. This was an opportunity to celebrate the progress that has been made but also to debate the critical issues we face and the changes that are needed now if we are going to put nature in recovery by the end of the decade.

The conference focused on how we achieve 30x30 and the challenge of creating wilder rivers and seas. This was followed by our awards across eight categories where we recognised and celebrated the achievements of individuals, groups and organisations who are leading the way towards a wilder Hampshire and Isle of Wight.

Scan the QR code to watch the Wilder Conference & Award 2023 highlights

hiwwt.org.uk/wilder-awards



2023 Wilder Awards & Conference © Strong Island

People Taking Action – Communities and individuals



To tip the balance in favour of nature's recovery, we need 1 in 4 people to take action for nature by 2030. Since setting out our ambitions in our Wilder 2030 strategy, we have seen hundreds of individuals, communities and businesses step forward to play their part. Team Wilder is growing all the time and the idea has spread beyond our counties, with all 46 Wildlife Trusts now taking this approach.

Wilder Communities

Aimed at creating a healthier environment where wildlife and people thrive, our area-based engagement officers have empowered communities to transform streets into green spaces, increase wildlife habitats, and foster local nature champions. Additionally, we launched our Wilder Neighbourhoods programme to further support these efforts.

Last autumn at Wilder Little Duxmore, the Wilder Wight team hosted young people from The Hampshire and Isle of Wight Fire and Rescue Service Prince's Trust. Supported by Trust staff as part of the Nextdoor Nature Project, funded by The National Lottery Heritage Fund, they created several new homes for wildlife, including a wildlife pond, bug hotel, and stumpery.

In Southampton, our community officer collaborated with local business owners and volunteers to revitalise neglected flower beds in Victoria Road, Woolston. These spaces were transformed into vibrant, wildlife-friendly areas, enhancing both aesthetic appeal and habitat value. Local artist Joanna Rose Tidey created a mural for the space focusing on pollinators, serving as both a visual attraction and an educational tool. The Victoria Road Gardeners, a group formed from this project, continue to maintain the gardens and engage with local businesses, raising awareness about the balance between urban development and nature conservation.

Watercress and Winterbournes

The Watercress and Winterbournes Landscape Partnership Scheme continued its work to protect, enhance and celebrate the seven chalk stream headwaters of the Rivers Test and Itchen, with support from The National Lottery Heritage Fund.

During the year,

90 new Chalk Stream Champions were recruited

meaning that we have a total of 257 brilliant volunteers who are engaged in a wide range of important activities.

Monthly riverfly samples are now being collected and analysed at 23 sites, and the collection process was recently expanded to include testing for phosphate, nitrate, and ammonia, as part of the first source-to-sea monitoring programme for the Test and Itchen. Our SmartRivers invertebrate sampling also continued, with samples collected from 10 sites twice this year, and analysed by volunteers at 20 identification sessions.

In addition to our monitoring programme, our volunteers undertook many other important tasks. They documented trout and salmon redds and surveyed for signs of water voles. They removed invasive non-native plants like Himalayan balsam and monkey flower. They also helped us to tackle issues like habitat loss and sedimentation, by assisting with our chalk stream restoration projects in Whitchurch and Abbotts Ann.

The Trust is grateful for the dedication of our Chalk Stream Champions, without whom our work would not be possible. They are all crucial to the success of Watercress and Winterbournes, and many are now rallying their communities to take action for their local chalk streams. By providing support, equipment and training, we aim to build on their incredible commitment and enthusiasm for these special habitats.

Debbie Tann recieves MBE

Debbie Tann, Chief Executive of Hampshire & Isle of Wight Wildlife Trust, was awarded an MBE in the King's New Year Honours List. This prestigious recognition highlights her outstanding 30-year career in nature conservation. Debbie's 25 years at the Trust, including 15 as Chief Executive, have seen significant growth and impactful achievements in protecting wildlife and the natural environment. This accolade celebrates her dedication and the Trust's successes under her leadership.



Prince's Trust at Wilder Little Duxmore © Tina Whitmore

Debbie Tann receiving MBE © The Crown





Schools, education and engagement

Wilder Schools packages were developed to foster an outdoor learning culture, enhancing nature connection and wellbeing within school communities. The aim of the packages is to empower entire school communities through training, nature reserve visits, and ongoing engagement, ensuring their resilience for the future and providing a much more comprehensive offering.

In partnership with Southampton City Council and through the Wilder Communities initiative, Wilder Schools programmes have been piloted to integrate school communities with Team Wilder efforts in the city. A generous donation has allowed trial packages to be offered to three local primary schools, helping to refine and adapt this initiative.

School grounds advice visits have led to collaborations with local schools on projects such as creating living willow fences. The Wilder Schools Leader programme now includes 45 enrolled school staff members.

In March, the first Wilder Schools Conference was hosted, designed for school staff to network, share experiences, and learn from both the Trust and other schools.

Throughout the year,

3,401

people participated in events at our education centres, including regular sessions such as Young Naturalists, Wildlife Rangers, Wildlife Tots, Watch, Nature Babies, and Forest School for families, along with various school holiday events. The training team celebrated training its 300th trainee since 2015. Now delivering courses to about 50 people annually, these promote sustainable outdoor activities, better access to green spaces, and empower new leaders to advocate for nature.

We reviewed the focus of our planned early talent and youth engagement programme. As part of this, a work experience programme is being developed and a programme of activity with students at the University of Portsmouth.



In 2023, Swanwick Lakes Nature Reserve celebrated its 30th anniversary, and Testwood Lakes Nature Reserve its 20th.

7,991

number of children and young people engaged in all Trust education activities

Chalk Stream Campaign © Helen Skelton-Smith | Forest School © Elenya Lendon

Swanwick Lakes 30th Birthday © Elenya Lendon

Looking ahead

2024/25 objectives

Nature in Recovery

- Manage, expand and connect our estate to help nature recover, aiming to acquire/take on management of at least five more new sites for wildlife.
- Defend nature by seeking to remove or mitigate external pressures, for example, from development or pollution, on our nature reserves and high priority protected sites.
- Finish developing geographically focused nature recovery Area Visions and goals for Hampshire and the Isle of Wight, incorporating the Trust's fundraising and advocacy priorities.
- Continue to develop and strengthen strategic partnerships to deliver more for nature including with the MOD, the Environment Agency, Natural England and Local Authorities.
- Continue to deliver ambitious nature recovery projects, such as the Watercress & Winterbournes and Solent Seascape partnership projects.
- Grow our Rewilding Network for Hampshire and the Isle of Wight to encourage and support landowners wishing to rewild their land.
- Submit a beaver wild release licence application on the Isle of Wight and work towards the restoration of beavers and other missing species to improve ecosystem function.
- Continue to monitor how nature is recovering on our rewilding sites, Wilder Nunwell and Wilder Little Duxmore, communicating the outcomes and sharing best practice.
- Implement the Trust's new climate change adaptation and resilience plan across our Estate.
- Play an active role in ensuring that Local Nature Recovery Strategies reflect the Trust's priorities and that the Trust estate is embedded as part of the plans.

People Taking Action

- Continue to develop the Wilder Communities, Wilder Neighbourhoods, Champions and Leaders programmes.
- Develop and launch a new Citizen Science programme.
- Develop and pilot a coordinated work experience programme across the Trust, creating opportunities for young people to take action for nature and a pathway into the sector.
- Grow the Wilder Schools programme by testing existing packages, developing a secondary offering and hosting the annual Wilder Schools Conference.
- Deliver the next phase of our Interpretation & Visitor Engagement Strategy, deepening a sense of connection with nature and encouraging positive behaviour change on our estate.
- Launch community engagement plans in line with new Area Visions and advocacy priorities.
- Grow fundraising income and create impactful opportunities for people to support the Trust as a member, supporter, partner or donor.
- Update and implement a refreshed marketing and communications strategy, growing our audiences and supporting the delivery of the Trust's key objectives.
- Hold biannual Wilder Conference and Awards to celebrate the achievements of people taking action for nature's recovery.

Nature as a Solution

- Advocate and demonstrate Nature-Based Solutions as a tool for nature's recovery and for reducing pressure on the wider environment.
- Continue to develop high-integrity schemes and position the Trust as a key deliverer of projects that restore wildlife, reduce pollution and sequester carbon.
- Acquire at least one additional site for wildlife through Nature-Based Solutions finance.

Staff birdwatching © Elenya Lendon



Effective and resilient organisation

To support our strategic goals, we will continue to ensure that the Trust is a well-run, effective organisation.

Our environmental impact

We have set a target to have net negative greenhouse gas emissions by 2030, meaning we will aim to reduce our carbon footprint as much as we can, with our landholdings helping to balance out our remaining emissions by absorbing carbon.

Operational emissions

In 2023-24, the Trust improved its carbon footprint accounting methodology for a more accurate emissions report. This included a detailed account of our purchasing activities, which increased our reported footprint.

Overall, our footprint for the 2023-24 period is calculated at approximately 625 tCO2e (tonnes of carbon dioxide equivalent), with emissions associated with our purchased goods and services contributing the most to our footprint (57%). To reduce the impact from our purchases, we are working on our policies and procedures to make sustainability a priority in all purchasing.

Our transport and fuel emissions make up 31% of our footprint – including commuting, business travel and our fleet vehicle fuel. We are working to encourage staff to use public transport for commuting as well as business travel where possible. The addition of a new electric van in our marine team will also help to reduce our emissions, with electric vehicles using approximately 75% less carbon annually than a diesel car.

We are working hard to reduce our electricity emissions; in the past year, we have installed LED lighting throughout our head office and improved insulation.

Biogenic emissions

Our biogenic emissions from our conservation grazing and our land holdings are calculated separately to our operational emissions. Our livestock emissions have been calculated at approximately 1,000 tCO2e. Our land holdings absorb approximately 1,600 tCO2e annually, based on our previous calculations in 2022/23. This is a minimum estimate as there is the potential for large variations, and we do not wish to overstate our sequestration.

Climate change and adaptation plan

Our reserves management teams agreed the scope for the Trust's draft climate adaptation plans for our estate. This will feed into the management plans for our nature reserves, identifying any changes in approach required and then ensuring these are fully rolled out and implemented.

Staff wellbeing

In our previous Annual Report, we highlighted the transition to hybrid working as a significant positive outcome of the pandemic. This flexible approach – where staff roles, or aspects of roles allow, has evolved into a cornerstone of our work culture, enabling staff to blend office and remote work seamlessly. Over the past year, this strategy has not only enhanced wellbeing and productivity but has also become a compelling factor in attracting new talent.

We continue to focus on the wellbeing of our staff. A dedicated budget of 1% of staff costs has been set aside for wellbeing services. These include Occupational Health activities and an Employee Assistance programme, to provide support.

Our work on evolving and building on our already positive workplace culture has continued in alignment with our revised People Plan. A pivotal aspect of our cultural initiatives has been the formulation of a refreshed set of Values and Signature Behaviours, set to launch in the second quarter of 2024/25. These values, crafted through extensive staff consultations, not only reflect our organisational ethos but also our aspirations for ongoing cultural growth. They will serve as fundamental guidelines for our identity and approach to work.

Training and development

We have also completed Phase 1 of our Trust-wide learning and development framework. This framework is structured around continuous learning, from 'Foundation' to 'Master' levels, and incorporates diverse learning methods including Education, Experience, Exposure, and Environment. This past year, we focused particularly on enhancing leadership capabilities within our Executive Team and Senior Managers, recognising that strong leadership is crucial for nurturing a thriving work environment.

Our volunteers

Our volunteers remain integral to achieving our strategic objectives across various areas. The Volunteer Managers' Working Group continues to provide oversight and development opportunities for our volunteers. We are delighted to report a stable volunteer force, with numbers consistent with last year, contributing a remarkable total of 22,533 hours (3,219 days) to our initiatives. We extend our deepest gratitude to every volunteer for their dedication and impact.

Marsh Fritillary © Amy Lewis



Equality, diversity and inclusion (EDI)

We recognise that the environmental sector is one of the least diverse professions in the UK and we must do more to address this. The Trust aims to be a welcoming, inclusive and diverse organisation where everyone can be themselves and flourish.

We want to inspire and empower people from all backgrounds, cultures, identities and abilities to join us and be part of nature's recovery.

We know that a focus on equality, diversity and inclusion will help the Trust to be more effective and to have a greater impact. Our aim is that, by 2030, our staff, volunteers and people we work with fully reflect the diversity of our communities across Hampshire and the Isle of Wight.

We have established an EDI Working Group, which includes Trustees and staff from all areas of the organisation. We have adopted an EDI framework which covers five priority areas:

- Diverse and inclusive leadership
- Increasing our diversity
- Creating an inclusive organisational culture
- Communicating inclusively
- Access and engagement for everyone



Dr Tim Ferrero © Strong Island

Our action plan for the next three years will focus on understanding the current diversity of the Trust and the people that we work with, identifying areas of underrepresentation and taking a proactive approach to ensuring the Trust is a diverse organisation with representation from minority groups. We will work with internal and external networks to address all areas of underrepresentation and to adopt best practice.

We will be actively anti-racist and will build skills, understanding and capacity with Trustees, staff and volunteers to embed EDI across the organisation and throughout our work.

Beyond our own workforce and volunteers, we also recognise our role in ensuring the Trust is an inclusive and welcoming organisation, representative of our two counties. One of our key objectives is to "get more people on nature's side" – by being inclusive, we can ensure more people feel welcome when accessing nature and experiencing wildlife which can form an important aspect of the overall drive to achieve nature recovery.

Digital transformation

The Trust's digital transformation strategy and plan has continued at full force this year, with the support of our Managed Service Provider, Aura Technology. The CRM system is now fully embedded with the membership, fundraising and volunteer administration teams. Further work is under way to extend the system's reach to other areas of the Trust, with the view of this becoming the only contact management system at the Trust.

The working group, along with staff, have highlighted where it is believed that processes and procedures can be streamlined or improved, making more use of AI and better automation. This has led to the inclusion of T100 to assist with health & safety and asset management, Networx to streamline staff recruitment and onboarding, ArcGIS to replace the older, and now outdated, MapInfo application and OTTIS, an online survey application to allow estate staff to survey fence lines, tree works, site furniture and boundaries without the need of taking their clipboard and notes back to the office to add to a computer system.

The coming year will concentrate on the now ever-present cyber security risks faced by all organisations, including ensuring we are in line with not only The Royal Society of Wildlife Trusts' (RSWT) cyber security framework but also adhering to the National Cyber Security Centre's own framework, and investigating all other options that are available to keep the Trust as safe as possible to this new level of threat.

The Trust is also looking to replace our current finance system with a more efficient solution which more closely aligns with our digital transformation strategy.

Membership, Marketing and Fundraising

Our fundraising approach

The Trust has a dedicated, experienced and skilled in-house membership, marketing and fundraising department. We raise funds through membership subscriptions, individual donations, public appeals, gifts in Wills, corporate partnerships, community fundraising and applications to charitable trusts and grant-making organisations. One of our strategic priorities is to continue building a robust, diverse range of income streams to help underpin the long-term financial sustainability of the Trust.

Our staff are given appropriate training and support, and follow our policies and processes, which set out our commitment to treating donors fairly and protecting vulnerable people. The Trust is signed up to the Fundraising Regulator. We strictly adhere to charity law and follow the relevant codes of practice to ensure we meet the highest possible standards. In the event of any breach of those standards, our complaints procedure is available to the public on our website. We received two fundraising-related complaints during 2023/24, both of which were swiftly resolved without requiring involvement from the Fundraising Regulator.

We carry out fundraising with help from our fundraising partners. We use third-party fundraisers to help raise awareness of our work and encourage people to become members or make donations. The Trust's face-to-face fundraising is delivered by South West Wildlife Fundraising Limited (SWWFL), which concentrates wholly on increasing membership for its owning Trusts, including Hampshire and Isle of Wight Wildlife Trust, and three other client Trusts. We regularly monitor and review third-party agencies which conduct fundraising activities on our behalf to ensure they meet the high standards we require and expect of them.

Membership performance

It was another strong year for the Trust's membership, with income increasing to £1.43m (2022/23 £1.36m). This vital support is testament to the ongoing generosity of our loyal members, many of whom chose to increase their subscriptions following our voluntary Uplift Campaign, as well as the recruitment of 2,510 new members and friends (5.4% up on 2023; 2,382). SWWFL recruited 60% of the Trust's new members, while an increased focus on cost-effective digital/website recruitment methods resulted in a 31% increase in members through those channels (623 vs 475 in 2023). In terms of growth of total membership numbers, we ranked joint-fifth in benchmarking data provided by 38 other Wildlife Trusts. The Trust ranked 10th out of 39 for growth as a percentage of overall membership.

+2,510

people signed up as new members of the Trust

Fundraising

Through their giving, Trust members, partners, friends and supporters are a driving force behind creating a wilder Hampshire and Isle of Wight, and securing a brighter future for local wildlife.

We were very grateful to receive a total of £1.49m from gifts in Wills across the year (2022/23: £1,92m). These crucial donations represent an investment in a wilder future for generations to come, and we remain thankful to everybody who considers supporting local wildlife in this vital way. Most of the gifts made were unrestricted (59%), meaning that these funds can be used to make the biggest possible impact. This year, Trustees released £100,000 from this funding pot to support work across the Trust.

The Trust also received a number of generous donations from individuals in support of specific projects and nature reserves. These donations enabled us to offer trainee positions, develop outreach work with local schools and communities, carry out land management and conservation work, as well as funding the purchase of IT equipment to help staff work more efficiently when away from the office. One particular highlight was the support received towards our Amazing Grazing appeal which generated more than £40,000.

We also further developed our corporate partnerships programme which is an important and growing source of income for the Trust.

Marketing & communications

The Trust's marketing and communications activities play a crucial role in raising awareness of our work, strategy, impact and achievements, as well as supporting our key objectives across all areas of the Trust. We do this through ongoing promotion on our nature reserves, at events, through media and public relations, via online channels and by using traditional media such as our printed publications. By communicating across this wide range of channels, we hope to reach a diverse audience across our two counties and beyond.

One prominent example is the implementation of the initial phases of our long-term Interpretation & Visitor Engagement Strategy. This comprehensive, evidence-based plan will include new entry and exit signage on reserves, and interpretation across our estate which will not only contribute to increased brand awareness and support of our fundraising targets, it will also tackle some of the issues faced on our nature reserves due to human behaviour and deepen nature connectedness and engagement with the Trust and our work.

6,136

increase in followers across our social media platforms

27,641

supporters who are subscribed to our enewsletters



Managing strategic risks

Proactive risk management allows us to anticipate and respond to challenges in our complex operating environment. Robust risk management enables us to make informed decisions and take calculated risks for the benefit of nature across our two counties. Risk across the organisation is managed by the Executive Team and overseen by Trustees. We have a comprehensive risk register that is updated regularly. Measures are put in place to mitigate risk, where possible, to ensure organisational and financial resilience.

The principal risks are those which, without effective mitigation, would severely impact our work, our reputation, or our ability to achieve our ambitions. Due to the long-term nature of our work, the Trust faces several inherent principal risks, which are constant year on year. The principal risks and their mitigations are summarised below:

Risk	Mitigating action
Environmental challenges	
The nature emergency, in particular wildlife declines and threats to habitats.	Our strategy has been updated to reflect the dual climate and nature emergency, which is an ongoing and worsening challenge despite the many successes of the Trust and growing public awareness. We'll continue to deliver a clear and convincing explanation of the need to address both the nature and climate emergencies, and the Trust's role in delivering solutions.
Climate change	We are already seeing climate impacts on many of our reserves with increased flooding and risk of drought and fires impacting the Trust's ability to deliver works, as well as changes to species distribution and composition. We have continued to develop a climate resilience and adaptation plan to help us cope with the inevitable risks ahead.
The impact of the post-COVID environment on staff, business continuity and resilience.	We've dealt with the day-to-day impacts of COVID as well as the longer-term implications through our ongoing risk management processes, putting in place measures such as improved IT, more support for hybrid and flexible working, mental health and wellbeing support, and improved internal communications.
Bird Flu	Bird flu has been present across many of the Trust reserves. It is currently unclear as to the effect that this has had on our bird populations. Staff are being vigilant in recording bird deaths across the sites, and we are working closely with other local organisations to track outbreaks. We have a disposal plan in place if we do get an outbreak. Unfortunately, bird flu looks to be an ever-present threat for the foreseeable future and something site managers will need to be aware of. Hopefully, some natural resistance will develop, and the colonies will bounce back.
Financial challenges	
Changing agri-environmental funding models post-Brexit, reducing the funding available for conservation management on our nature reserves.	Funding for our nature reserves has continued to reduce since Brexit, although announcements regarding new payment rates for agri-environment schemes may mitigate, to an extent, the loss of basic payment schemes. We established a Land Management Designated Fund in 2016 to provide a buffer for this risk; this fund continues to be supported by legacy income. The Trust's development of innovative nature-based solutions will continue to provide alternative sources of funding for our conservation work.
A constantly evolving fundraising environment, increased cost of living and uncertain economic landscape reducing our fundraising income.	The response of our members and supporters during the pandemic demonstrated the resilience of our major income streams. We've updated our Fundraising Strategy and will continue to develop opportunities to grow and diversify our fundraising income.
Macro economic disruption including the cost of living crisis, rising energy costs, supply chain issues and political uncertainty.	We are taking into account cost rises and supply chain issues in our budgeting and work planning including contingency planning for major projects. We have supported staff with the challenges of coping with the rising cost of living.
Political and societal challenges	
Loss of focus on wildlife protection and the environmental agenda at UK and local level, particularly in light of upcoming General Election during 2024.	With the national policy team at RSWT, we continue to work hard to keep the nature and climate crisis high on the agenda – pointing out that there is significant public support for nature recovery and climate action, and that a healthy environment underpins a strong economy. Investing in advocacy and campaigning to help shape a positive external policy environment locally and nationally, including a focus on the Local Nature Recovery Strategies and the Save our Chalk Streams campaign.
Society increasingly disconnected from nature leading to reduced support for nature's recovery along with anti-social behaviour on Trust nature reserves.	Despite trends from national polling showing an overall increase in concern for the environment amongst the general public, it is also true that much of society is divorced from the natural world. This manifests in many ways, but one of the most challenging is anti-social behaviour on Trust nature reserves. Through a combination of engagement programmes, education, communications and behaviour change work on sites, we are aiming to directly address the issue.
Reputational risk to the Trust in relation to increased scrutiny of our work, partnerships or positions, exacerbated by the polarised political landscape and so-called culture wars.	The Trust will continue to communicate in a transparent and open manner, robustly defending our position where necessary. We will ensure that key messages are clear and consistent across the Trust and that staff are aware of these. Where relevant, the Trust will continue to carry out due diligence on partnerships and projects, reviewing and cancelling any that do not pass our ethical standards or do not ultimately benefit wildlife, nature recovery and our charitable objectives. We also work to ensure that all partnerships meet with their governance requirements and demonstrate the highest levels of integrity.
Internal factors	
Rapid changes in technology, connectivity, and IT training requirements increasing the risk of cyber-attack, loss of productivity, and reduction in our ability to deliver the digital experience expected by our supporters, partners and workforce.	We'll continue to deliver our IT strategy with our IT provider, Aura, to enable effective hybrid working and continue the development of our new finance and CRM solutions. A focus on cyber security is a key priority. A digital plan is continuously being developed with support from The Wildlife Trusts' national team and Aura Technology to enable more automated and integrated solutions with implementation already under way in some areas.
Challenges in recruiting and retaining staff, together with mental health and other welfare issues.	The Trust has developed and implemented new processes to improve our recruitment and meet our commitments as an inclusive employer. To support staff and continue to build a supportive culture at the Trust, we have increased our budget for training and development; all Directors and Senior Managers have embarked on management and leadership training; and we continue to offer a comprehensive Employee Assistance Programme with advice across many aspects including mental health support, counselling and personal development. We continue to benchmark salary and benefits packages.



Managing operational risk

Health & Safety

The Health & Safety (H&S) Committee meets quarterly and gives feedback to the Executive Team. The committee is overseen by the H&S Trustee, who reports to Council. The Executive Team reviews H&S and other risks monthly as a regular standing item. This includes policy issues as well as any incidents, processes and procedures.

The H&S Officer has continued to carry out a large number of site visits and their observations have informed the H&S work programme for 2023-24 and will continue to inform the Trust approach in 2024-25. The transition from a paper-based approach to H&S, to a system focusing on face-to-face support for Officers is in line with the Health & Safety Executive's latest advice. The recording of H&S incidents is now transitioning to the web-based T100 system.

Safeguarding and Child Protection

Our Safeguarding and Child Protection Committee meets quarterly to oversee our policies and procedures in this area, liaising regularly with the Executive Team.

The committee is overseen by Trustees and is coordinated by the Designated Safeguarding Lead (DSL), supported by a deputy and committee secretariat.

The Trust has a comprehensive safeguarding and child protection policy, which alongside disclosure and barring services (DBS) checks and other employment checks, acts as an important preventative measure for ensuring children and adults at risk are safe when interacting with the Trust. In 2023, a new framework, developed by RSWT, was agreed by The Wildlife Trusts and adopted across the network. The committee conducted an update of policies and procedures and it was agreed that changes to the Trust's recruitment policy and procedure would be developed to align with new safer recruitment practices; with interim measures included in the revised 2024 safeguarding policy to ensure the Trust fully complies with the new framework recommendations.

During the year, a total of five safeguarding records of concern were reported to the relevant authorities. Each concern was dealt with effectively by the member of staff involved and reported in a timely manner to the DSL. The DSL was able to discuss incidents and make decisions on next steps with the Deputy Safeguarding Officer as they were reported, and was well supported by the police, social services and relevant schools when making the reports. The number of records of concern is lower than previous years.

Data Protection

Compliance with data protection legislation is a priority for the Trust. Data protection is overseen by a Data Protection Lead, with support from a deputy and secretariat, and a Trustee Lead. The staff Data Protection Working Group meets on a quarterly basis and reviews policy, procedures and processes, recommending updates where required.

There was one potential data breach after a break-in at one of our sites that was reported to the Information Commissioner's Office, who were satisfied that we were taking the appropriate action.

All Trust staff receive induction and refresher training on the UK General Data Protection Regulation (UK GDPR), which came into force in 2018, and we fully comply with all current data protection regulations and guidelines.

Health and Safety Reports 2023-24:

0 major accidents

4 accidents involving staff and volunteers which required treatment at a GP surgery or hospital; none requiring a RIDDOR report to the HSE

48 incidents involving staff and volunteers resulting in minor injuries which were either treated on site or did not require first aid

25 near misses were reported by staff and volunteers

0 reportable accidents to HSE under Reporting of Incidents, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013

Kestrel © Jon Hawkins Surrey Hills Photography

Financial Review and Statements

Wilder Little Duxmore © Strong Island

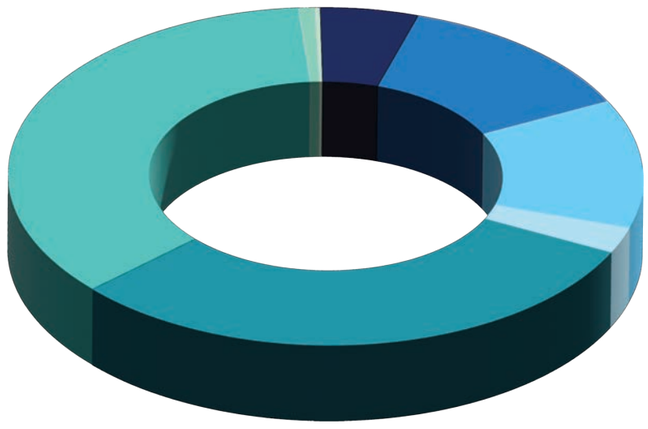
Financial Review

Financial summary

The Trust continued to grow in 2023-24, with total income reaching £11.7m – an increase of 14%. Expenditure rose to £7.25m, with 89% spent on delivering charitable activities. Membership income grew by 5.2%, and we received £1.49m in legacies and £605k in donations. We are incredibly grateful for the loyal and generous support of our members and donors. We continued to grow the nature-based solutions programme with income of £4.2m in nitrate credit sales during the year. The surplus for the year was a net £4.9m – of which £1.79m has been set aside into designated funds to ensure we can meet long-term obligations for land acquired to deliver nitrate mitigation, £1.9m was needed to repay loans and the remainder is to shore up the Trust's general fund, ensuring we have healthy free reserves to protect the Trust from future financial shocks and to further build our resilience.

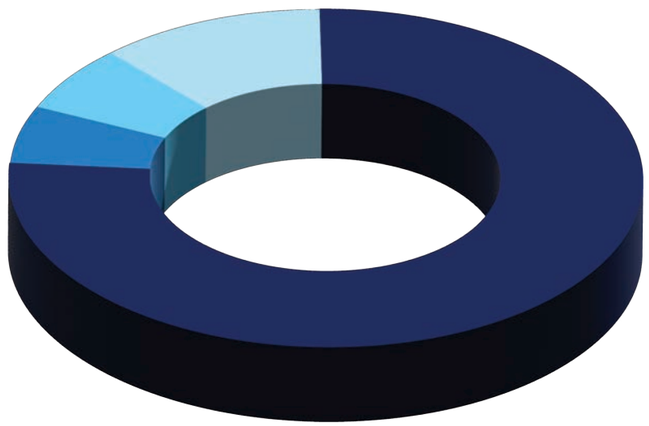
Total funds grew to £24.4m with £8m in designated funds and £10m in the general fund. At year end, the Trust held free reserves of £5.1m covering 10.8 months of unrestricted expenditure. Whilst the Trust is in a very healthy financial position thanks to our wonderful supporters and our focused strategy and business plan, we are not complacent, and we remain focused on ensuring we are financially resilient to the uncertain economic and political environment.

Income 2023/24



- Donations: £605,098 (5%)
- Legacies: £1,488,661 (13%)
- Membership: £1,427,896 (12%)
- Activities for generating funds: £307,007 (3%)
- Conservation & education: £3,603,416 (30%)
- Nature Based Solutions: £4,202,526 (36%)
- Investment: £97,747 (0.8%)
- Other income: £2,155 (0.2%)

Expenditure 2023/24



- Conservation, education & engagement activities: £5,539,584 (76%)
- Nature Based Solutions £412,424 (6%)
- Membership services: £464,621 (6%)
- Cost of generating voluntary income: £832,449 (12%)

Financial strategy

With a keen focus on organisational sustainability and financial resilience, we restructured and invested in the teams in 2022 to enable more focus on driving forward our two parallel income-generating strategies: fundraising and nature-based solutions. In just two years, we have grown our income substantially as a result.

We will continue to invest in both income streams, ensuring we build medium to long-term growth in fundraising and commercial income, taking advantage of new nature markets such as nitrate credits, biodiversity net gain and other 'green finance' investments, as well as building relationships with new members, supporters and donors.

Funds generated through new nature markets will fund nature recovery on new land acquired (such as our rewilding projects, creating more space for nature to thrive) with any surpluses helping to support the Trust's other work (such as any nature reserves that are not fully funded, people engagement and education, and business support costs). Fundraising through membership income, donations and legacies remains vital to our work, providing sustainable unrestricted income to support all of our charitable objectives, as well as helping us realise a key strategic objective to get more people on nature's side.

In addition to building our income streams, we keep a close eye on expenditure against a backdrop of rapidly rising costs through strict

budgetary controls and a value-for-money ethos. However, we also recognise the Trust needs to invest in critical support costs such as IT as well as paying our staff fairly, to ensure we operate as effectively and efficiently as possible and attract skilled and dedicated staff to deliver our very best for wildlife.

With our fundraising strategy and nature-based solutions programme both projected to generate healthy levels of income over the next few years, this will enable the Trust to build substantial financial reserves to put towards long-term land management, while also aiming for any unrestricted surpluses to help support the Trust's operating costs, invest in the future and remain financially sustainable in the years ahead.

Income

Total incoming resources for the year were £11.7m, an increase of 14% compared with the previous year (2023: £10.3m). Income for conservation and education and engagement activities was £7.8m – 67% of total income (2023: £5.65m – 55%).

Unrestricted Income

Unrestricted income made up 80% of the Trust's total income at just over £9.4m, an increase of £1.4m on the previous year. Growth in unrestricted income was primarily due to nitrates and legacy income, together with increases in donations and membership income.

Unrestricted income is critical for the Trust as it can be spent wherever the need is greatest, supporting engagement, education, conservation, policy and campaigning activity, marketing and communications and the management of our nature reserves, while also giving us the support we need to make sure that the Trust is well run and well governed.

Unrestricted legacy income was £884k (2023: £1.9m). We're incredibly grateful to the individuals who kindly chose to support the Trust's work in this way. Although legacy income can be highly variable, it is a vital source of unrestricted income which we hope to grow in future years. The Trust does not budget for legacy income, meaning that unrestricted legacy income received in the year is put into designated funds for spending in future years. Trustees determine how these unrestricted legacy funds are used to enable the Trust to fulfil our Wilder strategy when budgets are set for the following year.

Membership income grew by 5.2% to £1.43m (2023: £1.36m) thanks to the continued generosity of our members. South West Wildlife Fundraising Limited (SWWFL) continued to deliver our face-to-face membership recruitment, securing 1,505 new members during the year (2023: 1,656). SWWFL is a subsidiary company wholly owned by eight Wildlife Trusts, including Hampshire and Isle of Wight Wildlife Trust, and SWWFL concentrates on increasing memberships for its owning Trusts as well as three further client Trusts. There is an annual service charge and commission payments for each new member recruited. By working collaboratively with other Wildlife Trusts through SWWFL, we benefit from greater efficiencies as well as the sharing of risks, skills and experience.

The nitrate mitigation programme continues to diversify our income streams, and we continue to generate income from nitrate credits sales from our second site at Nunwell on the Isle of Wight. The Nunwell land was purchased in March 2022 with two loans (shown in note 15) as noted previously, with only £500k remaining to repay from the total loan. Income included in 2023/24 is derived from nitrate credits from the two sites of Wilder Little Duxmore and Wilder Nunwell which mitigates and reduces the nitrate impact of planned housing development. The programme continues to support nature's recovery through the creation of new nature reserves on formerly intensively managed agricultural land. The Trust invoiced £4.2m (2022/23: £2.6m) for nitrate credits during the year. We have an obligation to manage Wilder Little Duxmore and Wilder Nunwell for 125 years, so a proportion of income from these credits is transferred into the long-term designated fund set up for this purpose. In 2023/24, we transferred £1.79m (2023: £1.18m) into this fund (shown in note 16).

Arcadian Ecology continued trading for its eighth year. The profit generated was £51k (2023: £33k), a healthy increase on the previous year. The profit is donated to the Trust (the donation will be shown in the 2024/25 accounts).

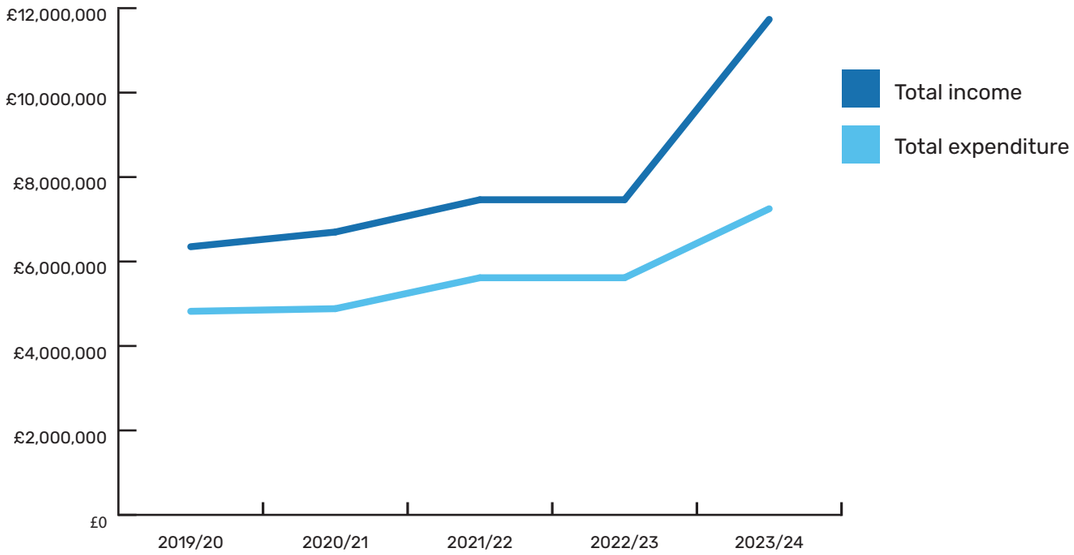
Restricted Income

Restricted income made up 20% of the Trust's total income at £2.32m, an increase of £42k on the previous year.

Restricted funds must be used for a specific project or purpose and includes income from grants, corporate partners and any restricted legacies or donations where the donor has specified the funds must be used for a particular purpose.

Restricted income from legacies was £605k (2023: £6.5k). Other restricted income for charitable activities (including from restricted donations) totalled £1.7m (2023: £2.27m). This included grants for large projects including the Watercress & Winterbournes project (funded by The National Lottery Heritage Fund), the Solent Seascape Project (led by Blue Marine Foundation on behalf of nine partners, and funded by the Endangered Landscape & Seascapes Programme and East Head Impact). The Trust also continued with the Solent Seagrass Restoration Project (funded by corporate and major donor income).

Analysis of income and expenditure 2019-2024



Expenditure

Total annual expenditure increased by 19.5% to £7.25m (2023: £6.06m).

Most of our funds were spent on delivering charitable activities with expenditure of £6.42m (2023: £5.4m), representing 89% of the total spend (2023: 89%). These charitable activities include management of our nature reserves, conservation projects and land management advice across the two counties; delivery of environmental education, training and courses at our education centres; delivery of the Team Wilder community engagement programme; campaigning for stronger laws to protect nature; and advocating for planning and development that enhances rather than harms nature.

We continue to invest in fundraising activities to grow our income, with a refreshed fundraising strategy developed in 2022 and being updated in 2024 to reflect the new opportunities and increased focus on environmental sustainability by businesses and other funders.

Total expenditure includes support costs of £1.29m (2023: £1.05m). This is an increase on the previous year due to continued investment in systems and business resources. Support costs include IT, finance, human resources, facilities and governance costs, and represent 17.9% of total expenditure (2023: 17.4%). Support costs are allocated proportionally across all activities based on staff numbers. The governance costs (£100k) include professional fees and staff costs allocated to governance activities and represent 1.4% of our total expenditure (2023: 1.6%). Also included in the support costs is the annual contribution we make to the Royal Society of Wildlife Trusts at £78k (2023: £77k), which funds national policy, advocacy and coordination work which they do on behalf of The Wildlife Trusts across the UK.

Total staff costs for the year totalled £3.71m (2023: £3.48m) which equates to a 7% increase due to the recruitment of several new roles across all departments in the Trust. These staff costs include an average annual pay increase of 4% after a salary review and benchmarking exercise for all roles, and an increase in employer pension contribution of 1%.

Investment policy and performance

The Trust has managed its main investment portfolio through CCLA since 2019. This ethical investment portfolio is managed in accordance with our investment strategy and risk profile, which aims to preserve capital value and generate a reasonable income. The funds are regularly reviewed and screened to ensure that the investments are ethical and not in conflict with the Trust's charitable objectives. In 2022, the Trust diversified its investment portfolio when we invested in an ethical bonds fund which is managed by Hargreaves Lansdown. The Trust's overall investments show an unrealised gain of £417k (2023: unrealised loss of £28k). Investment income of £98k (2023: £27k) was received during the year.

Financial Reserves

The Trust holds three categories of funds: Restricted Funds, Endowment Funds and Unrestricted Funds, some of which have been designated for a specific purpose and some of which represent the value of various assets. As of 31 March 2024, the Trust had total funds of £24.4m (2023: £19.5m) of which £18m was unrestricted (2023: £14m), £6.4m (2023: £5.4m) was restricted and £4.5k (2023: £4.5k) was held in a small permanent endowment fund.

Restricted funds

There are two types of restricted funds; project funds which are restricted donations and grants received by the charity where the purpose for which they can be used is determined by the donor, and heritage assets bought with restricted funds. As at 31 March 2024, restricted project funds totalled £2.84m (2023: £2.44m) and restricted heritage assets totalled £3.51m (2023: £2.92m). These funds include income that has been received in advance to fund major projects spanning several years, such as Watercress & Winterbournes (which has been extended for a further year), the Environment Agency Manor House Farm Project, the Southern Water S20 Project, Solent Seascape Project and several Isle of Wight projects. The Trust also has a restricted Wildlife Investment Fund which we established to provide match funding where this is required to enable us to secure grants from funders. Further details of these funds and the purposes for which they're held are provided in Note 16.

Unrestricted funds

The Trust's unrestricted funds are made up of both liquid funds and assets and are there to support the achievement of our strategic objectives. Unrestricted funds are shown in two types: designated funds and the general fund, as detailed below and in Note 16. These funds arise from unrestricted legacies, donations from fundraising activities and from any resultant surpluses generated from our day-to-day operations. These funds are free from any restrictions from donors and therefore the Trustees can decide how the funds are allocated. Total unrestricted funds as at 31 March 2024 amounted to just over £18m (2023: £14m), of which £9.5m is unrestricted tangible fixed and heritage assets (2023: £9.28m). Total unrestricted funds are split into designated and general funds as below:

Designated funds

Some of the Trust's unrestricted funds have been designated by the Trustees to support specific activities such as land management, land acquisition or strategic investment in delivering our business plan and Wilder Strategy. Total designated funds held at 31 March 2024 were £8m (2023: £5.76m).

The designated funds also include the Nature-based Solutions fund to support the long-term costs for the 125 years land is held for Nitrates mitigation; this fund's value in March 2024 is £3.44m (2023: £1.75m). Further details of these funds and the purposes for which they're set aside are provided in Note 16.

General Fund

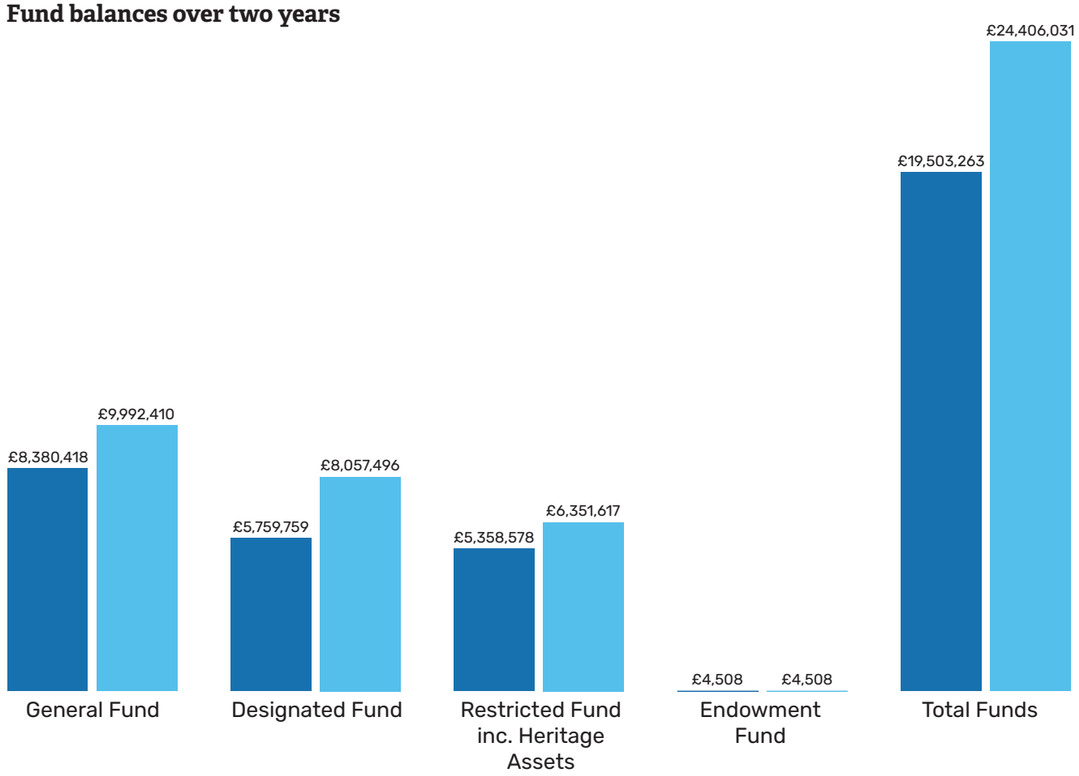
The general funds at the year-end totalled £9.99m (2023: £8.38m). These are funds free from any restrictions and therefore the Trustees can decide how the funds are allocated. The general fund represents unrestricted fixed and heritage assets of £9.5m (2023: £9.28m), £5.1m (2023: £3.1m) in free reserves which are available to support the Trust's annual operating expenses and also includes funds that represent the current assets, liabilities and fixed asset investments on the balance sheet as shown in Note 17.

Free Reserves

Free reserves are calculated by deducting unrestricted tangible fixed assets and unrestricted heritage assets from total unrestricted funds, including designated funds (see Note 17). The Trust's Financial Reserves Policy is to hold sufficient free reserves to provide working capital and to provide a buffer of liquid funds to cover temporary shortfalls caused by an unforeseen loss of income, cash flow volatility or an unexpected increase in costs or risk exposure. Should any of these circumstances arise, these free reserves are intended to ensure that the Trust can meet its contractual obligations to staff, suppliers, statutory bodies and funding partners. Another factor

is that the Trust's monthly cash flow is highly variable during the financial year, with many funds being received towards the end of the year or after projects have been completed. This means that free reserves are also needed to fund the charity's activities during the year to cover the timing gap between expenditure and income. Cash flow is monitored daily by Trust staff and reviewed quarterly by the Trust's Business and Finance Committee. With all of this in mind, the Trust's policy is to hold liquid funds in free reserves sufficient to cover four months of unrestricted expenditure. As at 31 March 2024, the free reserves were £5.1m (2023: £3.1m) which equates to 10.8 months of unrestricted expenditure (2023: 8.2 months). Although our free reserves exceed our policy of four months at the end of March 2024, planned unrestricted spend for the next business plan period of three years will reduce our free reserves back to the four months policy level.

Fund balances over two years



Compass Jellyfish © Theo Vickers

Independent Auditor's Report
to the members of Hampshire and Isle of Wight Wildlife Trust For the year ended 31 March 2024

Opinion
We have audited the financial statements of Hampshire and Isle of Wight Wildlife Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2024 which comprise the Statement of Financial Activity, Balance sheets, the consolidated cashflow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
- give a true and fair view of the state of the affairs of the group and parent charitable company as at 31 March 2024 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information
The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact.

We have nothing to report in this regard.

Other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:
- the information given in the Trustees' Annual Report which includes the Directors' Report and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report which includes the Directors' Report and the Strategic Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report and Strategic Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 require us to report to you if, in our opinion:
- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities set out on page 78, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements
We have been appointed as auditors under the Companies Act 2006 and report in accordance with regulations made under that Act.

Our objectives are to obtain reasonable assurance about whether the group and parent financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud are detailed below.
Identifying and assessing risks related to irregularities:
We assessed the susceptibility of the group and parent charitable company's financial statements to material misstatement and how fraud might occur, including through discussions with the trustees, discussions within our audit team planning meeting, updating our record of internal controls and ensuring these controls operated as intended. We evaluated possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the group and parent charitable company by discussions with trustees and updating our understanding of the sector in which the group and parent charitable company operate.

Laws and regulations of direct significance in the context of the group and parent charitable company include The Companies Act 2006 and guidance issued by the Charity Commission for England and Wales.

Audit response to risks identified:

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

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

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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

Use of our report
This report is made solely to the parent charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the parent charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose.
To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the parent charitable company and the parent charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Saffery LLP

Casidhe Baleri (Senior Statutory Auditor) for and on behalf of Saffery LLP
Chartered Accountants
Midland House
2 Poole Road
Bournemouth
BH2 5QY

Statutory Auditors

Date: 3 September 2024

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

Consolidated Statement of Financial Activities for the year ended 31 March 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Fund £	Total 2024 £	Total 2023 £
INCOME FROM:						
Donations and legacies	2	1,455,929	637,830	-	2,093,759	3,011,204
Charitable activities	3	7,550,110	1,683,728	-	9,233,838	7,011,422
Other trading activities		307,007	-	-	307,007	229,045
Investments		97,747	-	-	97,747	27,358
Other		2,155	-	-	2,155	1,815
Total		9,412,948	2,321,558	-	11,734,506	10,280,844
EXPENDITURE ON:						
Raising funds	4	832,449	-	-	832,449	661,203
Charitable activities	5	4,885,992	1,530,636	-	6,416,628	5,403,724
Total	5	5,718,441	1,530,636	-	7,249,077	6,064,927
Net gains/(losses) on investments	12	417,339	-	-	417,339	(28,305)
Net income/(expenditure)		4,111,846	790,922	-	4,902,768	4,187,612
Transfers between funds	16	(202,117)	202,117	-	-	-
OTHER RECOGNISED GAINS/ (LOSSES):						
Gains on revaluation of fixed assets		-	-	-	-	-
Revaluation of heritage/fixed assets	11	-	-	-	-	-
Net movement in funds		**3,909,729**	**993,039**	**-**	**4,902,768**	**4,187,612**
RECONCILIATION OF FUNDS:						
Total funds brought forward		14,140,177	5,358,578	4,508	19,503,263	15,315,651
Total funds carried forward		**18,049,906**	**6,351,617**	**4,508**	**24,406,031**	**19,503,263**

Continuing operations

All incoming resources and resources expended arise from continuing activities.

Balance Sheets as at 31 March 2024

	Notes	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
FIXED ASSETS					
Tangible fixed assets	10	8,829,583	8,601,222	8,829,583	8,601,222
Heritage assets	11	4,185,399	3,595,399	4,185,399	3,595,399
Investments	12	4,818,817	2,827,039	4,819,017	2,827,139
		17,833,799	15,023,660	17,833,999	15,023,760
CURRENT ASSETS					
Stock		155,190	142,997	155,190	142,997
Debtors	13	1,810,278	2,898,951	1,807,532	2,847,854
Cash at bank and in hand		6,791,233	4,950,024	6,673,066	4,944,872
		8,756,701	7,991,972	8,635,788	7,935,723
CREDITORS					
Amounts falling due within one year	14	(2,184,469)	(3,012,369)	(2,148,538)	(2,989,797)
NET CURRENT ASSETS		6,572,232	4,979,603	6,487,250	4,945,926
TOTAL ASSETS LESS CURRENT LIABILITIES		24,406,031	20,003,263	24,321,249	19,969,686
CREDITORS					
Amounts falling due after one year	15	-	(500,000)	-	(500,000)
NET ASSETS		**24,406,031**	**19,503,263**	**24,321,249**	**19,469,686**
FUNDS OF THE CHARITY	16				
Endowment funds		4,508	4,508	4,508	4,508
Restricted funds		6,351,617	5,358,578	6,351,617	5,358,577
Unrestricted funds:					
Designated funds		8,057,496	5,759,759	8,057,496	5,759,758
General fund		9,992,410	8,380,418	9,907,628	8,346,843
TOTAL FUNDS		**24,406,031**	**19,503,263**	**24,321,249**	**19,469,686**

The notes at pages 52 to 73 form part of these financial statements.

The financial statements were approved by Trust Council on 3 September 2024 and signed on its behalf by:

David Jordan OBE
Chairman

Richard Green-Wilkinson
Honorary Treasurer

Consolidated Cash Flow Statement
for the year ended 31 March 2024

	Notes	2024 £	2023 £
Cash flows from operating activities:			
Cash generated from operations	a	6,139,360	2,644,182
Net cash provided by (used in) operating activities		6,139,360	2,644,182
Cash flows from investing activities:			
Purchase of tangible fixed assets		(316,459)	(144,217)
Purchase of heritage assets		(590,000)	-
Sale of fixed assets		-	-
Transfer to investments from cash		(1,574,439)	(1,522,001)
Interest received		97,747	27,358
Net cash provided by (used in) investing activities		(2,383,152)	(1,638,860)
Cash flows from financing activities:			
Proceeds from borrowings		-	-
Repayments of borrowings		(1,915,000)	(500,000)
Net cash provided by (used in) financing activities		(1,915,000)	(500,000)
Change in cash and cash equivalents in the reporting period	b	1,841,209	506,822
Cash and cash equivalents at the beginning of the reporting period		4,950,024	4,443,202
Cash and cash equivalents at the end of the reporting period		6,791,233	4,950,024

NOTES TO THE CONSOLIDATED CASH FLOW STATEMENT

a) Reconciliation of net incoming resources to net cash flow from operating activities

	2024	2023
Net incoming resources for the reporting period (as per the statement of financial activities)	4,902,768	4,187,612
Depreciation	88,098	61,143
(Gains)/losses on Investments	(417,339)	28,305
Interest received	(97,747)	(27,358)
(Increase)/Decrease in stock	(12,193)	(17,396)
(Increase)/Decrease in debtors	1,088,673	(1,649,667)
(Decrease)/Increase in creditors	587,100	61,543
Net cash provided by (used in) operating activities	6,139,360	2,645,682

b) Analysis of changes in cash and cash equivalents

	2024	2023
Balance brought forward	4,950,024	4,443,202
Net cash (outflow)/inflow for year	1,841,209	506,822
Balance at 31 March 2023	6,791,233	4,950,024

Notes to the Consolidated Financial Statements
For the year ended 31 March 2024

Note 1 - ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value.

Going Concern
The financial statements are prepared on a going concern basis. The Trustees have reviewed future prospects and activities, along with future funds and cashflows. Having evaluated these the Trustees have a reasonable expectation that the charity has adequate resources to operate for the foreseeable future, being at least 12 months.

Consolidation
The financial statements incorporate the results of Hampshire and Isle of Wight Wildlife Trust and its wholly owned subsidiaries, prepared on a line by line basis.

Exemption has been taken from including the statement of financial activities of Hampshire and Isle of Wight Wildlife Trust in accordance with section 408 of the Companies Act 2006.

Income
All income is included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Legacies and donations are accounted for when receipt of the income is probable. Wherever possible, donated assets have been included at a reasonable estimate of their value to the Trust.

Branch income
The Trust has eight local groups and three specialist groups who may carry out various fundraising activities during the year. The proceeds of these activities are reflected as income in the financial statements upon receipt from the individual groups.

Membership income
Membership subscriptions are accounted for when received irrespective of the period of membership, since any cancellation in membership will not result in a refund for any proportion of unused subscriptions.

Legacy income
The Trust agreed a new policy which provides a methodology which enables Trustees to determine which legacies should be accrued for under financial standards requirements, whilst mitigating the risk of considering income that has not yet been received.

Volunteer contributions
No value is ascribed to the unpaid contributions of time and skills provided by volunteers due to the difficulty in attributing an economic value.

Expenditure
All expenditure is accounted for on an accruals basis inclusive of any VAT that cannot be recovered and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of the resources.

Costs of raising funds include the costs incurred as a result of raising donations, developing legacy income and applying for grants. Governance costs are those incurred in connection with constitutional and statutory requirements, including audit and legal fees.

Stock
Stocks are stated at the lower of cost or net realisable value except for livestock, which is valued at an average market value on each balance sheet date.

Tangible fixed assets
Depreciation is provided with the intention of writing off the costs of the tangible fixed assets over their useful lives. The Trust's capitalisation threshold is £5,000 and the provision is calculated using the straight line method from the quarter it is purchased in, over the following periods:

Plant and machinery	5 years
Motor vehicles	5 years

Freehold property is included in the balance sheet at revalued amounts.

No depreciation is provided on freehold property. It is the Trust's practice to maintain these assets in a continual state of sound repair and to make improvements there to from time to time and accordingly the Trustees consider that the lives of these assets are long, and residual values are high so that their depreciation is insignificant.

Heritage assets
The Trust defines its nature reserves as Heritage Assets. Nature reserves purchased by the Trust are shown on the balance sheet at original cost or valuation at the date of acquisition where known. Where Heritage Assets have been donated to the Charity they are recognised initially at their fair value where practicable. No value is placed on assets where their costs or valuation is not available and such information cannot be obtained at a cost commensurate with the benefit to the users of the accounts and to the charity. As permitted by SORP FRS 102, no depreciation is charged on Heritage Assets. Note 11 provides further information.

Taxation
The Trust is exempt from direct taxation on its charitable activities.

Investments
Fixed asset investments are stated at market value based on the bid price valuation provided by the Trust's investment portfolio managers, CCLA and Hargreaves Lansdown for the Trust's ethical bond fund, as required by SORP (FRS 2019). Any diminution in value is deducted if, in the opinion of the investment managers, it is considered necessary. The investments are administered by CCLA and Hargreaves Lansdown on behalf of the Trust. Investment income is accounted for when received by the Trust or its appointed agent.

Investment gains and losses
Realised and unrealised gains and losses on investments arising from the valuation of investments are recognised in the Statement of Financial Activities.

Operating leases
Rentals payable under operating leases are charged to the Statement of Financial Activities as incurred over the term of the lease.

Pension costs
The charity operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

Fund accounting
The permanent endowment fund represents donations made where the donor requested that the capital be invested and the income either added to the capital or used to cover expenditure, depending on the conditions of the endowment.

Restricted funds are funds for which the donor has specifically restricted the purpose for which they can be used. The amounts in the funds represent the monies still remaining available for future expenditure, or funds represented by assets purchased partly or fully from restricted funds.

Unrestricted funds
These are funds free from any restrictions and Trustees can decide what they are spent on. Unrestricted funds are shown in two types as detailed below:

Designated funds are funds for which Council has specifically designated the purpose for which they can be used. The amounts remaining in the funds represent the monies still remaining available for future expenditure.

General funds represent the unrestricted net assets of the charity, excluding designated funds. All income is allocated to the general fund unless restricted by the donor or specifically designated by Council.

Free reserves policy is to hold liquid funds in free reserves sufficient to cover four months of unrestricted expenditure.

Notes to the Consolidated Financial Statements
For the year ended 31 March 2024

2023/24 NOTES TO THE ACCOUNTS

Note 2 - Donations and Legacies

	2024 £	2023 £
Donations and Fundraising	605,098	1,095,382
Legacies	1,488,661	1,915,822
	2,093,759	3,011,204

In 2023, £892k related to restricted donations and legacies income.

Note 3 - Income from Charitable Activities

	Unrestricted Income £	Restricted Income £	Endowment Income £	2024 £	2023 £
Wilder Hampshire - North	590,212	273,372	-	863,584	924,657
Wilder Hampshire - West	241,305	324,812	-	566,117	540,627
Wilder Hampshire - Central & Solent	149,156	-	-	149,156	415,917
Wilder Wight	238,978	34,299	-	273,277	150,605
Wilder Marine	522	240,065	-	240,587	226,055
Ecology and Nature Based Solutions	4,786,214	507,766	-	5,293,980	2,815,603
Advocacy, Education & Engagement	115,827	303,414	-	419,241	580,819
Membership	1,427,896	-	-	1,427,896	1,357,139
	7,550,110	1,683,728	-	9,233,838	7,011,422

In 2023, £1.39m related to restricted charitable activity income.

Note 4 - Expenditure on Raising Funds

	2024	2023
Expenditure on sales and commercial income	832,449	661,203

The sales and commercial expenditure above relates to unrestricted spend.

Note 5 - Total Expenditure

	Staff Costs £	Other Direct Costs £	Support Costs £	2024 £	2023 £
Wilder Hampshire - North	407,929	346,666	220,752	975,347	1,065,146
Wilder Hampshire - West	392,753	238,061	195,325	826,139	813,321
Wilder Hampshire - Central & Solent	268,331	135,732	117,258	521,321	721,208
Wilder Wight	250,816	264,786	103,587	619,189	409,853
Wilder Marine	167,947	115,918	69,250	353,115	138,531
Ecology and Nature Based Solutions	593,946	878,809	136,720	1,609,475	671,699
Advocacy, Education & Engagement	552,244	206,196	288,981	1,047,421	1,115,511
Membership	107,184	310,148	47,289	464,621	468,455
Expenditure on Charitable activities	2,741,150	2,496,316	1,179,162	6,416,628	5,403,724
Expenditure on raising funds	426,926	289,609	115,914	832,449	661,203
	3,168,076	2,785,925	1,295,076	7,249,077	6,064,927

Note 6 - Analysis of Support Costs

	Raising funds	Wilder Hampshire North	Wilder Hampshire West	Wilder Hampshire Central & Solent	Wilder Wight	Wilder Marine
	£	£	£	£	£	£
IT	24,201	46,089	40,780	24,481	21,627	14,458
Finance	27,568	52,502	46,455	27,888	24,636	16,470
Premises	24,130	45,954	40,661	24,410	21,564	14,416
Human Resources	31,056	59,145	52,332	31,416	27,754	18,554
Governance	8,959	17,062	15,097	9,063	8,006	5,352
	115,914	220,752	195,325	117,258	103,587	69,250

	Ecology and Nature Based Solutions	Advocacy, Education & Engagement	Membership	2023/24 Total	Basis of Allocation
	£	£	£	£	
IT	28,545	60,334	9,873	270,388	No. of staff
Finance	32,516	68,729	11,247	308,011	No. of staff
Premises	28,461	60,158	9,844	269,598	No. of staff
Human Resources	36,631	77,425	12,670	346,983	No. of staff
Governance	10,567	22,335	3,655	100,096	No. of staff
	136,720	288,981	47,289	1,295,076	

Net income/(expenditure) is stated after charging/(crediting):

	2024 £	2023 £
Depreciation - owned assets	88,098	61,143
Profit on sale of fixed assets	-	-
Operating leases - land and buildings	21,785	15,107
Auditors' remuneration - provision of audit services	18,900	18,940
Auditors' remuneration - non audit services	-	-

Note 6 - Analysis of Support Costs for the year prior year 2022/23

	Raising funds	Wilder Hampshire North	Wilder Hampshire West	Wilder Hampshire Central & Solent	Wilder Wight	Wilder Marine
	£	£	£	£	£	£
IT	18,054	34,333	26,607	31,804	13,252	8,063
Finance	21,271	40,450	31,347	37,470	15,613	9,499
Premises	10,830	20,595	15,961	19,078	7,949	4,837
Human Resources	27,981	53,210	41,236	49,290	20,538	12,496
Governance	8,179	15,554	12,053	14,408	6,003	3,653
	86,315	164,142	127,204	152,050	63,355	38,548

	Ecology and Nature Based Solutions	Advocacy, Education & Engagement	Membership	2022/23 Total	Basis of Allocation
	£	£	£	£	£
IT	24,408	54,283	9,862	220,666	No. of staff
Finance	28,758	63,954	11,619	259,981	No. of staff
Premises	14,641	32,562	5,916	132,369	No. of staff
Human Resources	37,830	84,128	15,284	341,993	No. of staff
Governance	11,057	24,591	4,468	99,966	No. of staff
	116,694	259,518	47,149	1,054,975	

Note 7 - Trustees' Remuneration and Benefits

No Directors (Trustees) or persons connected with them have received or waived any remuneration during the year (2023: none)

No Directors (Trustees) received reimbursements of expenses for travelling during the year (2023: none)

Note 8 - Staff costs

	2024 £	2023 £
Salaries and Wages	3,201,187	3,028,825
Social Security Costs	289,120	279,243
Pension Costs	221,515	170,121
	3,711,822	3,478,189

The pension cost above includes an increase in employers' pension contributions of 1%

The number of employees during the year was as follows:

	2024	2023
Cost of Generating Funds	5.4	10.4
Finance and Administration (includes Governance)	15.0	17.6
Charitable Activities	111.6	108.0
	132.0	136.0

The average number of full-time equivalent employees during the year was 103 (2023: 100)

	2024 £	2023 £
Senior Management Team Salaries for 7 staff (2023: 7 staff)	456,542	431,440

	2024	2023
The number of employees whose benefits (excluding employer pension costs) exceeded £60,000 was:		
£80,001 - £90,000	1	1

Note 9 - Pension Scheme

The Trust operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Trust in an independently administered fund. The pension cost charged to the Statement of Financial Activities was £221k (2023: £170k).

Note 10 - Tangible Fixed Assets — Group and Charity

	Freehold Properties	Long Leasehold Land	Freehold Land	Plant and Machinery	Total
	£	£	£	£	£
Cost or valuation					
At 1 April 2023	2,414,817	2,912,161	3,080,055	962,900	9,369,933
Additions	-	-	35,000	281,459	316,459
Disposals	-	-	-	(52,592)	(52,592)
Transfers	-	-	-	-	-
As at 31 March 2024	2,414,817	2,912,161	3,115,055	1,191,767	9,633,800
Depreciation					
At 1 April 2023	-	-	-	768,711	768,711
Charge for the year	-	-	-	88,098	88,098
Depreciation on disposals	-	-	-	(52,592)	(52,592)
As at 31 March 2024	-	-	-	804,217	804,217
Net Book Value					
As at 31 March 2024	2,414,817	2,912,161	3,115,055	387,550	8,829,583
At 1 April 2023	2,414,817	2,912,161	3,080,055	194,189	8,601,222

Tangible Fixed Assets are all functional assets used in furtherance of the Trust's objectives.

The Trust's three freehold properties are Beechcroft House, Dawkins Cottage and Brick Kiln Farm Cottage. They were revalued in 2021 by Skinner Holden and Bacheler Monkhouse, these values are included in the table above.

The Freehold Land included above as Tangible Fixed Assets consists of: Tawny Barn Field, College Copse Farm, Hockley Meadows Farm and Brick Kiln Farm. Other than Tawny Barn Field these were revalued at the end of March 2021 by Bacheler Monkhouse, these values are included in the table above.

The long leasehold land relates to the Nunwell land.

Note 11 - Heritage Assets — Group and Charity

	2023/24 £	2022/23 £	2021/22 £	2020/21 £	2019/20 £
Cost or valuation					
At start of period	3,595,399	3,595,399	3,245,399	2,293,399	1,937,710
Additions (purchased)	590,000	-	350,000	952,000	355689
Heritage Assets not previously valued	-	-	-	-	-
Disposals	-	-	-	-	-
At end of period	4,185,399	3,595,399	3,595,399	3,245,399	2,293,399
Net book value					
Year End	4,185,399	3,595,399	3,595,399	3,245,399	2,293,399
Prior Year	3,595,399	3,595,399	3,245,399	2,293,399	1,587,710

Heritage Assets are defined as tangible property with historical, artistic, scientific, technological, geophysical or environmental qualities which are held and maintained principally for their contribution to knowledge and culture.

Hampshire and Isle of Wight Wildlife Trust defines its nature reserves as Heritage Assets as they are held for the purposes of conservation, and are intended to be kept indefinitely or, for leasehold sites, until such time as the lease ends.

Nature reserves purchased by the Trust are shown on the balance sheet at original cost or valuation at the date of acquisition where known. Where Heritage Assets have been donated to the Charity they are recognised initially at their fair value where practicable. No value is placed on assets where their costs or valuation is not available and such information cannot be obtained at a cost commensurate with the benefit to the users of the accounts and to the charity. As permitted by SORP FRS 102, no depreciation is charged on Heritage Assets.

The Trust continues to acquire new land for the purposes of conservation in accordance with its acquisitions policy. Assets are classified as heritage assets where appropriate at the time of acquisition. Heritage Assets held by the Trust as at 31 March 2024 are listed overleaf in tables 1 and 2.

Table 1. Heritage Assets: Freehold Nature Reserves

Name	Location	Size (hectares)
Alverstone Mead	Sandown, Isle of Wight	28.6
Arreton Down	Newport, Isle of Wight	19
Bartley Heath	Hook	91
Bere Copse	Soberton	4
Broughton Down	Broughton	24
Chappetts Copse	West Meon	12
Copythorne Common	Cadnam	15.4
Coulters Dean	Buriton	4
Deacon Hill	Winchester	10
Emer Bog	North Baddesley	53.4
Fletchwood Meadows	Ashurst	5
Greywell Moors	Odiham	13
Hill Heath Farm	Newchurch, Isle of Wight	14.4
Hoe Road Meadow	Bishop's Waltham	3
Holmsley Gravel Pit	Bransgore	3
Kittenocks	Havenstreet, Isle of Wight	10.5
Kitt's Grave	Martin	36
Knighton Down	Brading, Isle of Wight	13.4
Linwood	Appleslade	10.5
Lower Knighton Moor	Newchurch, Isle of Wight	13.4
Lower Test, The Crescent	Nursling	5
Lymington Reedbeds	Lymington	32
Mapledurwell Fen	Basingstoke	0.4
Martin's Wood	Newchurch, Isle of Wight	8.5
Micheldever Spoil Heaps - North	Micheldever	3
Morton Marsh	Sandown, Isle of Wight	10.5
Ningwood Common	Cranmore, Isle of Wight	11.7
Parsonage Farm	Newchurch, Isle of Wight	27.1
Pewit Island	Portsmouth Harbour	1.2
Ron Ward's Meadow	Tadley	10
Royden Lane	Brockenhurst	2.2
Roydon Woods	Brockenhurst	379.7
Sandown Meadows	Sandown, Isle of Wight	18
Sandy Down	Brockenhurst	4.9
Shutts Copse	West Meon	4
Southmoor	North Langstone	11.3
St Clair's Meadow	Soberton	15.8
St Lawrence Bank Field	Whitwell, Isle of Wight	5.1
St Lawrence Undercliff Woods	St Lawrence, Isle of Wight	1.5
Swanpond Copse	Ryde, Isle of Wight	19.7
Upper Inhams Copse	Silchester	18
Upper Titchfield Haven	Hill Head	13
Upper Winnall Moors	Winchester	26
Weavers Down Bog	Longmoor	3
Whitehouse Meadows	Cove	1
Wick Hill Hanger	Selbourne	8
Winnall Moors West	Winchester	21.5
Total		1045.7

Table 2. Heritage Assets: Leasehold Nature Reserves

Name	Location	Size (hectares)
Ancells Farm	Fleet	12
Baddesley Common	North Baddesley	28
Blashford Lakes	Ringwood	91
Bouldnor Forest	Bouldnor, Isle of Wight	36
Old Burghclere Lime Quarry	Burghclere	3
Eaglehead & Bloodstone Copses	Brading, Isle of Wight	10
Farlington Marshes	Portsmouth	120
Upper Flexford	Chandler's Ford	11
Lower Flexford	Chandler's Ford	9
Headley Gravel Pit	Headley	7
Hook Common	Hook	74
Hookheath Meadows	Southwick	14
Hythe Marshes	Hythe	9
Lymington & Keyhaven Marshes	Lymington	320
Long Aldermoor	Minstead	3
Lower Test	Totton	157
Lower Winnall Moors	Winchester	15
Manor House Farm	Totton	90
Milton Locks	Portsmouth	0.4
Noar Hill	Selborne	12
Pamber Forest	Silchester	194
St Catherine's Hill	Winchester	47
Swanwick Lakes	Fareham	28
Testwood Lakes	Totton	65
Total		1355.4

Note 12 - Fixed Asset Investments — Group and Charity

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Investments	4,818,817	2,826,939	4,819,017	2,827,139

GROUP

	Listed investments	Unlisted investments	Cash and settlements pending	Totals
	£	£	£	£
At 1 April 2023	2,827,039	-	-	2,827,039
Additions	1,574,439	-	-	1,574,439
Disposals	-	-	-	-
Investment Gains	417,339	-	-	417,339
At 31 March 2024	4,818,817	-	-	4,818,817
Net Book Value				
At 31 March 2024	4,818,817	-	-	4,818,817
At 1 April 2023	2,827,039	-	-	2,827,039

Of the £4.3m investments held at 31 March 2024, all holdings are held in the UK.

CHARITY

	Listed investments	Unlisted investments	Cash and settlements pending	Totals
	£	£	£	£
At 1 April 2023	2,826,939	200	-	2,827,139
Additions	1,574,439	-	-	1,574,439
Disposals	-	-	-	-
Investment Gains	417,339	-	-	417,339
At 31 March 2024	4,818,817	200	-	4,819,017
Net Book Value				
At 31 March 2024	4,818,817	200	-	4,819,017
At 1 April 2023	2,826,939	200	-	2,827,139

The unlisted investments represents the charity's 100% interest in HIWWT Trading Limited and Arcadian Ecology & Consulting Limited and the interest in each subsidiary amount to 100 ordinary shares of £1 giving an historical cost of £200.

Of the £4.3m investments held at 31 March 2024, all holdings are held in the UK.

All investments are held to preserve capital value and generate a modest income for use in the activities of the Trust.

Note 13 - Debtors

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Trade Debtors	605,189	1,378,506	548,427	1,277,123
Other Debtors	1,189,920	1,503,655	1,183,156	1,503,654
Prepayments and Accrued Income	15,169	16,690	15,169	16,690
Amounts Due from Group Undertakings	-	100	60,780	50,387
	1,810,278	2,898,951	1,807,532	2,847,854

Note 14 - Creditors: Amounts Falling Due Within One Year

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Trade Creditors	462,048	218,849	454,990	216,755
Other Creditors	28,105	52,124	27,989	51,864
Short term loan	-	-	-	-
Accruals	621,690	195,544	618,140	192,944
Taxation and Social Security	562,626	308,421	547,419	290,803
Amounts Owed to Group Undertakings	-	-	-	-
Deferred Income	10,000	322,431	-	322,431
Other Loans	500,000	1,915,000	500,000	1,915,000
	2,184,469	3,012,369	2,148,538	2,989,797

Note 15 - Creditors: Amounts Falling Due After One Year

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Other loans	-	500,000	500	2,915
	-	500,000	-	500,000

The remaining loan of £500k relates to the purchase of the long lease land at Nunwell for the Nutrient Neutrality Scheme. The loan is interest free, with £500k being due within one year. The loan is secured on non-heritage assets with the balance of the £1.5m loan secured against Brick Kiln Cottage and Farm, White Meadow Farm (Hockley Farm) & Home Farm (College Copse Farm). The final loan repayment of £500k is due to be paid in September 2024.

Note 16 - Analysis of Charitable Funds for the Current Year 2023/24

	Balance at 31 March 2023	Incoming resources & fund transfers in	Outgoing resources & funds expended	Balance before movements at 31 March 2024	Investment Gains/ (Losses)	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£
UNRESTRICTED FUNDS							
Designated Fund:							
Land Acquisition & Management	1,828,352	227,202	(260,296)	1,795,258	–	143,617	1,938,875
Assets Depreciation Fund	-	-	-	-	-	-	-
Wilder 2030	2,066,813	-	(37,258)	2,029,555	-	538,399	2,567,954
Business Infrastructure	110,024	-	(1,034)	108,990	-	-	108,990
Nature Based Solutions	1,754,570	1,790,895	(128,612)	3,416,853	-	24,824	3,441,677
Total designated funds	5,759,759	2,018,097	(427,200)	7,350,656	-	706,840	8,057,496
General Fund	8,380,418	7,394,851	(5,291,241)	10,484,028	417,339	(908,957)	9,992,410
Total Unrestricted Funds	**14,140,177**	**9,412,948**	**(5,718,441)**	**17,834,684**	**417,339**	**(202,117)**	**18,049,906**
RESTRICTED FUNDS							
Advocacy, Engagement & Education	76,733	303,414	(294,327)	85,820	-	-	85,820
Badger Appeal	10,372	500	-	10,872	-	-	10,872
Beaver Project	101,918	10,959	(45,135)	67,742	-	-	67,742
Brough Naturalists' Fund	22,450	-	(500)	21,950	-	-	21,950
College Copse Farm	6,970	-	-	6,970	-	-	6,970
Donations & Legacies - Hampshire	7,800	33,520	(5,800)	35,520	-	-	35,520
EA Water Projects	63,902	-	-	63,902	-	-	63,902
Education Development Fund	18,440	-	-	18,440	-	-	18,440
Emer Bog and Heathlands	17,675	-	-	17,675	-	-	17,675
Estates Support and Ecology	7,500	49,401	(56,901)	-	-	-	-
Fishlake Meadows	30,610	-	-	30,610	-	-	30,610
IOW Land Management	239,111	-	(20,000)	219,111	-	(200,000)	19,111
IOW Legacy Funds	506,500	82,503	(57,833)	531,170	-	(150,000)	381,170
IOW Projects	187,883	423,132	-	611,015	-	(37,883)	573,132
IOW Capital Depreciation Fund	-	57,833	(2,924)	54,909	-	-	54,909
Itchen Navigation/Winnall Moors	20,814	-	(20,814)	-	-	-	-
Kates Meadow Fund	3,150	-	-	3,150	-	-	3,150
Manor House Farm	301,706	-	(80,500)	221,206	-	-	221,206
Solent Seascape Project, Marine	16,777	51,179	-	67,956	-	-	67,956
New Forest Land Advice	-	82,323	-	82,323	-	-	82,323
Parsonage Farm Fund	27,385	-	(5,000)	22,385	-	-	22,385
Richard Hedley Fund	4,649	-	-	4,649	-	-	4,649

Note 16 - Analysis of Charitable Funds for the Current Year 2023/24

	Balance at 31 March 2023	Incoming resources & fund transfers in	Outgoing resources & funds expended	Balance before movements at 31 March 2024	Investment Gains/ (Losses)	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£
Restricted Funds (cont.)							
SE Wildlife Trusts Strategic Dev. Fund	14,919	-	-	14,919	-	-	14,919
Southern Water Section 20	94,949	400,532	(121,116)	374,365	-	-	374,365
St Clair's Meadow	28,000	-	-	28,000	-	-	28,000
SWWFL Research	2,048	-	-	2,048	-	-	2,048
Test and Itchen Catchment Project	13,696	-	-	13,696	-	-	13,696
Titchfield Development Project Fund	10,285	-	(10,285)	-	-	-	-
Watercress & Winterbournes Project	386,122	72,595	-	458,717	-	-	458,717
Wilder Hampshire - Central & Solent	29,394	47,832	(8,580)	68,646	-	-	68,646
Wilder Hampshire - North	6,001	241,392	(247,393)	-	-	-	-
Wilder Hampshire - West	34,808	252,217	(274,925)	12,100	-	-	12,100
Wilder Marine	115,677	188,886	(261,163)	43,400	-	-	43,400
Wilder Wight	2,100	23,340	(17,440)	8,000	-	-	8,000
Wildlife Investment Fund	27,365	-	-	27,365	-	-	27,365
Restricted Funds	2,437,709	2,321,558	(1,530,636)	3,228,631	-	(387,883)	2,840,748
Restricted Heritage Assets	2,920,869	-	-	2,920,869	-	590,000	3,510,869
Total Restricted Funds	5,358,578	2,321,558	(1,530,636)	6,149,500	-	202,117	6,351,617
Permanent Endowment Fund:							
Ted Wallace Fund	4,508	-	-	4,508	-	-	4,508
Total Endowment Funds	4,508	-	-	4,508	-	-	4,508
TOTAL CHARITABLE FUNDS	**19,503,263**	**11,734,506**	**(7,249,077)**	**23,988,692**	**417,339**	**-**	**24,406,031**

EXPLANATION OF CHARITABLE FUNDS

UNRESTRICTED FUNDS

Designated Fund:

Designated funds are set aside to support the delivery of the Trust's Strategic Plan and to help the Trust manage major risks.

Land Acquisition & Management	In the light of the continuing uncertainty around the agri-environment scheme income for land management post-Brexit, this fund was established in 2016, to help support the management of the Trust's land as well as the acquisition of new sites. Often land acquisition is funded on a case by case basis but this fund allows the Trustees to allocate match-funding to support grant applications or to top up appeals for new land. This fund is supplemented with unrestricted legacies with trustee approval.
Assets Depreciation Fund	A fund to offset the depreciation costs of our major capital asset investments over the depreciation period.
Wilder 2030	Following the successful launch of the Trust's ten year vision and strategy - Wilder 2030 - Trustees agreed to establish this fund to support its delivery. The fund was made up by merging earlier designated funds that had been set aside for strategic development and made up of unrestricted legacies received. The fund will be drawn down with Trustee approval as part of the implementation of Wilder 2030 over a period of three to five years unless needed sooner.
Business Infrastructure	A fund to offset maintenance costs of buildings and fund the Trust's administrative software upgrades and move towards developing Business Intelligence systems.
Nature Based Solutions	This fund supports nature recovery through the creation of new nature reserves funded by the selling of nitrates credits. The Trust has an obligation to manage these sites for 125 years for which this fund will be used.

RESTRICTED FUNDS

Restricted funds are strictly tied to our specific projects. Often the Trust receives project funding in advance and so we need to 'ring fence' the monies for spending on the project, as agreed with the funder or donor. Sometimes the projects can run over a number of years. Normally the fund will close once the project is finished.

Advocacy, Engagement & Education	Funds held from major donors and grants funders towards the Education & Engagement projects in 2023/24.
Badger Appeal	Appeal funds to put towards research and practical control of bovine tuberculosis and deployment of vaccination where appropriate.
Beaver Project	Income from charitable Trusts, individuals and organisations for the Isle of Wight Beaver Project.
Brough Naturalists' Fund	Fund containing an in-memoriam donation given by Antoinette Brough in memory of her husband Dr. Peter Brough, a former and long-term supporter of the Trust. The donation was used to establish an annual prize fund of up to £500 per year to acknowledge and encourage the work of amateur naturalists.
College Copse Farm	Funds remaining from the College Copse Farm appeal, to be spent on upgrading the facilities there.

Donations & Legacies - Hampshire	£2k given by Miss Lipscombe for replacement benches on Warnborough Greens.
EA Water Projects	Funding received in advance for the Test and Itchen Catchment Project.
Education Development Fund	Major Donor funding towards on site capital improvements for education purposes.
Emer Bog and Heathlands	Funds for heathland restoration and ongoing management of Emer Bog nature reserve, funded via a developer's contribution.
Estates Support and Ecology	Funds held from grants funders towards the Ecology projects in 2023/24.
Fishlake Meadows	Funds received towards the ongoing management of Fishlake Meadows from Test Valley Borough Council.
Isle of Wight Land Management	Donations towards the ongoing work on the Island.
Isle of Wight Legacy Funds	Living legacy from major donors Mr & Mrs Oldham towards the management of land and projects on the Isle of Wight, along with Income for land acquisition specifically for purchase of Kittenocks Meadows.
Isle of Wight Projects	Funding received from major donors for the acquisition of land on the Isle of Wight for conservation purposes.
Isle of Wight Capital Depreciation Fund	Funds held towards the future depreciation of capital purchases using major donor funds.
Itchen Navigation/Winnall Moors	Ten year Heritage Lottery Fund balance held against ongoing Itchen Navigation (2022) and Winnall Moors (2023) projects commitments.
Kate's Meadow Fund	Restricted donation of £3500 to be drawn down over 10 years at a rate of £350 per year. The donation from Mr Ray Hilllyer is to cover HIWWT costs when maintaining the Littleton church (Kate's) Meadow.
Manor House Farm	Funds received in advance towards the 50 years of management of Manor House Farm for the period of the agreement.
Solent Seascape Project, Marine	Income towards the delivery of Solent Seascape Project. Funds from the Endangered Landscapes & Seascapes Programme are received by Blue Marine Foundation in dollars and are subject to exchange rate, meaning we may be receiving more or less money than budgeted. This fund was set up to reduce the risk against the variability of this over the 5 year programme. At the end of 2023, East Head Impact joined as an additional funder.
Parsonage Farm Fund	Funding from the Banister Trust for the ongoing maintenance of Parsonage Farm.
Richard Hedley Fund	This fund was established to acknowledge the late Richard Hedley, former Trustee and one of the Trust's most long-standing supporters. Sadly, in May 2018, we also lost Jean Hedley MBE, former Chair and President of the Trust. The family are keen that this fund is continued for the support of ecology trainees. Any donations or other fundraising undertaken in memory of the incredible contribution made by both Richard and Jean Hedley will be added to the fund in accordance with their wishes.
Secrets of the Solent Project	Funds received towards the Secrets of the Solent Project from NLHF and donations from partners and individuals.

SE Wildlife Trusts Strategic Dev. Fund	Funds set aside in agreement with the regional grouping of Wildlife Trusts for spending on strategic pan-regional projects.
Southern Water Section 20	Funding received in advance for the 10 year, Test and Itchen Catchment Project.
St Clair's Meadow	Funds received towards the ongoing management of St Clair's Meadow from donations from the local community.
SWWFL Research	Funds received from SWWFL towards future research work.
Test and Itchen Catchment Project	Funding received in advance for the Test and Itchen Catchment Project.
Titchfield Development Project Fund	Appeal income raised in connection with work on the proposal for the future of Titchfield Haven and the lower Meon Valley.
Watercress & Winterbournes Project	Funds received towards the 5 year Watercress & Winterbournes Project funded by NLHF and donations from partners and individuals.
Wilder Hampshire - Central & Solent	Funds held from major donors and grants funders towards the Conservation projects in the Central and Solent Team in 2023/24.
Wilder Hampshire - North	Funds held from major donors towards the Conservation projects in the North of Hampshire in 2023/24.
Wilder Hampshire - West	Funds held from major donors and grants funders towards the Conservation projects in the West of Hampshire in 2023/24.
Wilder Marine	Funds held from grants funders towards our Marine projects in 2023/24.
Wilder Wight	Funds held from major donors and grants funders towards our Isle of Wight conservation projects in 2023/24.
Wildlife Investment Fund	Appeal income received held in a fund to use in the future when match funds are needed to secure grants from partners and individuals.
	TRANSFERS BETWEEN FUNDS:
	Transfers between funds are made up of;
Land Acquisition & Management	Unrestricted legacy income received and designated to this fund in the year, along with the use of funds for the remaining balance required for the purchase of land on the Isle of Wight.
Wilder 2030	Unrestricted legacy income received and designated to this fund in the year.
Nature Based Solutions	Interest received in the year against NBS investments and designated to the NBS funds for future years management.
Isle of Wight Land Management & Isle of Wight Legacy Funds	Restricted funds used towards part of the purchase of Swanpond Copse and Kittenocks on the Isle of Wight during the year and as shown as additonal land held in restricted heritage assets.
Isle of Wight Projects	Equipment depreciation funded through a restricted fund.

Note 16 - Analysis of Charitable Funds for the Prior Year 2022/23

	Balance at 31 March 2022	Incoming resources & fund transfers in	Outgoing resources & funds expended	Balance before movements at 31 March 2023	Investment Gains/ (Losses)	Transfers	Balance at 31 March 2023
	£	£	£	£	£	£	£
UNRESTRICTED FUNDS							
Designated Fund:							
Land Acquisition & Management	692,476	-	(168,071)	524,405	-	1,303,947	1,828,352
Assets Depreciation Fund	-	-	-	-	-	-	-
Wilder 2030	1,089,718	-	(128,647)	961,071	-	1,105,742	2,066,813
Business Infrastructure	116,024	-	(6,000)	110,024	-	-	110,024
Nature Based Solutions	642,339	1,178,494	(66,263)	1,754,570	-	-	1,754,570
Total designated funds	2,540,557	1,178,494	(368,981)	3,350,070	-	2,409,689	5,759,759
General Fund	8,193,109	6,823,377	(4,198,074)	10,818,412	(28,305)	(2,409,689)	8,380,418
Total Unrestricted Funds	**10,733,666**	**8,001,871**	**(4,567,055)**	**14,168,482**	**(28,305)**	**-**	**14,140,177**
RESTRICTED FUNDS							
Advocacy, Engagement & Education	-	443,510	(366,777)	76,733	-	-	76,733
Badger Appeal	10,872	-	(500)	10,372	-	-	10,372
Beaver Project	-	101,918	-	101,918	-	-	101,918
Brough Naturalists' Fund	22,450	-	-	22,450	-	-	22,450
College Copse Farm	6,970	-	-	6,970	-	-	6,970
Donations & Legacies - Hampshire	2,000	30,105	(24,305)	7,800	-	-	7,800
EA Water Projects	63,902	-	-	63,902	-	-	63,902
Education Development Fund	-	18,440		18,440			18,440
Emer Bog and Heathlands	17,675	-	-	17,675	-	-	17,675
Estates Support and Ecology	-	30,000	(22,500)	7,500	-	-	7,500
Fishlake Meadows	24,810	5,800	-	30,610	-	-	30,610
IOW Land Management	253,111	-	(14,000)	239,111	-	-	239,111
IOW Legacy Funds	-	506,500	-	506,500	-	-	506,500
IOW Projects	37,883	150,000	-	187,883	-	-	187,883
Itchen Navigation/Winnall Moors	30,814	-	(10,000)	20,814	-	-	20,814
Kate's Meadow Fund	3,150	-	-	3,150	-	-	3,150
Manor House Farm	365,706	-	(64,000)	301,706	-	-	301,706
Solent Seascape Project, Marine	-	16,777	-	16,777	-	-	16,777
Parsonage Farm Fund	42,385	-	(15,000)	27,385	-	-	27,385

Note 16 - Analysis of Charitable Funds for the Prior Year 2022/23

	Balance at 31 March 2022	Incoming resources & fund transfers in	Outgoing resources and funds expended	Balance before movements at 31 March 2023	Investment Gains/ (Losses)	Transfers	Balance at 31 March 2023
	£	£	£	£	£	£	£
Restricted Funds (cont.)							
Richard Hedley Fund	4,649	-	-	4,649	-	-	4,649
Secrets of the Solent Project	12,436	-	(12,436)	-	-	-	-
SE Wildlife Trusts Strategic Dev. Fund	14,919	-	-	14,919	-	-	14,919
Southern Water Section 20	295,945	-	(200,996)	94,949	-	-	94,949
St Clair's Meadow	28,000	-	-	28,000	-	-	28,000
SWWFL Research	2,048	-	-	2,048	-	-	2,048
Test and Itchen Catchment Project	3,396	10,300	-	13,696	-	-	13,696
Titchfield Development Project Fund	-	10,285	-	10,285	-	-	10,285
Watercress & Winterbournes Project	386,122	-	-	386,122	-	-	386,122
Wilder Hampshire - Central & Solent	-	58,144	(28,750)	29,394	-	-	29,394
Wilder Hampshire - North	-	385,049	(379,048)	6,001	-	-	6,001
Wilder Hampshire - West	-	277,257	(242,449)	34,808	-	-	34,808
Wilder Marine	-	210,991	(95,314)	115,677	-	-	115,677
Wilder Wight	-	23,897	(21,797)	2,100	-	-	2,100
Wildlife Investment Fund	27,365	-	-	27,365	-	-	27,365
Restricted Funds	1,656,608	2,278,973	(1,497,872)	2,437,709	-	-	2,437,709
Restricted Heritage Assets	2,920,869	-	-	2,920,869	-	-	2,920,869
Total Restricted Funds	4,577,477	2,278,973	(1,497,872)	5,358,578	-	-	5,358,578
Permanent Endowment Fund: Ted Wallace Fund	4,508	-	-	4,508	-	-	4,508
Total Endowment Funds	4,508	-	-	4,508	-	-	4,508
TOTAL CHARITABLE FUNDS	**15,315,651**	**10,280,844**	**(6,064,927)**	**19,531,568**	**(28,305)**	**-**	**19,503,263**

Note 17 - Analysis Of Net Assets Between Funds

	Unrestricted Funds	Designated Funds	Restricted Funds	Permanent Endowment Funds	Total Funds
	£	£	£	£	£
Tangible Fixed Assets	8,829,583	-	-	-	8,829,583
Heritage Assets	674,530	-	3,510,869	-	4,185,399
Fixed Asset Investments	1,372,634	3,441,675	-	4,508	4,818,817
Current Assets	1,300,132	4,615,821	2,840,748	-	8,756,701
Current Liabilities	(2,184,469)	-	-	-	(2,184,469)
Long Term Liabilities	-	-	-	-	-
Net Assets	9,992,410	8,057,496	6,351,617	4,508	24,406,031

Free Reserves Value	**£5,127,584**	(2023: £3,109,852)
Free Reserves Months	**10.8**	months (2023: 8.2 months) Against Trust Policy of 4 months of unrestricted spend

Note 17 - Analysis Of Net Assets Between Funds From Prior Year 2022/23

	Unrestricted Funds	Designated Funds	Restricted Funds	Permanent Endowment Funds	Total Funds
	£	£	£	£	£
Tangible Fixed Assets	8,601,222	-	-	-	8,601,222
Heritage Assets	674,530	-	2,920,869	-	3,595,399
Fixed Asset Investments	1,067,961	1,754,570	-	4,508	2,827,039
Current Assets	1,549,074	4,005,189	2,437,709	-	7,991,972
Current Liabilities	(3,012,369)	-	-	-	(3,012,369)
Long Term Liabilities	(500,000)				(500,000)
Net Assets	8,380,418	5,759,759	5,358,578	4,508	19,503,263

Free Reserves Value	**£3,109,852**	(2022: £1,912,592)
Free Reserves Months	**8.2**	months (2022: 5.6 months) Against Trust Policy of 4 months of unrestricted spend

Note 18 - Trading Subsidiaries

a. The wholly-owned subsidiary company, **Arcadian Ecology and Consulting Limited**, which is incorporated in England and Wales, donates its profits to the charity. The charity owns the entire share capital of 100 ordinary shares of £1.

Audited accounts for the subsidiary company are filed with the Registrar of Companies at Companies House.

A summary of the trading results is shown below:

		2024 £
Turnover	- Third party	271,967
	- Group	-
Cost of sales	- Third party	-
Gross profit		271,967
Administration costs		(220,460)
Profit before taxation		51,507
Tax on profit on ordinary activities		-
Net profit		51,507
Share capital - 100 ordinary shares		100

	2024 £
Revenue Reserve	51,507

b. The wholly-owned subsidiary company, **HIWWT Trading Limited**, which is incorporated in England and Wales. The charity owns the entire share capital of 100 ordinary shares of £1. The company was dormant throughout the current year.

Note 19 - Operating Lease Commitments

The amount payable in respect of operating leases shown below are analysed according to the expiry of the leases.

	Land and Buildings	
	2024 £	2023 £
Within one year	21,785	21,785
Between two to five years	7,008	7,008
More than five years	122,640	124,392
	151,433	153,185

Note 20 - Related Party Disclosures

The Trust owns all 100 of the issued £1 ordinary shares of HIWWT Trading Limited, which is currently dormant. The Trust also owns all 100 of the issued £1 ordinary shares of Arcadian Ecology & Consultancy Limited which trades externally as well as acting as an ecology consultancy for the Charity. At 31 March 2024 the Trust owed Arcadian Ecology & Consultancy Limited £17k (2023: Arcadian owed the Trust £50k).

At 31 March 2024 HIWWT Trading Limited owed the Trust £0 (2023: £0k).

South West Wildlife Fundraising Limited is a membership & supporter recruitment agency which is owned by eight Wildlife Trusts predominantly in the South West region of which HIWWT is one and the liability limited to £1. The total value paid to SWWFL in the year was £240k (2023: £243k) and as at 31 March 2024 there were no outstanding invoices between the Trust and South West Wildlife Fundraising Limited (2023: SWWFL owed the Trust £1,690).

Trustees made donations to the Charity totalling £4,681 during the year (2023: £1,120).

Note 21 - Ultimate Controlling Party And Members' Guarantee

The Trust is controlled by its members; no one member has overall control.

Note 22 - Legal Status of the Charity

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

Note 23 - Donors, Grant Funders and Legacies Received

The Trust receives help and support, financial and otherwise, from many individuals (including members who give additional donations over and above membership fees), companies, government agencies, grant-making bodies and other organisations. In addition, we receive gifts from many people who kindly remember the Trust in their will. We would like to thank all of our supporters, as these generous donations are vital to the Trust and we would not be able to continue our work without them.

A list of our donors, grant funders, legacies and supporters can be found overleaf.

Our Supporters

Donations in memory of:

Joyce Eileen Aburrow
Julian Bevis
Ruth Cairns
Myra Cowan
Alan Cully
Malcolm (Mick) Dodd
Frank White Douglas
Lorna Fitzgerald-Cowle
Barry Gilmore
John William Goater
Violet Gillian Hammill
Clare Hutchins
Jude James
Sandra Jones
Jacqueline Jupp
Tina Jury
Pauline Lailey
Barbara Longlands
George Lowther
Loraine Martin
Marigold Maxwell
Jacqueline Murrow
Peter Donald Neal
Captain Anthony James Oglesby OBE RN
Michael (Mike) O'Leary
Robert (Bob) Page
David Prichard
Robert John Priddle
G J Rankin
Edward (Ted) Raynor
Reginald & Beryl Roberts
Terrance Rolf
Joy Primrose Scanlan
Patricia Smith
Valerie Southon
Wendy Sullivan
Frank Tuffs
Alice Unwin
Pamela Walton
Daphne Wilson
Major Dederick Wright

Gifts in Wills from:

Emilio Fernandez Arias
Mary Ada Barnes
Mary Frances Bell
Patrick Donald Bowman
Dayla Anne Bull
Gwendolen Margaret Bunce
Margaret Joyce Burnhill
Leslie Davie
Ruth Elisabeth Day
Maureen Violet Edwards
Geoffrey Dingley Field
Jean Rosina Fish
Michael James Flint
Eileen Joyce Greenway
Christopher Malcolm Hardy
Philip Robert Hastie
Valerie Merle Kunzle
Heather Monie & Shirley (Bunny) Bull
Arthur Leonard (Len) Mummery
Elisabeth Marston Purvis
Brian Alan Reader
Sheila Marcelle Emily Ridealgh
Leslie Edward Scott
Pamela Enid Seago
Melody Rowena Seymour
Pamela Ann Symes
Elizabeth Anne Thorn
Alice Unwin
Patricia Welford
Anthony James Wilde



Funding to support our work and projects:

We wish to express our sincere gratitude to individual donors, corporate supporters, local authorities and grant funders for their generous support. With their assistance, we were able to recruit new trainee staff members and achieve continued success in our education and engagement programmes. We are grateful to the partners and donors who contributed to the management of our nature reserves and wider conservation projects, fostering nature recovery across our two counties. We'd also like to thank all who have supported our work but wish to remain anonymous. The numbers of donors involved makes it impossible to name everybody individually but we are truly grateful for your support.

Basingstoke & Deane Borough Council
Boskalis Westminster
Bournemouth Water, part of the Pennon Group plc
Butterfly Conservation - Hampshire and Isle of Wight branch
Candover Brook Wines
East Head Impact
Eastleigh Borough Council
Eco Drift
Endangered Landscapes & Seascapes Programme
Environment Agency
Estee Lauder
FatFace Foundation
Forbidden Planet, Southampton
Forestry England
Hampshire County Council
Hampshire Ornithological Society
Hi-Level Mezzanines Ltd
Hildon Ltd
Isle of Wight National Landscape
Isle of Wight Council
Isle of Wight Distillery
John Swire 1989 Charitable Trust
Lakeside North Harbour
Lymington and Pennington Town Council
NATS
Natural England
New Forest District Council
New Forest National Park Authority
NOSY
Pamber Parish Council
Portsmouth City Council
Portsmouth Water
Silchester Parish Council
South Downs National Park Authority
Southampton City Council
Southern Car Storage
Southern Co-op
Southern Water
Tadley Parish Council
Test Valley Borough Council
The Knights Trust
The National Lottery Heritage Fund
The Roger and Ingrid Pilkington Charitable Trust
The Verderers of the New Forest
Vine House Farm
Vitacress Conservation Trust
Vitacress Ltd
VP PLC
Wessex Water
Wight Nature Fund
Wightlink
Winchester City Council

Local groups:

We're very thankful for the continued hard work and support of our local groups and their volunteers.

Basingstoke
Bishop's Waltham
Fareham
Hart and Rushmoor
Isle of Wight
Romsey
South Downs
Winchester

Charity Information

Organisational Structure

Hampshire and Isle of Wight Wildlife Trust is a registered charity (No. 201081) and a company limited by guarantee in England and Wales (No. 676313). VAT registration number 238466579. The charity was founded and incorporated as a company limited by guarantee on 28 November 1960, as Hampshire and Isle of Wight Naturalists' Trust Limited. On 4 June 1991 the charity changed its name to Hampshire and Isle of Wight Wildlife Trust Limited, later simplifying it to Hampshire and Isle of Wight Wildlife Trust on 19 December 2006. The charity has two subsidiary trading companies. The work of the subsidiary companies is overseen by a board of Directors which is accountable to Council. Day-to-day management of the Trust's two subsidiary companies is delegated to the Chief Executive who oversees their activity. Hampshire and Isle of Wight Wildlife Trust is a member of the Royal Society of Wildlife Trusts (registered charity number 207238). The Trust is one of 46 Wildlife Trust members throughout the UK which are collectively known as The Wildlife Trusts.

Arcadian Ecology & Consulting Limited

Established in 2016; Company No. 10033962. Arcadian Ecology & Consulting delivers a range of chargeable services including ecological surveys and the provision of land management advice. As a subsidiary of the Trust, Arcadian abides by the Trust's policies and procedures and staff are subject to the same terms and conditions of employment. Staff employed by the Trust have Group employment contracts and can work in the charity and subsidiaries. In 2022/23 the equivalent of 4.89 (2023: 3.91) FTE staff worked on Arcadian activities.

HIWWT Trading Limited

Established in 2013; Company No. 08478757. HIWWT Trading provides the Trust with a vehicle for the potential development of other trading activities in the future, such as retail sales. This company is currently dormant.

Charitable Purpose

Hampshire and Isle of Wight Wildlife Trust has two charitable purposes in accordance with the Charities Act 2011 and as set out in our Articles of Association: 1. For the benefit of the public, to advance, promote and further the conservation, maintenance and protection of the environment. 2. To advance the education of the public in the principles and practice of sustainable development and biodiversity conservation. In support of these purposes, the Trust promotes research in all branches of nature study and the publishing of the useful results thereof. The Trust delivers its charitable purposes through its strategic objectives as described in this report.

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. The Trust's public benefit is enshrined in its charitable objectives and activities, providing multiple benefits for the public which are wide-ranging and long-lasting.

- Our nature reserves are used extensively by the public for quiet recreation; many have access on clearly marked paths along with information and interpretation for visitors.
- The land we manage provides a range of other public benefits such as flood risk management, carbon storage, pollination, pollution control and aesthetic beauty.
- Government and businesses are now recognising the essential role that nature plays in supporting the economy, not least through the provision of these public goods and services.
- Through providing advice and assistance to farmers and landowners, the Trust helps to support the rural economy and wider landscapes valued by the public.
- We deliver an extensive education and engagement programme, inspiring thousands of people of all ages - from schools, colleges, adult groups and the wider public - to enjoy contact with the natural world and benefit from its positive effect on health and wellbeing.
- Evidence and advice provided by the Trust to local government, private companies, landowners and communities helps to ensure that decisions on policies relating to land management, development, and public health take full account of the public benefit of wildlife and a healthy environment.

Governance

Council

Council is the Trust's governing body, made up of 10-15 members who serve as both Trustees of the charity and Directors of the company. Trustees are elected by the members at the Annual General Meeting. Trustees can serve for three consecutive terms of three years and then must stand down for a year, becoming eligible to stand again. The exception is that of the Chair and the Honorary Treasurer who can stand for a fourth consecutive term. All Trustees are volunteers, give freely of their time and have no beneficial interest in the company or charity. To ensure that Council is equipped to carry out its responsibilities it carries out skills analysis of existing members, inducts new members into the charity and provides Trustee training as required.

As part of the Trust's commitment to diversity and inclusion, to attract younger and more diverse voices onto the Board, the role of Associate Trustee has also been created. Whilst Associate Trustees do not have the full legal liabilities and responsibilities of an elected Trustee, which means they cannot vote on resolutions, make any major decisions, or give instructions to Council, they can participate in all Board meetings and are encouraged to bring a fresh perspective, provide input and comment on recommendations to Council. The role of Associate Trustee provides a training ground for a potential future role as a Trustee.

Responsibilities of Council

Council meets on a quarterly basis. Trustees are responsible for setting the charity's strategic objectives and policies and for ensuring they are achieved. Under the Companies Act, Trustees as Directors of the company must prepare the Report of the Trustees and the Financial Statements for each financial year in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Company law requires the financial statements to give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Statement of Recommended Practice;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on a 'going concern' basis unless it is inappropriate to;
- presume that the charitable company will continue in business.

Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are responsible for safeguarding the assets of the charitable company and for taking reasonable steps for the prevention and detection of fraud and other irregularities. Council is also responsible for assessing, managing and monitoring strategic risks to the delivery of the charity's purposes.

Committees, Advisory Panels and Working Groups

Council is assisted by two governance committees that meet regularly and report to Council each quarter:

Business & Finance Committee – provides expertise and advice to Council on all business and financial matters, undertakes scrutiny of accounts maintains oversight of investments and financial controls, develops policy and provides advice on business risk and resource management.

HR & Remuneration Committee – advises Council on human resource matters, develops policy and strategy, monitors key HR metrics and provides advice on succession planning and use of volunteers. The committee also has oversight of staff remuneration and benefits

Council is also assisted by several advisory panels, working groups and operational committees that meet and report to Council as required. This includes a combined Arcadian Board and Nature-based Solutions Working group to oversee this growing area of our work.

Staff Remuneration

The Trust uses a job scoring system based on a model developed by the Royal Society of Wildlife Trusts. The Chief Executive has delegated authority to set salaries for staff using this system, alongside information from the Trust's external benchmarking process. The external benchmarking process is conducted no more than every three to five years to ensure that salaries remain competitive with the external market. Salaries for senior posts are agreed with Trustees. The Chief Executive's salary is set by the HR and Remuneration Committee using a similar process of assessment and confidential benchmarking.

Auditors

An independent audit is performed annually to fulfil the charity's legal obligations and for Council to ensure that the financial statements have been properly prepared and give a true and fair view. The auditor's report to the members of the charity is given on pages 46/47.

Registered Auditors: Casidhe Baleri (Senior Statutory Auditor) for and on behalf of Saffery LLP Chartered Accountants. Midland House, 2 Poole Road, Bournemouth, BH2 5QY

Principal Bankers: Unity Trust Bank plc, Four Brindleyplace, Birmingham B1 2JB

Investment Managers: CCLA Investment Management Limited, 1 Angel Lane, London, EC4R 3AB

Hargreaves Lansdown, 1 College Square South, Anchor Road, Bristol, BS1 5HL

Solicitors: Knights, 3rd Floor, Cumberland House, 15-17 Cumberland Place, Southampton S015 2BG.

Our People

President

Megan McCubbin

Vice Presidents

Michael Baron
Lord Montagu of Beaulieu
Roger Harrison
Harvey Jones
Chris Packham CBE

Members of Council

David Jordan OBE	Chairman. Other than during interregnum April – October 2023
Richard Green-Wilkinson	Treasurer
Helen McCormack	Vice-Chair during interregnum. Safeguarding Trustee.
Oliver Cox	Vice-Chair. Chairman of the Nominations Committee. EDI Trustee.
Lesley Chin	
Matt Prescott	
Julian Roberts	Health & Safety Trustee
Malcolm Sonnex	
Rachel Coyle MBE	Chair of Business & Finance Committee
William Vine	
Christopher Langford	Vice-Chair. Chairman during interregnum. (Retired 14 October 2023 at AGM)
Andrew Lee	(Retired 14 October 2023 at AGM)
Lesley Kirk	(Resigned 24 October 2023)
Jane Page	(Resigned 14 October 2023 at AGM)
Victoria Thorp	(Co-opted 19 February 2024)
Charlotte Rose	(Co-opted 19 February 2024)
Henry Gardener	(Co-opted 19 February 2024). Data Protection Trustee.
Oliver Cooper	(Co-opted 19 February 2024)

Note. Between 11th April and 1st October 2023, David Jordan stood down as Chair due to health reasons. During this period he continued to serve as Trustee.

Other members of Council (non-voting roles)

Alex Nicol-Harper	Associate Trustee (Re-appointed October 2023)
Christopher Langford	Advisor (Appointed October 2023)
Timothy Pinchen	Advisor to Council (Retired 14 October 2023 at AGM)

Management: Senior Staff

Deborah Tann MBE	Chief Executive
Martin De Retuerto	Director of Nature Recovery, Wilder Hampshire
John Durnell	Director of Nature Based Solutions / MD Arcadian Consulting
Jamie Marsh	Director of Nature Recovery, Wilder Wight, Solent & Seas
Hannah Terrey	Director of Advocacy & Engagement
Natasha Thorneloe	Director of Finance & Resources
Ian Wadley	Director of Marketing & Fundraising (joined May 2023)

Company Secretary Clive Chatters

Management

Day-to-day management of the Trust and its two subsidiary companies is delegated to the Chief Executive, according to a Scheme of Delegation approved by Council.

The Chief Executive reports to Council and works with a team of executive directors to deliver the work of the charity. The Director of Nature Based Solutions / MD Arcadian Consulting oversees the day-to-day management of the trading subsidiary, Arcadian Ecology and Consulting Limited.

Registered office and principal address

Hampshire and Isle of Wight Wildlife Trust, Beechcroft House, Vicarage Lane, Curdridge, Hampshire, SO32 2DP. Tel: 01489 774400. www.hiwwt.org.uk

Thank you

Thank you to all our members, staff, volunteers, donors, funders and investors for their commitment to nature conservation. We would not be able to carry out our vital work to safeguard the wildlife and wild places of Hampshire and the Isle of Wight without your generous support.





Hampshire & Isle of Wight Wildlife Trust

For a wilder Hampshire and Isle of Wight

Hampshire & Isle of Wight Wildlife Trust
Beechcroft House, Vicarage Lane
Curdridge, Hampshire SO32 2DP

01489 774400
hiwwt.org.uk

Registered Charity Number 201081 | Company Limited by guarantee and registered in England No. 676313

Marbled White resting on Pyramidal Orchid © Guy Edwardes/2020VISION

HAMPSHIRE AND ISLE OF WIGHT WILDLIFE TRUST

England & Wales - Charity number 201081

Accounts



Hampshire & Isle of Wight Wildlife Trust

Hampshire and Isle of Wight Wildlife Trust

Annual Report 2022/23

Registered Charity No. 201081 | Company Limited by guarantee and registered in England No. 676313

Contents

Our Year in Numbers	2	Building Resilience - Managing Risk	26
Foreword	3	Financial Review	30
Our Strategy	4	Report of the Independent Auditors	36
Our Impact 2022/23	6	Financial Statements	38
Looking Ahead	20	Our Supporters	62
Effective Organisation	22	Charity Information	64
Membership & Fundraising	24	Our People	66

Our year in numbers

27,796 members
(2022: 27,772)

1,500 volunteers
(2022: 1,240)

101 full-time equivalent employees
(2022: 94)

£10,280,843 total income
(2022: £7,463,063)

£4,141,553 spent on conservation (2022: £4,078,938)

£793,715 spent on education and engagement (2022: £551,240)

£1,915,822 received from gifts in Wills allowing us to invest in future conservation priorities (2022: £331,654)

24,763 hours given by our volunteers, equivalent to 3,538 days
(2022: 20,106 hours | 2,872 days)

237 cattle, **275** sheep and **4** native ponies enable conservation grazing on the land we manage
(2022: 224 cattle, 290 sheep)

4,814 hectares in Hampshire and the Isle of Wight managed by the Trust
(2022: 4,999)

The reduction in managed land from 4,999 hectares in 2022 to 4,814 hectares is due to a number of short-term land management leases coming to an end.

Cover photo: Crab in Solent seagrass meadow © Theo Vickers

Foreword

The year 2022-23 was the third year of implementing our Wilder strategy. As we recovered from the COVID-19 pandemic, a number of challenging factors continued to impact the Trust during the year. Like so many across society, we faced economic pressures due to the cost of living crisis, while the threats posed by the climate and nature emergencies became ever more apparent. The summer of 2022 brought serious drought conditions and record-breaking temperatures which had a devastating effect on some of our wildlife, as well as highlighting the impact that climate change will have on all our lives if we don't tackle it.

The role of nature in helping to mitigate climate impacts became more mainstream, and the urgency of nature recovery more understood than ever. At the Trust, we remain steadfast in our commitment to being a driving force in nature's recovery, and our Wilder 2030 strategy sets out a clear and ambitious plan for achieving this. Thanks to growing levels of support and awareness of this vision, the Trust continued to make a major impact in 2022-23.

During the past year, we have seen the tremendous difference our actions have made across our nature reserves. In Hampshire, Deacon Hill has been a triumph for conservation, ensuring the survival of the Duke of Burgundy butterfly. We also enjoyed a record-breaking year for breeding bird successes, one highlight being 25 lapwing fledging at Testwood Lakes.

Our fragile and precious chalk streams remain threatened by pollution and over-abstraction but the Trust's Watercress and Winterbournes project, aided by our fantastic network of volunteer champions, continued to protect and restore these jewels in our crown. And at Winnall Moors, there was the exciting discovery of white-clawed crayfish, previously thought to have been lost to the site and most of the Itchen. We would also like to thank those visitors who respected our reserves, following the guidance to allow wildlife the best possible chance to thrive in these safe havens.

On the Isle of Wight, our two rewilding sites provided a range of very encouraging results, with Wilder Little Duxmore and Wilder Nunwell both outstanding examples of nature-based solutions in action. In our local seas, we completed the Secrets of the Solent project and our innovative work to restore seagrass meadows has captured the imagination, supported by volunteers as well as project partners and donors.

Our goal of inspiring one in four people to take action by 2030 remains at the heart of our mission to get more people on nature's side. We were delighted to see a growing army of members, volunteers, donors and supporters respond to our rallying cry throughout the year. From membership subscriptions and donations to partnerships and volunteering hours, our work would not be possible without this incredible support. We saw the continued development of Team Wilder and the growth of our Wilder Communities and Wilder Schools programmes, while people also mobilised in support of our campaigning and advocacy work. However you chose to support the Trust, thank you so much.

While much has been achieved, we remain acutely aware of the scale of the challenges ahead of us. We must be bold, passionate and resilient if we are to put nature into recovery before it is too late. We look forward to continuing to work with all our members, supporters, volunteers, partners and staff to fulfil our vision for creating a wilder, brighter future for all across Hampshire and the Isle of Wight.



Debbie Tann
Chief Executive



David Jordan OBE
Chairman



Our strategy

Our future has to be wilder. And we must act now to create a much wilder Hampshire and Isle of Wight.

At the end of 2019, we launched our Wilder 2030 strategy as our response to the nature emergency, with ambitious goals for nature recovery and public action. Since then, the world has changed dramatically. The impacts of the COVID-19 pandemic, and a growing awareness of the ever increasing threats posed by the climate and nature emergency, have presented the Trust with new opportunities and challenges.

In early 2022, The Wildlife Trusts launched a new UK-wide 2030 strategy. This set national goals for local action, collective impact, and global change – with the same ambitions that we had already set out for nature recovery and people taking action. What was new was a greater emphasis on nature-based solutions and climate action, and more focus on working together as a collective of Wildlife Trusts. We therefore refreshed our strategic goals to align fully with the national goals, while our vision and mission remained the same.

Our Vision is for a Wilder Hampshire and Isle of Wight by 2030 – where nature is recovering, wildlife is returning, damaged ecosystems are being restored, and everyone benefits from a healthier, more resilient, natural environment.

Our Mission is to get more people on nature's side and create more space for wildlife to thrive.

Our three strategic goals are shown opposite.

In summary, our strategy sets us on a path for playing a crucial local role in helping to tackle the climate and nature crisis through delivering our three interlinked goals.

Our strategy recognises that our work over the past 60 years has been vital in protecting some of the most important places for nature. But we know that our work must now step up a gear. As well as protecting the fragments of wildlife-rich habitat that remain, we need to start restoring ecosystems at scale, so that at least 30% of land and sea is in recovery by 2030, and nature is playing a vital role in tackling issues like climate change, pollution and flooding. We also know that we need many more people on nature's side and that if we can empower one in four people to take meaningful action, this will create the societal change that is needed to tip the balance in favour of nature's recovery.

Our strategy is set out in more detail in a strategy map complemented by a three-year business plan with key performance indicators (KPIs), enabling us to measure and report on progress.



Goal 1

Nature in Recovery - 30% of land and sea is protected and managed positively for wildlife by 2030. Trends for key indicator species are improving by 2030.

Goal 2

People Taking Action - 1 in 4 people are inspired and empowered to act in support of nature's recovery by 2030. Support for the Trust grows year on year.

Goal 3

Nature as a Solution - Restoring nature helps tackle issues like climate change, pollution and flooding. Investment in nature-based solutions creates increased opportunities for nature's recovery on land and at sea.

Our Impact

Nature in Recovery - Hampshire

Space for wildlife on our land and seas is being constantly squeezed. We need to give nature the opportunity to recover by ensuring that 30% of land and sea is actively managed for nature's recovery by 2030.

We have set an ambitious target of doubling the Trust's estate between 2020 and 2030 and creating new nature reserves to protect wildlife, with an increasing focus on land for rewilding and habitat creation. We're making progress towards this target by managing more than 60 nature reserves, expanding our estate to protect and restore more land for wildlife, and working in partnership to support others in creating a wilder future for Hampshire and the Isle of Wight.

In the following pages, we showcase a collection of highlights which demonstrate the remarkable strides in nature recovery across our two counties.

Duke of Burgundy butterfly

Deacon Hill, Winchester's last stronghold for the Duke of Burgundy butterfly, is a 10-hectare patchwork of scrub and chalk grassland overlooking the Chilcomb Valley. The land was acquired through a combination of a successful fundraising appeal, a gift in the Will of two local residents, generous grants from Hampshire County Council and South Downs National Park, and strong support from officers and members of the Hampshire branch of Butterfly Conservation.

Our efforts have focused on preserving the Duke of Burgundy butterfly population. A new fence and corral were erected to protect their habitat, and 2,000 cowslip plug-plants were introduced to enhance their food source. These initiatives are vital for the ongoing survival of this precious species.

The Trust's ecology team conducted surveys using dormice nest tubes and recorded a thriving dormouse population on the site. Bird surveys by local groups confirmed the presence and breeding of species such as whitethroat. Through the introduction of essential habitat features, enhancement of food sources and the unexpected success in dormouse population, Deacon Hill represents a conservation triumph, ensuring the ongoing survival of the Duke of Burgundy butterfly and fostering the rich biodiversity of the site.

Record-breaking breeding bird successes

The remarkable breeding bird successes at Testwood Lakes have included a record-breaking 22 pairs of lapwing hatching 84 eggs. Of these, 25 young successfully fledged, marking one of the Trust's highest numbers to date. Common terns nested on floating rafts and fledged 13 young, while the sand martin bank saw significant activity despite delayed arrivals, and 88 breeding pairs occupied burrows. Breeding pairs of little ringed plover, oystercatcher, and redshank were observed, marking the first recorded instance of redshank breeding in the Lower Test Valley in two decades. We were delighted to witness the rearing of two young by the pair.

At Farlington Marshes, breeding waders also achieved notable successes. Despite challenges such as fox predation and dry spring conditions, 10 lapwing chicks fledged. Additionally, the avocet colony continued to expand, yielding 10 fledged birds. These achievements highlight the resilience of the habitat and the effective control measures implemented by our dedicated team.

Bird ringing near the Education Centre at Blashford Lakes resulted in the trapping of a Siberian chiffchaff, marking the first confirmed record for the reserve. All 11 tern rafts were deployed with the help of conservation volunteers, providing nesting opportunities for black headed gulls and common terns. Nineteen pairs of terns were recorded, with a minimum of 24 fledged chicks.

Collaborative working for nightingales

The Trust's Solent team spent a third winter working in Botley Woods to provide habitat for the drastically declining nightingale. Botley Woods and the neighbouring woodland is one of Hampshire's strongholds for nightingale but the numbers are still worryingly low. It is important that the habitat is in perfect condition for this species to remain, and to begin to grow the local population. The Trust has been offering advice to Hampshire County Council, who own the woodland, and working with their rangers on the practical management required to create the perfect scrub conditions needed by the birds.

Swanwick Lakes Nature Reserve is 3km west of Botley Woods and historically held nightingales. By assisting in Botley Woods, we hope that populations will expand and reoccupy Swanwick Lakes in the future.

SPA birds and reptile data

Across the parts of the Thames Basin Heaths Special Protection Area (SPA) that the Trust manages, the three specially protected bird species had an excellent year. At Bourley and Long Valley, 30 territories of nightjar and 60 of Dartford warbler were counted, while 37 woodlark nests were recorded, resulting in 80 young. At Woolmer Forest, Longmoor and Broxhead Common, numbers of nightjar and Dartford warbler both increased, while woodlark decreased slightly. Dartford warbler numbers are on the increase across the area as a result of milder winters and positive heathland management.

Over the past three years, the Trust has set up monitoring transects for reptiles with the Hampshire and Isle of Wight Amphibian and Reptile Group. Broadly, most sites in Hampshire are recording either stable or declining reptile populations. The first spring survey of the Trust-managed area of Woolmer recorded an incredible 72 animals from 30 tins. While the majority were common lizards, good numbers of grass snakes and adders were seen, which is indicative of good structural diversity in the heathland area, achieved by combining grazing and mechanical management.

Amazing grazing

Conservation grazing continues to play a key role in the Trust's land management approach. Our cattle herd saw a steady and planned growth. To enhance the proportion of the Shetland breed, we strategically introduced more Shetland cows to the bull, resulting in a satisfactory number of heifer calves being born. The Shetland cattle and their hybrids have proven to be exceptionally well suited to our heathland reserves, demonstrating their compatibility with our conservation goals.

The Trust's sheep flock continued the gradual transition from Shetlands to white-faced woodlands. Although the overall numbers slightly declined, the shift towards the white-faced woodlands breed increased the flock's value. This transition aligns with our objective of improving the quality and suitability of the flock for our conservation efforts.

Furthermore, our contract grazing service enjoyed continued growth, and we anticipate further expansion in 2023-24. The provision of contract grazing is a mutually beneficial arrangement which enables partner organisations to effectively manage their land for conservation purposes while also bolstering the resilience of the Trust's own grazing operation and contributing to the overall success and sustainability of our work.



Conserving chalk streams

Watercress & Winterbournes

The recruitment of 64 new Chalk Stream Champions, bringing the total number of volunteers to 162, continued to play a key role in our Watercress & Winterbournes project. As well as helping at events, responding to planning applications and tackling the sources of run-off, the volunteers have been trained in water safety, oral history collection, and the monitoring of water voles, invertebrates and fish redds. Volunteer time secured £97,320 of match funding from the National Lottery Heritage Fund.

Thanks to the help of 61 volunteers, we pulled up Himalayan balsam, orange balsam, and monkey flower – all harmful invasive non-native species – at several local chalk streams. We also deployed six rafts to help us spot the presence of American mink, which pose a threat to our endangered water voles, at locations identified by our volunteers.

Major chalk stream restoration works were delivered to tackle bank erosion, straightened channels, habitat loss, and sedimentation. These projects involved both volunteers and landowners, enabling them to learn river restoration techniques. Bespoke training on chalk stream habitat management was also provided for local landowners.

Our chalk stream education programme delivered 69 sessions to schools and youth groups, reaching 953 children and young people. These sessions included source-to-sea assemblies, stream dipping, invertebrate identification and water conservation activities. We also awarded 234 Chalk Stream Challenge badges to 11 groups.

People continued to explore our area through the Open Chalk Streams project, with many landowners allowing exclusive access. We engaged with a wider audience through our online talk programme, which aims to educate local communities about a range of chalk stream topics. Overall, 43 events were delivered for 2,967 attendees.

We also engaged with residents through our water efficiency project Save Every Drop. A total of 58 people applied for a free home advice visit, through which 90 free water saving products were fitted. Meter readings from participating properties have shown a 31.4% reduction in water use, on average, after their home visit.

White-clawed crayfish discovered at Winnall

In January 2022, a volunteer work party at Winnall Moors made the exciting discovery of a small population of white-clawed crayfish in a channel overgrown with willows. This species was thought to have been lost from the site – and indeed most of the Itchen – due to an outbreak of crayfish plague in the early 1990s.

Following this rediscovery, we embarked upon a survey programme in the summer of 2022, with the assistance of Winnall Moors staff and volunteers. Across three different channels in the north of the reserve, we found a total of 73 white-clawed crayfish, ranging from very small juveniles that had likely hatched that spring, to very large adults of more than 50mm carapace length. These are among the biggest white-clawed crayfish we've ever found, and could be around 10 years old.

We hope to undertake further surveys at Winnall Moors in the coming years to establish how widely white-clawed crayfish are distributed across the site and monitor the health of the population. This is especially crucial due to the known presence of signal crayfish in lakes close to the reserve, as these signals carry a virulent fungal disease - crayfish plague - that poses a deadly threat to our native crayfish species.





953
children and young people reached by our chalk streams education programme.

2,967
people attended 43 open chalk stream events.

73
white-clawed crayfish discovered at Winnall Moors.

Split level view of the River Itchen © Linda Pitkin/2020VISION

Our Impact

Nature in Recovery - Isle of Wight

Work continues on beaver project

Following our successful beaver consultation in 2022, which recorded 89% of respondents feeling positive about a release on the Isle of Wight, the Trust has continued to prepare the project and licence application in the hope of realising our ambition of a wild release.

Frustratingly, we have been unable to submit a licence application due to the ongoing delays to the implementation of the English national beaver management strategy. The wild release criteria and licencing process are still being developed. Although the body of evidence detailing the positive impact of beavers continues to grow and further support the case for a wild release, beavers remain a political topic. We are still awaiting further updates from DEFRA and timescales for the wild release process.

In more positive news, in October 2022, beavers were added to Schedule 2 of the Conservation of Habitats and Species Regulations 2017, which recognises them as a European Protected Species. During this interim period, we have continued stakeholder and community engagement through walks, talks and attendance at events. The Beaver Steering Group is now well established and meets quarterly to discuss progression of the project. Our ongoing preparation for the licence application has included developing the management strategy, risk assessments, impact assessments and surveys to help inform the process. Baseline surveys have been carried out on our Eastern Yar sites, surveying a range of taxonomic groups. The beaver officer and local team continue to upskill and build their knowledge through site visits and specialist training. Thanks to funding from several sources, we have been able to carry on this development work towards our aim of restoring nature's great eco-engineer.

Eastern Yar Valley

With our estate in the Eastern Yar now covering more than 121 hectares and 4.5km of the river valley, we are strategically based to deliver landscape scale restoration on our estate, as well as to work with partner organisations and private landowners. Through a combination of natural management (to hopefully include beavers) supplemented by capital works and traditional conservation management techniques such as grazing and riparian management, we have bold ambitions to restore the functionality of the catchment.

During the past year, we have been developing these plans and funding mechanisms while carrying out baseline data surveys and management to start the restoration process. Coppicing and management of bankside trees has been carried out at our Sandown Meadows reserve along with non-native species removal. Preparatory works for a new Countryside Stewardship scheme has been developed which, if successful, will provide funding support for restoration of key habitats and capital works from 2024.

Wilder Island estate

The Island reserves continue to be managed to a high standard – delivering positive outcomes for both people and wildlife. Our work has been supported during the past year by the addition of a new assistant reserve officer post to assist with the management of additional land, most notably Wilder Nunwell.

At 144 hectares, Wilder Nunwell is our biggest Island reserve and is funded through our nitrate mitigation programme. This former intensive arable site will be restored through a combination of rewilding and habitat restoration techniques. It has created an exciting partnership working alongside a new regenerative farm, Nunwell Home Farm, with their pedigree livestock grazing Nunwell and Arreton Down, with future plans

for them to also graze more of our estate including Eastern Yar sites and Wilder Little Duxmore. At Wilder Little Duxmore, biological surveys continue to show positive uplifts for a wide range of species, as well as marked improvements in soil health and condition. Capital works delivery is well under way with the installation of fencing and cattle grids, and preparatory works for grazing.

The Isle of Wight hedge laying competition was held on site in February, with the Island staff winning the team event and the Island volunteer group winning the award for best laid hedge with hand tools.

St Lawrence Field has seen a change in management. The arable field has been split and managed for arable birds, with a spring sown cereal/bird mix and overwinter stubbles and then a section cultivated with an autumn sown cereal for the field cow-wheat. Field cow-wheat continues to expand and increase on site, and we hope this change in management will further support the species into the future.



Nature-Based Solutions

Society is increasingly facing multiple social and economic challenges such as how to balance competing priorities for land including housing provision and food production alongside dealing with climate change impacts and nature recovery goals. The global biodiversity and climate crisis requires us all to take immediate and meaningful action to put nature into recovery. Nature-based solutions present natural mechanisms to combat society's great challenges while restoring our fragile ecosystems and supporting biodiversity at the same time.

The Trust's two rewilding projects, Wilder Little Duxmore and Wilder Nunwell, are two outstanding examples of nature-based solutions in action. Both were acquired as land use change projects to provide mitigation for nitrate pollution in the Solent. By taking this low-grade agricultural land and utilising it for rewilding projects with zero nutrient input of fertilisers, we can reduce nutrient inputs into the Solent and mitigate the environmental impacts of new housing developments in the region. The Trust has also completed baseline surveys with a view to providing Biodiversity Net Gain at Wilder Nunwell.

We are also investigating the feasibility of other innovative solutions to provide nitrate mitigation through integrated constructed wetlands – this would see the Trust taking poor quality terrestrial habitats in river catchments to replicate natural wetland systems. These wetlands are natural solutions that provide nutrient storage, reducing the flow of nutrients downstream and addressing the major issue of pollution of our waterways, while also having the dual benefit of creating habitat for wildlife.

Beaver © David Parkyn

Exciting results for rewilding projects

Wilder Little Duxmore is now in its fourth year and the second year of ecological monitoring provided a range of exciting results. Compared with the baseline surveys in 2021, bird activity in 2022 significantly increased with seven new species recorded. Butterfly species diversity also increased, with six new species recorded in 2022 including the endangered Glanville fritillary and the vulnerable chalk hill blue. The site is becoming more heterogenous, increasing suitability for a variety of species.

Wilder Nunwell is entering its second year and this site has already produced some promising baseline monitoring results. We have recorded 60 bird species with 28 of those listed on the Birds of Conservation Concern 5 list, including Dartford warbler, snipe, merlin and yellowhammer. Nunwell has also seen 23 butterfly species recorded – among them the endangered wall brown and vulnerable small heath and chalk hill blue. This is in addition to nine species of bumblebee.

Soil surveys at both Wilder Little Duxmore and Nunwell have helped us to form a picture of how nutrients are being stored and leached from the sites following previous intensive application of fertilisers. Since being taken over by the Trust, there has been no further input of fertiliser, which means no additional nutrients are being added to the system. In March, very significant results from Little Duxmore showed that soil mineral nitrogen content had decreased by a dramatic 47% across the whole site. This major change has occurred at a far quicker rate than initially envisaged. This is a positive step towards wildflower establishment and habitat restoration, which is soon to be supported by low density grazing by cattle, pigs and ponies. Moreover, the results also provide justification for implementing the land use change approach as a mechanism to reduce nitrate pollution.





47%
Decrease in soil mineral nitrogen content at Wilder Little Duxmore.

144
Hectares at Wilder Nunwell, our biggest Isle of Wight reserve.

23
Butterfly species recorded at Wilder Nunwell, including the endangered wall brown.

Our Impact

Nature in Recovery - Our Local Seas

Secrets of the Solent

The Trust completed this four-year National Lottery Heritage Fund-backed project which celebrated the Solent, its wildlife, habitats and people. This work sought to promote meaningful change to address some of the negative impacts affecting the Solent. From developing citizen science programmes to raising the profile of sustainable seafood, a range of innovative approaches was delivered to inspire local communities and businesses to support their local marine environment. The use of creative projects was key to delivery and this included guided walks, exhibitions and wall murals which were placed in strategic locations around the region.

Some of the greatest achievements of the project were the training of 240 Volunteer Marine Champions and 33 Volunteer Marine Ambassadors. In total, 179 people were trained in marine biodiversity and intertidal surveying, and almost 5,000 people participated in events. The legacy from this fantastic project has helped influence and shape the new Solent Seascape Project which will in turn continue to build on the successes of its predecessor.

Solent Seascape

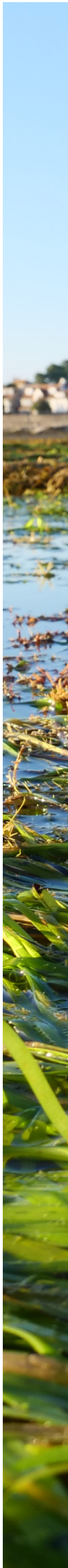
Commencement of the Endangered Landscapes Programme-funded Solent Seascape project began in October 2022. This ambitious five-year project, the first of its kind in the UK, will see restoration and reconnection of marine habitats to deliver seascape scale recovery. Working with nine other partners, the Trust will be trialling seagrass restoration through innovative new techniques at three key sites (Calshot, Chilling and Hamble), complementing existing workstreams and project delivery, and cementing the Trust's standing as one of the leaders in seagrass restoration. The Trust will also be delivering the engagement programme for the project which will aim to engage and connect people with the Solent while simultaneously raising awareness and reducing pressures on the region's marine habitats. The project will fund five members of staff (three existing staff) and a summer intern. It will also part-fund a new Marine Nature Recovery Manager whose role will be to oversee the project and work on the Trust's future marine vision and strategy.

Solent Seagrass Restoration

Working in partnership with Boskalis Westminster and University of Portsmouth, this project continues to deliver seagrass restoration through innovative restoration methods. The work has helped connect the Trust with experts in the field as well as educational institutions such as the University of Delft in the Netherlands.

As part of this project, 13,800 seeds in 500 seed pods were planted at Seaview in October 2022. In Langstone Harbour in March 2023, two restoration plots were set up to compare the use of seed pods versus dispenser injection seeding. Results should be visible during 2023.

A number of corporate partners have helped to fund this important work, with FatFace Foundation generously donating to help us continue to deliver our seagrass champion and engagement programmes. Funding and support for our marine work has also been provided by the Isle of Wight Distillery and Wightlink.





240
Volunteer Marine Champions trained as part of the Secrets of the Solent project.

13,800
Seeds planted at Seaview as part of the Solent Seagrass Restoration project.

179
People trained in marine biodiversity and intertidal surveying.

Our Impact

People Taking Action – Communities and Individuals

To tip the balance in favour of nature's recovery, we need one in four people to take action for nature by 2030. Team Wilder has continued to grow as people across Hampshire and the Isle of Wight build a people-powered movement of individuals, communities and businesses to stand up for nature. Our Team Wilder programme has been so successful that it has now been replicated throughout the UK.

Wilder Communities

Our Wilder Communities programme has continued to grow and this included the launch of a Trust-led project in Southampton. In collaboration with Southampton City Council and with funding from the National Lottery Heritage Fund through the Nextdoor Nature programme, we established Wilder Southampton in September 2022. This has enabled the Trust to work with communities in three of the city's most nature-deprived areas. Throughout the city, residents have been transforming neglected or forgotten spaces into thriving and vibrant environments for nature.

One fantastic example of this came from local resident Gabor. Having noticed the lack of wildlife and colour during morning dog walks in his new neighbourhood, he identified a neglected garden at the front of the Freemantle and Shirley Community Centre and obtained permission and creative freedom from the centre to bring his vision to life.

As an enthusiastic gardener, he utilised his collection of home-grown plants to create a drought-tolerant, low-maintenance garden that provides shelter and food for wildlife while offering year-round interest for people. Gabor has since connected with Chris, another local resident, and together they formed a group called Friends of Freemantle which aims to collaborate on creating more spaces like the one already established by Gabor.

The funding from Nextdoor Nature also supported our Wilder Wight communities project in partnership with Southern Co-Op, allowing for expansion into a rural area in the East Wight.

Furthermore, the funding facilitated our work with disabled residents along the south coast of Hampshire. One such example was at the Oasis Centre in Portsmouth where an accessible garden was created with guidance, support and inspiration from Trust staff. This garden is particularly suitable for individuals using wheelchairs and mobility scooters, providing an opportunity for them to engage in gardening activities after many years of not being able to do so in their own homes.

Existing community groups have also flourished with support from the Trust. Greener Brockenhurst, established in 2021, dedicated the past year to inspiring more residents to participate. In north Hampshire, the Wilder Bramley group has enjoyed substantial progress. Initially consisting of a core group of five members, the group now enjoys the support of 342 Facebook group members who assist in maintaining the wild areas they have established.

Wilder Schools

The Trust introduced a new professional training course designed for teaching staff interested in incorporating outdoor learning into their classrooms and schools. The Level Three Outdoor Curriculum Leader Training equips educators with the necessary skills, confidence and knowledge to develop and deliver outdoor learning sessions in their schools, aligned with the National Curriculum.

We carried out much-needed repairs and improvements at our Testwood Lakes Education Centre thanks to the generosity of Trust donor Professor Michael Sleigh.

As a result of this support, we were able to refurbish the garden outside the Education Centre, where school children gather and volunteers care for sensory and pollinating plants. Local contractors carried out the sleeper replacement with minimal disturbance to the established plants, ensuring that the area can once again be fully enjoyed by school children and other visitors.

The donation also enabled us to re-roof the on-site Bronze Age roundhouse. Constructed several years ago with the assistance of volunteers, the roundhouse is frequently used by school children and other groups to learn about the Bronze Age. By maintaining the roof, we have ensured the safety of the structure, allowing thousands more children to benefit from connecting with nature and history through their visits to Testwood Lakes.

Our Wilder Schools leader programme has experienced significant growth, with a total of 34 school staff members currently enrolled.

New Forest Non-Native Plants project

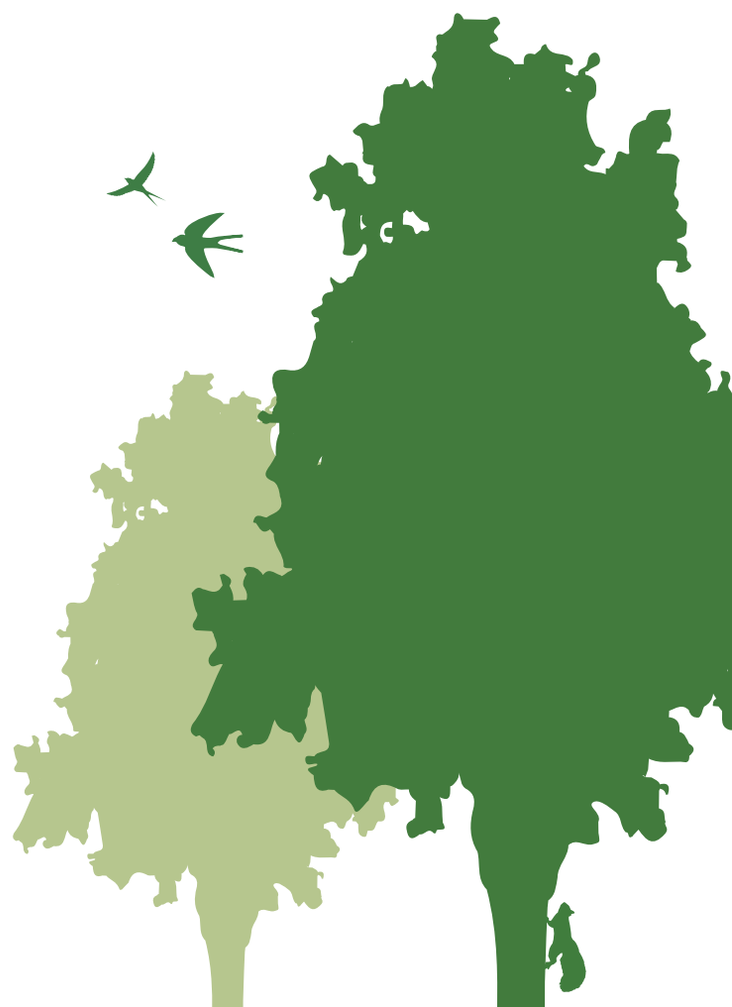
The New Forest Non-Native Plants project, which was established by the Trust in 2009, aims to stop the spread of invasive non-native plants, particularly along rivers and in wetland habitats. The project raises awareness about invasive non-native plants and the problems they cause through public events, talks and collaboration with a wide range of organisations, as well as offering advice and practical help on how best to control the issue.

During the past year, with the co-operation of landowners, volunteers and contractors, the project tackled 20 species of invasive non-native plants including Himalayan balsam, American skunk cabbage, giant hogweed, Japanese knotweed and parrot's feather which have all invaded the countryside where they cause problems by spreading rapidly and out-competing native vegetation.

Catherine Chatters, the Trust's New Forest Non-Native Plants Officer, was supported by 56 volunteers who gave 1,162 hours of their time to participate in 83 Himalayan balsam pulls led by Catherine and her colleague Matt Tennent during 2022.

As a recipient of the British Empire Medal (BEM) for Services to Biosecurity, Catherine was delighted to attend a garden party at Buckingham Palace during May 2022.

The Trust is grateful for financial support for the project from the Environment Agency, The New Forest Higher Level Stewardship Scheme, Forestry England, New Forest National Park Authority, Test & Itchen Catchment Partnership, New Forest Trust, Natural England and Lymington & Pennington Town Council.



Our Impact

People Taking Action - Campaigning and Advocacy

Tipner West: Don't Cross the Line

The Trust continued its campaign to save Tipner West from development which would destroy protected habitats. In the previous year, together with the RSPB, we mobilised more than 34,000 people to sign our petition and respond to Portsmouth's Local Plan consultation, calling on Portsmouth City Council to scrap the super-peninsula plans. As a result, the Council decided to 'pause' the super-peninsula, but still refused to rule out any development on the site.

In April 2022, the Trust and the RSPB challenged the Council to meet their goals for housing and employment without building on protected sites: an immovable red line for nature. Working with Influence Landscape Architects, we created an alternative vision for Tipner West to demonstrate to the Council that it is possible to build a new community with the principles of nature-positive development at its heart, and within the environmental limits of the protected sites.

We hit a campaign milestone in September when the Council finally abandoned the super-peninsula plans. However, the Council proposed two new options for Tipner West, one of which would still damage internationally protected habitats. We are now engaging with councillors and council officers to influence the plans for Tipner West and the Portsmouth City Council Local Plan.

Mobilising against the 'Attack on Nature'

In September 2022, we fought back against the UK Government's 'Attack on Nature' – a series of measures that threatened to weaken nature protections, which included relaxing environmental regulations in Investment Zones, dismantling the Habitat Regulations and cutting funding for Environmental Land Management Schemes. We urged our members and supporters to contact their MPs to ask them to 'Defend Nature'. As a result, across our two counties, every MP received at least one email about the 'Attack on Nature'.

During this time, UK Prime Minister Liz Truss appointed Ranil Jayawardena, the MP for North East Hampshire, as Secretary of State for Environment, Food and Rural Affairs. Together with Wilder Bramley community group in the constituency, we joined forces with the RSPB and The Woodland Trust to invite local people to meet at our Bassets Mead nature reserve in a demonstration of how strongly they felt about protecting and restoring nature. We also heard three powerful speeches, delivered by our Chief Executive Debbie Tann, the RSPB's Emma Marsh, and Trust Vice-President Chris Packham. We also created a striking artwork, the 'Window on our future', with artist Sam Church, which we delivered to Ranil Jayawardena's office.

This prompted Ranil Jayawardena to invite The Wildlife Trusts to a meeting, the first with environmental NGOs since he took office.

Preparing for LNRS and BNG in our region

We have been busy preparing for the roll-out of Local Nature Recovery Strategies (LNRS) and the commencement of Biodiversity Net Gain (BNG) across Hampshire and the Isle of Wight. These are two key policies that aim to help reverse the decline of nature and strategically target finance towards nature's recovery. To support LNRS, we produced the Natural Wealth report on behalf of the Hampshire and Isle of Wight Nature Partnership, which provides a comprehensive baseline of the state of our natural assets and the benefits it provides in our region.

We have also been working with the South East Nature Partnership to develop BNG guidance for councils, especially on how they can use LNRS to strategically target BNG outcomes. In addition, we have responded to several Local Plans, including Southampton City Council, Winchester City Council, East Hampshire District Council and Havant Borough Council to highlight the importance of including tailored policies on BNG and LNRS for planning and development in anticipation of their launch.



Duke of Burgundy butterfly © Sheila Williams

Looking Ahead

2023/24 objectives



Avocet © Terry Whittaker/2020VISION

Nature in Recovery

- Manage, expand and connect our estate to help nature recover, aiming to acquire one or more new sites for wildlife.
- Defend nature by seeking to remove or mitigate external pressures, for example, from development or pollution, on our nature reserves and high priority protected sites.
- Develop geographically focused nature recovery visions and goals to feed into the Hampshire and Isle of Wight Local Nature Recovery Strategy.
- Continue to develop and strengthen strategic partnerships to deliver more for nature including with the MOD, the Environment Agency, Natural England and Local Authorities.
- Continue to deliver ambitious nature recovery projects, such as the Watercress & Winterbournes and Solent Seascape Partnership projects, including testing innovative techniques for seagrass restoration.
- Launch a Rewilding Network for Hampshire and the Isle of Wight to encourage and support landowners wishing to rewild their land.
- Continue to develop the Beaver Recovery project and explore the restoration of other missing species to improve ecosystem function.
- Continue to monitor how nature is recovering on our rewilding sites; Wilder Nunwell and Little Duxmore.
- Develop a climate change adaptation and resilience plan for our Estate.

People taking action for nature

- Continue to develop the Wilder Communities programme, focusing on Portsmouth, Southampton and the Isle of Wight.
- Launch a new Wilder Neighbourhoods programme to cover more areas of Hampshire in conjunction with the Greening Campaign.
- Continue to develop and expand our Champions and Leaders programme including Campaign Champions, Wilder Garden Champions and Marine Champions.
- Develop a youth engagement strategy and programme including youth ambassadors and an early talent programme to create opportunities for young people to take action for nature.
- Grow the Wilder Schools programme with a new package for primary schools.
- Deliver the first phase of our visitor engagement and interpretation strategy.
- Continue to expand opportunities for people to support the Trust as a member, supporter, partner or donor.
- Stand up for wildlife with robust campaigns and advocacy, focusing on achieving a strong Local Nature Recovery Strategy and reducing the pressure on our rivers.
- Hold biannual Wilder Conference and Awards to celebrate the achievements of people taking action for nature's recovery.

Nature as a solution

- Advocate and demonstrate nature-based solutions as a tool for nature's recovery and for reducing pressure on the wider environment.
- Develop high-integrity schemes and position the Trust as a key deliverer of projects that restore wildlife, reduce pollution and sequester carbon.
- Acquire at least one new site for wildlife through nature-based solutions finance.



Little owl © Luke Massey/2020VISION

Effective Organisation

To support our goals, we will continue to ensure that the Trust is a well-run, effective organisation.

Our environmental impact

We have been continually measuring our progress against the Trust's carbon action plan to minimise our emissions across our operations. Our carbon footprint has significantly decreased compared with the 2019 baseline report. However, there has been a slight increase in certain areas, including commuting, electricity use and water, due to the adjustment of post-pandemic working patterns. Commuting and home-working emissions are cumulatively lower than pre-Covid levels for the year 2022/23 despite the increase in commuting emissions. Currently, the Trust's total carbon footprint is calculated at 1,307.5 tonnes of carbon dioxide equivalent (tCO2e).

Our initial calculations for the Trust's land carbon flux – the net total of carbon the habitats across our landholdings release and absorb annually – were finalised and a second iteration has also been completed. Our carbon flux is currently calculated at -1,678 tCO2e, meaning our estate is absorbing more carbon than it is releasing annually, and we have worked with The Wildlife Trusts (TWT) to ensure we have not overstated this figure. The minimum value estimated for the long-term storage of carbon in the vegetation and soils across our estate is 261,369 tCO2e.

Revisions have been made to our data collection so that we can more accurately represent our emissions, and TWT are working together to review these for both operational and land-based emissions.

All new staff have received a sustainability induction, and many existing staff have also received this through team meetings. Further carbon literacy training has also been tailored for TWT and planned to be delivered to staff. Electric car charging points were installed, allowing staff and visitor use, as well as future potential for electric fleet vehicles. Plans are in place to implement energy efficiency measures resulting from an energy audit of our main office at Beechcroft, including lighting and insulation as main priorities. The potential for renewables has been reviewed and will be reconsidered when the energy efficiency of the buildings has been improved.

Staff wellbeing

Following the pandemic and removal of COVID restrictions, staff adjusted well to being back in the office, with many enjoying hybrid working where their roles, or aspects of their roles, allow.

During the past year, in response to the Trust's refreshed high level goals and strategy map, we have updated our People

Plan. We have begun evolving and building on our already positive workplace culture through initiatives such as formulating and embedding a Trust-wide training and development framework and continuous improvement of our staff wellbeing offering. This will include the addition of a financial wellbeing programme to assist staff in navigating the challenging economic landscape.

In consideration of the significant increase in the price of energy and other living costs during the year, all eligible staff were provided with a one-off payment of £1,000, paid across four months from December to March.

The Trust conducted a staff survey in October 2022 to obtain a baseline and inform our future actions regarding engagement and wellbeing. Results included 73% of staff responding positively to questions about their mental health and wellbeing, such as: 'I feel comfortable to disclose concerns regarding my mental health and wellbeing', 'I am aware of the support available to me at the Trust', and 'I feel that my mental health and wellbeing is important to the Trust'.

Although our volunteer numbers decreased as a result of the pandemic, numbers have steadily increased this year to 1,500 – which is 250 more than in July 2021. Volunteers gave a total of 24,763 hours (3,538 days) to the Trust for which we are extremely grateful; our volunteers continue to be critical to the achievement of our goals across a range of functional areas. The Volunteer Managers' Working Group, established in the previous financial year, continues to oversee volunteer management across the Trust.

Equality, diversity, and inclusion (EDI)

We recognise that the environmental sector is one of the least diverse professions in the UK and we must do more to address this. The Trust aims to be a welcoming, inclusive and diverse organisation where everyone can be themselves and flourish. We want to inspire and empower people from all backgrounds, cultures, identities and abilities to join us and be part of nature's recovery.

We know that a focus on equality, diversity and inclusion will help the Trust to be more effective and to have greater impact. Our aim is that, by 2030, our staff, volunteers and people we work with fully reflect the diversity of our communities across Hampshire and the Isle of Wight.

We have established an EDI Working Group, which includes Trustees and staff from all areas of the organisation. We have adopted an EDI framework which covers five priority areas:

1. Diverse & inclusive leadership
2. Increasing our diversity
3. Creating an inclusive organisational culture
4. Communicating inclusively
5. Access and engagement for everyone

Our action plan for the next three years will focus on understanding the current diversity of the Trust and the people that we work with, identifying areas of underrepresentation and taking a proactive approach to ensuring the Trust is a diverse organisation with representation from minority groups. We will work with internal and external networks to address all areas of underrepresentation and to adopt best practice. We will be actively anti-racist and will build skills, understanding and capacity with trustees, staff and volunteers to embed EDI across the organisation and throughout our work.

Digital Transformation

Triggered partly by the Covid pandemic and the need to be able to work from home, but also in response to a general societal trend towards flexible working, we have made great strides in the past year towards becoming a more digitally enabled organisation. We became a fully cloud-based organisation in late 2022 when our in-house servers were decommissioned, and our files were moved into an Office 365 environment. Staff have been trained through the year and the use of SharePoint and Teams has aided productivity and collaborative work practices. New cloud-based systems have been put in place over the past few years including HR & Finance and this year we have added our CRM, and solutions to manage Health & Safety and tree safety.

Our digital transformation strategy and plan was developed this year along with an IT roadmap which is being led by our IT contractors, Aura, supported by a Digital Transformation Working Group consisting of staff from across the organisation. We are making use of digital technology within marketing and communications and are growing our online presence to build more support for the Trust. The aim is that digital technology and IT underpins and facilitates effective ways of working and supports our strategy outcomes.

Membership & Fundraising

Our fundraising approach

The Trust's work is made possible by the generosity and commitment we receive from our members and supporters. Their support allows us to continue striving to meet our ambitious targets of creating a Wilder Hampshire and Isle of Wight.

The Trust is signed up to the Fundraising Regulator, and we have professional fundraising staff who are members of the Chartered Institute of Fundraising. We strictly adhere to charity law and follow the relevant codes of practice to ensure that our fundraising meets the highest possible standards.

We have a skilled, motivated and dedicated in-house fundraising, membership and marketing team. We raise funds through membership subscriptions, supporter and public appeals, and wider fundraising including corporate partnerships, community fundraising and applications to charitable trusts and grant-making organisations. We also raise awareness through the ongoing promotion of the Trust's work – this takes place on nature reserves, at events, through the media, online and via other relevant methods.

In the event of any breach of standards, our complaints procedure is available to the public on our website. During the year, we received zero fundraising complaints. We ensure that our professional fundraising staff receive appropriate training and support, and follow our policies and practices, which set out our commitment to treating donors fairly and protecting vulnerable people.

Our staff carry out fundraising with help from our fundraising partners. We use third-party fundraisers and the Trust benefits from their specific knowledge, experience and expertise to help raise awareness of our work and encourage people to become members or donate to support the delivery of our Wilder 2030 strategy.

Our face-to-face fundraising is delivered by South West Wildlife Fundraising Limited (SWWFL), which concentrates wholly on increasing membership for its owning Trusts, including HIWWT, and three client Trusts. We regularly monitor and review third-party agencies which conduct fundraising activities on our behalf to ensure they meet the high standards we require and expect of them.

Fundraising and membership recruitment

Membership income grew by 4.5% to £1.36m (2022: £1.3m) thanks to the continued generosity of our members. While we saw a small increase in the overall number of members and friends of the Trust, recruitment and retention gradually became more challenging throughout the year – most likely as a result of normal seasonal variations and also the impact of the cost-of-living crisis. To counteract this, we have plans in place to increase our membership recruitment and retention activities during 2023/24.

The economic landscape is expected to continue to have an impact on membership – and other fundraising methods – during the next few years, so we will continue to increase our focus on diversifying fundraising income streams to achieve a wider, more sustainable and robust funding mix.

During the year, income from legacies was £1.92m (2022: £332k) with these gifts in wills continuing to prove crucial to the Trust's work. We're grateful to everyone who has kindly chosen to support nature recovery in this way. Although legacy income can be highly variable, this is an important source of largely unrestricted income, and we have a clear strategy to grow this income in future years.

Local individuals also generously donated to the Trust in support of a wide range of projects across both Hampshire and the Isle of Wight. These contributions directly helped activities which included land purchase, our Beaver Recovery project, trainee recruitment in conservation and ecology, site management, and the expansion of our Wilder Communities initiatives.

Our community fundraising programme yielded positive results with an upsurge in individuals and organisations engaged in fundraising efforts. We have also continued to develop and deliver corporate partnerships, including our long-term partnership with Southern Co-op which supports Wilder Communities in both Portsmouth and on the Isle of Wight. During the year, we also welcomed our first 1% for the Planet supporter (where companies pledge to donate the equivalent of 1% of their annual turnover to environmental causes), Nosy Creative Agency, as well as securing a multi-year partnership with FatFace Foundation as a partner on our seagrass restoration project.





Assistant Reserves Officer takes on the iconic London Marathon

Assistant Reserves Officer, Ben Pickup, took on the iconic 2022 TCS London Marathon in aid of Hampshire & Isle of Wight Wildlife Trust raising an incredible £1,683. Ben has worked for the Trust for just over a year and spends his days helping to maintain all nine reserves in the Solent area ranging from Farlington Marshes all the way to Swanwick Lakes.

Building Resilience

Managing Strategic Risks

Proactive risk management allows us to anticipate and respond to challenges in our complex operating environment. Robust risk management enables us to make informed decisions and take calculated risks for the benefit of nature across our two counties. Risk across the organisation is managed by the Executive Team and overseen by Trustees. We have a comprehensive risk register that is updated annually and monitored quarterly. Measures are put in place to mitigate risk to ensure organisational and financial sustainability.

The principal risks are those which, without effective mitigation, would severely impact our work, our reputation, or our ability to achieve our ambitions. Due to the long-term nature of our work, the Trust faces several inherent principal risks, which are constant year on year. The principal risks and their mitigations are summarised below:

Risk	Mitigating action
Environmental challenges	
The nature emergency, in particular wildlife declines and threats to habitats because of climate change.	Our strategy has been updated to reflect the dual climate and nature emergency, which is an ongoing and worsening challenge despite the many successes of the Trust and growing public awareness. We'll continue to deliver a clear and convincing explanation of the need to address both the nature and climate emergencies, and the Trust's role in delivering solutions.
The impact of Covid-19 on business continuity and resilience.	We've dealt with the day-to-day impacts of Covid as well as the longer-term implications through our ongoing risk management processes, putting in place measures such as improved IT, more support for hybrid and flexible working, mental health and wellbeing support, and improved internal communications.
Bird Flu	Bird flu has been present across many of the Trust reserves. It is currently unclear as to the effect that this has had on our bird populations. Colony nesting species seem to be the hardest hit nationally and we have seen this locally on reserves managed by other organisations, where losses of species like black-headed gulls and Sandwich terns have been high. Farlington witnessed higher-than-average losses but, fortunately, complete colony failure has not occurred, and successful fledging has been observed. Transmission in closely packed colonies seems to be the major issue but inter-colony transmission appears to occur randomly, making it difficult to predict where outbreaks will occur. We were concerned that an issue would occur in our brent goose flocks this winter. Though we did see higher than normal death rates in the flocks, these were still very low numbers and thankfully no major incidents were recorded. Staff are being vigilant in recording bird deaths across the sites, and we are working closely with other local organisations to track outbreaks. We have a disposal plan in place if we do get an outbreak. Unfortunately, bird flu looks to be an ever-present threat for the foreseeable future and something site managers will need to be aware of. Hopefully, some natural resistance will develop, and the colonies will bounce back.

Risk	Mitigating action
Climate change	We are already seeing climate impacts on many of our reserves with increased risk of flooding, drought and fires. We have started to develop a climate resilience and adaption plan to help us cope with the inevitable risks ahead.
Financial challenges	
Changing agri-environmental funding models post-Brexit, reducing the funding available for conservation management on our nature reserves.	Funding for our nature reserves has continued to reduce since Brexit. We established a Land Management Designated Fund in 2016 to provide a buffer for this risk; this fund has been supported by legacy income and has a current balance of £1.83m. We've been developing alternative sources of funding for our conservation work, including the nitrate mitigation programme, which has led to a growth in income. We'll continue to explore the potential for other similar types of nature-based solutions income such as carbon offsetting and biodiversity net gain.
A constantly evolving fundraising environment, increased cost of living and potential recession reducing our fundraising income.	The response of our members and supporters during the Covid-19 pandemic has demonstrated the resilience of our major income streams. We've updated our Fundraising Strategy and will continue to develop opportunities to grow our membership programme and diversify our fundraising income.
Macro economic disruption including the cost of living crisis, rising energy costs, supply chain issues and political uncertainty.	We are taking into account cost rises and supply chain issues in our budgeting and work planning including contingency planning for major projects. We have supported staff with the challenges of coping with the rising cost of living.
Political and societal challenges	
Loss of focus on wildlife protection and the environmental agenda at UK and local level.	With the national policy team at The Royal Society of Wildlife Trusts (RSWT), we continue to work hard to keep the nature and climate crisis high on the agenda – pointing out that there is significant public support for nature recovery and climate action, and that a healthy environment underpins a strong economy.
Society increasingly disconnected from nature leading to reduced support for nature's recovery along with anti-social behaviour on Trust nature reserves.	Despite trends from national polling showing an overall increase in concern for the environment amongst the general public, it is also true that much of society is divorced from the natural world. This manifests in many ways, but one of the most challenging is anti-social behaviour on Trust nature reserves. We are reviewing the issue on the worst affected sites to put in place better strategies to manage the problem.
Internal factors	
Rapid changes in technology, connectivity, and IT training requirements increasing the risk of cyber-attack, loss of productivity, and reduction in our ability to deliver the digital experience expected by our supporters, partners and workforce.	We'll continue to deliver our IT strategy with our IT provider, Aura, to enable effective hybrid working and continue the development of our new finance and CRM solutions. A focus on cyber security is a key priority. A digital transformation plan is being developed with support from The Wildlife Trusts' national team. An IT Officer will be recruited to provide additional IT support and training for staff.
A number of challenges in relation to staffing including difficulty recruiting and supporting mental health.	We are developing and implementing innovative solutions to recruiting, inclusive of greater use of social media to advertise our positions and implementing an online recruitment package that will improve candidates' application experience. To support mental health, in addition to our comprehensive EAP offering to assist those experiencing mental health issues, we have partnered with a mental health charity to provide regular training for managers of staff and/or volunteers in how to identify and manage those experiencing mental health challenges.



Exmoor Pony © Ross Hoddinott/2020VISION

Operational risk management

Health & Safety

The Health & Safety (H&S) Committee meets quarterly and gives feedback to the Executive Team. The committee is overseen by the H&S Trustee, who reports to Council. The Executive Team reviews H&S and other risks monthly as a regular standing item. This includes policy issues as well as any incidents, processes and procedures.

The Trust has made significant progress in transitioning from a paper-based H&S approach to a more focused, face-to-face, on-site support system for Officers. In early 2023, the Trust procured a new cloud-based H&S management package called the T100 system. This system will enhance the management of H&S within the Trust and is scheduled for implementation throughout the 2023/24 period, enabling streamlined processes and improved efficiency.

During the year, a total of 66 accidents or near accidents were reported, with five accidents requiring medical attention from either a hospital or a GP. None of these incidents were classified as major, and there was no need to report any accidents to the Health & Safety Executive under the RIDDOR Regulations. The number of reported accidents remains consistent with previous years, but the Trust has observed a slight reduction in accidents necessitating medical attention and an increase in the reporting of near misses, which is a positive development.

Safeguarding and Child Protection

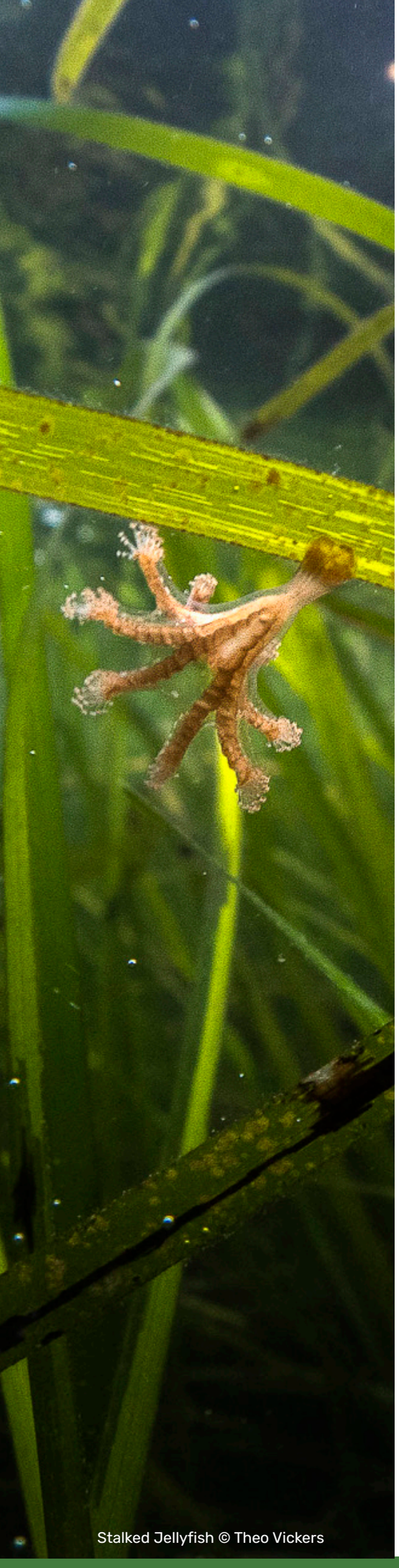
Our Safeguarding and Child Protection Committee meets quarterly to oversee our policies and procedures in this area, liaising regularly with the Executive Team. The committee is overseen by Trustees and is coordinated by the Designated Safeguarding Lead, who has two deputies. The committee has a forward plan, and there is a representative from each team on the committee.

The Trust has a comprehensive safeguarding and child protection policy, which alongside disclosure and barring services (DBS) checks and other employment checks, acts as an important preventative measure for ensuring children and adults at risk are safe when interacting with the Trust. In 2022, a review was conducted by the Safeguarding Trustee which identified a need to evaluate the effectiveness of the safeguarding and child protection policy and procedures and ensure these were being followed by staff and volunteers across the Trust. This will be carried out during 2023/24 and will gather qualitative and quantitative evidence.

The Trust comes into contact with more than 40,000 people through its various activities. During the year, a total of 11 safeguarding records of concern were reported to the relevant authorities. Each concern was dealt with effectively by the member of staff involved and reported in a timely manner to the Designated Safeguarding Lead (DSL). The DSL was able to discuss incidents and make decisions on next steps with the deputy safeguarding officers as they were reported and was well supported by the police, social services and relevant schools when making the reports. The number of records of concern is a slight increase on previous years which may be due to an increase in education and engagement activity.

Data Protection

Compliance with data protection legislation is a priority for the Trust. There were no notifiable breaches during the year. Data protection is overseen by a Data Protection Lead and a Trustee Lead. An external data protection advisor reviewed the Trust's data protection processes and training, and their recommendations have been implemented. All Trust staff receive induction and refresher training on the UK General Data Protection Regulation (UK GDPR), which came into force in 2018, and we fully comply with all current data protection regulations and guidelines.



Stalked Jellyfish © Theo Vickers

Financial Review

Financial Summary

The Trust remains in a healthy financial position overall after a good year. The Trust ended the 2022/23 financial year with a net surplus income of £4.19m (2021/22: £1.96m). This comprised £781k of restricted funds and £3.4m in unrestricted funds. This represents an excellent out-turn given the continued uncertain economic and political climate. Thanks to the loyal support of our members and supporters, our focused business plan to continue to diversify our income, and robust financial management, we're continuing to increase our financial resilience.

Financial Strategy

Our overall financial strategy has not changed from prior years, with a focus on organisational sustainability and financial resilience. We keep a close eye on expenditure against a backdrop of rapidly rising costs through strict budgetary controls and a value for money ethos. We are focused on diversifying our income streams and building medium to long-term growth of fundraised and commercial income, taking advantage of new markets for nature-based solutions for example, therefore increasing the Trust's financial resilience.

With increased competition for grants, restricted income can be more difficult to secure, although this does remain an important source of funding for our work. We are however particularly focused on building our unrestricted income, as it provides the greatest flexibility to respond to external challenges. It is therefore vital that we grow our fundraising income by attracting more members and donors and offering more opportunities for people to support our work. In addition, we aim to grow our commercial activity and develop new ways to generate income through nature-based solutions such as nitrate mitigation or biodiversity credits. With our fundraising strategy and nature-based solutions programme both projected to generate significant levels of income over the next few years, this will enable the Trust to build substantial financial reserves to put towards long-term land management, while also using unrestricted surpluses to ensure the Trust can continue to cover its operating cost and remain financially sustainable so as to invest for the future.

Income

Total incoming resources for the year were £10.3m, an increase of 38% compared with the previous year (2022: £7.5m). The biggest source of income continues to be conservation and education and engagement activities £5.65m – 55% (2022: £4.8m – 65%).

Unrestricted Income

The Trust received total unrestricted income of just over £8m, an increase of £2.83m on the previous year, contributing 78% of total income. This was primarily due to nitrate credits and legacy income, together with increases in our fundraised and membership income.

Unrestricted income is income received with no restrictions to what it is spent on and is critical for the Trust as it can be spent wherever the need is greatest, supporting engagement, education, conservation policy and campaigning activity, marketing and communications and the management of our nature reserves, while also giving us the support we need to make sure that the Trust is well run and well governed.

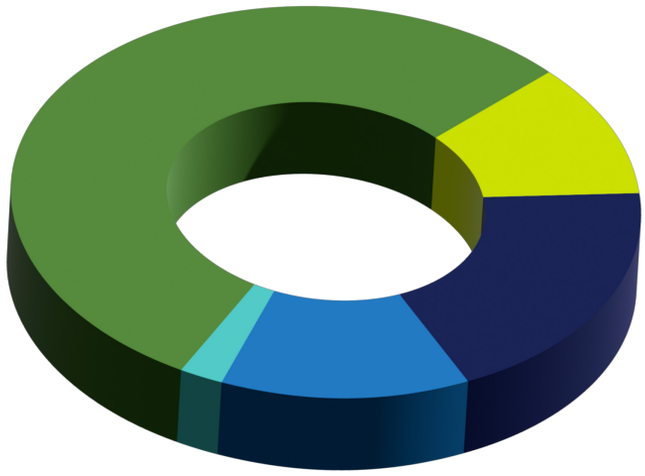
Membership income grew by 4.5% to £1.36m (2022: £1.3m) thanks to the continued generosity of our members. South West Wildlife Fundraising Limited (SWWFL) continued to deliver our face-to-face membership recruitment, securing 1,656 new members (2022: 1,489). SWWFL is a subsidiary company wholly owned by eight Wildlife Trusts, including Hampshire and Isle of Wight Wildlife Trust, and SWWFL concentrates on increasing memberships for its owning Trusts as well as three further client Trusts. There is an annual service charge and commission payments for each new member recruited. Our members provide vital unrestricted funding to support nature's recovery and also represent the collective voice of people who care about the natural world. Our members are vital in helping us to stand up for local wildlife and influence key decision makers.

Income from legacies was £1.92m (2022: £332k) and represented just over 19% of our total income in 2022/23. We're grateful to everyone who has kindly chosen to support the Trust's work in this way. Although legacy income can be highly variable, it is a vital source of unrestricted income which we hope to grow in future years. We continue to operate a zero-legacy income approach to budgeting, meaning that unrestricted legacy income received in the year is held in designated funds for spending in future years. Trustees determine how these unrestricted legacy funds are used to enable the Trust to fulfil our strategy when budgets are set for the following year.

The nitrate mitigation programme continues to diversify our income streams and after the successful acquisition of our second site at Nunwell on the Isle of Wight at the end of 2021/22, we have been able to generate income from nitrate credits. The Nunwell land was purchased with two loans (shown in note 15) as noted last year. Income included in 2022/23 is derived from nitrate credits from the two sites of Wilder Little Duxmore and Wilder Nunwell which mitigates and reduces the nitrate impact of planned housing development. The programme continues to support nature's recovery through the creation of new nature reserves on formerly intensively managed agricultural land. The Trust invoiced £2.6m for nitrate credits during the year. We have an obligation to manage Wilder Little Duxmore and Wilder Nunwell for 125 years, so a proportion of income from these credits is transferred into the long-term designated fund set up for this purpose. In 2022-23, we transferred £1.18m (2022: £374k) into this fund. (shown in note 16).

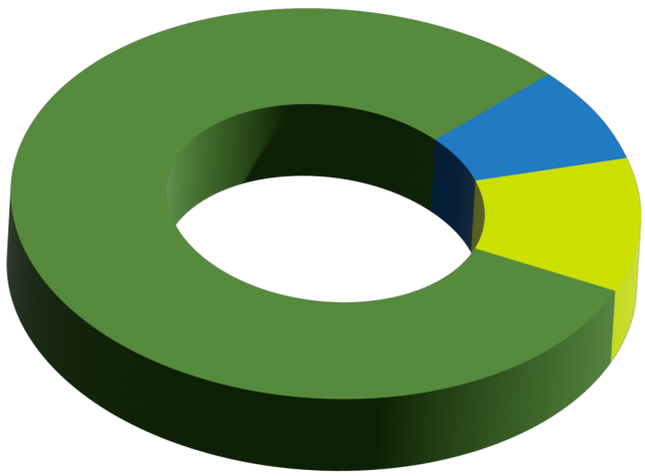
Arcadian Ecology continued trading for its seventh year. The profit generated was £33k (2022: £95k), lower than the previous year, which is partly due to reallocating some of the team to support the nitrate mitigation programme. The profit is donated to the Trust (the donation will be shown in the 2023/24 accounts).

Income 2022/23



- Conservation and education income
- Donations
- Legacies
- Membership income
- Activities for generating funds

Expenditure 2022/23



- Conservation, Education & Engagement Activities
- Membership services
- Cost of generating voluntary income



Hare © Andrew Parkinson/2020VISION

Restricted Income

The Trust received a total restricted income of £2.28m, a decrease of £10k on the previous year, and contributing 22% of total income.

Restricted funds must be used for a specific project or purpose and includes income from grants. The Watercress & Winterbournes and Secrets of the Solent projects were back to full capacity after Covid-related delays or pauses in activity over the past two years. Both projects were funded by the National Lottery Heritage Fund.

New restricted projects were started this year. These included the Solent Seascape Project which is a multi-partner project, led by Blue Marine and funded through the Endangered Landscape Programme. The Trust is also running the Solent Seagrass Restoration Project, funded by corporate and major donor income.

Expenditure

Total annual expenditure increased by 8% to £6.06m (2022: £5.62m).

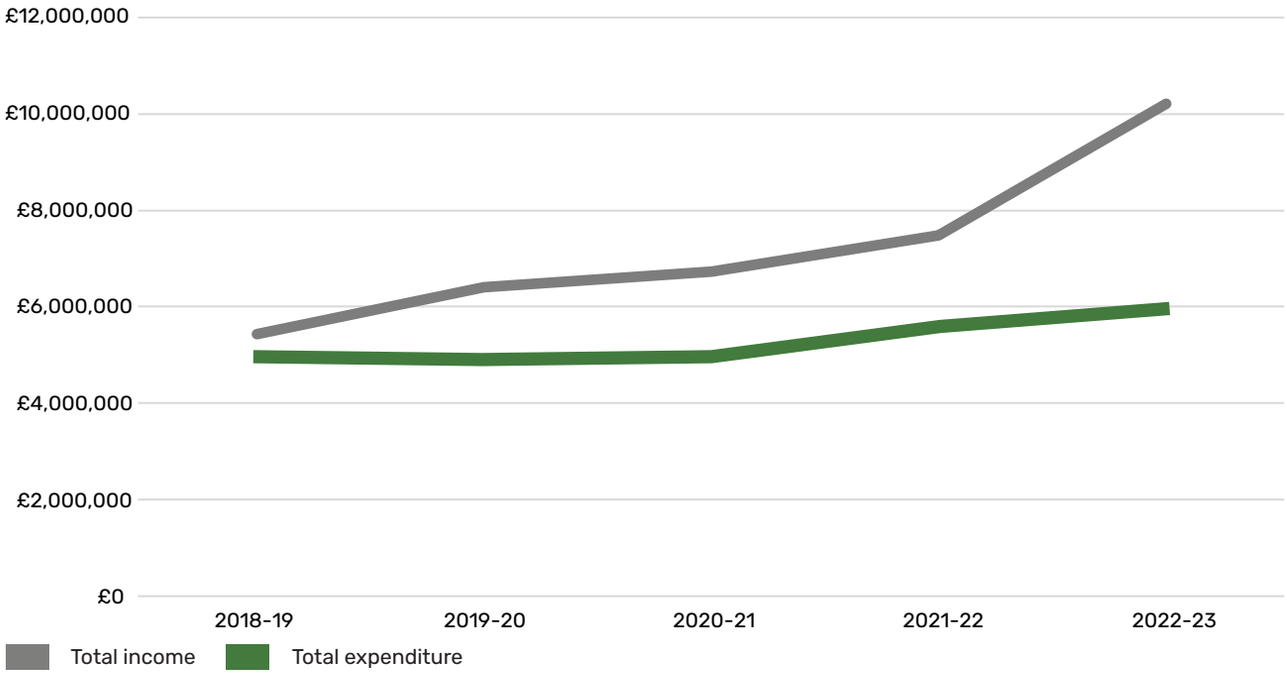
Most of our funds were spent on delivering charitable activities with expenditure of £5.4m (2022: £5.07m), representing 89% of the total spend (2022: 90%). These charitable activities include management of our nature reserves, conservation projects and land management advice across the two counties; delivery of environmental education, training and courses at our education centres; delivery of the Team Wilder community engagement programme; campaigning for stronger laws to protect nature; and advocating for planning and development that enhances rather than harms nature.

We continue to invest in fundraising activities to grow our income, with a refreshed fundraising strategy developed in 2022 to reflect the new opportunities and challenges presented by the pandemic, and the increased focus on environmental sustainability by businesses and other funders.

Total expenditure includes support costs of £1.05m (2022: £952k). This is an increase on the previous year due to investment in systems and business resources during the year. Support costs include IT, finance, human resources, facilities and governance costs, and represent 17.4% of total expenditure (2022: 16.9%). Support costs are allocated proportionally across all activities based on staff numbers. The governance costs (£100k) include professional fees and staff costs allocated to governance activities and represent 1.6% of our total expenditure (2022: 1.6%). Also included in the support costs is the annual contribution we make to the Royal Society of Wildlife Trusts at £76.6k (2022: £74k), which funds national policy, advocacy and coordination work which they do on behalf of The Wildlife Trusts across the UK.

Total staff costs for the year totalled £3.48m (2022: £2.97m) which equate to a 17% increase due to the recruitment of several new roles across all departments in the Trust. These staff costs include an average annual pay increase of 4% after a salary review and benchmarking exercise for all roles.

Analysis of Income and Expenditure 2018-2023



Investment policy and performance

The Trust has managed its main investment portfolio through CCLA since 2019. This ethical investment portfolio is managed in accordance with our investment strategy and risk profile, which aims to preserve capital value and generate reasonable income. The funds are regularly reviewed and screened to ensure that the investments are not in conflict with the Trust's charitable objectives. In 2022, the Trust diversified its investment portfolio when we invested in an ethical bonds fund which is managed by Hargreaves Lansdown. The Trust's overall investments show an unrealised loss of £28k (2022: unrealised gain of £111k). Investment income of £27k (2022: £39k) was received during the year. Given the current economic landscape, Trustees feel this represents a satisfactory performance.

Financial Reserves

The Trust holds three categories of funds: Restricted Funds, Endowment Funds and Unrestricted Funds, some of which have been designated for a specific purpose and some of which represent the value of various assets. As of 31 March 2023, The Trust had total funds of £19.5m (2022: £15.3m) of which £14m was unrestricted (2022: £10.7m), £5.4m (2022: £4.6m) was restricted funds and £4.5k (2022: £4.5k) was held in a small permanent endowment fund.

Restricted funds

There are two types of restricted funds; project funds which are restricted donations and grants received by the charity where the purpose for which they can be used is determined by the donor, and heritage assets bought from restricted funds. As at 31 March 2023, restricted project funds totalled £2.44m (2022: £1.66m) and restricted heritage assets totalled £2.92m (2022: £2.92m). These funds include income that has been received in advance to fund major projects spanning several years, such as Watercress & Winterbournes, the EA Manor Farm Project or the Southern Water S20 Project. The Trust also has a restricted Wildlife Investment Fund which we established to provide match funding where this is required to enable us to secure grants from funders. Further details of these funds and the purposes for which they're held are provided in Note 16.

Unrestricted funds

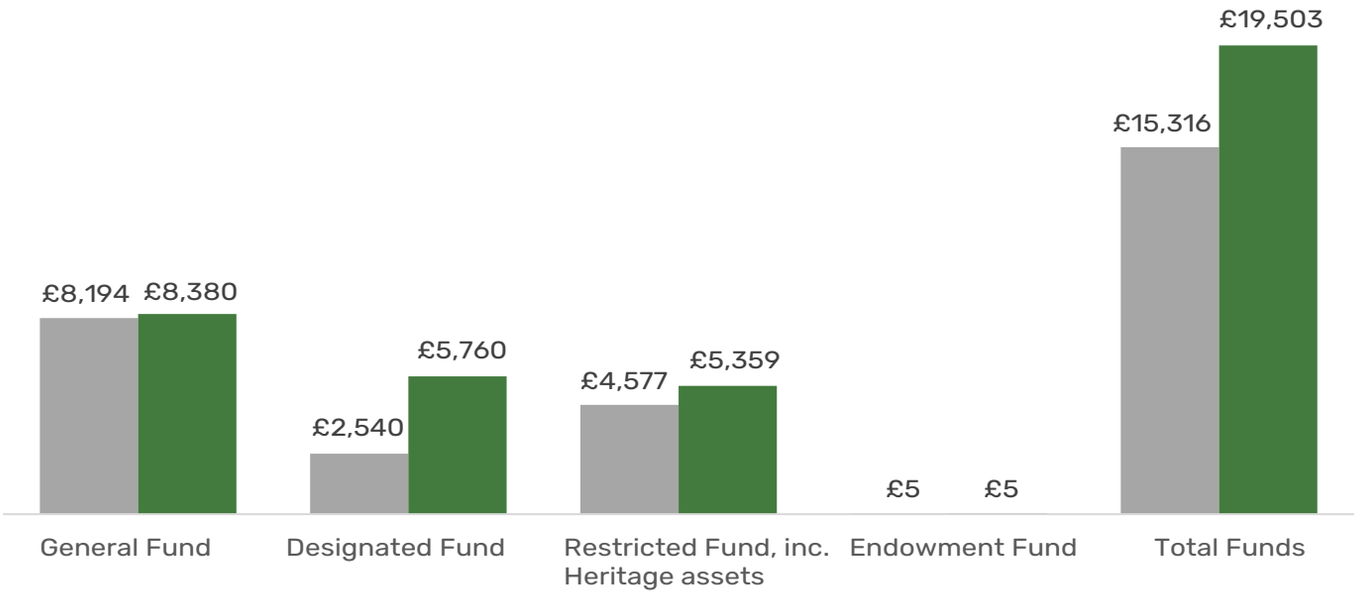
The Trust's unrestricted funds are made up of both liquid funds and assets and are there to support the achievement of our strategic objectives. Unrestricted funds are shown in two types: designated funds and the general fund, as detailed below and in Note 16. These funds arise from unrestricted legacies, donations from fundraising activities and from any resultant surpluses generated from our day-to-day operations. These funds are free from any restrictions from donors and therefore the Trustees can decide how the funds are allocated. Total unrestricted funds as at 31 March 2023 amounted to just over £14m (2022: £10.7m).

Designated Funds

Some of the Trust's unrestricted funds have been designated by the Trustees to support specific activities such as land management, land acquisition or strategic investment in delivering our business plan and Wilder 2030 Strategy. Total designated funds held at 31 March 2023 were £5.76m (2022; £2.54m). The designated funds also include the Nature-Based Solutions fund, providing funds to maintain the nitrates mitigation land for 125 years; this fund's value in March 2023 is £1.75m (2022: £642k). Further details of these funds and the purposes for whicwote 17.

Free Reserves

Free reserves are calculated by deducting unrestricted tangible fixed assets and unrestricted heritage assets from total unrestricted funds (see Note 17). The Trust's Financial Reserves policy is to hold sufficient free reserves to provide working capital and to provide a buffer of liquid funds to cover temporary shortfalls caused by an unforeseen loss of income, cash flow volatility or an unexpected increase in costs or risk exposure. Should any of these circumstances arise, these free reserves are intended to ensure that the Trust can meet its contractual obligations to staff, suppliers, statutory bodies and funding partners. Another factor is that the Trust's monthly cash flow is highly variable during the financial year, with many funds being received towards the end of the year or after projects have been completed. This means that free reserves are also needed to fund the charity's activities during the year to cover the timing gap between expenditure and income. Cash flow is monitored daily by Trust staff and reviewed quarterly by the Trust's Business and Finance Committee. With all of this in mind, the Trust's policy is to hold liquid funds in free reserves sufficient to cover four months of unrestricted expenditure. As at 31 March 2023, the free reserves were £3.1m (2022: £1.91m) and equates to 8.2 months of unrestricted spend (2022: 5.6 months). Although our free reserves exceed our policy of four months in 2022/23, planned unrestricted spend during 2023/24 will reduce our free reserves back to four months by the end of 2023/24.



Figures in £'000

Fund Balances March 2022

Fund Balances March 2023



Red squirrel at Alverstone Mead © Sian Addison

Independent Auditor's Report
to the members of Hampshire and Isle of Wight Wildlife Trust

Opinion
We have audited the financial statements of Hampshire and Isle of Wight Wildlife Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheets, the consolidated cashflow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
• give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2023, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;

• have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

• have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.
Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information
The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

• the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
• the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

• the parent charitable company's financial statements are not in agreement with the accounting records and returns; or

• certain disclosures of trustees' remuneration specified by law are not made; or

• we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees

determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group's or parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jon Noble (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Chartered Accountants
Statutory Auditor
Secure House
Lulworth Close
Chandlers Ford
Southampton
Hampshire
SO53 3TL
Date: 8.09.2023

Consolidated Statement of Financial Activities for the year ended 31 March 2023

	Notes	Unrestricted Funds	Restricted Funds	Endowment Fund	Total 2023	Total 2022
INCOME FROM:		£'000	£'000	£'000	£'000	£'000
Donations and legacies	2	2,119	892	0	3,011	766
Charitable activities	3	5,624	1,387	0	7,011	6,122
Other trading activities		229	0	0	229	400
Investments		27	0	0	27	39
Other		2	0	0	2	136
Total income		8,001	2,279	0	10,280	7,463
EXPENDITURE ON:						
Raising funds	4	661	0	0	661	548
Charitable activities	5	3,906	1,498	0	5,404	5,067
Total expenditure	5	4,567	1,498	0	6,065	5,615
Net gains/(losses) on investments	12	(28)	0	0	(28)	111
Net income/(expenditure)		3,406	781	0	4,187	1,959
Transfers between funds	16	0	0	0	0	0
Other recognised gains/(losses): Fixed assets revalued	10	0	0	0	0	0
Net movement in funds		3,406	781	0	4,187	1,959
RECONCILIATION OF FUNDS:						
Total funds brought forward		10,734	4,577	5	15,316	13,357
Total funds carried forward		14,140	5,358	5	19,503	15,316

Continuing operations

All incoming resources and resources expended arise from continuing activities.

Balance Sheets as at 31 March 2023

	Notes	Group 2023	Group 2022	Charity 2023	Charity 2022
		£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible Fixed Assets	10	8,602	8,518	8,602	8,518
Heritage Fixed Assets	11	3,595	3,595	3,595	3,595
Investments	12	2,827	1,333	2,827	1,333
		15,024	13,446	15,024	13,446
CURRENT ASSETS					
Stock		143	126	143	126
Debtors	13	2,899	1,250	2,848	1,127
Cash at bank and in hand		4,950	4,445	4,945	4,373
		7,992	5,821	7,936	5,626
CREDITORS					
Amounts falling due within one year	14	(3,013)	(1,036)	(2,990)	(937)
NET CURRENT ASSETS		4,979	4,785	4,946	4,689
TOTAL ASSETS LESS CURRENT LIABILITIES		20,003	18,231	19,970	18,135
CREDITORS					
Amounts falling due after one year	15	(500)	(2,915)	(500)	(2,915)
NET ASSETS		19,503	15,316	19,470	15,220
FUNDS OF THE CHARITY	16				
Endowment funds		5	5	5	5
Restricted funds		5,358	4,576	5,358	4,576
Unrestricted funds:					
Designated funds		5,760	2,540	5,760	2,540
General fund		8,380	8,195	8,348	8,099
TOTAL FUNDS		19,503	15,316	19,470	15,220

The notes at pages 42 to 61 form part of these financial statements.

The financial statements were approved by Trust Council on 5 September 2023 and signed on its behalf by:



David Jordan OBE
Chairman



Richard Green-Wilkinson
Honorary Treasurer

Consolidated Cash Flow Statement
for the year ended 31 March 2023

	Notes	2023	2022
		£'000	£'000
Cash flows from operating activities:			
Cash flows from operating activities	a	2,644	2,396
Net cash provided by (used in) operating activities		2,644	2,396
Cash flows from investing activities:			
Purchase of tangible fixed assets		(144)	(3,120)
Purchase of heritage assets		-	(350)
Sale of fixed assets		-	-
Transfer to investments from cash		(1,522)	-
Interest received		27	39
Net cash provided by (used in) investing activities		(1,639)	(3,431)
Cash flows from financing activities;			
Proceeds from borrowings		-	2,915
Repayments of borrowings		(500)	(615)
Net cash provided by (used in) financing activities		(500)	2,300
Change in cash and cash equivalents in the reporting period	b	505	1,265
Cash and cash equivalents at the beginning of the reporting period		4,445	3,180
Cash and cash equivalents at the end of the reporting period		4,950	4,445

NOTES TO THE CONSOLIDATED CASHFLOW STATEMENT

a) Reconciliation of net incoming resources to net cash flow from operating activities

	2023	2022
	£'000	£'000
Net incoming resources for the reporting period (as per the statement of financial activities)	4,187	1,958
Depreciation	61	47
(Gains)/losses on investments	28	(135)
Interest received	(27)	(39)
(Increase)/Decrease in stock	(17)	(13)
(Increase)/Decrease in debtors	(1,650)	380
(Decrease)/Increase in creditors	62	198
Net cash provided by (used in) operating activities	2,644	2,396

b) Analysis of changes in cash and cash equivalents

	2023	2022
	£'000	£'000
Balance brought forward	4,445	3,180
Net cash (outflow)/inflow for year	505	1,265
Balance at 31 March 2023	4,950	4,445

Notes to the Consolidated Financial Statements
For the year ended 31 March 2023

Note 1 - ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)(effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value.

Consolidation
The financial statements incorporate the results of Hampshire and Isle of Wight Wildlife Trust and its wholly owned subsidiaries, prepared on a line by line basis.

Exemption has been taken from including the statement of financial activities of Hampshire and Isle of Wight Wildlife Trust in accordance with section 408 of the Companies Act 2006.

Income
All income is included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Legacies and donations are accounted for when receipt of the income is probable. Wherever possible, donated assets have been included at a reasonable estimate of their value to the Trust.

Membership income
Membership subscriptions are accounted for when received irrespective of the period of membership, since any cancellation in membership will not result in a refund for any proportion of unused subscriptions.

Branch income
The Trust has nine local groups and three specialist groups who may carry out various fundraising activities during the year. The proceeds of these activities are reflected as income in the financial statements upon receipt from the individual groups.

Legacy Income
The Trust agreed a new policy which provides a methodology which enables Trustees to determine which legacies should be accrued for under financial standards requirements, whilst mitigating the risk of considering income that has not yet been received.

Volunteer contributions
No value is ascribed to the unpaid contributions of time and skills provided by volunteers due to the difficulty in attributing an economic value.

Expenditure
All expenditure is accounted for on an accruals basis inclusive of any VAT that cannot be recovered and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of the resources.
Costs of raising funds include the costs incurred as a result of raising donations, developing legacy income and applying for grants. Governance costs are those incurred in connection with constitutional and statutory requirements, including audit and legal fees.

Stock
Stocks are stated at the lower of cost or net realisable value except for livestock, which is valued at an average market value on each balance sheet date.

Tangible fixed assets
Depreciation is provided with the intention of writing off the costs of the tangible fixed assets over their useful lives. The Trust's capitalisation threshold is £5,000 and the provision is calculated using the straight line method from the quarter it is purchased in, over the following periods:

Plant and machinery	5 years
Motor vehicles	5 years

Freehold and leasehold buildings and land are not depreciated.
Freehold property is included in the balance sheet at revalued amounts.
No depreciation is provided on freehold property. It is the Trust's practice to maintain these assets in a continual state of sound repair and to make improvements thereto from time to time and

accordingly the trustees consider that the lives of these assets are long, and residual values are high so that their depreciation is insignificant.

Heritage assets
The Trust defines its nature reserves as Heritage Assets. Nature reserves purchased by the Trust are shown on the balance sheet at original cost or valuation at the date of acquisition where known. Where Heritage Assets have been donated to the Charity they are recognised initially at their fair value where practicable. No value is placed on assets where their costs or valuation is not available and such information cannot be obtained at a cost commensurate with the benefit to the users of the accounts and to the charity. As permitted by SORP FRS 102, no depreciation is charged on Heritage Assets. Note 11 provides further information.

Taxation
The Trust is exempt from direct taxation on its charitable activities.

Investments
Fixed asset investments are stated at market value based on the bid price valuation provided by the Trust's investment portfolio managers, CCLA and Hargreaves Lansdown for the Trust's ethical bond fund, as required by SORP (FRS 2019). Any diminution in value is deducted if, in the opinion of the investment managers, it is considered necessary. The investments are administered by CCLA and Hargreaves Lansdown on behalf of the Trust. Investment income is accounted for when received by the Trust or its appointed agent.

Investment gains and losses
Realised and unrealised gains and losses on investments arising from the valuation of investments are recognised in the Statement of Financial Activities.

Operating leases
Rentals payable under operating leases are charged to the Statement of Financial Activities as incurred over the term of the lease.

Pension costs
The charity operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

Fund accounting
The permanent endowment fund represents donations made where the donor requested that the capital be invested and the income either added to the capital or used to cover expenditure, depending on the conditions of the endowment. Restricted funds are funds for which the donor has specifically restricted the purpose for which they can be used. The amounts in the funds represent the monies still remaining available for future expenditure, or funds represented by assets purchased partly or fully from restricted funds.

Unrestricted funds
These are funds free from any restrictions and Trustees can decide what they are spent on. Unrestricted funds are shown in two types as detailed below:

Designated funds are funds for which Council has specifically designated the purpose for which they can be used. The amounts remaining in the funds represent the monies still remaining available for future expenditure.

General funds represent the unrestricted net assets of the charity, excluding designated funds. All income is allocated to the general fund unless restricted by the donor or specifically designated by Council.

Free reserves policy is to hold liquid funds in free reserves sufficient to cover four months of unrestricted expenditure.

Notes to the Consolidated Financial Statements
For the year ended 31 March 2023

2022/23 NOTES TO THE ACCOUNTS

Note 2 - Donations and Legacies

	2023	2022
	£'000	£'000
Donations and Fundraising	1,095	434
Legacies	1,916	332
	3,011	766

Note 3 - Income from Charitable Activities

	Unrestricted Income	Restricted Income	Endowment Income	2023	2022
	£'000	£'000	£'000	£'000	£'000
Wilder Hampshire - North	542	383	-	925	1,014
Wilder Hampshire - West	305	235	-	540	279
Wilder Hampshire - Central & Solent	373	43	-	416	423
Wilder Wight	86	64	-	150	737
Wilder Marine	-	226	-	226	61
Ecology and Nature Based Solutions	2,786	30	-	2,816	1,846
Advocacy, Education & Engagement	176	405	-	581	463
Membership	1,357	-	-	1,357	1,299
	5,625	1,386	-	7,011	6,122

Note 4 - Expenditure on Raising Funds

	2023	2022
	£'000	£'000
Expenditure on sales and commercial income	661	548

Note 5 - Total Expenditure

	Staff Costs	Other Direct Costs	Support Costs	2023	2022
	£'000	£'000	£'000	£'000	£'000
Wilder Hampshire - North	442	459	164	1,065	1,159
Wilder Hampshire - West	413	273	127	813	644
Wilder Hampshire - Central & Solent	360	209	152	721	555
Wilder Wight	213	134	63	410	401
Wilder Marine	44	56	39	139	64
Ecology and Nature Based Solutions	324	231	117	672	636
Advocacy, Education & Engagement	618	238	260	1,116	1,171
Membership	122	299	47	468	437
Expenditure on charitable activities	2,536	1,899	969	5,404	5,067
Expenditure on raising funds	393	182	86	661	548
	2,929	2,081	1,055	6,065	5,615

Note 6 - Analysis of Support Costs

	Raising funds	Wilder Hampshire North	Wilder Hampshire West	Wilder Hampshire Central & Solent	Wilder Wight	Wilder Marine
	£'000	£'000	£'000	£'000	£'000	£'000
IT	18	34	27	32	13	8
Finance	21	40	31	37	16	9
Premises	11	21	16	20	8	6
Human Resources	28	53	41	49	20	12
Governance	8	16	12	14	6	4
	86	164	127	152	63	39

	Ecology and Nature Based Solutions	Advocacy, Education & Engagement	Membership	2022/23 Total	Basis of Allocation
	£'000	£'000	£'000	£'000	No. of staff
IT	24	54	10	220	No. of staff
Finance	29	64	12	259	No. of staff
Premises	15	33	6	136	No. of staff
Human Resources	38	84	15	340	No. of staff
Governance	11	25	4	100	No. of staff
	117	260	47	1,055	

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£'000	£'000
Depreciation – owned assets	61	47
Operating leases – land and buildings	15	15
Auditors' remuneration – provision of audit services	19	10
Auditors' remuneration – non audit services	-	-

Note 6 - Analysis of Support Costs for the prior year 2021/22

	Raising funds	Wilder Hampshire North	Wilder Hampshire West	Wilder Hampshire Central & Solent	Wilder Wight	Wilder Marine
	£'000	£'000	£'000	£'000	£'000	£'000
IT	26	42	25	27	15	5
Finance	17	28	16	18	10	3
Premises	14	22	13	14	8	2
Human Resources	25	41	24	26	14	4
Governance	8	13	8	9	5	1
	90	146	86	94	52	15

	Ecology and Nature Based Solutions	Advocacy, Education & Engagement	Membership	2021/22 Total	Basis of Allocation
	£'000	£'000	£'000	£'000	No. of staff
IT	35	87	14	276	No. of staff
Finance	22	58	9	181	No. of staff
Premises	18	45	7	143	No. of staff
Human Resources	33	85	13	265	No. of staff
Governance	11	28	4	87	No. of staff
	119	303	47	952	

Note 7 - Trustees' Remuneration and Benefits

No Directors (Trustees) or persons connected with them have received or waived any remuneration during the year (2022: none)

No Directors (Trustees) received reimbursements of expenses for travelling during the year (2022: none)

Note 8 - Staff costs

	2023	2022
	£'000	£'000
Salaries and wages	3,029	2,603
Social security costs	279	218
Pension costs	170	149
	3,478	2,970

The average monthly number of full-time equivalent employees during the year was as follows:

	2023	2022
Cost of Generating Funds	7.1	7.7
Finance and Administration (includes Governance)	12.9	12.7
Charitable Activities	80.2	73.8
	100.2	94.2

	2023	2022
Senior Management Team Salaries for 7 staff (2022: 6 staff)	389	325

	2023	2022
The number of employees whose benefits (excluding employer pension costs) exceeded £60,000 was:		
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-

Notes 9 - Pension Scheme

The Trust operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Trust in an independently administered fund. The pension cost charged to the Statement of Financial Activities was £149k (2022: £137k).

Note 10 - Tangible Fixed Assets — Group and Charity

	Freehold Properties	Long Leasehold Land	Freehold Land	Plant and Machinery	Total
	£'000	£'000	£'000	£'000	£'000
Cost or valuation					
As at 1 April 2022	2,455	2,912	2,943	916	9,226
Additions	97	-	-	47	144
Disposals	-	-	-	-	-
Transfer	(137)	-	137	-	-
As at 31 March 2023	2,415	2,912	3,080	963	9,370
Depreciation					
At 1 April 2022	-	-	-	707	707
Charge for the year	-	-	-	61	61
Depreciation on disposals	-	-	-	-	-
As at 31 March 2023	-	-	-	768	768
Net Book Value					
As at 31 March 2023	2,415	2,912	3,080	195	8,602
As at 1 April 2022	2,454	2,912	2,943	209	8,518

Tangible Fixed Assets are all functional assets used in furtherance of the Trust's objectives.

The Trust's three freehold properties are Beechcroft House, Dawkins Cottage and Brick Kiln Farm Cottage. They were revalued in 2021 by Skinner Holden and Bacheler Monkhouse, these values are included in the table above.

The Freehold Land included above as Tangible Fixed Assets consists of: Tawny Barn Field, College Copse Farm, Hockley Meadows Farm and Brick Kiln Farm. Other than Tawny Barn Field these were revalued at the end of March 2021 by Bacheler Monkhouse, these values are included in the table above.

The long leasehold land relates to the Nunwell land.

Note 11 - Heritage Assets — Group and Charity

	2022/23	2021/22	2020/21	2019/20	2018/19
	£'000	£'000	£'000	£'000	£'000
Cost or valuation					
At start of period	3,595	3,245	2,293	1,938	1,938
Additions	-	350	952	355	-
Heritage Assets not previously valued	-	-	-	-	-
Disposals	-	-	-	-	-
At end of period	3,595	3,595	3,245	2,293	1,938
Net book value					
Year End	3,595	3,595	3,245	2,293	1,938
Prior Year	3,595	3,245	2,293	1,938	1,938

Heritage Assets are defined as tangible property with historical, artistic, scientific, technological, geophysical or environmental qualities which are held and maintained principally for their contribution to knowledge and culture.

Hampshire and Isle of Wight Wildlife Trust defines its nature reserves as Heritage Assets as they are held for the purposes of conservation, and are intended to be kept indefinitely or, for leasehold sites, until such time as the lease ends.

Nature reserves purchased by the Trust are shown on the balance sheet at original cost or valuation at the date of acquisition where known. Where Heritage Assets have been donated to the Charity they are recognised initially at their fair value where practicable. No value is placed on assets where their costs or valuation is not available and such information cannot be obtained at a cost commensurate with the benefit to the users of the accounts and to the charity. As permitted by SORP FRS 102, no depreciation is charged on Heritage Assets.

The Trust continues to acquire new land for the purposes of conservation in accordance with its acquisitions policy. Assets are classified as heritage assets where appropriate at the time of acquisition. Heritage Assets held by the Trust as at 31 March 2023 are listed overleaf in tables 1 and 2.

Note 11 continued

Table 1. Heritage Assets: Freehold Nature Reserves

Name	Location	Size (hectares)
Alverstone Mead	Sandown, Isle of Wight	28.6
Arreton Down	Newport, Isle of Wight	19.0
Bartley Heath	Hook	91.0
Bere Copse	Soberton	4.0
Broughton Down	Broughton	24.0
Chappetts Copse	West Meon	12.0
Copythorne Common	Cadnam	15.4
Coulters Dean	Buriton	4.0
Deacon Hill	Winchester	10.0
Emer Bog	North Baddesley	53.4
Fletchwood Meadows	Ashurst	5.0
Greywell Moors	Odiham	13.0
Hill Heath Farm	Newchurch, Isle of Wight	14.4
Hoe Road Meadow	Bishop's Waltham	3.0
Holmsley Gravel Pit	Bransgore	3.0
Kitt's Grave	Martin	36.0
Knighton Down	Brading, Isle of Wight	13.4
Linwood	Appleslade	10.5
Lower Knighton Moor	Newchurch, Isle of Wight	13.4
Lower Test, The Crescent	Nursling	5.0
Lymington Reed Beds	Lymington	32.0
Mapledurwell Fen	Basingstoke	0.4
Martin's Wood	Newchurch, Isle of Wight	8.5
Micheldever Spoil Heaps - North	Micheldever	3.0
Morton Marsh	Sandown, Isle of Wight	10.5
Ningwood Common	Cranmore, Isle of Wight	11.7
Parsonage Farm	Newchurch, Isle of Wight	27.1
Pewit Island	Portsmouth Harbour	1.2
Ron Ward's Meadow	Tadley	10.0
Royden Lane	Brockenhurst	2.2
Roydon Woods	Brockenhurst	379.7
Sandown Meadows	Sandown, Isle of Wight	18.0
Sandy Down	Brockenhurst	4.9
Shutts Copse	West Meon	4.0
Southmoor	North Langstone	11.3
St Clair's Meadow	Soberton	15.8
St Lawrence Bank Field	Whitwell, Isle of Wight	5.1
St Lawrence Undercliff Woods	St Lawrence, Isle of Wight	1.5
Swanpond Copse	Ryde, Isle of Wight	4.0
Upper Inhams Copse	Silchester	18.0
Upper Titchfield Haven	Hill Head	13.0
Upper Winnall Moors	Winchester	26.0
Weavers Down Bog	Longmoor	3.0
Whitehouse Meadows	Cove	1.0
Wick Hill Hanger	Selbourne	8.0
Winnall Moors West	Winchester	21.5
Total		1019.5

Note 11 continued

Table 2. Heritage Assets: Leasehold Nature Reserves

Name	Location	Size (hectares)
Ancells Farm	Fleet	12.0
Baddesley Common	North Baddesley	28.0
Blashford Lakes	Ringwood	91.0
Bouldnor Forest	Bouldnor, Isle of Wight	36.0
Old Burghclere Lime Quarry	Burghclere	3.0
Eaglehead & Bloodstone Copses	Brading, Isle of Wight	10.0
Farlington Marshes	Portsmouth	120.0
Upper Flexford	Chandler's Ford	11.0
Lower Flexford	Chandler's Ford	9.0
Headley Gravel Pit	Headley	7.0
Hook Common	Hook	74.0
Hookheath Meadows	Southwick	14.0
Hythe Marshes	Hythe	9.0
Lymington & Keyhaven Marshes	Lymington	320.0
Long Aldermoor	Minstead	3.0
Lower Test	Totton	157.0
Lower Winnall Moors	Winchester	15.0
Manor House farm	Totton	90.0
Milton Locks	Portsmouth	0.4
Noar Hill	Selborne	12.0
Pamber Forest	Silchester	194.0
St Catherine's Hill	Winchester	47.0
Swanwick Lakes	Fareham	28.0
Testwood Lakes	Totton	65.0
Total		1355.4

Note 12 - Fixed Asset Investments — Group and Charity

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Investments	2,827	1,333	2,827	1,333

GROUP

	Listed investments	Unlisted investments	Cash and settlements pending	Totals
	£'000	£'000	£'000	£'000
Market Value				
At 1 April 2022	1,333	-	-	1,333
Additions	1,522	-	-	1,522
Disposals	-	-	-	-
Investment Losses	(28)	-	-	(28)
At 31 March 2023	2,827	-	-	2,827
Net Book Value				
At 31 March 2023	2,827	-	-	2,827
At 1 April 2022	1,333	-	-	1,333

Of the £2.83m investments held at 31 March 2023, all holdings are held in the UK.

CHARITY

	Listed investments	Unlisted investments	Cash and settlements pending	Totals
	£'000	£'000	£'000	£'000
Market Value				
At 1 April 2022	1,333	-	-	1,333
Additions	1,522	-	-	1,522
Disposals	-	-	-	-
Investment Losses	(28)	-	-	(28)
At 31 March 2023	2,827	-	-	2,827
Net Book Value				
At 31 March 2023	2,827	-	-	2,827
At 1 April 2022	1,333	-	-	1,333

The unlisted investments represents the charity's 100% interest in HIWWT Trading Limited and Arcadian Ecology & Consulting Limited and the interest in each subsidiary amount to 100 ordinary shares of £1 giving an historical cost of £200.

Of the £2.83m investments held at 31 March 2023, all holdings are held in the UK.

All investments are held to preserve capital value and generate a modest income for use in the activities of the Trust.

Note 13 - Debtors

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Trade Debtors	1,379	456	1,277	274
Other Debtors	1,503	771	1,504	769
Prepayments and Accrued Income	17	23	17	23
Amounts Due from Group Undertakings	-	-	50	61
	2,899	1,250	2,848	1,127

Notes 14 - Creditors: Amounts Falling Due Within One Year

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Trade Creditors	219	148	217	137
Other Creditors	52	28	52	27
Short term loan	-	-	-	-
Accruals	196	379	192	331
Taxation and Social Security	308	71	291	40
Amounts Owed to Group Undertakings	-	-	-	-
Deferred Income	323	410	322	402
Other loans	1,915	-	1,915	-
	3,013	1,036	2,989	937

Notes 15 - Creditors: Amounts Falling Due After One Year

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Other loans	500	2,915	500	2,915
	500	2,915	500	2,915

The above loans of £915k and £2m, are related to the purchase of the long lease land at Nunwell for the Nutrient Neutrality Scheme. Each loan is interest free, due to be repaid between 2-5 years and is secured on non-heritage assets. The £915k loan is secured against Little Duxmore Farm and the £2m loan is secured against Brick Kiln Cottage and Farm, White Meadow Farm (Hockley Farm) & Home Farm (College Copse Farm). The first repayment of £500k against the £2m loan was paid in March 2023, reducing this loan to £1.5m.

Note 16 - Analysis of Charitable Funds for the Current Year 2022/23

	Balance at 31 March 2022	Incoming resources and fund transfers in	Outgoing resources and funds expended	Balance before movements at 31 March 2023	Investment Gains/ (Losses)	Transfers	Balance at 31 March 2023
UNRESTRICTED FUNDS	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Designated Funds:							
Land Acquisition & Management	692	-	(168)	524	-	1,304	1,828
Assets Depreciation Fund	-	-	-	-	-	-	-
Wilder 2030	1,090	-	(129)	961	-	1,106	2,067
Business Infrastructure	116	-	(6)	110	-	-	110
Nature Based Solutions	642	1,178	(65)	1,755	-	-	1,755
Total Designated Funds	2,540	1,178	(368)	3,350	-	2,410	5,760
General Fund	8,195	6,823	(4,200)	10,818	(28)	(2,410)	8,380
Total Unrestricted Funds	10,735	8,001	(4,568)	14,168	(28)	-	14,140
RESTRICTED FUNDS							
Advocacy, Engagement & Education	-	444	(367)	77	-	-	77
Badger Appeal	11	-	(1)	10	-	-	10
Beaver Project	-	102	-	102	-	-	102
Brough Naturalists' Fund	22	-	-	22	-	-	22
College Copse Farm	7	-	-	7	-	-	7
Donations & Legacies - Hampshire	2	30	(24)	8	-	-	8
EA Water Projects	64	-	-	64	-	-	64
Education Development Fund	-	18	-	18	-	-	18
Emer Bog and Heathlands	18	-	-	18	-	-	18
Estates Support and Ecology	-	30	(23)	7	-	-	7
Fishlake Meadows	25	6	-	31	-	-	31
IOW Land Management	253	-	(14)	239	-	-	239
IOW Legacy Funds	-	507	-	507	-	-	507
IOW Projects	38	150	-	188	-	-	188
Itchen Navigation/Winnall Moors	31	-	(10)	21	-	-	21
Kates Meadow Fund	3	-	-	3	-	-	3
Manor House Farm	366	-	(64)	302	-	-	302
Marine , Solent Seascape (ELP) Project	-	17	-	17	-	-	17
Parsonage Farm Fund	42	-	(15)	27	-	-	27
Richard Hedley Fund	5	-	-	5	-	-	5
Secrets of the Solent Project	12	-	(12)	-	-	-	-
SE Wildlife Trusts Strategic Dev. Fund	15	-	-	15	-	-	15

Note 16 - Analysis of Charitable Funds for the Prior Year 2022/23 (continued)

	Balance at 31 March 2022	Incoming resources and fund transfers in	Outgoing resources and funds expended	Balance before movements at 31 March 2023	Invest-ment Gains/ (Losses)	Transfers	Balance at 31 March 2023
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Restricted Funds (cont.)							
Southern Water Section 20	295	-	(200)	95	-	-	95
St Clair's Meadow	28	-	-	28	-	-	28
SWWFL Research	2	-	-	2	-	-	2
Test and Itchen Catchment Project	3	10	-	13	-	-	13
Titchfield Development Project Fund	-	10	-	10	-	-	10
Watercress & Winterbournes Project	386	-	-	386	-	-	386
Wilder Hampshire - Central & Solent	-	58	(29)	29	-	-	29
Wilder Hampshire - North	-	385	(379)	6	-	-	6
Wilder Hampshire - West	-	277	(242)	35	-	-	35
Wilder Marine	-	211	(95)	116	-	-	116
Wilder Wight	-	24	(22)	2	-	-	2
Wildlife Investment Fund	27	-	-	27	-	-	27
Restricted Funds	1,655	2,279	(1,497)	2,437	-	-	2,437
Restricted Heritage Assets	2,921	-	-	2,921	-	-	2,921
Total Restricted Funds	4,576	2,279	(1,497)	5,358	-	-	5,358
Permanent Endowment Fund: Ted Wallace Fund	5	-	-	5	-	-	5
Total Endowment Funds	5	-	-	5	-	-	5
TOTAL CHARITABLE FUNDS	15,316	10,280	(6,065)	19,531	(28)	-	19,503

EXPLANATION OF CHARITABLE FUNDS

UNRESTRICTED FUNDS

Designated Fund:

Designated funds are set aside to support the delivery of the Trust's Strategic Plan and to help the Trust manage major risks.

Land Acquisition & Management	In the light of the continuing uncertainty around the agri-environment scheme income for land management post-Brexit, this fund was established in 2016, to help support the management of the Trust's land as well as the acquisition of new sites. Often land acquisition is funded on a case by case basis but this fund allows the Trustees to allocate match-funding to support grant applications or to top up appeals for new land.
Assets Depreciation Fund	A fund to offset the depreciation costs of our major capital asset investments over the depreciation period.

Wilder 2030	Following the successful launch of the Trust's ten year vision and strategy - Wilder 2030 - Trustees agreed to establish this fund to support its delivery. The fund was made up by merging earlier designated funds that had been set aside for strategic development and made up of unrestricted legacies received. The fund will be drawn down with Trustee approval as part of the implementation of Wilder 2030 over a period of three to five years unless needed sooner.
Business Infrastructure	A fund to offset maintenance costs of buildings and fund the Trust's administrative software upgrades and move towards developing Business Intelligence systems.
Nature Based Solutions	This fund supports nature recovery through the creation of new nature reserves funded by the selling of nitrates credits. The trust has an obligation to manage these sites for 125 years for which this fund will be used.

RESTRICTED FUNDS

Restricted funds are strictly tied to our specific projects. Often the Trust receives project funding in advance and so we need to 'ring fence' the monies for spending on the project, as agreed with the funder or donor. Sometimes the projects can run over a number of years. Normally the fund will close once the project is finished.

Advocacy, Engagement & Education	Funds held from major donors and grants funders towards the Education & Engagement projects in 2023/24.
Badger Appeal	Appeal funds to put towards research and practical control of bovine tuberculosis and deployment of vaccination where appropriate.
Beaver Project	Income from charitable Trusts, individuals and organisations for the IOW Beaver Project.
Brough Naturalists' Fund	Fund containing an in-memoriam donation given by Antoinette Brough in memory of her husband Dr. Peter Brough, a former and long-term supporter of the Trust. The donation was used to establish an annual prize fund of up to £500 per year to acknowledge and encourage the work of amateur naturalists.
College Copse Farm	Funds remaining from the College Copse farm appeal, to be spent on upgrading the facilities there.
Donations & Legacies - Hampshire	£2k given by Miss Lipscombe for replacement benches on Warnborough Greens.
EA Water Projects	Funding received in advance for the Test and Itchen Catchment Project.
Education Development Fund	Major Donor funding towards on site capital improvements for education purposes.
Emer Bog and Heathlands	Funds for heathland restoration and ongoing management of Emer Bog nature reserve, funded via a developer's contribution.
Estates Support and Ecology	Funds held from grants funders towards the Ecology projects in 2023/24.
Fishlake Meadows	Funds received towards the ongoing management of Fishlake Meadows from Test Valley Borough Council.
IOW Land Management	Donations towards the ongoing work on the Island.
IOW Legacy Funds	Living legacy from major donors Mr & Mrs Oldham towards the management of land and projects on the IOW, along with income for land acquisition specifically for purchase of Kittenocks Meadows.
IOW Projects	Funding received from major donors for the acquisition of land on the Isle of Wight for conservation purposes.

Itchen Navigation/Winnall Moors	Ten year Heritage Lottery Fund balance held against ongoing Itchen Navigation (2022) and Winnall Moors (2023) projects commitments.
Kates Meadow Fund	Restricted donation of £3500 to be drawn down over 10 years at a rate of £350 per year. The donation from Mr Ray Hilllyer is to cover HIWWT costs when maintaining the Littleton church (Kate's) Meadow.
Manor House Farm	Funds received in advance towards the 50 years of management of Manor House Farm for the period of the agreement.
Marine, Solent Seascape (ELP) Project	Income towards the delivery of Solent Seascape (ELP) Project. Funds are received in dollars and subject to exchange rate, meaning we may be receiving more or less money than budgeted. This fund was set up to reduce the risk against the variability of this over the 5 year programme.
Parsonage Farm Fund	Funding from the Banister Trust for the ongoing maintenance of Parsonage Farm.
Richard Hedley Fund	This fund was established to acknowledge the late Richard Hedley, former Trustee and one of the Trust's most long-standing supporters. Sadly, in May 2018, we also lost Jean Hedley MBE, former Chair and President of the Trust. The family are keen that this fund is continued for the support of ecology trainees. Any donations or other fundraising undertaken in memory of the incredible contribution made by both Richard and Jean Hedley will be added to the fund in accordance with their wishes.
Secrets of the Solent Project	Funds received towards the Secrets of the Solent Project from NLHF and donations from partners and individuals.
SE Wildlife Trusts Strategic Dev. Fund	Funds set aside in agreement with the regional grouping of Wildlife Trusts for spending on strategic pan-regional projects.
Southern Water Section 20	Funding received in advance for the 10 year, Test and Itchen Catchment Project.
St Clair's Meadow	Funds received towards the ongoing management of St Clair's Meadow from donations from the local community.
SWWFL Research	Funds received from SWWFL towards future research work.
Test and Itchen Catchment Project	Funding received in advance for the Test and Itchen Catchment Project.
Titchfield Development Project Fund	Appeal income raised in connection with work on the proposal for the future of Titchfield Haven and the lower Meon Valley.
Watercress & Winterbournes Project	Funds received towards the 5 year Watercress & Winterbournes Project funded by NLHF and donations from partners and individuals.
Wilder Hampshire - Central & Solent	Funds held from major donors and grants funders towards the Conservation projects in the Central and Solent Team in 2023/24.
Wilder Hampshire - North	Funds held from major donors towards the Conservation projects in the North of Hampshire in 2023/24.
Wilder Hampshire - West	Funds held from major donors and grants funders towards the Conservation projects in the West of Hampshire in 2023/24.
Wilder Marine	Funds held from grants funders towards our Marine projects in 2023/24.
Wilder Wight	Funds held from major donors and grants funders towards our IOW conservation projects in 2023/24.
Wildlife Investment Fund	Appeal income received held in a fund to use in the future when match funds are needed to secure grants from partners and individuals.

Note 16 - Analysis of Charitable Funds for the Prior Year 2021/22

	Balance at 31 March 2021	Incoming resources and fund transfers in	Outgoing resources and funds expended	Balance before movements at 31 March 2022	Investment Gains/ (Losses)	Transfers	Balance at 31 March 2022
UNRESTRICTED FUNDS	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Designated Fund:							
Land Acquisition & Management	424	310	(90)	644	-	48	692
Assets Depreciation Fund	-	-	-	-	-	-	-
Wilder 2030	906	-	(100)	806	-	284	1,090
Business Plan Strategic Development	158	-	(42)	116	-	-	116
Nature Based Solutions	355	374	(87)	642	-	-	642
Total Designated Funds	1,843	684	(319)	2,208	-	332	2,540
General Fund	7,698	4,490	(3,772)	8,416	111	(332)	8,195
Total Unrestricted Funds	9,541	5,174	(4,091)	10,624	111	-	10,735
RESTRICTED FUNDS							
Badger Appeal	11	-	-	11	-	-	11
Brough Naturalists' Fund	22	-	-	22	-	-	22
Central Rivers & Downs Conservation	-	101	(101)	-	-	-	-
College Copse Farm	7	-	-	7	-	-	7
Donations/Legacies (Restricted)	2	-	-	2	-	-	2
EA Water Projects	70	-	(6)	64	-	-	64
Emer Bog and Heathlands	21	-	(4)	17	-	-	17
Estates Conservation	-	256	(256)	-	-	-	-
Fishlake Meadows	25	-	-	25	-	-	25
IOW Land Management	-	263	(10)	253	-	-	253
IOW Projects	-	38	-	38	-	-	38
Itchen Navigation/Winnall Moors	31	-	-	31	-	-	31
Kates Meadow Fund	3	-	-	3	-	-	3
Landscape and Catchment Projects	-	319	(319)	-	-	-	-
Manor House Farm	366	-	-	366	-	-	366
North Hampshire Conservation	-	10	(10)	-	-	-	-
Parsonage Farm Fund	47	0	(5)	42	-	-	42
Policy, Advocacy & Engagement	-	273	(273)	-	-	-	-
Richard Hedley Fund	5	-	-	5	-	-	5
SE Wildlife Trusts Strategic Dev. Fund	15	-	-	15	-	-	15

Note 16 - Analysis of Charitable Funds for the Prior Year 2021/22 (continued)

	Balance at 31 March 2021	Incoming resources and fund transfers in	Outgoing resources and funds expended	Balance before movements at 31 March 2022	Invest-ment Gains/ (Losses)	Transfers	Balance at 31 March 2022
Restricted Funds (cont.)	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Secrets of the Solent Project	29	-	(17)	12	-	-	12
Solent & IOW Conservation	-	364	(364)	-	-	-	-
Southern Water Section 20	441	-	(146)	295	-	-	295
St Clair's Meadow	23	5	-	28	-	-	28
SWWFL Research	2	-	-	2	-	-	2
Test and Itchen Catchment Project	3	-	-	3	-	-	3
Watercress & Winterbournes Project	400	-	(14)	386	-	-	386
Wildlife Investment Fund	27	-	-	27	-	-	27
Restricted Funds	1,550	1,629	(1,524)	1,655	-	-	1,655
Restricted Heritage Assets	2,261	660	-	2,921	-	-	2,921
Total Restricted Funds	3,811	2,289	(1,524)	4,576	-	-	4,576
Permanent Endowment Fund: Ted Wallace Fund	5	-	-	5	-	-	5
Total Endowment Funds	5	-	-	5	-	-	5
TOTAL CHARITABLE FUNDS	13,357	7,463	(5,615)	15,205	111	-	15,316

Note 17 - Analysis of Net Assets Between Funds

	Unrestricted Funds	Designated Funds	Restricted Funds	Permanent Endowment Funds	Total Funds
	£'000	£'000	£'000	£'000	£'000
Tangible Fixed Assets	8,601	-	-	-	8,601
Heritage Assets	675	-	2,920	-	3,595
Fixed Asset Investments	1,067	1,755	-	5	2,827
Current Assets	1,549	4,005	2,438	-	7,992
Current Liabilities	(3,012)	-	-	-	(3,012)
Long Term Liabilities	(500)	-	-	-	(500)
Net Assets	8,380	5,760	5,358	5	19,503

Free reserves value £3.1m (2022: £1.91m)

Free reserves months 8.2 months (2022: 5.6 months) Against Trust Policy of 4 months of unrestricted spend

Note 17 - Analysis Of Net Assets Between Funds From Prior Year 2021/22

	Unrestricted Funds	Designated Funds	Restricted Funds	Permanent Endowment Funds	Total Funds
	£'000	£'000	£'000	£'000	£'000
Tangible Fixed Assets	8,518	-	-	-	8,518
Heritage Assets	675	-	2,920	-	3,595
Fixed Asset Investments	1,329	-	-	5	1,334
Current Assets	1,622	2,541	1,657	-	5,820
Current Liabilities	(1,036)	-	-	-	(1,036)
Long Term Liabilities	(2,915)	-	-	-	(2,915)
Net Assets	8,193	2,541	4,577	5	15,316

Free reserves value £1.91m 5.6 months

Note 18 - Trading Subsidiaries

a. The wholly-owned subsidiary company, Arcadian Ecology and Consulting Limited, which is incorporated in England and Wales, donates its profits to the charity. The charity owns the entire share capital of 100 ordinary shares of £1.

Audited accounts for the subsidiary company are filed with the Registrar of Companies at Companies House.

A summary of the trading results is shown below:

		2023
		£'000
Turnover	- Third party	212
	- Group	-
Cost of sales	- Third party	(179)
Gross profit		33
Administration costs		-
Profit before taxation		33
Tax on profit on ordinary activities		-
Net profit		33
Share capital - 100 ordinary shares		£100

	2023
	£'000
Revenue Reserve	33

b. The wholly-owned subsidiary company, HIWWT Trading Limited, which is incorporated in the England and Wales. The charity owns the entire share capital of 100 ordinary shares of £1. The company was dormant throughout the current year.

Note 19 - Operating Lease Commitments

The amount payable in respect of operating leases shown below are analysed according to the expiry of the leases.

	Land and Buildings	
	2023	2022
	£'000	£'000
Within one year	22	22
Between two to five years	7	34
More than five years	124	128
	153	184

Note 20 - Related Party Disclosures

The Trust owns all 100 of the issued £1 ordinary shares of HIWWT Trading Limited, which is currently dormant. The Trust also owns all 100 of the issued £1 ordinary shares of Arcadian Ecology & Consultancy Limited which trades externally as well as acting as an ecology consultancy for the Charity. At 31 March 2023 Arcadian Ecology & Consultancy Limited owed the Trust £50k (2022: £61k).

At 31 March 2023 HIWWT Trading Limited owed the Trust £0 (2022: £0k).

South West Wildlife Fundraising Limited is a membership recruitment agency which is owned by eight Wildlife Trusts predominantly in the South West region of which HIWWT is one and the liability limited to £1. The total value paid to SWWFL in the year was £243k (2022: £242k) and as at the 31 March 2023 the Trust was owed £1,690 by South West Wildlife Fundraising Limited due to a credit note raised at the end of March (2022: SWWFL owed the Trust £7,985).

Trustees made donations to the Charity totalling £1,120 during the year (2022: £1,030).

Note 21 - Ultimate Controlling Party And Members' Guarantee

The Trust is controlled by its members; no one member has overall control.

Note 22 - Legal Status of the Charity

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

Note 23 - Donors, Grant Funders and Legacies Received

The Trust receives help and support, financial and otherwise, from many individuals (including members who give additional donations over and above membership fees), companies, government agencies, grant-making bodies and other organisations. In addition, we receive gifts from many people who kindly remember the Trust in their will. We would like to thank all of our supporters, as these generous donations are vital to the Trust and we would not be able to continue our work without them.

A list of our donors, grant funders, legacies and supporters can be found overleaf.

Note 23 - Post Balance Sheet Transactions

Subsequent to the year end the Trust has been notified of two legacies totalling £475k. At the year end, these did not meet the recognition criteria so will therefore be included in the 2022/23 accounts.

Our Supporters

Donations in memory of:

Anthony James Wilde
Bernard Mathews Hoad
Bessie Mary (Bess) King
Brian Crabb
Brian Michael Mckie
Clara Wyles
David John Gardner
David Whitaker
Doris Mary Dunkinson
Douglas Frank White
Dr Theo Roberts
Elizabeth Guy
Frank J Roberts
Frank White Douglas
Geoffrey Field
Gill Burnside
Gillian Mary Counihan
Gillian Norris
Joan Dunford
John Bryant
John Janes
John Parkhouse
Malcolm (Mick) Dodd
Maurice Donovan
Michael Flint
Michael Sharman
Myra Armstrong
Nick Sorby
Nigel Claude Cole
Richard James Caffrey
Robert Andrew (Bob) Kelly
Robert Kenneth Jackson
Roger Clark
Ruth Cairns
Sal Heywood
Susan McMonagle
Tom Vaughan

Gifts in Wills from:

Arthur Leonard (Len) Mummery
Beryl Madeline Harding
Carol Ann Green
Christine May Shinwell
David Leonard Fisher
Diana Maxine Tracey Freeman
Elizabeth Anne Thorn
Emilio Fernandez Arias
Janet Elizabeth Chamberlain
Leslie Davie
Marie Elizabeth Clark
Mary Elspeth Short
Mary Frances Bell
Michael Brian Sharman
Nigel Cole
Norman Ernest Mumford
Philip Robert Hastie



Funding to support our work and projects:

We wish to express our sincere gratitude to individual donors, corporate supporters, local authorities and grant funders for their generous support. With their assistance, we were able to recruit new trainee staff members and achieve continued success in our education and engagement programmes. We are also grateful to the partners and donors who contributed to the management of our nature reserves and wider conservation projects, fostering nature recovery across our two counties.

Basingstoke & Deane Borough Council

Boskalis Westminster

Bournemouth Water, part of the Pennon Group plc

Butterfly Conservation - Hampshire and Isle of Wight branch

Community Fund

DP World Southampton

Eastleigh Borough Council

Environment Agency

Falconer Family Trust

FatFace Foundation

Forbidden Planet, Southampton

Forestry England

Grainger PLC

Hampshire County Council

Hampshire Ornithological Society

Hi-Level Mezzanines Ltd

Hildon Ltd

Isle of Wight AONB

Isle of Wight Council

Isle of Wight Distillery

James Tuttiett Charitable Trust

John Swire 1989 Charitable Trust

Lakeside North Harbour

Loungers

Lymington and Pennington Town Council

National Air Traffic Services (NATS)

Natural England

New Forest District Council

New Forest National Park Authority

NMSB

Pamber Parish Council

Penny Henley

Portsmouth City Council

Portsmouth Water

Professor Michael Sleigh

Silchester Parish Council

South Downs National Park Authority

Southampton City Council

Southern Car Storage

Southern Co-op

Southern Water

Tadley Parish Council

The Knights Trust

The National Lottery Heritage Fund

The Roger and Ingrid Pilkington Charitable Trust

The Verderers of the New Forest

Twyford School

Tyl by NatWest, Giveback

Vine House Farm

Vitacress Conservation Trust

Vitacress Ltd

Wessex Water

Wight Nature Fund

Wightlink

Winchester City Council

Local groups:

We're very thankful for the continued hard work and support of our local groups and their volunteers.

Basingstoke

Bishop's Waltham

Eastleigh and Chandler's Ford

Fareham

Gosport

Hart and Rushmoor

Havant, Hayling and Emsworth

Isle of Wight

Romsey

South Downs

Winchester

Charity Information

Organisational Structure

Hampshire and Isle of Wight Wildlife Trust is a registered charity (No. 201081) and a company limited by guarantee in England and Wales (No. 676313). VAT registration number 238466579. The charity was founded and incorporated as a company limited by guarantee on 28 November 1960, as Hampshire and Isle of Wight Naturalists' Trust Limited. On 4 June 1991 the charity changed its name to Hampshire and Isle of Wight Wildlife Trust Limited, later simplifying it to Hampshire and Isle of Wight Wildlife Trust on 19 December 2006. Hampshire and Isle of Wight Wildlife Trust is a member of the Royal Society of Wildlife Trusts (registered charity number 207238), we're one of 46 Wildlife Trust members throughout the UK which are collectively known as The Wildlife Trusts. The charity has two subsidiary trading companies. The work of the subsidiary companies is overseen by a board of Directors which is accountable to Council. Day-to-day management of the Trust's two subsidiary companies is delegated to the Chief Executive who oversees their activity.

Arcadian Ecology & Consulting Limited

Established in 2016; Company No. 10033962. Arcadian Ecology & Consulting delivers a range of chargeable services including ecological surveys and the provision of land management advice. As a subsidiary of the Trust, Arcadian abides by the Trust's policies and procedures and staff are subject to the same terms and conditions of employment. Staff employed by the Trust have Group employment contracts and can work in the charity and subsidiaries. In 2022/23 the equivalent of 3.91 FTE staff worked on Arcadian activities.

HIWWT Trading Limited

Established in 2013; Company No. 08478757. HIWWT Trading provides the Trust with a vehicle for the potential development of other trading activities in the future, such as retail sales. This company is currently dormant.

Charitable Purpose

Hampshire and Isle of Wight Wildlife Trust has two charitable purposes in accordance with the Charities Act 2011 and as set out in our Articles of Association: 1. For the benefit of the public, to advance, promote and further the conservation, maintenance and protection of the environment. 2. To advance the education of the public in the principles and practice of sustainable development and biodiversity conservation. In support of these purposes, the Trust promotes research in all branches of nature study and the publishing of the useful results thereof. The Trust delivers its charitable purposes through its strategic objectives as described in this report.

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. The Trust's public benefit is enshrined in its charitable objectives and activities, providing multiple benefits for the public which are wide-ranging and long-lasting.

- Our nature reserves are used extensively by the public for quiet recreation; many have access on clearly marked paths along with information and interpretation for visitors.
- The land we manage provides a range of other public benefits such as flood risk management, carbon storage, pollination, pollution control and aesthetic beauty.
- Government and businesses are now recognising the essential role that nature plays in supporting the economy, not least through the provision of these public goods and services.
- Through providing advice and assistance to farmers and landowners, the Trust helps to support the rural economy and wider landscapes valued by the public.
- We deliver an extensive education and engagement programme, inspiring thousands of people of all ages - from schools, colleges, adult groups and the wider public - to enjoy contact with the natural world and benefit from its positive effect on health and wellbeing.
- Evidence and advice provided by the Trust to local government, private companies, landowners and communities helps to ensure that decisions on policies relating to land management, development, and public health take full account of the public benefit of wildlife and a healthy environment.

Governance

Council

Council is the Trust's governing body, made up of 10-15 members who serve as both Trustees of the charity and Directors of the company. Trustees are elected by the members at the Annual General Meeting. Trustees can serve for three consecutive terms of three years and then must stand down for a year becoming eligible to stand again. The exception is that of the Chair and the Honorary Treasurer who can stand for a fourth

consecutive term. All Trustees are volunteers, give freely of their time and have no beneficial interest in the company or charity. To ensure that Council is equipped to carry out its responsibilities it carries out skills analysis of existing members, inducts new members into the charity and provides Trustee training as required.

As part of the Trust's commitment to diversity and inclusion, to attract younger and more diverse voices onto the Board, the role of Associate Trustee has also been created. Whilst Associate Trustees do not have the full legal liabilities and responsibilities of an elected Trustee, which means they cannot vote on resolutions, make any major decisions, or give instructions to Council, they can participate in all Board meetings and are encouraged to bring a fresh perspective, provide input and comment on recommendations to Council. The role of Associate Trustee provides a training ground for a potential future role as a Trustee.

Responsibilities of Council

Council meets on a quarterly basis. Trustees are responsible for setting the charity's strategic objectives and policies and for ensuring they're achieved. Under the Companies Act, Trustees as Directors of the company must prepare the Report of the Trustees and the Financial Statements for each financial year in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Company law requires the financial statements to give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Statement of Recommended Practice;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on a 'going concern' basis unless it is inappropriate to;
- presume that the charitable company will continue in business.

Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They're responsible for safeguarding the assets of the charitable company and for taking reasonable steps for the prevention and detection of fraud and other irregularities. Council is also responsible for assessing, managing and monitoring strategic risks to the delivery of the charity's purposes.

Council is assisted by two standing governance committees that meet regularly and report to Council each quarter:

• Business & Finance Committee – provides expertise and advice to Council on all business and financial matters, undertakes scrutiny of accounts, maintains oversight of investments and financial controls, develops policy and provides advice on business risk and resource management.

• HR & Remuneration Committee – advises Council on HR matters, develops policy and strategy, monitors key HR metrics and provides advice on succession planning and use of volunteers. The committee also has oversight of staff remuneration and benefits.

Council is also assisted by several advisory panels, working groups and operational committees that meet and report to Council as required. This includes a combined Arcadian Board and Nature-based Solutions Working group to oversee this growing area of our work.

Staff Remuneration

The Trust uses a job scoring system based on a model developed by the Royal Society of Wildlife Trusts. The Chief Executive has delegated authority to set salaries for staff using this system. Alongside information from the Trust's external benchmarking process. The external benchmarking process is conducted no more than every three to five years to ensure that salaries remain competitive with the external market. Salaries for senior posts are agreed with Trustees. The Chief Executive's salary is set by the HR and Remuneration Committee using a similar process of assessment and confidential benchmarking.

Auditors

An independent audit is performed annually to fulfil the charity's legal obligations and for Council to ensure that the financial statements have been properly prepared and give a true and fair view. The auditor's report to the members of the charity is given on page 36.

Registered Auditors: Azets Audit Services Limited, Secure House, Lulworth Close, Chandlers Ford, Southampton, Hampshire SO53 3TL

Principal Bankers: Unity Trust Bank plc, Four Brindleyplace, Birmingham B1 2JB

Investment Managers: CCLA Investment Management Limited, Senator House, 85 Queen Victoria Street, London EC4V 4ET

Hargreaves Lansdown, 1 College Square South, Anchor Road, Bristol, BS1 5HL

Solicitors: Knights, 3rd Floor, Cumberland House, 15-17 Cumberland Place, Southampton SO15 2BG.

Our People

President

John Collman
(Retired 5th November 2022)

Megan McCubbin
(from 5th November 2022)

Vice Presidents

Michael Baron

Lord Montagu of Beaulieu

Roger Harrison

Harvey Jones

Chris Packham (from 5th November 2022)

Members of Council

David Jordan OBE	Chairman
Christopher Langford	Vice-Chair; Chair of the Board of Arcadian
Richard Green-Wilkinson	Treasurer
Lesley Kirk	Chair of Business & Finance Committee
Lesley Chin	Health & Safety Trustee; Data Protection Trustee
Peter Vaughan	Retired October 2023
Helen McCormack	Safeguarding Trustee
Oliver Cox	Chair of Strategic Marketing Advisory Panel
Andrew Lee	Chair of Conservation & Science Advisory Panel, EDI Trustee
Jane Page	
Matt Prescott	
Julian Roberts	
Malcom Sonnex	
Rachel Coyle MBE	Joined November 2022
William Vine	Joined November 2022

Other members of Council (non-voting roles)

Alex Nicol-Harper	Associate Trustee
Timothy Pinchen	Advisor to Council

Management: Senior Staff

Deborah Tann	Chief Executive
Martin De Retuerto	Director of Nature Recovery, Wilder Hampshire
John Durnell	Director of Nature Based Solutions / MD Arcadian Consulting
Jamie Marsh	Director of Nature Recovery, Wilder Wight & Wilder Seas
Hannah Terrey	Director of Advocacy & Engagement
Natasha Thorneloe	Director of Finance & Resources
Catherine Day	Director of Fundraising & Marketing (left Feb 2023)
Ian Wadley	Director of Marketing & Fundraising (joined May 2023)
Company Secretary:	Clive Chatters

Management

Day-to-day management of the Trust and its two subsidiary companies is delegated to the Chief Executive, according to a Scheme of Delegation approved by Council.
The Chief Executive reports to Council and works with a team of executive directors to deliver the work of the charity. The Director of Nature Based Solutions / MD Arcadian Consulting oversees the day-to-day management of the trading subsidiary, Arcadian Ecology and Consulting Limited.

Registered office and principal address

Hampshire and Isle of Wight Wildlife Trust, Beechcroft House, Vicarage Lane, Curdridge, Hampshire SO32 2DP. Tel: 01489 774400. www.hiwwt.org.uk

Thank you

Thank you to all our members, staff, volunteers, donors, funders and investors for their commitment to nature conservation. We would not be able to carry out our vital work to safeguard the wildlife and wild places of Hampshire and the Isle of Wight without your generous support.



Hampshire and Isle of Wight Wildlife Trust

Beechcroft House, Vicarage Lane, Curdridge, Hampshire, SO32 2DP
01489 774400
feedback@hiwwt.org.uk
www.hiwwt.org.uk

Registered Charity No. 201081 | Company Limited by guarantee and registered in England No. 676313

HAMPSHIRE AND ISLE OF WIGHT WILDLIFE TRUST

England & Wales - Charity number 201081

Accounts

Hampshire & Isle of Wight Wildlife Trust

Annual Report 2021/22



Hampshire and Isle of Wight Wildlife Trust

REPORT AND CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2022

Registered Charity Number 201081

Company Limited by Guarantee and Registered in England Number 676313



CONTENTS

Foreword	4
Our strategy and future plans	6
Achievements and performance 2021/22	9
Building resilience - managing risk	33
Financial Review	35
Auditors Report	41
Financial Statements	44
Our Supporters	64
Charity Information	67



FOREWORD



The past year has again been one of trials and triumphs. Since launching our Wilder strategy two years ago, the world has changed rapidly. The impacts of the pandemic, economic pressures, and a growing awareness of the climate and nature emergencies have created new opportunities and challenges for local nature conservation. Adjusting to this new world has been difficult, but what is unchanged is our passion and determination to tip the balance in favour of nature's recovery.

We're extremely proud of our achievements this year, not least the influence our strategy has had on the new UK-wide strategy for The Wildlife Trusts, which was launched in early 2022. The goals we set locally – to inspire 1 in 4 people to take action for nature, and to push for 30% of land and sea to be protected and restored for nature – are now national goals. We've refreshed our strategy slightly to align with the national strategy, putting more emphasis on nature-based solutions and the role we can play in tackling the climate crisis.

Our mission to get more people on nature's side remains key to our work. We're proud so many people have answered our call to action. Membership numbers continued to grow despite the backdrop of a weak economy. Thank you to the 27,700 members who now support us. The number of individuals who signed up to Team Wilder grew to more than 1,800 and we're now working with over 60 Wilder Community Groups, supporting them to take action for nature where they live. Our work with urban communities has expanded too, with projects in Portsmouth, Southampton and Basingstoke.

Volunteers have continued to be incredible champions for wildlife. Adding to our existing band of brilliant volunteers, we recruited 50 new volunteer Champions and Leaders. We thank every one of you for your fantastic contributions to the cause of nature recovery. People power was brilliantly demonstrated with our campaign to protect Tipner West from an unprecedented development threat. Our call was answered by 25,000 people who signed a petition and 9,000 people who responded to Portsmouth's local plan, forcing the Council to pause and rethink.

With more people on nature's side we will be more successful in achieving our main goal which is for nature to be in recovery. To do this we must create more space for nature to thrive and also reduce pressure on the wider environment.

One of our main aims is to secure and transform as much land for wildlife as possible in our two counties as part of the Nature Recovery Network. We are achieving this through ambitious plans for land acquisition alongside habitat restoration work with partners. And, of course, we continue to protect and improve our existing nature reserves which are some of the most important places for vulnerable species in Hampshire and the Isle of Wight.

Across Hampshire, wildlife has thrived on our nature reserves with a new cluster of the endangered white-clawed crayfish discovered at Winnall Moors in Winchester. Record numbers of wader chicks fledged too, proving that nature reserves like Farlington Marshes and Testwood

Lakes are vital to the survival of these birds. As more people discover the delights of nature on their doorsteps, we need to remember that wildlife needs space too. Thank you to those visitors who respected wildlife, kept their dogs on leads and stuck to the footpaths.

Our focus on the Isle of Wight has been particularly exciting, with the Trust's Island estate doubling since 2020. We now manage 405 hectares over 16 sites. Acquiring Wilder Nunwell is a game changer, providing an opportunity to rewild and reconnect a large landscape and help wildlife bounce back. We're also developing plans to bring beavers to the Island to help restore the degraded Eastern Yar river and improve the surrounding wetlands.

Our marine work has also gone from strength-to-strength, and we've led a successful partnership committed to restoring seagrass meadows in the Solent. In the penultimate year of our Secrets of the Solent project, which is supported by the National Lottery Heritage Fund, our 163 Marine Champions and 23 Marine Ambassadors have raised awareness and campaigned for the protection of our seas.

To mark the Trust's 60th Anniversary we ran an appeal to celebrate our wonderful nature reserves. The appeal raised over £68,000 which will help us to protect and enhance these special places for local wildlife. Thank you to everyone who donated and to the hundreds of supporters who shared heart-warming comments about their favourite reserves.

We are incredibly grateful to everyone who has supported nature's recovery over the past 60 years. We look forward to continuing to work with you all to protect local nature and help wildlife thrive for many decades to come.



David Jordan OBE
Chairman



Debbie Tann
Chief Executive

OUR STRATEGY AND FUTURE PLANS

At the end of 2019 we launched our Wilder 2030 strategy, setting out our ambitious vision for a wilder Hampshire and Isle of Wight.

In the two years since the launch of our strategy, the world has changed rapidly. The impacts of the pandemic and a growing awareness of the climate and nature emergency have created new opportunities and challenges for local nature conservation.

In early 2022, The Wildlife Trusts launched a new UK-wide 2030 strategy, setting national goals for local action, collective impact, and global change: **www.wildlifetrusts.org/strategy-2030.**

In response to these changes, we've refreshed Hampshire and Isle of Wight Wildlife Trust's Wilder 2030 strategy to ensure that we can continue to champion nature's recovery and be at the forefront of tackling the climate and nature emergencies for people and wildlife.

Our vision is for a Wilder Hampshire and Isle of Wight by 2030 - where nature is recovering, wildlife is returning, damaged ecosystems are being restored, and everyone benefits from a healthier, more resilient, natural environment.

Our mission is to get more people on nature's side and create more space for wildlife to thrive.

Strategic Goals

We'll achieve this by delivering three interconnected strategic goals:

Nature in recovery

30% of land and sea is protected and managed positively for wildlife by 2030.
Trends for key indicator species are improving by 2030.

People taking action

1 in 4 people are inspired and empowered to act in support of nature's recovery by 2030.
Support for the Trust grows year on year.

Nature as a solution

Restoring nature helps tackle issues like climate change, pollution and flooding.
Nature-based solutions are financially viable and practical to deliver, creating increased opportunities for nature's recovery on land and at sea.

The Trust's strategic goals are set out in a strategy map complemented by a three-year business plan with key performance indicators (KPIs), enabling us to measure progress against our strategic objectives.

2022/23 Objectives

Nature in recovery

- Manage, expand and connect our estate by improving conditions for wildlife and seeking to acquire at least one new nature reserve.
- Defend nature by seeking to remove or mitigate external pressures, for example, from development or pollution, on our nature reserves and high priority protected sites.
- Continue to deliver ambitious nature recovery projects working with partners, including the Solent Seagrass Project, Watercress & Winterbournes and land advice projects.
- Work to promote and secure policies that deliver a Nature Recovery Network across our two counties.
- Restore missing species to improve ecosystem function, including delivering the next phase of the Beaver Recovery Project.
- Create wilder landscapes through restoring habitats at Wilder Little Duxmore and Wilder Nunwell and monitor and share the results of our ecological surveys.

People taking action for nature

- Expand our Wilder Communities programme, including launching Wilder Southampton, working in partnership with the Greening Campaign and securing future funding for Basingstoke & Deane and Portsmouth.
- Expand our Champions and Leaders programme, including Campaign Champions and Marine Champions.
- Develop youth engagement, including Wilder Schools, young ambassadors, and early talent programme to create opportunities for young people to take action for nature.
- Deliver education and learning to support behaviour change.
- Continue to grow opportunities for people to support the Trust through joining as a member, supporter or donor.
- Speak out for nature, inspire people to love wildlife, and campaign for nature's recovery - using our experience to increase impact and influence.
- Celebrate and share achievements to grow Team Wilder.

Nature as a solution

- Advocate and demonstrate nature-based solutions as a tool for nature's recovery.
- Develop high-integrity, nature-based solutions schemes and position the Trust as a key deliverer of projects that restore wildlife, reduce pollution and sequester carbon.
- Acquire at least one new site on which to deliver nature-based solutions.

Effective organisation

To support our goals we will continue to ensure that the Trust is a well-run, effective organisation, focusing on:

- The next phase of our digital transformation to facilitate efficient ways of working.
- A people strategy to support and develop our staff and improve diversity and inclusion.
- Finance and fundraising - develop a step-change in the scale and diversity of funding for nature's recovery and ensuring we continue to operate a sustainable business model.
- Climate change - reduce our carbon footprint and put in place climate adaptation plans.

We can only achieve our Wilder 2030 vision with your support. There are many ways you can help create a Wilder Hampshire and Isle of Wight, such as: becoming a member of the Trust, supporting our campaigns or appeals, corporate sponsorship, attending an event, volunteering, giving a grant, leaving a gift in your Will, or signing up as a Wilder Community, Champion, or Leader. To learn more about how you can support the Trust, please visit **www.hiwwt.org.uk.**

2021 - 2022 IN NUMBERS

£7,463,063

total income
(2021: £6,697,169)

27,772

members and friends
(2021: 26,261)

1,240

volunteers
(2021: 1,335)

£4,078,938

spent on conservation
(2021: £3,465,432)

20,106

hours given by our volunteers, equivalent to 2,872 days
(2021: 11,625 hours)

94

employees
(2020: 82)

£551,240

spent on education and engagement activities
(2020: £608,387)

4,999

hectares in Hampshire and the Isle of Wight managed by the Trust
(2021: 4,814)

224 290

enable conservation grazing on the land we manage
(2021: 213 cattle, 276 sheep)



Avocet © Luke Massey/2020VISION

ACHIEVEMENTS AND PERFORMANCE 2021/22

Team Wilder – more people on nature's side

To tip the balance in favour of nature's recovery, we need 1 in 4 people to take action for nature by 2030. Team Wilder has continued to grow, with people across Hampshire and the Isle of Wight building a people powered movement of individuals, communities, and businesses standing up for nature. Our Team Wilder has been so successful it has now been rolled out right across the UK.

Our aims in 2021/22	What we achieved in 2021/22
Grow Team Wilder.	Over a challenging period, we saw the number of individuals signed up to Team Wilder grow to 1,835. The number of Wilder communities increased to 63, with 43 new communities joining Team Wilder.
Target our efforts within urban areas, aiming to reach more people and encouraging the public to create wilder towns, cities, and gardens by continuing to build momentum and profile for Wilder Portsmouth and launching Wilder Southampton, Wilder Basingstoke, and Wilder Wight communities.	Wilder Portsmouth Communities, one of the first Wilder communities projects in the UK, continues to blaze a trail for Team Wilder, with 24 community groups actively playing an essential role in caring for their local environment and wildlife. Urban wild spaces appeared across the city, with 86 individual and community greenspaces made wilder through the Wilder Streets programme. Portsmouth residents completed 54 citizen science surveys to give vital insight into what wildlife we have living in our cities. Wilder Portsmouth is delivered in partnership with Southern Co-op, who have generously funded the programme since it started. Team Wilder continued to expand its reach with new programmes rolled out across our two counties. Wilder Wight communities launched in October 2021, funded by Southern Co-op. Southampton City Council pledged funding for Wilder Southampton, which will be launched in 2022/23. A Wilder Basingstoke pilot project also began with one local community supported by Basingstoke and Deane Council.
Continuing to offer a broad programme of education and engagement, inspiring people of all ages to connect with nature and join our movement to create a Wilder Future.	Due to Covid-19, most of our education and engagement events did not fully resume until September 2021 and some restarted even later. Despite the challenges presented by the pandemic, the education team delivered an impressive 322 sessions across our three education centres - 1,276 adults and 4,339 children participated. A highlight for the year was working with The Serendipity School in Swanwick, Hampshire. The school is for girls aged nine to nineteen with individual social, emotional, and mental health needs. The pupils are highly vulnerable and have enjoyed getting outside and participating in Forest School sessions. Family engagement sessions were delivered at Berewood, a new housing development in Hampshire, to inspire people to use their local greenspace. The education team has been thrilled to get back to teaching and engaging children, young people, and adults with nature helping inspire a love for the natural world.

Develop a youth engagement project to deepen nature connection and encourage environmental action in the younger generations.	Natural England funded a pilot project to work with students from the University of Portsmouth to understand how they engage with nature, our nature reserves, and the urban environment. Students helped develop methods to get more young people to engage with the Trust and take action for nature. This work is already having an impact as 75% of new volunteer Wilder Champions are university students. Our Wilder Schools programme has been trialling new ways to work with schools. Twyford School, near Winchester, developed a charity partnership with plans for long-term engagement with the Trust. The engagement team is also working with Wicor Primary School in Fareham to build ongoing learning and a deeper connection to nature over a year-long programme of tailored sessions for Years 2 and 3.
Our training programme for education professionals will continue with new courses in 2021/22.	A new Outdoor Curriculum Leader training course was launched in January 2021 aimed at people new to leading outdoor learning. Throughout 2021/22, these leaders learnt to embed outdoor learning across their schools and 53 new trainees began training.
Build our Wilder Champions and Leaders programme, develop Campaign and School Leaders, and provide new pathways for people to become involved with the Trust.	Over 50 new volunteer Champions and Leaders were recruited. These super volunteers will support the Trust by playing a lead role in championing nature. Online training is now available for Event Champions, Garden Champions, Communication Champions, Community Leaders, and Campaign Leaders, thanks to funding from Natural England.
Continue to deliver the Watercress & Winterbournes project, funded by the National Lottery Heritage Fund (NLHF), working with communities to safeguard the headwaters of the Test and Itchen rivers.	The Watercress & Winterbournes project had a busy year with 91 Chalk Stream Champions contributing time worth £37,010 and holding over 43 volunteer training sessions. The project has been caring for our chalk streams by improving over 11km of chalk streams for wildlife and treating 13,155 square metres for invasive, non-native species. Local people were invited to celebrate our chalk streams through 37 chalk stream engagement events and two rounds of Open Chalk Stream events. The first four community grants were awarded to support local communities to do more to protect their chalk streams. Watercress & Winterbournes teamed up with Southern Water to deliver a water-saving challenge in chalk stream communities, helping people to save every drop.
Deliver the penultimate year of the Secrets of the Solent project, also funded by the National Lottery Heritage Fund (NLHF), continuing to engage people in new ways to grow appreciation of the marine environment.	The Secrets of the Solent project completed its penultimate year. 163 Marine Champions and 23 Marine Ambassadors supported the project by giving public talks, both online and in-person, attending events, creating a photography book of the Solent, and helping create training courses. A series of art projects were delivered across the two counties, with extraordinary murals by street artist ATM appearing in coastal communities.

The Wildlife Trusts will be finalising and launching a new UK strategy. We'll help establish a national roll-out of Team Wilder across the Wildlife Trust movement.	The Deputy Director of Engagement was seconded for two days a month to the Royal Society of Wildlife Trusts (RSWT) to support a national rollout of Team Wilder by providing expertise in behaviour change and evaluation. All 46 Trusts across the UK have adopted the Team Wilder ethos and principles, and 22 Wildlife Trusts have formally launched Team Wilder.

Wilder Awards

In June 2020, The Trust held its first Wilder Awards as part of a weekend-long virtual Wilder Festival. The successful nominees share the Trust's vision for a Wilder 2030 and are paving the way for nature's recovery in our two counties. The awards were presented to individuals and groups in eight award categories, covering a wide variety of environmental topics.

Mary Parker, the winner of the Outstanding Contribution Award, has been volunteering with the Trust for 20 years. Her volunteering roles have ranged from being the Trust's treasurer to helping pull Himalayan balsam on our nature reserves. Ben Constable, a Marine Champion with Secrets of the Solent, was named one of the Trust's Champions of the Year. Natalie Harris, the winner of this year's Norman Pasley Award for Campaigner of the Year, is a social media activist. She runs a campaign called 'Clean our Seas', sharing it with her large Instagram following and inspiring others to take action. She has also used her Instagram platform to help promote the Trust's Secrets of the Solent project. Environmentalist Norman Pasley, the donor behind the Norman Pasley Award for Campaigner of the Year, also announced a new fund during the ceremony. Environmental campaigners from all backgrounds can apply for the chance to win up to £500 to support a local campaign or project in our two counties.

Schools were recognised for their work to engage the next generation with nature. St Alban's Primary School in Havant was named Wilder School of the Year. The school has been slowly transforming its school grounds to make space for wildlife. Their pupils created the Polli Promise campaign, asking everyone to save one square metre of their outdoor space for wildlife.

Southern Co-op won Business of the Year in recognition of its commitment to biodiversity and sustainability. Southern Co-op has a long-standing relationship with the Trust and has generously supported numerous projects. Most recently, Southern Co-op partnered with the Trust to deliver Wilder Portsmouth and Wilder Wight Communities. These jointly funded initiatives encourage people to take action to create and enhance wild spaces where they live. We're incredibly grateful for their continued support.

The complete list of winners is Dr Deborah Harvey (Brough Naturalist Award), Southern Co-op (Business of the Year), Natalie Harris (Norman Pasley Award for Campaigner of the Year), St Alban's Primary School (School of the Year), Friends of Peartree Green (Group of the Year), Ben Constable and Mathilde Chanvin (Champions and Leaders of the Year), Ian Boyd (Wild Card), and Mary Parker (Outstanding Contribution).

Wilder Communities

Wilder Eastney

The pandemic highlighted the importance and positive impact that local wild spaces and a connection to nature can have on people's wellbeing. Wild space is limited in busy urban areas

like Portsmouth, and it's more important than ever to breathe life back into community spaces for residents and wildlife.

Wilder Eastney is a fantastic example of local community action. Four residents in Eastney came together to look at their neighbourhood greenspaces and figure out how they could bring wildlife back to their community with support from the Trust. After a successful social media appeal, Wilder Eastney was born. Residents spent six months negotiating with the council to gain permission to work on their land. They secured £850 in donations and free plants and trees from local organisations. In September 2021, dozens of residents, businesses and community groups, including the Trust, Forgotten Veterans, Sustrans, Southsea Green Community Garden and Waterfront Garden Centre, came together to begin transforming Marine Court.

The garden at Marine Court now has raised beds and wildflowers, but Wilder Eastney's work to create a peaceful haven for the community and wildlife is not complete. Bluebells and snowdrops will be planted soon, along with fruiting trees – a generous donation from the Charles Dickens Orchard. Residents will be keeping an eye out for the birds, insects, and other wildlife they hope to attract to the area. Residents hope this work will inspire others across the city.

Portsmouth's first Wild Street

Francis Avenue, a residential street in Southsea, became Portsmouth's first Wild Street. This part of Portsmouth is densely populated, and there's very little shared green space. So, the residents of Francis Avenue decided to grow a 'Wild Street' to help nature recover in their gardens and forecourts. Individually, these areas are small but joined up they create a valuable green corridor for wildlife and people.

The residents of Francis Avenue installed bin shelters in their paved forecourts with a 'green roof' comprising herbs and other plants to attract pollinators. The Trinity Methodist Church added a bug hotel and planters on its grounds. The residents started to grow plants for their gardens from seed, sharing these with neighbours to encourage more people to join. Local residents also took part in a training day provided by the Trust and began networking with organisers of other projects in their area to share ideas and experiences. They have also been telling others about their plans on social media using the #WilderPortsmouth hashtag and by attending the Portsmouth climate strike, where they organised a stall and a plant giveaway. The Wild Street has been popular with local children, who have developed a strong connection with nature and a desire to take action to protect it.

Wilder Schools

Wicor Primary School

The Trust has been working with Wicor Primary School to help support its current projects. They've done some amazing things, including planting flowers for specific insect species, engaging the local community, and creating habitats within the school grounds. Teacher Laura Moorhouse said:

"At Wicor, natural history is central to our values as a school. We have a bespoke curriculum, which over the last two years, has focused on the importance of insects. Children studied the different species in-depth and learnt about the devastating impact we're having on insect populations and the knock-on effect this has on biodiversity. We have used our grounds to provide rich habitats for wildlife, and the children are currently propagating plants aimed at the specific species of insects that we're studying."

"We're very grateful to Hampshire and Isle of Wight Wildlife Trust for producing some fantastic, engaging, and informative videos to support this learning. Our aim is to raise awareness in the school and the wider community, promote gardening for wildlife and to empower our children to make a difference. We're looking forward to working with the Trust closely in future to support the delivery of our natural history curriculum as we believe that working with experts will enhance their knowledge and passion for the natural world. We're also looking forward to working with the Trust in encouraging our council to stop cutting the verges in our community. We know how important it is to build up these networks for pollinators and to mitigate the effects of habitat fragmentation."

Oliver's Battery School

Oliver's Battery Primary and Nursery School near Winchester is a wonderful example of how a Forest School programme can successfully engage children with the natural world. Three teachers from the school took part in training to become Forest School Leaders. Forest School sessions help to deliver and support the Natural Curriculum and are a great way to connect children with nature and develop skills to help them become independent and creative learners. One of the teachers from Oliver's Battery School, Charlotte Homewood, is already an Early Years Leader and said:

"The Forest School training has developed me as a teacher and fits very nicely with our child-centred ethos. Forest School allows all children to access more wild and green spaces and provides an equity for them all to have similar experiences. Among the many benefits I saw were increased confidence in the children and a willingness to take risks. All those aspects they develop in Forest School, I see them bringing back to the classroom."

"One of our aims at Oliver's Battery is to help children become global citizens who understand the importance of the environment and their role in it. By delivering the Forest School sessions, we have children that are much more aware of the environment around them and how to look after it."

Watercress & Winterbournes

Watercress & Winterbournes is a Landscape Partnership Scheme supported by the National Lottery Heritage Fund. The project is protecting, enhancing, and celebrating the seven chalk streams that feed the Rivers Test and Itchen. The project will be delivered over five years, with 20 distinct projects, and aims to secure the future of these precious places. The project unites 16 partners with local communities to improve habitats, protect vulnerable species, and address key pressures like pollution and flooding. The project showcases the inspirational nature of the streams and raises awareness about the incredible wildlife that lives in and around them.

The Watercress & Winterbournes team, in partnership with the Wessex Rivers Trust, restored and resurfaced a stretch of footpath alongside Alresford's River Arle chalk stream where the bank had become eroded. The project improved access to the path, reinforced the bank, protected the stream and vegetation from the impact of trampling and erosion, and improved the habitat for native plants, water voles, and white-clawed crayfish.

One of the first Watercress & Winterbourne's community grants also supported the installation of 30 new roosting boxes in Alresford by volunteer-led charity Hampshire Bat Group. Our local chalk streams are globally rare habitats that support a huge diversity of insect life, making them great feeding grounds for native bat species like the water specialist Daubenton's bat. Unfortunately, like the streams themselves, bats face increasing pressure from human activity. Hampshire Bat Group identified ten pockets of land along the River Arle that are frequented by

these rare bats and added safe roosting boxes to protect and expand the native bat populations. They'll be checked twice a year, and data on their residents will be entered into Hampshire's bat records. A second grant funded information boards and a booklet telling the story of Alresford's historic Eel House. The boards and booklet highlight the plight of the once common but now critically endangered European eel and how people can help preserve chalk stream wildlife. They also celebrate the unique history of the Eel House and its role as a cultural landmark.

Secrets of the Solent

The Solent is a special place, with endless surprises beneath its surface. There are vast seagrass meadows, intricate chalk reefs, and fascinating species like seahorses, thresher sharks, and cuttlefish. Our Secrets of the Solent project, supported by the National Lottery Heritage Fund, is shining a spotlight on this vibrant marine environment. Over four busy years, we're celebrating our extraordinary waters, the amazing people and wildlife that share them, and the inspiring work being done to safeguard their future.

Renowned street artist ATM was commissioned to paint a series of six marine-themed artworks at various locations around the Solent to raise awareness of the diversity of life hidden beneath the waves. ATM has painted a spider crab at Hythe Pier, a thresher shark at Langstone Harbour Office, a harbour seal next to Newport Library, a short-snouted seahorse on the Isle of Wight Distillery's Wishing Well pub, a spiny seahorse on the car park at Ocean Village, and a lobster on the River Hamble Harbour Master's Office.

Working together with environmental artist Trudi Lloyd Williams, we highlighted the litter problem on our coasts. The project, Spiny Seahorses and Ripping Yarns, continues Trudi's 12-year mission to raise awareness about the impact of marine plastics through art and community action. The team worked with Trudi and local communities to turn litter from our shores into an immersive sculpture that simulates the surface of a plastic-filled ocean. Visitors are invited to imagine what it would be like to be underwater in years to come when plastic pollution has overwhelmed our oceans. The sculpture forms the centrepiece of a marine litter exhibition on display at the Portsmouth Museum and Art Gallery until September 2022.

Secrets of the Solent also partnered with Hampshire Fare to champion local, sustainable seafood from wave to plate.



Wilder Land and Sea - more space for nature to thrive

Space for wildlife on our land and seas is being constantly squeezed. We need to give nature the space and time to recover by ensuring that 30% of land and sea are actively managed for nature's recovery by 2030. We aim to double the Trust's estate between 2020 and 2030 and create new nature reserves to protect wildlife, with an increasing focus on land for rewilding and habitat creation. We're making progress towards this goal by managing over 60 nature reserves, growing our estate to protect more land for wildlife, and working in partnership to support others to make Hampshire and the Isle of Wight even wilder.

Our aims in 2021/22	What we achieved in 2021/22
Transferring the management of the Wight Nature Fund estate in Alverstone Mead to the Trust. 2021/22 will see our Isle of Wight estate grow to 405 hectares (1,000 acres) over 16 sites.	The Trust's estate on the Island has doubled since 2020. We now manage 405 hectares over 16 sites. The Trust took over the management of a complex of four nature reserves at Alverstone Mead on the Isle of Wight from the Wight Nature Fund in August 2021. The Alveston Mead Nature Reserve complex covers 28 hectares. We're incredibly grateful to the Wight Nature Fund for entrusting us with these wonderful nature reserves.
Improve the way we engage with our visitors and manage the impact of their visits. We'll use behavioural science to influence the way people appreciate these valuable sites and improve links with local communities.	The Trust created a new Visitor Engagement Manager post to lead and coordinate our approach to providing visitors to our nature reserves and education centres with a positive experience, helping to deliver our Wilder 2030 strategy. Over the coming years, they'll lead on strategic improvements to the visitor facilities across the Trust's estate, including signage, educational facilities, and major visitor infrastructure. A review of on-site infrastructure was started in 2021. A consultant was appointed to work with the Trust to develop Trust-wide visitor experience and interpretation plans for our sites. This work will help explore ways to enable people to appreciate our nature reserves whilst safeguarding the fragile habitats and wildlife that these sites are there to protect.
Appoint a dedicated officer to begin our Beaver Recovery Project, delivering a programme of consultation and engagement, beginning in summer 2021.	A Beaver Project Officer was appointed in August 2021 to lead the development of the Trust's plan to release beavers on the Isle of Wight. Extensive consultation has taken place with stakeholders across the island, including public meetings and one-to-one visits. A mailing was sent to all 70,000 addresses on the Isle of Wight to inform residents of the Trust's plans for a beaver release and ask for people's views. The survey received 4,883 responses, and 89% of respondents were in favour of beaver introduction on the Island. Some residents raised questions about the proposed release. The Trust has published responses to these questions and will use them to inform the proposed plans and potential mitigation requirements.
Develop the Rewilding Farmland Birds projects further in 2021, investigating the potential for chough and cirl bunting reintroductions and the importance of high	Feasibility studies into the potential for chough and cirl bunting reintroductions on the Isle of Wight were completed. The studies demonstrated that the proposed reintroductions are ecologically feasible. Outline partnerships for implementing both projects were established, including the founding of the Southern England Chough Recovery Steering

nature-value farming in supporting such species. To form regional partnerships and to satisfy licensing requirements.	Group with Kent Wildlife Trust.
Publish a Wilder Wight strategy document as a platform to attract investment and funding, as well as support from the local MP, businesses, influencers, and decision makers.	Although we've made fantastic progress with our plans for nature's recovery on the Isle of Wight, the publication of the Wilder Wight strategy was delayed due to a restructure of the Estates team. We intend to launch a strategy document in 2022/23.

Wilder North Hampshire

Reintroduction of marsh fritillary

The successful reintroduction of the threatened marsh fritillary butterfly to northeast Hampshire by the Trust and Butterfly Conservation was recognised in the 2021 Sanctuary Awards.

The marsh fritillary, one of Europe's most threatened butterflies, has disappeared across much of its range, with populations declining by 80% since the 1970s. Loss and degradation of their marshy grassland habitat, coupled with the butterfly's poor flying ability, has been a leading cause of the decline of this species. To address this decline, the Trust and Butterfly Conservation collaborated on a scheme to reintroduce this butterfly to northeast Hampshire. In 2009, the Trust began managing Ministry of Defence (MoD) land in northeast Hampshire, which had been a last stronghold for the butterfly until its disappearance in the 1990s. Habitat restoration was carried out, followed by a successful captive breeding programme, under licence from Natural England, using marsh fritillary larvae collected from healthy populations on Dartmoor. In 2018, the butterfly was officially reintroduced in a partnership between the conservation charities, the MoD, and local experts from the Hampshire Marsh Fritillary Action Group (HMFAG). By the summer of 2020, the marsh fritillary was doing well, with close to 200 adult butterflies recorded and plenty of caterpillars feeding on their food plant, Devil's-bit scabious.

The project received the highly commended award in Environmental Protection and Enhancement at the 2021 Sanctuary Awards, which recognise outstanding contributions across the MoD estate. The Trust is delighted to receive such positive recognition for a project that has brought one of Britain's most beautiful butterflies back from the brink of local extinction. The habitats needed by the marsh fritillary are home to many other species, and the reintroduction restores a missing piece of nature's jigsaw to the area. Returning our missing species to the countryside is integral to our vision for a Wilder Hampshire and Isle of Wight.

Landscape-scale restoration of heathland

Lowland heathland is an internationally rare habitat. The UK has 20% of the world's remaining heathland. Hampshire is one of the main strongholds, boasting one-third of Britain's remaining lowland heathland – more than any other county. Around 85% of heathland has been lost over the past 150 years through agricultural development, planting of conifers, development, and land management changes. The small, fragmented patches that remained fell out of use, and natural succession led to the development of secondary woodland, resulting in the loss of many specialist heathland species.

In Hampshire, we're fortunate to have retained large areas of heathland landscape. The New Forest is home to much of the remaining heathland, along with large tracts of heathland that sit within the MoD practice ranges and smaller commons across north east Hampshire. These incredible places allow us to carry out landscape-scale restoration alongside managing and reconnecting smaller heathland sites, creating vital Nature Recovery Networks. We restored over 16 hectares of lowland heathland during the reporting period by clearing scrub areas.

Several severe wildfires damaged heathlands across Hampshire and Surrey in 2021/22. The intensity and frequency of wildfires have increased over recent years due to climate change creating warmer and drier conditions and more incidents of intentional and accidental fires. Wildfire management was carried out on MoD sites to widen fire breaks to minimise damage to habitat and species loss resulting from future wildfires.

Conservation management was also carried out at Woolmer Forest, a 298-hectare Site of Special Scientific Interest (SSSI) in the South Downs National Park. Woolmer Forest is the largest and most diverse area of lowland heath in Hampshire, outside of the New Forest, and the only site in Britain that supports all six native reptiles. The Trust's conservation work at Velmead Common and Woolmer Forest has resulted in the site being placed into Favourable Condition status by Natural England. This is hugely positive news as the site is designated as a Special Protection Area (SPA) and a Special Area of Conservation (SAC). Hartfordbridge Flats, an SSSI within the Thames Basin Heaths SPA, is another heathland success story. The site was heavily wooded when we took on the management 11 years ago. We've spent the intervening period managing the site as a heathland restoration project. Woodlark and nightjar repopulated the area within the first couple of years, and the first Dartford warbler was spotted on site in 2021.

Wilder Central Hampshire

White-clawed crayfish at Winnall Moors

England has 85% of the world's 200 chalk streams, many of which are found in Hampshire. A diverse invertebrate community is fundamental to a healthy chalk river or stream, providing food for fish and mammals and acting as freshwater detritivores, herbivores, and predators. These species are often overlooked in conservation and threatened by habitat loss, decline, pollution, water abstraction, and invasive non-native species. Chalk streams are home to the UK's only native crayfish species and an internationally endangered species. White-clawed crayfish populations have declined by 70% in the UK since the 1970s due to pollution, habitat loss, and the introduction of non-native North American signal crayfish, which carry a deadly 'crayfish plague'.

Over ten years ago, the Trust embarked on an ambitious floodplain restoration programme, reconnecting relict water meadow carriers and improving river and stream habitats. This work aimed to increase the habitat for white-clawed crayfish and other species. This hard work has led to a fantastic conservation success story. In January 2022, Trust staff and volunteers made an incredible discovery at Winnall Moors Nature Reserve in Winchester while carrying out routine habitat management. The team was removing a willow tree from the water to improve river flow when they discovered a cluster of rare and endangered white-clawed crayfish, which were thought to have died out from the site over 30 years ago. A healthy population of white-clawed crayfish are now thriving on the site.

Dr Ben Rushbrook, principal ecologist at the Trust and our resident crayfish expert, said:
"Finding this cluster of white-clawed crayfish is incredibly exciting, especially as we found some juveniles, which suggests they're well established at this location. It's a bit of a mystery whether the crayfish have somehow managed to hang on undetected since the plague outbreak in the early 90s or whether they have since recolonised this stretch of river."

Network for Nature

Through a partnership project between The Wildlife Trusts and Highways England 'Network for Nature', we've been developing plans to take forward a long-held aspiration to try to restore the full extent of land which the former hillfort at St Catherine's Hill Nature Reserve would have once occupied. Approximately one-third of the original land area to the north of St Catherine's Hill has been destroyed through past water treatment works, which includes the historic gateway to the fort, as well as a large area of the former ramparts. We've been working closely with Southern Water, which owns the land and has been undertaking a bold restoration feasibility study to recreate chalk grassland habitats.

Our aspiration is to see a significant expansion of flower-rich habitat, including identifying opportunities to help the rare Duke of Burgundy butterfly to expand from its current isolated stronghold on our nearby Deacon Hill Nature Reserve. Visual access for people would be significant with renewed views across the city and onto the western gateway of the South Downs. The proposed project would help us to put together the missing pieces of the jigsaw in the local Nature Recovery Network and seeks to reverse past landscape and habitat severance that has occurred through the construction of the motorway and other industries along the road corridor. We hope this would be a significant first step to expanding species-rich habitats from St Catherine's Hill and add to the future climate resilience of the landscape by making more space for nature. We also hope that this would be a catalyst to promote another long-held aspiration to see a green bridge constructed across the infamous M3 Twyford cutting.

Wilder Solent and Test Valley

Breeding bird success

The Hampshire coastline provides a wildlife haven amid a busy urban area. A diverse landscape of undisturbed mudflats, sandflats, and seagrass meadows provides internationally important habitats for large populations of waders, wildfowl, and other coastal wildlife.

2021/22 was an incredibly successful year for breeding birds. Farlington Marshes Nature Reserve, one of the Trust's oldest nature reserves and one of our greatest conservation success stories, had an outstanding year for breeding waders with avocet, lapwing, redshank, and breeding terns. More than 26 lapwing chicks fledged. Gulls had an excellent year nesting on the pontoons. It was the best year on record for avocets on this reserve, with nine chicks either fledged or getting close to fledging. Avocets represent a conservation success story, having once been extinct in the UK. They have only occupied Farlington Marshes for three years and are making a remarkable comeback as conservation organisations protect and restore their breeding habitat – coastal lagoons. We hope to see numbers rise on-site over the next few years. Senior Reserves Officer Chris Lycett said;

"I am extremely proud to have returned breeding wader numbers to historic levels. It has taken a lot of work to get the habitats at Farlington Marshes into the best condition for these birds – including avocet and lapwing – and to ensure they're able to fledge chicks on the marsh. It could never have happened without the dedicated efforts of staff and volunteers. Thank you to all the visitors who have kept dogs on a lead and stuck to footpaths – without this, these brilliant wading birds would not have had this success."

At Blashford Lakes Nature Reserve, white-tailed eagles were spotted over Ibsley Water. Sand martin numbers increased, and stonechat were breeding on site. There were numerous sightings

of juvenile warblers with blackcap, whitethroat, sedge warbler, reed warbler and Cetti's warbler, plus marsh harrier, common and green sandpiper, yellow-legged gull, water pipit, black-tailed godwit and firecrest. A Siberian chiffchaff and a Caspian gull were also seen on site.

Fishlake Meadows Nature Reserve in Romsey is a wetland reserve established on former arable farmland. The impact of careful conservation management is starting to show on site. Marsh harrier, hobby, and red kite were regularly seen flying over the site. Warblers were seen in abundance, and a large flock of bee eaters even made an appearance. Multiple ospreys used the site, with at least one in regular residence. We installed an osprey breeding platform and hope we'll see osprey breeding on-site in the future.

Pewit Island

Pewit Island Nature Reserve in Portsmouth Harbour was once home to a thriving colony of seabirds, but as their habitat was lost, the birds declined, and now none breed there. In April 2021, we took the first steps to change that, with the help of a Ministry of Defence (MoD) Chinook helicopter, 56 tonnes of gravel, and a floating platform. The new gravel restored breeding habitat for gulls and terns and provided a place to roost for waders like dunlin, oystercatcher, and curlew. We've installed decoy birds to encourage terns to investigate the site to breed there in the future. Terns nest in colonies, so seeing what looks like other birds already nesting on a site makes them more likely to land and look around. Pewit Island is one of the Trust's restricted access nature reserves, so people cannot visit or land boats on the island. Doing so would damage the fragile habitats and disturb wildlife - but it can be viewed from the Portchester coastline. We're looking forward to welcoming breeding seabirds back to Portsmouth Harbour after a long absence and safeguarding the area's vulnerable and sensitive wildlife for the future. Thank you to the MoD, Day Aggregates, and Tarmac for their help in getting this project underway and for donating their time and materials.

Romsey Barge Canal Restoration

The Romsey Barge Canal, which runs alongside Fishlake Meadows Nature Reserve, is designated as a Site of Special Scientific Interest (SSSI) and is currently in unfavourable condition. Parts of the Romsey Barge Canal were restored to benefit wildlife and people as part of a joint project between the Trust and the canal's owner Test Valley Borough Council. The canal has been in steady decline following decades of recreational pressure and under-investment in management. This has eroded sections of the canal and widened the channel, making the water sluggish, while bankside vegetation has been impeded by overshadowing trees and shrubs. As part of the Romsey Waterways Project, the works created a more natural meandering water channel in places and protected the banks from further erosion. Romsey Canal Waterway travels through the heart of Romsey, and the improvements will bring more wildlife to the local people's doorsteps. The canal restoration work was funded by the Environment Agency, Southern Water, Test Valley Borough Council, and Hampshire and Isle of Wight Wildlife Trust.

New Forest

Pine martens rediscovered

Conservationists have confirmed that pine marten, a species previously thought to have survived only in the north of England, has established a population in the New Forest. A team from Forestry England, Hampshire and Isle of Wight Wildlife Trust, and Wild New Forest have been studying pine martens to assess the size of the population and their breeding success.

Trust Ecologist, Joanne Gore, said:
"Pine martens should be part of the natural ecology of the south of England, but persecution and habitat loss have decimated the population. However, tantalising records over the years have hinted that a population might indeed be present in The Forest once again. The Trust are therefore pleased to be part of this joint project with Forestry England and Wild New Forest to establish the presence and absence, across the New Forest, of this charismatic woodland species."

The project will share its findings with the national pine marten strategy. This will help to identify conservation objectives for pine marten in the New Forest. The New Forest Badger Group is also supporting the survey team.

Trail cameras at Roydon Woods, which is only partly accessible to the public, captured an array of wildlife including pine martens, hawfinch, breeding tree pipit, otter and goshawk, demonstrating the richness of wildlife in places not regularly disturbed by people. The Trust's pine marten monitoring work is generously funded by donations from a group of local supporters.

New Forest Non-Native Plants Project

In June 2021, Catherine Chatters, Project Officer for the New Forest Non-Native Plants Project, was awarded a British Empire Medal (BEM) for her services to biosecurity. The New Forest Non-Native Plants Project aims to control the spread of invasive non-native plants, particularly along rivers and in wetland habitats. The award was given for Catherine's work to control invasive species to protect native wildlife. On receiving the award, Catherine Chatters said:

"I feel very honoured to have been awarded the BEM for my work with Hampshire and Isle of Wight Wildlife Trust's New Forest Non-Native Plants Project. However, the success of this project is a result of the hard work, enthusiasm and cooperation of many other people, including our wonderful volunteers, landowners, professional contractors, my colleagues at the Trust and staff from a wide range of organisations. I would therefore like the award to be regarded as recognition of everyone's help and support for the Project."

The New Forest Non-Native Plants Project is a partnership project hosted by the Trust and funded by the Environment Agency, The New Forest Higher Level Stewardship Scheme, Forestry England, the New Forest National Park Authority, the Test & Itchen Catchment Partnership, the New Forest Trust, Natural England, and Lymington & Pennington Town Council.

Wilder Wight

Opportunities for landscape-scale nature recovery on the Isle of Wight have continued to be delivered in partnership with a wide range of organisations and individuals. The Trust now manages 16 nature reserves covering over 405 hectares on the Island. These nature reserves provide vital refuges for vulnerable species, including water voles, dormice, snipe, woodcock, and rare dragonflies, and are central to our plans for a Wilder Wight.

Eastern Yar Valley Nature Recovery Network

Newchurch Moors Nature Reserve, located in the Easter Yar Valley, was recognised as a Site of National Importance for Odonata by the British Dragonfly Society. Newchurch Moors is the first 'priority site' for dragonflies on the Isle of Wight. The site attained the status due to its breeding population of scarce chaser dragonfly, a species listed in the British Odonata Red Data Book as 'Near Threatened'. The reserve also had a record year for field cow-wheat, and otters were seen

on-site. We hope this new designation and continued conservation success help show how well-managed sites can contribute to a Nature Recovery Network across our two counties. Newchurch Moors was purchased by the Trust in 2019 thanks to generous donations from our supporters and a gift in the Will of Gwendolen Bunce.

The Trust was delighted to take over the management of a complex of nature reserves at Alverstone Mead from the Wight Nature Fund, a volunteer-run charity that had managed the reserve since 1995. The complex of four nature reserves, Alverstone Mead, Bensteads Marsh, Bretts Meadow, and Youngwoods Copse, cover 28 hectares and sit within an Area of Outstanding Natural Beauty (AONB). Many of the Wight Nature Fund's volunteers have continued to support the management of these nature reserves and have received additional training. We're incredibly grateful to the Wight Nature Fund for entrusting us with these wonderful nature reserves. We look forward to continuing the Wight Nature Fund's excellent stewardship of Alverstone Mead and safeguarding it for the wildlife and people of the Isle of Wight.

These nature reserves increase the Trust's landholding to 121 hectares of interconnected sites through the Eastern Yar valley. Alverstone Mead adjoins the Trust's existing complex of sites at Sandown Meadow and Newchurch Moors to create a 4.5km wildlife corridor. Creating connected spaces across our landscape supports wildlife recovery and helps nature adapt to the pressures of climate change. Adding these new nature reserves represents a great step forward in our ambition to create an Island-wide Nature Recovery Network.

Beaver Recovery Project

Following a feasibility study commissioned in 2020, which identified the Island as a favourable area for a beaver release, the Trust's aspiration to introduce beavers to the Isle of Wight continued to progress. A Beaver Recovery Officer was appointed in August 2021 to deliver a programme of consultation and engagement before submitting a licence application.

A public consultation was launched in February 2022 to inform and gather the opinions of local stakeholders and residents. A questionnaire was mailed to all residences on the Island in February 2022. An accompanying online questionnaire was launched on the Trust's website to increase participation and allow space for more detailed comments. Participation has been excellent, with 4,883 responses and 89% of respondents in favour of beaver introduction on the Island.

Engagement meetings took place with key stakeholders, and a steering group has been formed to facilitate input and guidance on the licence application process and potential release. Multiple private landowner consultations were delivered which along with the analysis of beaver habitat and dam capacity modelling has given insight into the potential impact of the proposed release.

Engagement and outreach activities were delivered through parish council presentations, guided walks, and attendance at public events, including the Hullaballoo Science and Nature Festival and Newport COP 26 Climate and Ecological Emergency event. A programme of school visits began, with beaver-themed outdoor learning delivered through Forest School sessions and presentations given in the classroom at various Island schools. The project has generated significant local and regional media interest. Social media coverage has also been high.

Although government policy favours wild beaver release, as documented in Defra's nationwide consultation in 2021, licence applications are currently not being accepted by Natural England while a national beaver management strategy is being developed. Given the positive response to the Trust's consultation, work will continue to develop a licence application, which we aim to submit once Natural England reopens applications.

The Beaver Recovery Project has been generously funded by the James Tuttiett Charitable Trust and the John Swire 1989 Charitable Trust. The Beaver Trust has also been a close consultee of the Trust's emerging plans, and we're grateful for the support and advice provided to date.



Wilder Land and Sea - reducing pressure on the environment

Whilst nature reserves are critical to protect vulnerable wildlife, on their own they're not enough to support nature recovery, and it's vital that pressure on the wider environment is also reduced. We continue to develop and test nature-based solutions to help mitigate issues like pollution, flooding and climate change, successfully advocate for better decision-making in planning and coastal protection, and campaign for stronger local and national legislation to protect and restore nature.

Our aims in 2021/22	What we achieved in 2021/22
Develop our work on nature-based solutions. Continue to identify and acquire intensively managed farmland for restoration, especially arable farmland in the East Wight. By repairing and rewilding this land, we'll remove nitrate pollution, and produce a net gain in biodiversity and carbon capture. We'll continue to work with others to develop markets for these nature-based solutions to generate funding for nature's recovery – making sure we uphold the highest ethical standards and ensure genuine gains for nature in the process.	We expanded our nature-based solutions programme by acquiring 144 hectares of former arable land at Nunwell on the Isle of Wight in March 2022. Wilder Nunwell is the Trust's second rewilding project and is being delivered as part of the nature-based solutions programme, delivering nitrate mitigation and nature recovery. Biodiversity surveys at the Trust's first rewilding site, Wilder Little Duxmore, have demonstrated conservation success as a multitude of species have returned to the site. The Trust has been working with partners to develop different models of nature-based solutions delivery on the New Forest coast. The Trust has also been commissioned to deliver mitigation projects across Hampshire and our nature-based solutions work is seen as pioneering across The Wildlife Trusts.
Our advocacy work will focus on ensuring that nature's recovery is at the heart of local planning, policy and practice. With the Environment Act (which passed in November 2021) and other significant policy changes expected, we'll play a key role in the development of Local Nature Recovery Strategies and the delivery of the Nature Recovery Network.	On behalf of the Hampshire and Isle of Wight Local Nature Partnership, Hampshire and Isle of Wight Wildlife Trust and Hampshire Biodiversity Information Centre (HBIC), we produced a Natural Capital Report for Hampshire and the Isle of Wight (to be published in 2022). The report maps and assesses our current natural capital assets. The maps will form the basis of our Nature Recovery Network. Nature Recovery Network mapping and Natural Capital evidence will form a strong foundation for preparing the Hampshire and Isle of Wight Local Nature Recovery (LNR) Strategies. These will act as spatial master plans for nature's recovery across the two counties.
Campaign for better decision making in planning and coastal protection.	The Trust continued to stand up for a wilder future by carrying out campaigning and advocacy to encourage better decision making to support nature recovery. Together with our supporters, we campaigned for local councils across the two counties to declare an ecological emergency alongside the climate emergency and take urgent action to reverse declines in wildlife and restore the natural ecosystems on which we all depend. We're particularly proud of our with the RSPB to oppose the proposed super-peninsula development at Tipner West in Portsmouth which gained over 25,000 signatures.

	We also supported national campaigns run by The Wildlife Trusts, including a successful campaign with a coalition of environmental organisations to include a world-leading 'state of nature' target in the Environment Act, which was passed during COP26 in November 2021.
Develop new paid-for services to help others deliver Biodiversity Net Gain and other nature-based solutions	Through our ecological consultancy Arcadian, we conducted several Biodiversity Net Gain (BNG) assessments. In summer 2021, our qualified ecologists completed training in BNG assessment, calculations, habitat classification, and best practice. We've been developing paid-for service models for offering nature-based solutions (NBS) to landowners and partners, carrying out BNG assessments, and designing mitigation, management, and monitoring plans. The new NBS funding mechanisms such as BNG and Nutrient Mitigation will mean significant areas in Hampshire and the Isle of Wight could be secured and enhanced for wildlife. We're keen to offer our services to those seeking advice on how best to manage land for conservation outcomes in this way.
Continue to deliver ecological monitoring and freshwater habitat restoration as part of Southern Water's obligations under Section 20 Water Resource Management Agreement under the Water Resources Act 1991.	As part of a contract with Southern Water, the Trust delivers habitat and species monitoring and habitat management alongside the Rivers Trust. This work aims to help ensure the ongoing resilience of chalk streams to cope with the impact of drought. Breeding bird surveys, water vole surveys, and white-clawed crayfish monitoring were carried out along the Itchen Valley. Five species included on the Birds of Conservation Concern red list were recorded across these sites, four of which were recorded on multiple sites. Disappointingly, animal latrines (a strong indication of recent water vole activity) were only recorded at two sites. However, an otter was observed swimming in the river at one site. Results indicate that this area remains the stronghold for white-clawed crayfish in Hampshire. Young-of-year (individuals born that spring) were once again recorded within the locations where the Trust (working with Bristol Zoological Society) has previously released captive-born, white-clawed crayfish of Itchen provenance. Following the delivery of habitat restoration for this species, there was a notable increase in the number of southern damselfly recorded at our Hockley Meadows Nature Reserve in 2021 compared with the previous survey in 2018. However, further years of monitoring data are required to allow us to prove this is a result of our work.
As part of Natural England's Recreation ReMEDIES project and a pilot project with Boskalis Westminster, we'll monitor, protect and restore seagrass beds, focusing on the potential for their large-scale restoration and capture 'blue carbon' as a nature-based climate solution.	In April 2021, the Trust launched the Solent Seagrass Restoration Project in partnership with Boskalis Westminster and the University of Portsmouth, with support from funds raised by players of the People's Postcode Lottery. The initial two-year research and development project aims to develop both the knowledge and practical skills needed to undertake seagrass restoration at scale within the Solent region. Since launching, we've planted more than 1,800 seagrass seed pods, containing over 40,000 seeds, into areas around Langstone Harbour and Seaview (Isle of Wight).

Campaigning and Advocacy

Tipner West: Don't Cross the Line

The Trust joined forces with the RSPB to oppose a proposal by Portsmouth City Council to drain and concrete over a large area of Portsmouth Harbour to create a 'super-peninsula' on which to build 3,500 new houses and a marine hub.

Portsmouth Harbour is one of the largest expanses of mudflats and tidal creeks on the south coast of Britain. It provides vital feeding grounds for internationally significant populations of dark-bellied brent geese, dunlin, black-tailed godwits, and other wintering waders. It is designated as a Site of Special Scientific Interest, Special Protection Area, and Ramsar Site in recognition of its importance.

In 2021/22, over 25,000 people signed our joint petition with the RSPB. In addition, 9,000 people joined us to respond to Portsmouth's Local Plan consultation urging the Council to scrap the highly damaging 'super-peninsula' option for Tipner West. This overwhelming public pressure resulted in a unanimous decision by Portsmouth councillors to 'pause and rethink' the damaging proposals, which would concrete over at least 30 hectares of legally protected mudflats and coastal meadow and set a dangerous national precedent for nature.

Climate and nature emergency campaigns

In the Spring 2021, the Trust began campaigning for local councils across the two counties to declare a nature emergency alongside the climate emergency. The Trust created a Nature Emergency framework and guidance for councils, which sets out how councils can declare a nature emergency alongside any existing climate emergency declaration. This included clear commitments from the council to set goals for nature's recovery by 2030. By recognising we're in a crisis and committing to creating a strategy, targets and an action plan for nature's recovery locally, councils can be part of the change to halt and reverse declines in wildlife and restore a healthy natural environment for people and wildlife.

Running up to COP26 in the Autumn, we created a series of online content, including blogs and videos, to help our supporters to better understand the link between climate change and the nature emergency. During COP26, over 400 people joined our Nature Emergency campaign, asking their local council to recognise that we're in a crisis and declare a Nature Emergency. As a result of our campaigning, Basingstoke and Deane Borough Council and Portsmouth City Council both declared a Nature Emergency, and we're now working with them to ensure nature is placed at the heart of local decision-making.

Planning for nature's recovery

The Trust has been working over the past year to better secure nature's recovery as a priority within our planning system. Working with partners, such as the Hampshire and Isle of Wight Local Nature Partnership and the South East Nature Partnership, we've been influencing national policy and guidance on Biodiversity Net Gain and Local Nature Recovery Strategies through creating stronger collective responses and letters to Government cabinet Ministers in response to key consultations.

The Trust has also been working to influence local planning policy through responding to Local Plans and advocating for our key policy priorities, including 'Wild belt', 20% minimum Biodiversity Net Gain, a goal for 30% of land and sea to be protected and connected for wildlife by 2030 (30

by 30). We also want councils to go beyond 'due regard' for the Local Nature Recovery Strategies (once created), instead to embed them as a central spatial framework for making decisions about planning. This year, the Trust has responded to the Local Plans for Portsmouth City Council, Isle of Wight Council, Winchester City Council and Gosport Borough Council.

In June 2021, the Trust participated in a series of workshops to shape Hampshire County Council's Spatial Framework, which sets out the vision, objectives and priorities for environment and infrastructure projects in the county looking forward to 2050. We successfully advocated for the Spatial Framework to include three of our policy priorities: 'Wildbelt', a commitment to 30% by 30, and an initial indicative target of 20% Biodiversity Net Gain.

The Trust has also been working to empower local people and Team Wilder groups to respond to potentially ecologically damaging planning applications. We launched our 'how to respond to planning applications' guide on our website in August 2021, which provides key information on how to influence planning decisions.

Test Valley pollution

In summer 2021, we publicly raised our concerns about the impacts of high levels of fuel oil pollution on the health and integrity of the protected habitats and species at our Lower Test Nature Reserve. The Trust's Director of Estates and Conservation Delivery, John Durnell, was interviewed by ITV Meridian to highlight the damaging effects of fuel oil pollution on the River Test and its long-term impact on nature.

The Trust's Chief Executive, Debbie Tann, met with the CEO of Southern Water and the Area Director for the Environment Agency, asking them to identify the source and to clean up the diesel pollution as a priority. Romsey and Southampton North MP Caroline Nokes also hosted a roundtable discussion for the lead organisations tackling the pollution incident. The meeting was attended by the Environment Agency, Natural England, Southern Water, Hampshire and Isle of Wight Wildlife Trust, The Wessex Rivers Trust, County Councillor Nick Adams-King, and Borough Councillors Terese Swain and Phil Bundy. The purpose was to discuss the current clean-up operation and what could be done to prevent future pollution incidents in the same area.

As a result, Southern Water's Emergency Team visited the site to replace the booms and install a more robust system around the interceptor outfall to try and control the fuel oil. Southern Water offered to review surface drainage at the neighbouring Nursling Estate and confirmed it would be lining a length of sewer pipe to further reduce the risk of fuel leaching into the sewer system from the surrounding ground.

Solent Seagrass Restoration

The Trust has been working in partnership with Boskalis Westminster to undertake an exciting seagrass restoration pilot project within the Solent. A research and development phase was launched in 2021 to develop and test the scope for seagrass restoration in the Solent.

We want to see seagrass habitats in the Solent restored to their historical levels and for seagrass to be present in all locations that could support it. By restoring seagrass habitats, we'll create a Wilder Solent, supporting increased biodiversity and sustainable fisheries, promoting greater ecosystem services, cleaner water, and creating a natural carbon solution to mitigate the effects of climate change.

The Trust has considerable experience in seagrass surveying, monitoring methods, and ecology. This project aims to enable us to develop the knowledge and practical skills to restore seagrass

restoration at scale within the Solent. This will support the Wildlife Trust movement nationally and help Boskalis lead their industry in developing nature-based solutions to protect and enhance coastal ecosystems globally.

Working with our academic partners at the University of Portsmouth, we've developed the skills needed to sustainably collect, process, and deploy seagrass seed in two pilot-scale trials. We appointed a new Seagrass Officer to support the delivery of the Seagrass Restoration Project. One of the primary purposes of this role is to develop the volunteering programme and engage with the local community to increase awareness of the project. Following our first pilot deployments, we developed a new "Seagrass Champion" volunteering role. The role attracted over 25 applicants within the first month of being advertised. A programme is being developed to train volunteers to survey and monitor seagrass habitats. This will allow us to monitor more sites. Our reserves team at Farlington Marshes Nature Reserve, the location of our first seagrass pilot project, gained experience working in the marine environment by assisting with the seagrass seed deployment.

As well as our own Marine Champions and students from the University of Portsmouth, we've worked with volunteers from Boskalis Westminster, Blue Marine Foundation, Marine Conservation Society, Langstone Harbour Authority, Fathom Ecology Ltd, and the Cadland Estate. The project has been supported by a grant from players of the People's Postcode Lottery, our project partners Boskalis Westminster and the Isle of Wight Distillery. The Distillery has proactively supported and promoted the project as 'Ambassadors' for seagrass restoration in the Solent.

Nature-based Solutions and Rewilding

Nitrate pollution is detrimental to some of our most protected marine and river habitats and the wildlife they support. It comes from various sources, including intensive agriculture, runoff from roads, and air pollution, and has built up over decades. Around 10% comes from urban sources, including wastewater from houses. Following new rules established by Natural England, new housing across much of Hampshire and the Island now needs to mitigate its pollution impacts. One way of doing this is through 'nature-based solutions'. In busy South Hampshire, we appreciate there's a need for new housing. While some proposed local developments are unacceptable due to the detrimental impact on wildlife and protected habitats, some developments are acceptable with appropriate mitigation. The Trust's nature-based solutions programme has been developed to provide nitrate mitigation for developments that we accept into the scheme. It works by acquiring former farmland, which has been releasing nutrients into the Solent, and rewilding it to remove nitrate pollution, create space for nature and support nature's recovery, funded through the sale of nitrate credits.

By demonstrating how this mitigation can be provided, we're promoting solutions that deliver the best deal for wildlife and help achieve our vision for nature's recovery. Wilder Little Duxmore and Wilder Nunwell are the Trust's first pilot sites for a new type of nature-based solution, demonstrating one way of mitigating and reducing the impact of nitrate pollution in the Solent from planned housing developments.

Wilder Little Duxmore

In 2019, we acquired Wilder Little Duxmore, a 40-hectare plot of low-quality, intensively managed arable land - the Trust's first dedicated rewilding site. The natural restoration of vital habitats here will benefit and expand the Nature Recovery Network on the island, help reverse species declines, sequester carbon, and mitigate nitrate pollution.

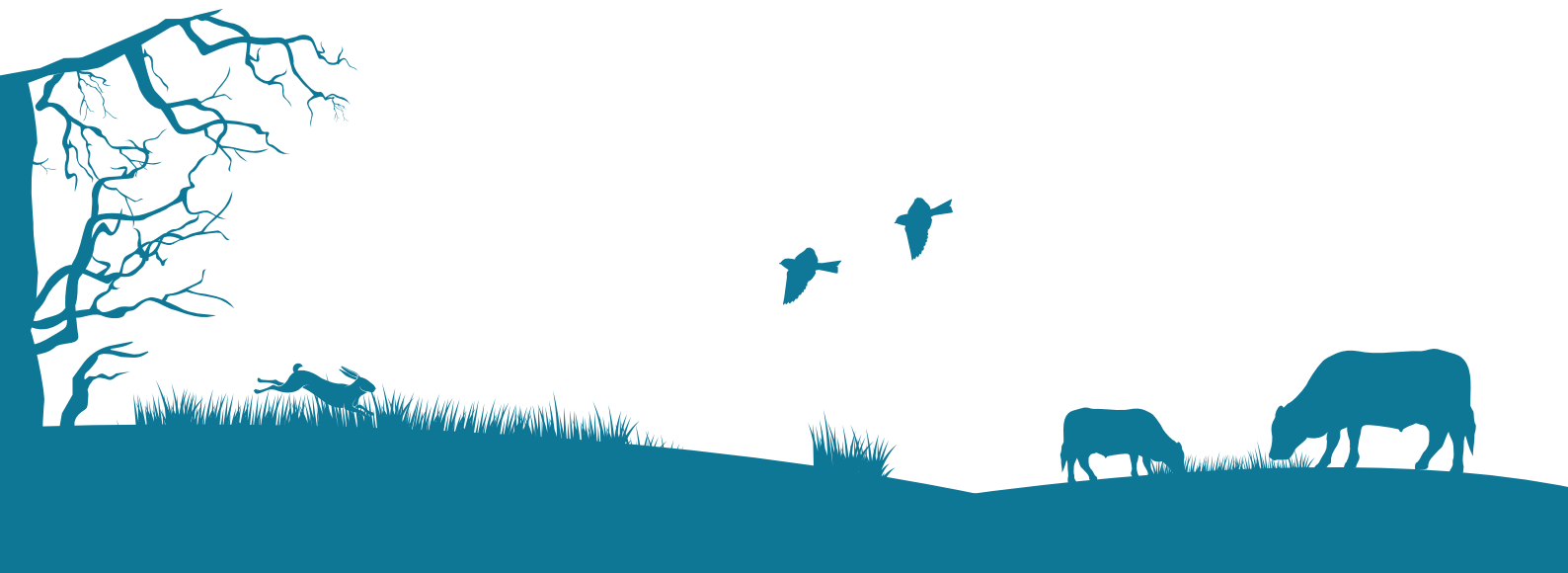
Rewilding has already resulted in species returning to the site. Ecological surveys recorded 36 bird species, including nationally threatened species such as linnet and song thrush, while skylarks have successfully bred on the former arable fields. The reserve is a haven for invertebrates, with 19 butterfly species recorded, including the endangered wall brown and six of the UK's 'Big Eight' bumblebees. Thirteen species of bat have been recorded, and red squirrels and barn owls have been sighted on remote trail cameras. Plant surveys found evidence that Wilder Little Duxmore is of international importance for its flora, with rare plant species including spreading hedge-parsley and goosefoot identified. Plans are being developed to introduce grazing on site to mimic a natural system.

Wilder Nunwell

Following the success of Wilder Little Duxmore, in March 2022, we purchased 144 hectares of land at Nunwell, near Brading. This is the Trust's second rewilding project and is also being delivered as part of the nature-based solutions programme. Wilder Nunwell is adjacent to Eaglehead and Bloodstone Copses Nature Reserve and provides a landscape connection to Swanpond Copse. The acquisition of Wilder Nunwell significantly increases the Trust landholding on the Isle of Wight. The site is in a strategically important location and will play a vital role in creating a robust Island-wide Nature Recovery Network. We're grateful to The Oglander family, owners of the land on the family-run Nunwell Estate, for making this project possible. Funding support was provided by the Solent Local Enterprise Partnership (LEP).

Farming with nature

Two of the Trust's long-running projects continued through the New Forest Land Advice Service and Loddon Farm Advice Projects. Our officers continued to provide support and advice to farmers and landowners on wide-ranging issues, particularly around Catchment Sensitive Farming and applications for Countryside Stewardship. In the New Forest, we've started to develop a 'farm cluster' for farmers and landowners across the New Forest coast, as well as supporting applications to the Farming in Protected Landscapes grant scheme administered by the New Forest National Park. In the Loddon catchment, our partnership with Affinity and South East Water also focused on soil and water protection schemes, particularly around metaldehyde and other pesticide reductions and soil improvements.



Enabling

Our aims in 2021/22	What we achieved in 2021/22
Invest in the next phase of our IT project and move to cloud-based systems to enable remote working.	The implementation of Office 365 and cloud-based systems continued across the Trust. Staff received IT training, including the training of Office 365 champions.
Implement a new finance system and new customer relationship management (CRM) database, which will increase efficiency and minimise risk for the organisation.	A new finance system and a new customer relationship management system were implemented during the reporting period.
Measure our carbon footprint and increase our focus on reaching net-zero as quickly as possible to fulfil our pledge to become a climate-positive organisation by 2030.	The Trust appointed a Climate Positive & Sustainability Lead for the Trust in October 2021 to help us achieve our target of becoming a climate-positive organisation by 2030.

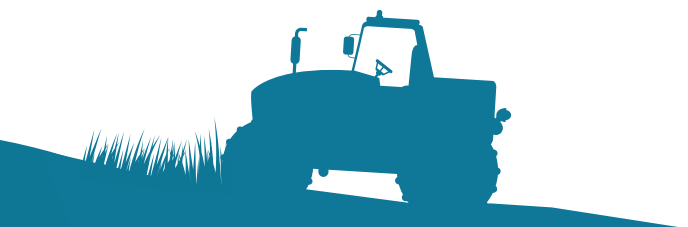
Our environmental impact

The Trust has implemented a carbon action plan and is continually measuring our progress against it and working to improve it. We've measured our carbon footprint for 2019/20, 2020/21 and 2021/22 and will continue to monitor our emissions annually. Due to changing working patterns, the pandemic reduced nearly half of our operational emissions (excluding livestock and land).

We aim to continue improving our calculations, monitoring as much of the Scope 3 emissions (those emissions resulting from activities not owned or controlled by the Trust) as possible and working across The Wildlife Trusts to collaborate on this. This data collection has allowed us to more easily review where our emissions are greatest and where the most beneficial reductions will be. This includes highlighting to staff the high emissions from commuting and working from home, which were the highest contributors to our footprint aside from livestock. Flexible working is continuing post-Covid, which will allow us to maintain a balance between commuting and home working emissions.

We're working on calculating our land-based emissions and removals for our whole estate to monitor how close we are to achieving our targets, with guidance from The Wildlife Trusts on how to do this most accurately. We hope to have these numbers finalised during 2022 to confirm we're on track to achieving our pledge to be a climate-positive organisation.

The Trust is putting plans in place to deliver other actions such as installing EV charging points, energy audits, encouraging more sustainable transport, and improving our energy efficiency. We've encouraged staff engagement to get them involved in the conversations we're having surrounding carbon reduction, providing spaces to share ideas and answer questions. We switched to a renewable energy provider and already provide a Bike 2 Work scheme.



People and resources

We continued to invest in human resources (HR) with an increased focus on staff support and development, which continues to be more critical than ever as we recover from the pandemic. Our People Strategy captures our HR priorities, covering how we recruit, induct, develop, support, and reward our people.

Staff wellbeing

We recognise that the past year has been challenging for many staff. Returning to the office after working from home for an extended period has been challenging for many.

The Trust has increased support available to staff and implemented plans to rebuild cohesion and resilience. We began trialling a hybrid working model in September 2021 to give staff greater flexibility, inviting eligible staff to submit flexible working requests. We've also adopted wellbeing action plans and stress risk assessments to ensure we provide the right support for staff facing difficulties. An Employee Assistance Programme is also available to all staff. Staff turnover and sickness rates are regularly monitored by the Executive team and Trustees.

We continued to see an increase in inconsiderate, aggressive, and antisocial behaviour on our nature reserves, which significantly impacted staff wellbeing. Resilience training was delivered for all staff and we're exploring ways to address poor behaviour on our reserves.

Salary benchmarking was carried out across the Trust during the year using external comparators. Salaries were increased where necessary so that they're comparable with similar roles across the sector.

Since the lifting of Covid restrictions in July 2021, our volunteer numbers have decreased from 1,335 to 1,240 due to the impact of Covid-19. Volunteers gave a total of 20,106 hours to the Trust and continue to be critical to achieving our goals across a range of functional areas. We're incredibly grateful for their time and dedication. A volunteering working group oversees volunteer management across the Trust.

Equality, diversity, and inclusion (EDI)

We recognise that the conservation sector is one of the least diverse sectors in the UK. As part of our commitment to increasing diversity within the Trust (staff, Trustees, volunteers, and those we work with), we established an equality, diversity, and inclusion (EDI) committee chaired by the EDI Trustee. An EDI strategy and an EDI action plan are being developed.

As part of the Trust's commitment to diversity and inclusion, the role of Associate Trustee was created in 2021 to attract younger and more diverse voices onto the Board. Several students from the University of Southampton also take part in the Conservation and Scientific Advisory Panel.

Operational risk management

Health & safety

The Health & Safety (H&S) Committee meets quarterly and gives feedback to the Executive Team. The committee is overseen by the H&S Trustee, who reports to Council. The Executive Team reviews H&S and other risks monthly as a regular standing item. This includes policy issues as well as any incidents, processes and procedures.

A new dedicated Health and Safety (H&S) Officer was appointed in August 2021. This new role will work with the Executive team and gives the additional capacity to coordinate, support, and

advise our H&S staff representatives, Trustees, and volunteers on all areas of health and safety. This will ensure the Trust continues to provide a safe workplace for all staff and volunteers. With this additional capacity the Trust has been able to review and update all health and safety standards, processes, communications, training, and systems.

Safeguarding and Child Protection

Our Safeguarding and Child Protection Committee meets quarterly to oversee our policies and procedures in this area. The committee is overseen by Trustees and is coordinated by the Designated Safeguarding Lead, who has two deputies. The committee has a forward plan, and there is a representative from each team on the committee.

Data Protection

Compliance with data protection legislation is a priority for the Trust. There were no notifiable breaches during the year. Data protection is overseen by a Data Protection Lead and a Trustee Lead. An external data protection advisor was appointed in 2021 to review the Trust's data protection processes and training, and their recommendations have been implemented. All Trust staff receive induction and refresher training on the General Data Protection Regulation (GDPR), which came into force in 2018, and we fully comply with all current data protection regulations and guidelines. A new Trust-wide Customer Relationship Management (CRM) database went live in February 2022. The development of this CRM will reduce risk and improve organisational efficiency.

Impact of Covid-19

The Trust's finances remain relatively healthy, and progress continues to be made in implementing systems to support hybrid working. The Executive Team meets regularly to review and update Covid-19 risk management measures and staff guidance.

The risk register was updated to include additional measures to maintain business continuity in the event of staff sickness. The IT strategy will continue to be delivered with support from our IT provider, Aura, to enable effective hybrid working. The initial migration to full cloud-based working is due to be completed in 2022/23.

Covid restrictions continue to impact our activities, with some restrictions on movement and issues arising from staff and volunteers either contracting Covid-19 or having to isolate themselves. We could adapt most of our work by enabling staff to work from home or adjusting activities to allow socially distanced working. Although Covid impacts have resulted in additional pressures on the staff and the management team, overall the Trust has coped well and our ability to deliver our charitable objectives overall hasn't been significantly impacted.

Membership & Fundraising

Our fundraising approach

Our work is only possible thanks to the commitment of our members and supporters. Their generosity allows us to continue working to create a Wilder Hampshire and Isle of Wight.

The Trust has a dedicated in-house fundraising and membership team. We raise funds through membership, supporter appeals, and promoting our work on nature reserves at events and online. Hampshire and Isle of Wight Wildlife Trust is a member of the Fundraising Regulator, and we have professional fundraising staff who are members of the Chartered Institute of Fundraising. We follow their codes of practice to ensure that our fundraising meets the highest standards. In the event of any breach of standards, our complaints procedure is shared on our website. Last year, we received one fundraising complaint, which was resolved. Our staff

carry out fundraising with help from third-party fundraisers allowing us to benefit from their specific knowledge, experience, or expertise to help raise awareness of the Trust and encourage people to become members or donate to support the delivery of our Wilder 2030 strategy. Our face-to-face fundraising is delivered by South West Wildlife Fundraising Limited (SWWFL), which concentrates wholly on increasing membership for its owning Trusts and two client Trusts. There is an annual service charge and commission payments for each new member recruited. By working collaboratively with other Wildlife Trusts through SWWFL, we benefit from greater efficiencies and the sharing of risk, skills, and experience. SWWFL staff are part of the Trust team and join staff for regular training and events. We regularly monitor and review third-party agencies which fundraise on our behalf to ensure they meet the high standards we require of them. Throughout the pandemic, the Trust and our agencies adhered to government guidance on Covid-19 to ensure we upheld a high safety standard for our staff and the public.

Fundraising and membership recruitment

Trust's membership continues to grow, demonstrating the increasing levels of support for local wildlife. Last year, we gained 2,482 new members, bringing the total number of members and friends to 27,772 by the end of March 2022. SWWFL recruited 1,529 new memberships during the year, which was an extraordinary result given the challenges presented by the pandemic and the difficulty in booking recruitment venues.

Members receive our Wild Life magazine three times a year so we can share how their support is helping make Hampshire and the Isle of Wight wilder. We keep supporters updated with our e-newsletters and through our website and social media.

Alongside our successful membership programme, we continue to grow other areas of fundraising. We've established several successful corporate partnerships and continue to see increased interest from businesses who recognise the urgency of the climate and nature crises and want to work with us to support nature's recovery. We were incredibly grateful to have received larger gifts from generous individual donors, gifts given in memory of loved ones and £331k in legacies from individuals who were kind enough to leave us gifts in their Wills. Acknowledgement of our generous supporters can be found on p64-65.

60th anniversary fundraising appeal

To celebrate the Trust's 60th anniversary, we ran a fundraising appeal to raise money to support our incredible nature reserves. The appeal was a huge success, raising over £68,000, which will be spent directly on local nature conservation. We asked donors to share their favourite nature reserves as part of the appeal. We received hundreds of heart-warming comments, and Farlington Marshes was voted the most popular reserve. We are immensely grateful to everyone who generously donated.

"Supporting wonderful places and amazing people"

"I would hate to think where wildlife would be without our Wildlife Trusts. Thank you for your ongoing support for now and future generations."

"My favourite reserve is Hockley Meadows. I am happy to be able to support the Trust as it protects as many habitats as possible for the future survival of our wildlife."

"Our wildlife and wild places are precious, we must cherish and protect them."

"We love Farlington Marshes, it is a haven for birds with lovely scenery and fresh sea air. A great place for a walk any time of year."

"Really appreciate the work that goes into keeping our wildlife areas looking amazing - places that my grandchildren can enjoy and appreciate. Thank you!"

BUILDING RESILIENCE - MANAGING RISK

Proactive risk management allows us to anticipate and respond to challenges in our complex operating environment. Robust risk management enables us to make informed decisions and take calculated risks for the benefit of nature across our two counties. Risk across the organisation is managed by the Executive Team and overseen by Trustees. We have a comprehensive risk register that is updated regularly. Measures are put in place to mitigate risk, where possible, to ensure organisational and financial sustainability.

The principal risks are those which, without effective mitigation, would severely impact our work, our reputation, or our ability to achieve our ambitions. Due to the long-term nature of our work, Hampshire and Isle of Wight Wildlife Trust faces several inherent principal risks, which are constant year on year. The principal risks and their mitigations are summarised below:

Risk	Mitigating action
Environmental challenges	
The nature emergency, in particular wildlife declines and threats to habitats because of climate change.	Our Strategy has been updated to reflect the dual climate and nature emergency, which is an ongoing and worsening challenge despite the many successes of the Trust and growing public awareness. We'll continue to deliver a clear and convincing explanation of the need to address both the nature and climate emergencies, and the Trust's role in delivering solutions.
The impact of Covid-19 on business continuity and resilience.	We've dealt with the day-to-day impacts of Covid as well as the longer-term implications through our ongoing risk management processes, putting in place measures such as improved IT, more support for flexible working, mental health and wellbeing support and improved internal communications.
Financial Challenges	
Changing agri-environmental funding models post-Brexit reducing the funding available for conservation management on our nature reserves.	Funding for our nature reserves has continued to reduce since Brexit. We established a Land Aquisition and Management Designated Fund in 2016 to provide a buffer for this risk; this fund has been supported by legacy income and as 31 March 2022 had a balance of £642k. We've been developing alternative sources of funding for our conservation work, including the nitrate mitigation programme, which has led to a growth in income. We'll continue to explore the potential for other similar types of nature-based solutions income such as carbon offsetting and biodiversity net gain.
A constantly evolving fundraising environment, increased cost of living and potential recession reducing our fundraising income.	The response of our members and supporters during the Covid-19 pandemic has demonstrated the resilience of our major income streams. We've updated our Fundraising Strategy and will continue to develop opportunities to grow our membership programme and diversify our fundraising income.

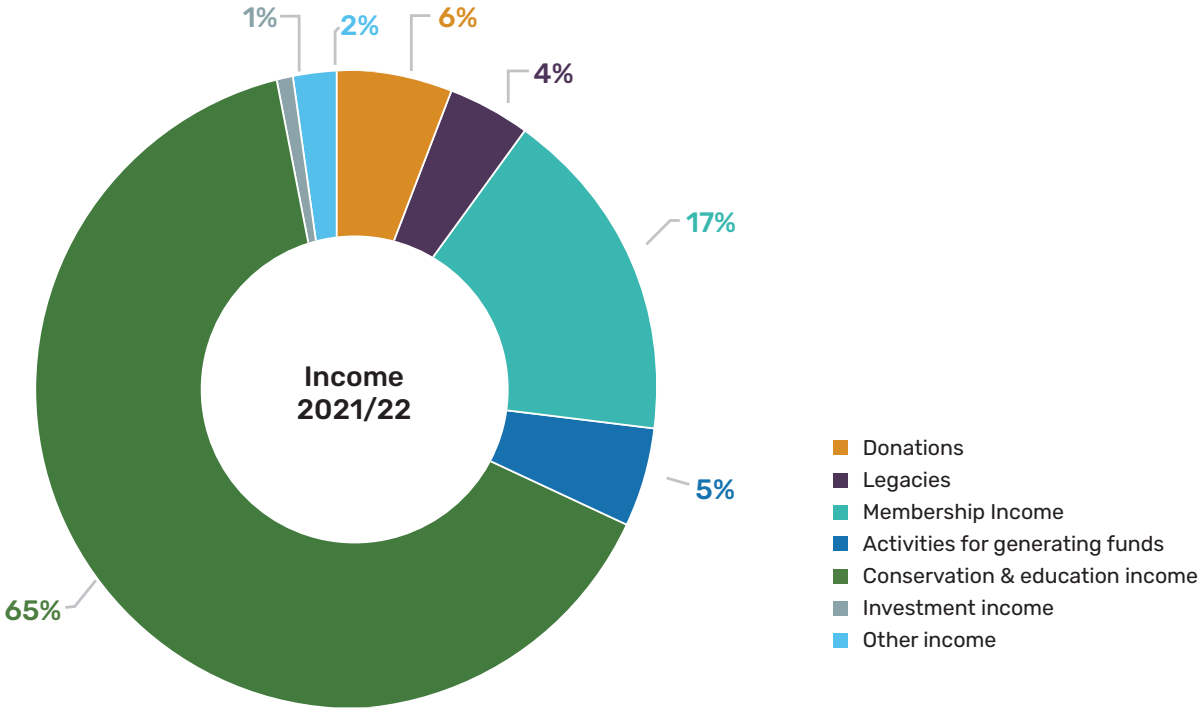
Political and economic challenges	
Loss of focus on wildlife protection and the environmental agenda at UK and local level.	With the national policy team at RSWT we continue to work hard to keep the nature and climate crisis high on the agenda – pointing out that there is significant public support for nature recovery and climate action, and that a healthy environment underpins a strong economy.
Internal factors	
Rapid changes in technology, connectivity, and IT training requirements increasing the risk of cyber-attack, loss of productivity, and reduction in our ability to deliver the digital experience expected by our supporters, partners and workforce.	We'll continue to deliver our IT strategy with our IT provider Aura to enable effective hybrid working and continue the development of our new finance and CRM solutions. A digital transformation plan is being developed with support from The Wildlife Trust's national team. An IT Officer will be recruited to provide additional IT support and training for staff.
A number of challenges in relation to staffing including difficulty recruiting and supporting mental health.	Our People Strategy. We are developing and implementing innovative solutions to recruiting, inclusive of greater use of social media to advertise our positions and implementing an online recruitment package that will improve candidates' application experience. To support mental health, in addition to our comprehensive Employee Assistance Programme (EAP) offering to assist those experiencing mental health issues, we have partnered with a mental health charity to provide regular training for managers of staff and/or volunteers in how to identify and manage those experiencing mental health challenges.

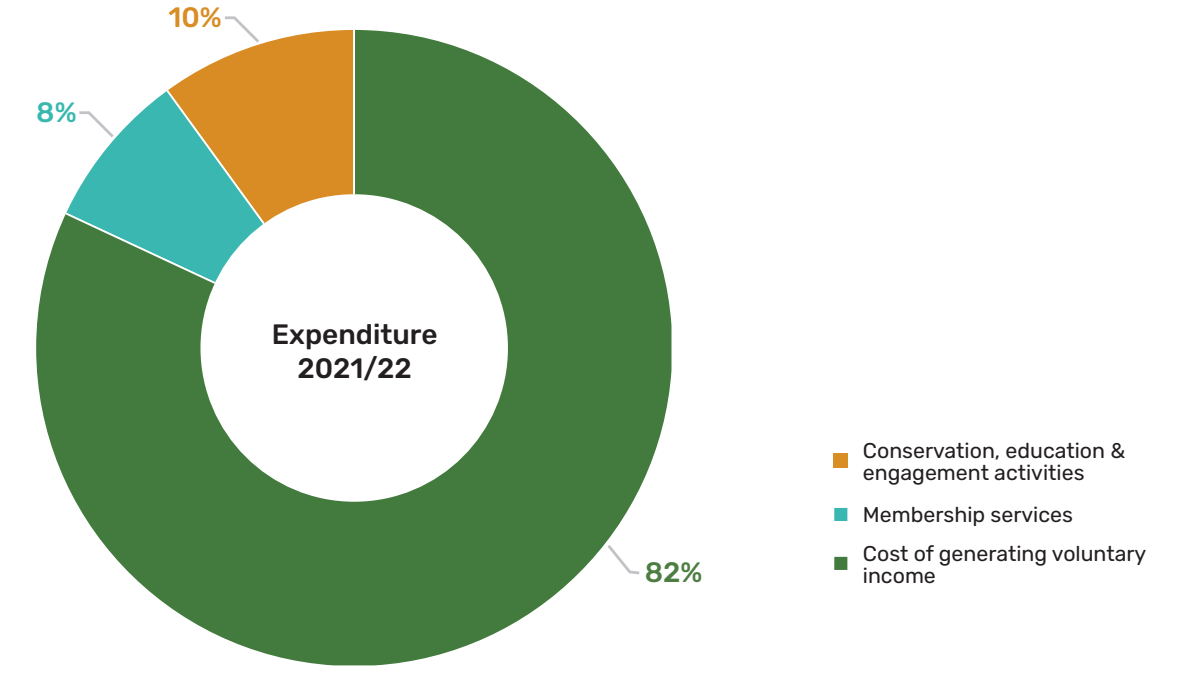


FINANCIAL REVIEW

Financial summary

Overall, the Trust remains in a healthy financial position. The Trust ended the 2021/22 financial year with a net surplus of £1.96m (2020/21: £2.02m). This comprised of £765k of restricted funds and £1.2m unrestricted funds. This represents a good out-turn given the continued uncertain economic and political climate and the slightly reduced activity throughout the year due to the Covid-19 pandemic. However, thanks to the loyal support of our members and supporters, our focused business plan to continue to diversify our income, and robust financial management, we're continuing to increase our financial resilience.





Financial strategy

The Trust has continued to effectively manage expenditure and increase income. However, continued economic uncertainty, the impact of Brexit and Covid-19 and rapidly increasing costs mean that the next few years will remain challenging. The increased competition for grants and the growing constraints on public sector resources mean that restricted income has generally become more difficult to secure, and we expect this situation to continue.

Our overall financial strategy has not changed from prior years. We continue to ensure the sustainability of our expenditure in the shorter-term by strict budgetary control, while also focusing on building medium to long-term growth in income. To increase the Trust's financial resilience, we will focus income generation resources around two main forms of income to drive nature recovery: 1) fundraising income and 2) commercial income. As unrestricted income allows the Trust to allocate funding to where the need is greatest and provides the greatest flexibility to respond to external challenges, we are keen to build our unrestricted income. We will continue to focus on growing and diversifying our fundraising income by attracting more members and supporters and offering more opportunities for people to support our work. We will also grow commercial activity and develop new ways to generate income through nature-based solutions, such as our nitrate mitigation programme. Our fundraising strategy and nature-based solutions programme are both projected to generate significant levels of income over the next few years, meaning that the Trust will be able to build up substantial financial reserves to put towards long-term land management, along with unrestricted surpluses, ensuring that we remain financially sustainable, can continue to cover our operating costs, and invest for the future.

Income

Total incoming resources for the year were £7.5m, an increase of 11% compared with the previous year (2021: £6.7m). The biggest source of income continues to be conservation and education and engagement activities £4.8m - 65% (2021: 3.81m - 57%).

Unrestricted Income

The Trust received total unrestricted income of £5.2m, an increase of £135k on the previous year, contributing 69% of total income. This was primarily due to activities starting again after covid and increases in fundraising and membership income.

As mentioned above, unrestricted income is critical for the Trust as it can be spent wherever the need is greatest. This means we can use it to fund the management of our nature reserves and to help our engagement, education, conservation policy and campaigning activity, marketing and communications, and the support we need to make sure that the Trust is well run and well governed.

Membership income grew by 7% to £1.3m (2021: £1.22m) thanks to the continued generosity of our members. Following a challenging year in 2020/21, South West Wildlife Fundraising Limited (SWWFL) successfully recruited 1,489 new members (2021: 300). SWWFL is a subsidiary company wholly owned by eight Wildlife Trusts, including Hampshire and Isle of Wight Wildlife Trust, which concentrates on increasing memberships for its owning Trusts and two client Trusts. There is an annual service charge and commission payments for each new member recruited. By working collaboratively with other Wildlife Trusts through SWWFL we benefit from greater efficiencies as well as the sharing of risks, skills and experience. The overall number of members continues to increase despite the current economic challenges, although we anticipate that the uncertain economy and cost-of-living increase is likely to impact membership numbers over the next few years. Members provide vital unrestricted funding to support nature's recovery and represent the collective voice of people who care about the natural world. Our members are vital in helping us to stand up for local wildlife and influence key decision makers.

Income from legacies was £332k (2021: £859k), Just over 4% of our total income. We're incredibly grateful to everyone who has kindly chosen to support nature recovery in this way. Although legacy income can be highly variable, this is an important source of unrestricted income which we hope to grow in future years. We continue to operate a zero-legacy income approach to budgeting, meaning that unrestricted legacy income received in the year is held in designated funds for future years. Trustees determine how these unrestricted legacy funds are used to enable the Trust to fulfil our Wilder 2030 strategy when budgets are set for the following year.

The nitrate mitigation programme continued with a second site acquired at Nunwell on the Isle of Wight. The Nunwell land was purchased with two loans (shown in note 15). Income is derived from selling nitrate credits from two sites, Wilder Little Duxmore and Wilder Nunwell, which mitigates and reduces the nitrate impact of planned housing development. The programme supports nature recovery through the creation of new nature reserves on formerly intensively managed agricultural land – creating new habitats for local wildlife. The Trust received £1.14m from the sale of nitrate credits during the year. We have an obligation to manage Wilder Little Duxmore and Wilder Nunwell for 125 years, so a proportion of income from credit sales will be transferred into the long-term designated fund set up for this purpose as they are sold. In 2021/22 we transferred £374k into this fund (shown in note 16).

Arcadian Ecology continued trading for its sixth year. The profit generated was £96k (2021: £50k), higher than the previous year. The profit is donated to the Trust (the donation will be shown in the 2022/23 accounts).

Restricted Income

The Trust received a total restricted income of £2.3m, an increase of £630k (38%) on the previous year, contributing 31% of total income.

Restricted funds must be used for a specific project or purpose and includes income from grants. Income from Secrets of the Solent and Watercress & Winterbournes, both funded by the National Lottery Heritage Fund, increased as project activity restarted after being paused due to Covid.

The Trust purchased the Nunwell land right at the end of the financial year and this is included within the fixed assets on the Balance Sheet. As mentioned in the Trustees' report, with the addition of the Wight Nature Fund donated in the year, the freehold heritage assets increased to a total of 1,007 hectares (2021: 995).

Expenditure

Total annual expenditure increased by 15% to £5.62m (2021: £4.88m).

Most of our funds were spent on delivering charitable activities with expenditure of £5.07m (2021: £4.38m), representing 90% of the total spend (2021: 90%). These charitable activities include management of our nature reserves, conservation projects and land management advice across the two counties; delivery of environmental education training and courses at our education centres; delivery of the Team Wilder community engagement programmes; campaigning for stronger laws to protect nature; and advocating for planning and development that builds with nature, making better places for people and wildlife to live.

Conservation and Education activity costs have increased due to projects and activities getting back up and running after covid, along with a few new projects.

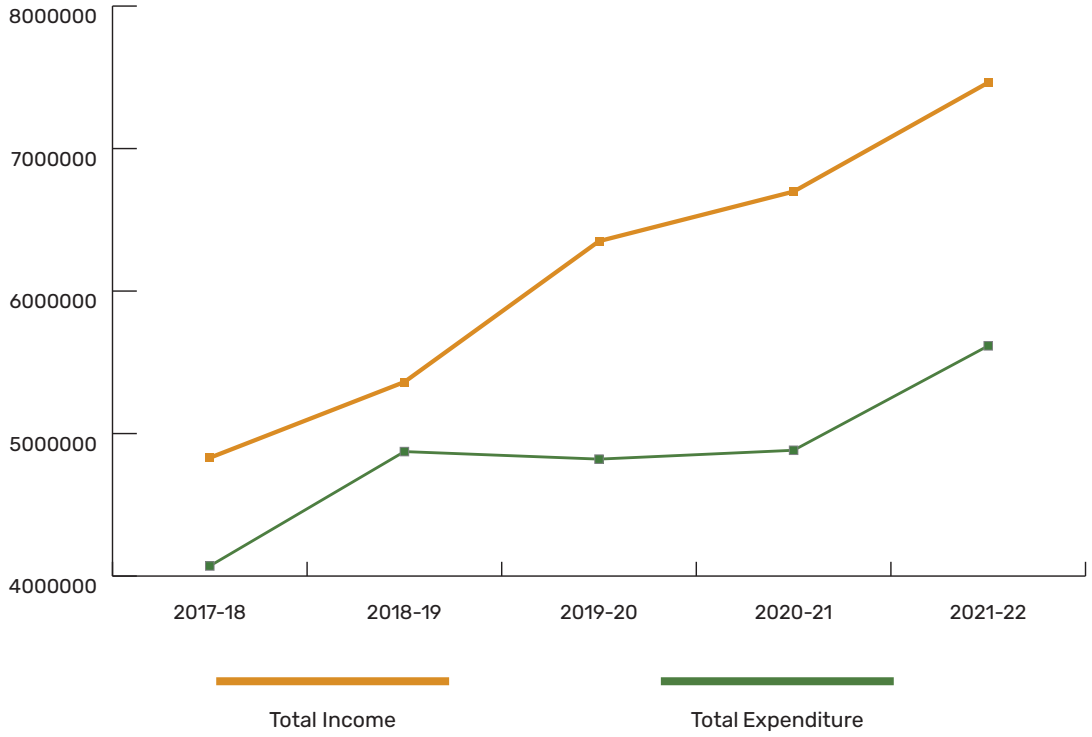
We continue to invest in fundraising activities to grow our income. During the year we refreshed

our fundraising strategy and plans to reflect the new opportunities and challenges presented by the pandemic.

Total expenditure includes support costs of £952k (2021: £876k), which is an increase on the previous year. However, support costs include IT, finance, human resources, facilities, and governance costs and represents 16.9% of total expenditure which is lower than the previous year (2021: 17.9%). These costs are allocated proportionally across all activities based on staff numbers. The governance costs (£86k) include professional fees and staff costs allocated to governance activities and represent 1.6% of our total expenditure (2021: 1.7%). Also included in the support costs is the annual contribution we make to the Royal Society of Wildlife Trusts at £73.7k (2021: £71k), which funds national policy, advocacy and coordination work they do on behalf of The Wildlife Trusts across the UK.

Total staff costs for the year totalled £2.97m (2021: £2.61m) which equate to a 14% increase due to the recruitment of several new roles across all departments in the Trust. These staff costs include an annual pay increase of 1.5%.

Analysis of Income and Expenditure 2017 - 2022



Investment policy and performance

The Trust has managed its investment portfolio through CCLA since 2019. This ethical investment portfolio is managed in accordance with our investment strategy and risk profile, which aims to preserve capital value and generate a reasonable income. The funds are regularly reviewed and screened to ensure that the investments are not in conflict with the Trust's charitable objectives. The Trust's investments show an unrealised gain of £111k (2021: unrealised gain of £201k).

Investment income of £37k (2021: £37k) was received during the year.

Financial Reserves

The Trust holds three categories of funds: Restricted Funds, Endowment Funds and Unrestricted Funds, some of which have been designated for a specific purpose and some of which represent the value of various assets. As of 31 March 2022, the Trust had total funds of £15.3m (2021: £13.4m) of which £10.7m was unrestricted (2021: £9.5m), £4.6m (2021: £3.8m) was restricted funds and £4.5k (2021: £4.5k) was held in a small permanent endowment fund.

Restricted funds

There are two types of restricted funds; project funds which are restricted donations and grants received by the charity where the purpose for which they can be used is determined by the donor, and heritage assets bought from restricted funds. As at 31 March 2022 restricted project funds totalled £1.66m (2021: £1.55m) and restricted heritage assets totalled £2.92m (2021: £2.26m). These funds include income that has been received in advance to fund major projects spanning several years, such as Watercress & Winterbournes. The Trust also has a restricted Wildlife Investment Fund which we established to provide match funding where this is required to enable us to secure grants from funders. Further details of these funds and the purposes for which they're held are provided in Note 16.

Unrestricted funds

The Trust's unrestricted funds are made up of both liquid funds and assets and are there to support the achievement of our strategic objectives. Unrestricted funds are shown in two types: designated funds and the general fund, as detailed below and in Note 16. These funds arise from unrestricted legacies, donations from fundraising activities and from any resultant surpluses generated from our day-to-day operations. These funds are free from any restrictions from donors and therefore the Trustees can decide how the funds are allocated. Total unrestricted funds as at 31 March 2022 amounted to £10.7m (2021: £9.54m).

Designated Funds

Some of the Trust's unrestricted funds have been designated by the Trustees to support specific activities such as land management, land acquisition or strategic investment in delivering our business plan and Wilder 2030 Strategy. Total Designated funds held at 31 March 2022 were £2.54m (2020; £1.84m). Further details of these funds and the purposes for which they're set aside are provided in Note 16.

General Fund

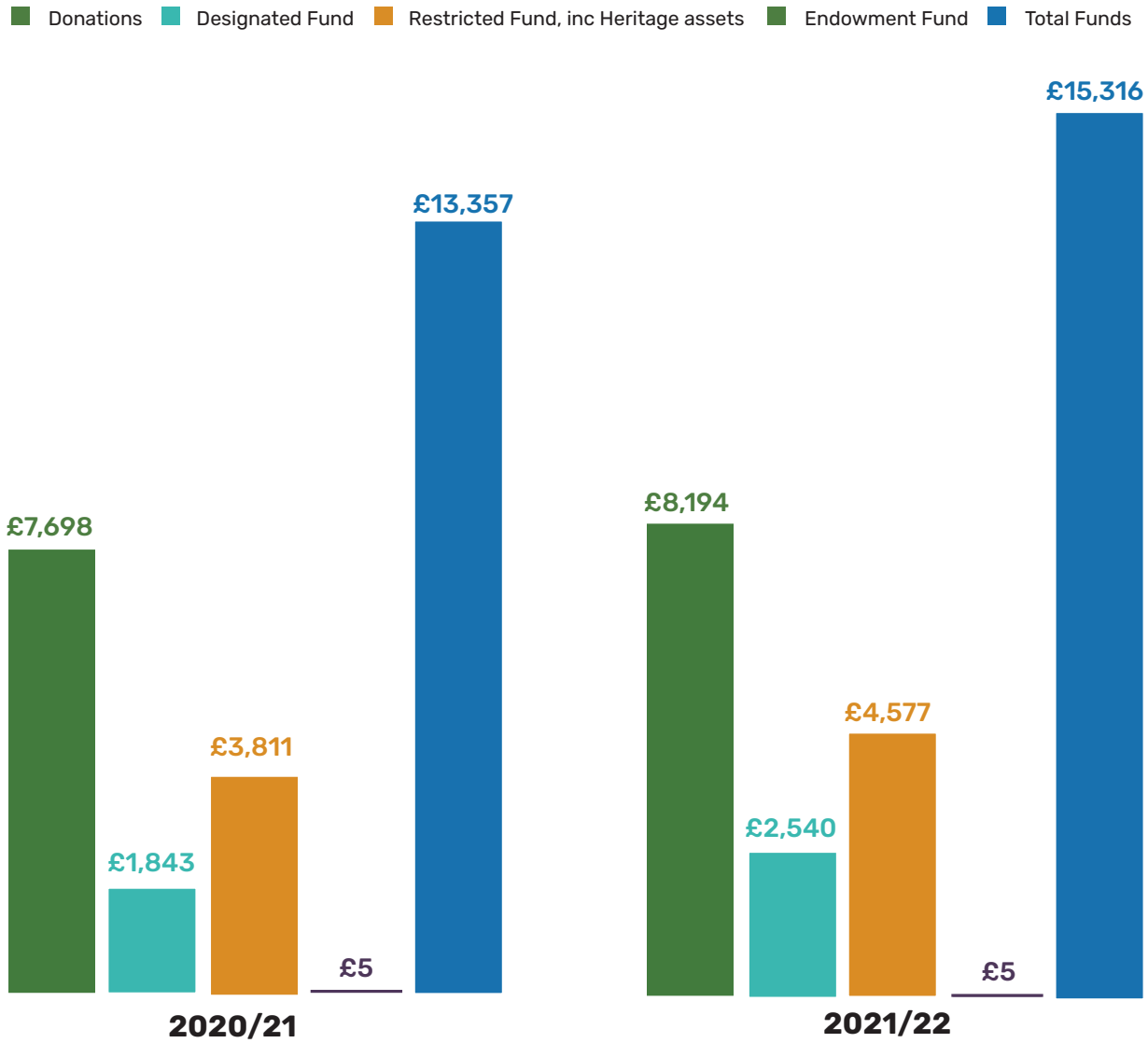
The general funds at the year-end totalled £8.19m (2021: £7.7m), these are funds free from any restrictions and therefore the Trustees can decide how the funds are allocated. The general fund represents unrestricted fixed and heritage assets of £9.19m (2021: £6.43m), £1.91m (2021: £1.27m) in free reserves which are available to support the Trust's annual operating expenses and also includes funds that represent the current assets, liabilities and fixed asset investments on the balance sheet as shown in Note 17.

Free Reserves

Free reserves are calculated by deducting unrestricted tangible fixed assets and unrestricted heritage assets from total unrestricted funds and adding back in long term liabilities (see Note 17). The Trust's Financial Reserves policy is to hold sufficient free reserves to provide working capital and to provide a buffer of liquid funds to cover temporary shortfalls caused by an unforeseen loss of income, cash flow volatility or an unexpected increase in costs or risk exposure. Should any of these circumstances arise, these free reserves are intended to ensure that the Trust can meet its contractual obligations to staff, suppliers, statutory bodies

and funding partners. Another factor is that the Trust's monthly cash flow is highly variable during the financial year, with many funds being received towards the end of the year or after projects are completed. This means that free reserves are also needed to fund the charity's activities during the year to cover the timing gap between expenditure and income. Cash flow is monitored daily by Trust staff and reviewed quarterly by the Trust's Business and Finance Committee. With all of this in mind, the Trust's policy is to hold liquid funds in free reserves sufficient to cover 4 months of unrestricted expenditure. As at 31 March 2022 the free reserves were £1.91m (2021: £1.27m).

Fund balances over two years (£'000)



SIGNED ON BEHALF OF COUNCIL
on 8 September 2022

Richard Green-Wilkinson
Honorary Treasurer

INDEPENDENT AUDITOR'S REPORT

to the Members of Hampshire and Isle of Wight Wildlife Trust

Opinion

We have audited the financial statements of Hampshire and Isle of Wight Wildlife Trust (the 'company') for the year ended 31 March 2022 which comprise the profit and loss account, the balance sheet, the statement of changes in equity and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small
- companies regime and take advantage of the small companies' exemption from the requirement to prepare a strategic report or in preparing the directors' report.

Responsibilities of the Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding,

we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Adam Wilson FCA (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Chartered Accountants
Statutory Auditor
Secure House
Lulworth Close
Chandlers Ford
Southampton
Hampshire
SO53 3TL
Date: 14 September 2022

FINANCIAL STATEMENTS

Registered Charity No. 201081
Company limited by guarantee in England and Wales No. 676313

Hampshire and Isle of Wight Wildlife Trust (Consolidated) Statement of Financial Activity

For the year ended 31 March 2022

2021/22 TRUST SOFA	Notes	Unrestricted Funds £ '000	Restricted Funds £ '000	Endowment funds £ '000	Total 2022 £ '000	Total 2021 £ '000
Income from:						
Donations and legacies	**2**	651	115	0	766	1,255
Charitable activities	**3**	3,948	2,174	0	6,122	5,023
Other trading activities		400	0	0	400	281
Investments		39	0	0	39	37
Other		136	0	0	136	101
Total		5,174	2,289	0	7,463	6,697
Expenditure on:						
Raising funds	**4**	548	0	0	548	499
Charitable activities	**5**	3,543	1,524	0	5,067	4,383
Total	**5**	4,091	1,524	0	5,615	4,882
Net gains/(losses) on investments	**12**	111	0	0	111	201
Net income/(expenditure)		1,194	765	0	1,959	2,016
Transfers between funds	**15**	0	0	0	0	0
Other recognised gains/(losses):						
Fixed assets revalued	**10**	0	0	0	0	119
Net movement in funds		**1,194**	**765**	**0**	**1,959**	**2,135**
Reconciliation of funds:						
Total funds brought forward		9,541	3,811	5	13,357	11,222
Total funds carried forward		**10,735**	**4,576**	**5**	**15,316**	**13,357**

Continuing Operations
All incoming resources and resources expended arise from continuing activities

Hampshire and Isle of Wight Wildlife Trust (Consolidated) Balance Sheets

For the year ended 31 March 2022

	Notes	Group 2022 £ '000	Group 2021 £ '000	Charity 2022 £ '000	Charity 2021 £ '000
FIXED ASSETS					
Tangible Fixed Assets	10	8,518	5,445	8,518	5,445
Heritage Assets	11	3,595	3,245	3,595	3,245
Investments	12	1,333	1,199	1,333	1,199
		13,446	9,889	13,446	9,889
CURRENT ASSETS					
Stock		126	114	126	114
Debtors	13	1,250	1,627	1,127	1,578
Cash at bank and in hand		4,445	3,180	4,373	3,119
		5,821	4,921	5,626	4,811
CREDITORS					
Amounts falling due within one year	14	(1,036)	(1,453)	(937)	(1,393)
NET CURRENT ASSETS		4,785	3,468	4,689	3,418
TOTAL ASSETS LESS CURRENT LIABILITIES		18,231	13,357	18,135	13,307
CREDITORS					
Amounts falling due after one year	15	(2,915)	-	(2,915)	-
NET ASSETS		**15,316**	**13,357**	**15,220**	**13,307**
FUNDS OF THE CHARITY	16				
Endowment Funds		5	5	5	5
Restricted Funds		4,576	3,811	4,576	3,811
Unrestricted Funds					
Designated funds		2,540	1,843	2,540	1,843
General fund		8,195	7,698	8,099	7,648
TOTAL FUNDS		**15,316**	**13,357**	**15,220**	**13,307**

The notes at pages 47 to 63 form part of these financial statements.

The financial statements were approved by Trust Council on 9 September 2022 and signed on its behalf by:





David Jordan OBE
Chairman

Richard Green-Wilkinson
Honorary Treasurer

Hampshire and Isle of Wight Wildlife Trust (Consolidated) Cashflow Statement

For the year ended 31 March 2022

	Notes (below)	2022 £ '000	2021 £ '000
Cash flows from operating activities:			
Cash flows from operating activities:	a	2,396	2,381
Net cash provided by (used in) operating activities		2,396	2,381
Cash flows from investing activities:			
Purchase of tangible fixed assets		(3,120)	(974)
Purchase of heritage assets		(350)	(952)
Sale of fixed assets		-	-
Interest received		39	37
Net cash provided by (used in) investing activities		(3,431)	(1,889)
Cash flows from financing activities;			
Proceeds from borrowings		2,915	-
Repayments of borrowings		(615)	-
Net cash provided by (used in) financing activities		2,300	-
Change in cash and cash equivalents in the reporting period	b	1,265	492
Cash and cash equivalents at the beginning of the reporting period		3,180	2,688
Cash and cash equivalents at the end of the reporting period		4,445	3,180

NOTES TO THE CONSOLIDATED CASHFLOW STATEMENT

a) Reconciliation of net incoming resources to net cash flow from operating activities

	2022 £ '000	2021 £ '000
Net incoming resources for the reporting period (as per the statement of financial activities)	1,958	2,016
Depreciation	47	29
(Gains)/losses on Investments	(135)	(201)
Interest received	(39)	(37)
(Increase)/Decrease in stock	(13)	8
(Increase)/Decrease in debtors	380	(261)
(Decrease)/Increase in creditors	198	827
Net cash provided by (used in) operating activities	2,396	2,381

b) Analysis of changes in cash and cash equivalents

	2022 £ '000	2021 £ '000
Balance brought forward	3,180	2,688
Net cash (outflow)/inflow for year	1,265	492
Balance at 31 March 2022	4,445	3,180

Hampshire and Isle of Wight Wildlife Trust (Consolidated) Balance Sheet

For the year ended 31 March 2022

Note 1 - ACCOUNTING POLICIES
Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value.

Consolidation
The financial statements incorporate the results of Hampshire and Isle of Wight Wildlife Trust and its wholly owned subsidiaries, prepared on a line by line basis. Exemption has been taken from including the Statement of Financial Activities of Hampshire and Isle of Wight Wildlife Trust in accordance with section 408 of the Companies Act 2006.

Income
All income is included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Legacies and donations are accounted for when receipt of the income is probable. Wherever possible, donated assets have been included at a reasonable estimate of their value to the Trust.

Membership income
Membership subscriptions are accounted for when received irrespective of the period of membership, since any cancellation in membership will not result in a refund for any proportion of unused subscriptions.

Branch income
The Trust has eleven local groups and three specialist groups who may carry out various fundraising activities during the year. The proceeds of these activities are reflected as income in the financial statements upon receipt from the individual groups.

Volunteer contributions
No value is ascribed to the unpaid contributions of time and skills provided by volunteers due to the difficulty in attributing an economic value.

Expenditure
All expenditure is accounted for on an accruals basis inclusive of any VAT that cannot be recovered and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of the resources. Costs of raising funds include the costs incurred as a result of raising donations, developing legacy income and applying for grants. Governance costs are those incurred in connection with constitutional and statutory requirements, including audit and legal fees.

Stock
Stocks are stated at the lower of cost or net realisable value except for livestock, which is valued at an average market value on each balance sheet date.

Tangible fixed assets
Depreciation is provided with the intention of writing off the costs of the tangible fixed assets

over their useful lives. The Trust's capitalisation threshold is £5,000 and the provision is calculated using the straight line method from the quarter it is purchased in, over the following periods:

- Plant and machinery 5 years
- Motor vehicles 5 years

Freehold and leasehold buildings and land are not depreciated.

Heritage assets
The Trust defines its nature reserves as Heritage Assets. Nature reserves purchased by the Trust are shown on the balance sheet at original cost or valuation at the date of acquisition where known. Where Heritage Assets have been donated to the Charity they are recognised initially at their fair value where practicable. No value is placed on assets where their costs or valuation is not available and such information cannot be obtained at a cost commensurate with the benefit to the users of the accounts and to the charity. As permitted by SORP FRS 102, no depreciation is charged on Heritage Assets. Note 11 provides further information.

Taxation
The Trust is exempt from direct taxation on its charitable activities.

Investments
Fixed asset investments are stated at market value based on the bid price valuation provided by the Trust's investment managers, CCLA, as required by SORP (FRS 2015). Any diminution in value is deducted if, in the opinion of the investment managers, it is considered necessary. The investments are administered by CCLA on behalf of the Trust. Investment income is accounted for when received by the Trust or its appointed agent.

Investment gains and losses
Realised and unrealised gains and losses on investments arising from the valuation of investments are recognised in the Statement of Financial Activities.

Operating leases
Rentals payable under operating leases are charged to the Statement of Financial Activities as incurred over the term of the lease.

Pension costs
The charity operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

Fund accounting
The permanent endowment fund represents donations made where the donor requested that the capital be invested and the income either added to the capital or used to cover expenditure, depending on the conditions of the endowment. Restricted funds are funds for which the donor has specifically restricted the purpose for which they can be used. The amounts in the funds represent the monies still remaining available for future expenditure, or funds represented by assets purchased partly or fully from restricted funds.

Unrestricted funds
These are funds free from any restrictions and Trustees can decide what they are spent on. Unrestricted funds are shown in two types as detailed below:

- Designated funds are funds for which Council has specifically designated the purpose for which they can be used. The amounts remaining in the funds represent the monies still remaining available for future expenditure.

- General funds represent the unrestricted net assets of the charity, excluding designated funds. All income is allocated to the general fund unless restricted by the donor or specifically designated by Council.

Hampshire and Isle of Wight Wildlife Trust (Consolidated)
Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

2021/22 NOTES TO THE ACCOUNTS

Note 2 - Donations and Legacies	2022 £ '000	2021 £ '000
Donations and Fundraising	434	396
Legacies	332	859
	766	1,255

Note 3 - Income from Charitable activities	Unrestricted income £ '000	Restricted income £ '000	Endowment income £ '000	2022 £ '000	2021 £ '000
North Hampshire Conservation	623	10	-	633	740
Solent & IOW Conservation	134	670	-	804	345
Central Rivers & Downs Conservation	534	101	-	635	828
Estates Conservation & Education	1,223	491	-	1,714	1,143
Projects & Services	107	629	-	736	580
Policy, Advocacy & Engagement	28	273	-	301	171
Membership	1,299	-	-	1,299	1,216
	3,948	2,174	-	6,122	5,023

Note 4 - Expenditure on raising funds	2022 £ '000	2021 £ '000
Expenditure on sales and commercial income	548	499

Note 5 - Total Expenditure	Staff costs £ '000	Other direct costs £ '000	Support costs £ '000	2022 £ '000	2021 £ '000
North Hampshire Conservation	205	336	96	637	584
Solent & IOW Conservation	208	150	53	411	367
Central Rivers & Downs Conservation	415	280	171	866	636
Estates Conservation & Education	383	254	138	775	980
Projects & Services	457	427	168	1,052	860
Policy, Advocacy & Engagement	506	196	188	890	646
Membership	110	279	48	437	310
Expenditure on Charitable activities	2,284	1,922	862	5,068	4,383
Expenditure on raising funds	278	179	90	547	499
	2,562	2,101	952	5,615	4,882

Note 6 - Analysis of support costs	Raising funds	North Hampshire Conservation	Solent & IOW Conservation	Central Rivers & Downs Conservation	Estates Conservation & Education	Projects & Services	Policy, Advocacy & Engagement	Membership	2021/22 Total	Basis of allocation
	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	
IT	26	28	15	49	40	49	54	14	275	No. of staff
Finance	17	18	10	33	27	32	36	9	182	No. of staff
Premises	14	14	8	26	21	25	28	7	143	No. of staff
Human Resources	25	27	15	48	39	47	52	13	266	No. of staff
Governance	8	9	5	16	12	15	17	4	86	No. of staff
	90	96	53	172	139	168	187	47	952	

Net income/(expenditure) is stated after charging/(crediting):	2022 £ '000	2021 £ '000
Depreciation - owned assets	47	29
Operating leases - land and buildings	15	48
Auditors' remuneration - provision of audit services	10	11
Auditors' remuneration - non audit services	-	-

Note 6 - Analysis of support costs for the prior year 2020/21	Raising funds	North Hampshire Conservation	Solent & IOW Conservation	Central Rivers & Downs Conservation	Estates Conservation & Education	Projects & Services	Policy, Advocacy & Engagement	Membership	2020/21	Basis of allocation
	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	
IT	27	20	18	22	51	35	41	12	226	No. of staff
Finance	28	21	19	23	55	37	44	13	240	No. of staff
Premises	12	9	8	10	23	16	19	5	102	No. of staff
Human Resources	27	20	17	22	51	35	41	12	225	No. of staff
Governance	10	8	6	8	18	13	16	4	83	No. of staff
	104	78	68	85	198	136	161	46	876	

7 Trustees' Remuneration and Benefits

No Directors (Trustees) or persons connected with them have received or waived any remuneration during the year (2021: none)

No Directors (Trustees) received reimbursements of expenses for travelling during the year (2021: none)

8 Staff Costs

	2022 £ '000	2021 £ '000
Salaries and Wages	2,603	2,280
Social Security Costs	218	188
Pension Costs	149	137
	2,970	2,605

The average number of full-time equivalent employees during the year was as follows:

	2022	2021
Cost of Generating Funds	7.7	4.0
Finance and Administration (includes Governance)	12.7	9.5
Charitable Activities	73.8	68.7
	94.2	82.2

	2022 £ '000	2021 £ '000
Senior Management Team Salaries for 6 staff (2021: 6 staff)	325	319

	2022	2021
The number of employees whose benefits (excluding employer pension costs) exceeded £60,000 was:		
£60,001 - £70,000	-	-
£70,001 - £80,000	1	1

9 Pension Scheme

The Trust operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Trust in an independently administered fund. The pension cost charged to the Statement of Financial Activities was £149k (2021:£137k).

10 TANGIBLE FIXED ASSETS - Group and Charity

	Freehold properties £ '000	Long Leasehold Land £ '000	Freehold Land £ '000	Plant and machinery £ '000	Total £ '000
Cost or valuation					
At 1 April 2021	2,414	-	2,943	810	**6,167**
Additions	40	2,912	-	167	**3,119**
Disposals	-	-	-	(60)	**(60)**
As at 31 March 2022	2,454	2,912	2,943	917	**9,226**
Depreciation					
At 1 April 2021	-	-	-	722	**722**
Charge for the year	-	-	-	47	**47**
Depreciation on disposals	-	-	-	(61)	**(61)**
As at 31 March 2022	-	-	-	708	**708**
Net Book Value					
As at 31 March 2022	2,454	2,912	2,943	209	**8,518**
At 1 April 2021	2,414	-	2,943	88	**5,445**

Tangible Fixed Assets are all functional assets used in furtherance of the Trust's objectives.

The Trust's three freehold properties are Beechcroft House, Dawkins Cottage and Brick Kiln Farm Cottage. They were revalued in 2021 by Skinner Holden and Bacheler Monkhouse, these values are included in the table above.

The Freehold Land included above as Tangible Fixed Assets consists of: Tawny Barn Field, College Copse Farm, Hockley Meadows Farm and Brick Kiln Farm. Other than Tawny Barn Field these were revalued at the end of March 2021 by Bacheler Monkhouse, these values are included in the table above.

The long leasehold land relates to the Nunwell land.

11 HERITAGE ASSETS - Group and Charity

	2021/22 £ '000	2020/21 £ '000	2019/20 £ '000	2018/19 £ '000	2017-2018 £ '000
Cost or valuation					
At start of period	3,245	2,293	1,938	1,938	1,588
Additions	350	952	355	-	350
Heritage Assets not previously valued	-	-	-	-	-
Disposals	-	-	-	-	-
At end of period	3,595	3,245	2,293	1,938	1,938
Net Book Value					
Year End	3,595	3,245	2,293	1,938	1,938
Prior Year	3,245	2,293	1,938	1,938	1,588

Heritage Assets are defined as tangible property with historical, artistic, scientific, technological, geophysical or environmental qualities which are held and maintained principally for their contribution to knowledge and culture.

Hampshire and Isle of Wight Wildlife Trust defines its nature reserves as Heritage Assets as they are held for the purposes of conservation, and are intended to be kept indefinitely or, for leasehold sites, until such time as the lease ends.

Nature reserves purchased by the Trust are shown on the balance sheet at original cost or valuation at the date of acquisition where known. Where Heritage Assets have been donated to the Charity they are recognised initially at their fair value where practicable. No value is placed on assets where their costs or valuation is not available and such information cannot be obtained at a cost commensurate with the benefit to the users of the accounts and to the charity. As permitted by SORP FRS 102, no depreciation is charged on Heritage Assets.

The Trust continues to acquire new land for the purposes of conservation in accordance with its acquisitions policy. Assets are classified as heritage assets where appropriate at the time of acquisition. Heritage Assets held by the Trust as at 31 March 2022 are listed overleaf in tables 1 and 2.

11 HERITAGE ASSETS - Group and Charity Cont……

Table 1

Heritage Assets - Freehold Nature Reserves

Name	Location	Hectares
Alverstone Mead	Sandown, Isle of Wight	28.6
Arreton Down	Newport, Isle of Wight	19.0
Bartley Heath	Hook	91.0
Broughton Down	Broughton	24.0
Chappetts Copse	West Meon	12.0
Copythorne Common	Cadnam	15.4
Coulters Dean	Buriton	4.0
Deacon Hill	Winchester	10.0
Emer Bog	North Baddesley	53.4
Fletchwood Meadows	Ashurst	5.0
Greywell Moors	Odiham	13.0
Hill Heath Farm	Newchurch, Isle of Wight	14.4
Hoe Road Meadow	Bishop's Waltham	3.0
Holmsley Gravel Pit	Bransgore	3.0
Kitt's Grave	Martin	36.0
Knighton Down	Brading, Isle of Wight	13.4
Linwood	Appleslade	10.5
Lower Knighton Moor	Newchurch, Isle of Wight	13.4
Lower Test, The Crescent	Nursling	5.0
Lymington Reed Beds	Lymington	32.0
Mapledurwell Fen	Basingstoke	0.4
Martin's Wood	Newchurch, Isle of Wight	8.5
Micheldever Spoil Heaps - North	Micheldever	3.0
Morton Marsh	Sandown, Isle of Wight	10.5
Ningwood Common	Cranmore, Isle of Wight	11.7
Parsonage Farm	Newchurch, Isle of Wight	27.1
Pewit Island	Portsmouth Harbour	1.2
Ron Ward's Meadow	Tadley	10.0
Royden Lane	Brockenhurst	2.2
Roydon Woods	Brockenhurst	379.7
Sandown Meadows	Sandown, Isle of Wight	18.0
Sandy Down	Brockenhurst	4.9
Shutts Copse	West Meon	4.0
Southmoor	North Langstone	11.3
St Clair's Meadow	Soberton	15.8
St Lawrence Bank Field	Whitwell, Isle of Wight	5.1
St Lawrence Undercliff Woods	St Lawrence, Isle of Wight	1.5
Swanpond Copse	Ryde, Isle of Wight	4.0
Upper Inhams Copse	Silchester	18.0
Upper Titchfield Haven	Hill Head	13.0
Upper Winnall Moors	Winchester	26.0
Weavers Down Bog	Longmoor	3.0
Whitehouse Meadows	Cove	1.0
Winnall Moors West	Winchester	21.5
		1007.4

11 HERITAGE ASSETS - Group and Charity Cont……

Table 2

Heritage Assets - Leasehold Nature Reserves

Name	Location	Hectares
Ancells Farm	Fleet	12.0
Baddesley Common	North Baddesley	28.0
Blashford Lakes	Ringwood	91.0
Bouldnor Forest	Bouldnor, Isle of Wight	36.0
Old Burghclere Lime Quarry	Burghclere	3.0
Eaglehead & Bloodstone Copses	Brading, Isle of Wight	10.0
Farlington Marshes	Portsmouth	120.0
Upper Flexford	Chandler's Ford	11.0
Lower Flexford	Chandler's Ford	9.0
Headley Gravel Pit	Headley	7.0
Hook Common	Hook	74.0
Hookheath Meadows	Southwick	14.0
Hythe Marshes	Hythe	9.0
Lymington & Keyhaven Marshes	Lymington	320.0
Long Aldermoor	Minstead	3.0
Lower Test	Totton	157.0
Lower Winnall Moors	Winchester	15.0
Manor House farm	Totton	90.0
Milton Locks	Portsmouth	0.4
Noar Hill	Selborne	12.0
Pamber Forest	Silchester	194.0
St Catherine's Hill	Winchester	47.0
Swanwick Lakes	Fareham	28.0
Testwood Lakes	Totton	65.0
		1355.4

Hampshire and Isle of Wight Wildlife Trust (Consolidated)
Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

12 FIXED ASSET INVESTMENTS

	Group		Charity	
	2022	2021	2022	2021
	£ '000	£ '000	£ '000	£ '000
Investments	1,333	1,199	1,333	1,199

GROUP	Listed Investments £ '000	Unlisted investments £ '000	Cash and settlements pending £ '000	Totals £ '000
At 1 April 2021	1,199	-	-	1,199
Additions	5	-	-	5
Disposals	-	-	-	-
Investment Gains	129	-	-	129
At 31 March 2022	1,333	-	-	1,333
Net Book Value				
At 31 March 2022	1,333	-	-	1,333
At 31 March 2021	1,199	-	-	1,199

Of the £1.3m investments held at 31 March 2022, all holdings are held in the UK.

CHARITY	Listed Investments £ '000	Unlisted investments £ '000	Cash and settlements pending £ '000	Totals £ '000
At 1 April 2021	1,199	-	-	1,199
Additions	5	-	-	5
Disposals	-	-	-	-
Investment Gains	129	-	-	129
At 31 March 2022	1,333	-	-	1,333
Net Book Value				
At 31 March 2022	1,333	-	-	1,333
At 31 March 2021	1,199	-	-	1,199

The unlisted investments represents the charity's 100% interest in HIWWT Trading Limited and Arcadian Ecology & Consulting Limited and the interest in each subsidiary amount to 100 ordinary shares of £1 giving an historical cost of £200.

Of the £1.3m investments held at 31 March 2022, all holdings are held in the UK.

All investments are held to preserve capital value and generate a modest income for use in the activities of the Trust.

Investments that are material in the context of the group and charity investment portfolio are detailed as follows:

	£ '000
COIF Charities Ethical Investment Fund	1,333

13 DEBTORS

	Group		Charity	
	2022 £ '000	2021 £ '000	2022 £ '000	2021 £ '000
Trade Debtors	456	412	274	285
Other Debtors	771	1,202	769	1,186
Prepayments and Accrued Income	23	13	23	13
Amounts Due from Group Undertakings	-	-	61	94
	1,250	1,627	1,127	1,578

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2022 £ '000	2021 £ '000	2022 £ '000	2021 £ '000
Trade Creditors	148	58	137	58
Other Creditors	28	19	27	19
Short term loan	-	615	-	615
Accruals	379	230	331	224
Taxation and Social Security	71	172	40	146
Amounts Owed to Group Undertakings	-	-	-	-
Deferred Income	410	359	402	331
	1,036	1,453	937	1,393

15 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Other Loans	2,915	-	2,915	-
	2,915	-	2,915	-

The above loans of £915k and £2m, are related to the purchase of the long lease land at Nunwell for the Nutrient Neutrality Scheme. Each loan is interest free, due to be repaid between 2-5 years and is secured on non-heritage assets. The £915k loan is secured against Little Duxmore Farm and the £2m loan is secured against Brick Kiln Cottage and Farm, White Meadow Farm & Home Farm (College Copse Farm).

Hampshire and Isle of Wight Wildlife Trust (Consolidated)
Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

16 ANALYSIS OF CHARITABLE FUNDS FOR THE CURRENT YEAR 2021/22

	Balance at 31-Mar-21 £ '000	Incoming resources & fund transfers in £ '000	Outgoing resources & funds expended £ '000	Balance before movements at 31-Mar-22 £ '000	Investment Gains/(Losses) £ '000	Transfers £ '000	Balance at 31-Mar-22 £ '000
UNRESTRICTED FUNDS							
Designated Fund:							
Land Acquisition & Management	424	310	(90)	644	-	48	692
Assets Depreciation Fund	(0)	-	-	(0)	-	-	(0)
Wilder 2030	906	-	(100)	806	-	284	1,090
Business Plan Strategic Development	158	-	(42)	116	-	-	116
Nature Based Solutions	355	374	(87)	642	-	-	642
Total designated funds	**1,843**	**684**	**(319)**	**2,208**	**-**	**332**	**2,540**
General Fund	7,698	4,490	(3,772)	8,416	111	(332)	8,195
Total Unrestricted funds	**9,541**	**5,174**	**(4,091)**	**10,624**	**111**	**-**	**10,735**
RESTRICTED FUNDS							
Badger Appeal	11	-	-	11	-	-	11
Brough Naturalists' Fund	22	-	-	22	-	-	22
Central Rivers & Downs Conservation	-	101	(101)	-	-	-	-
College Copse Farm	7	-	-	7	-	-	7
Emer Bog and Heathlands	21	-	(4)	17	-	-	17
Estates Conservation	-	256	(256)	-	-	-	-
Fishlake Meadows	25	-	-	25	-	-	25
IOW Land Management	-	263	(10)	253	-	-	253
Itchen Navigation/Winnall Moors	31	-	-	31	-	-	31
Landscape and Catchment Projects	-	319	(319)	-	-	-	-
Manor House Farm	366	-	-	366	-	-	366
North Hampshire Conservation	-	10	(10)	-	-	-	-
Policy, Advocacy & Engagement	-	273	(273)	-	-	-	-
Restricted Donations/Legacies	2	-	-	2	-	-	2
Richard Hedley Fund	5	-	-	5	-	-	5
Secrets of the Solent Project	29	-	(17)	12	-	-	12
SE Wildlife Trusts Strategic Dev. Fund	15	-	-	15	-	-	15
Solent & IOW Conservation	-	364	(364)	-	-	-	-
St Clair's Meadow	23	5	-	28	-	-	28
Test and Itchen Catchment Project	3	-	-	3	-	-	3
Watercress & Winterbournes Project	400	-	(14)	386	-	-	386
Southern Water Section 20	441	-	(146)	295	-	-	295
EA Water Projects	70	-	(6)	64	-	-	64
Wildlife Investment Fund	27	-	-	27	-	-	27
SWWFL Research	2	-	-	2	-	-	2
Kates Meadow Fund	3	-	-	3	-	-	3
Parsonage Farm Fund	47	0	(5)	42	-	-	42
Restricted IOW Projects	-	38	-	38	-	-	38
Restricted Funds	**1,550**	**1,629**	**(1,524)**	**1,655**	**-**	**-**	**1,655**
Restricted heritage assets	2,261	660	-	2,921	-	-	2,921
Total Restricted funds	**3,811**	**2,289**	**(1,524)**	**4,576**	**-**	**-**	**4,576**
Permanent Endowment Fund:							
Ted Wallace Fund	5	-	-	5	-	-	5
	-	-	-	-	-	-	-
Total Endowment Funds	**5**	**-**	**-**	**5**	**-**	**-**	**5**
TOTAL CHARITABLE FUNDS	**13,357**	**7,463**	**(5,615)**	**15,205**	**111**	**-**	**15,316**

Hampshire and Isle of Wight Wildlife Trust (Consolidated)
Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

16 EXPLANATION OF CHARITABLE FUNDS

UNRESTRICTED FUNDS

Designated Fund:

Designated funds are set aside to support the delivery of the Trust's Strategic Plan and to help the Trust manage major risks.

Land Acquisition & Management	In the light of the continuing uncertainty around the agri-environment scheme income for land management post-Brexit, this fund was established to help support the management of the Trust's land as well as the acquisition of new sites. Often land acquisition is funded on a case by case basis but this fund allows the Trustees to allocate match-funding to support grant applications or to top up appeals for new land. Any legacies received by the Trust specifically for land acquisition are placed in this fund until the right acquisition can proceed.
Assets Depreciation Fund	A fund to offset the depreciation costs of our major capital asset investments over the depreciation period.
Wilder 2030	Following the successful launch of the Trust's ten year vision and strategy - Wilder 2030 - Trustees agreed to establish this fund to support its delivery. The fund was made up by merging earlier designated funds that had been set aside for strategic development and made up of unrestricted legacies received. The fund will be drawn down with Trustee approval as part of the implementation of Wilder 2030 over a period of three to five years unless needed sooner.
Business Infrastructure	A fund to offset maintenance costs of buildings and fund the Trust's administrative software upgrades and move towards developing Business Intelligence systems.
Nature Based Solutions	This fund supports nature recovery through the creation of new nature reserves funded by the selling of nitrates credits. The trust has an obligation to manage these sites for 125 years for which this fund will be used.

RESTRICTED FUNDS

Restricted funds are strictly tied to our specific projects. Often the Trust receives project funding in advance and so we need to 'ring fence' the monies for spending on the project, as agreed with the funder or donor. Sometimes the projects can run over a number of years. Normally the fund will close once the project is finished.

Badger Appeal	Appeal funds to put towards research and practical control of bovine tuberculosis and deployment of vaccination where appropriate
Brough Naturalists' Fund	Fund containing an in-memoriam donation given by Antoinette Brough in memory of her husband Dr. Peter Brough, a former and long-term supporter of the Trust. The donation was used to establish an annual prize fund of up to £500 per year to acknowledge and encourage the work of amateur naturalists.
College Copse Farm	Funds remaining from the College Copse farm appeal, to be spent on upgrading the facilities there.
Emer Bog and Heathlands	Funds for heathland restoration and ongoing management of Emer Bog nature reserve, funded via a developer's contribution.
Fishlake Meadows	Funds received towards the ongoing management of Fishlake Meadows from Test Valley Borough Council.
IOW Land Projects	Funds raised as match funding for the Isle of Wight HLF project, to be spent during the project period and donations towards the ongoing work on the Island.
Itchen Navigation/Winnall Moors	Ten year Heritage Lottery Fund balance held against ongoing Itchen Navigation (2022) and Winnall Moors (2023) projects commitments.
Manor House Farm	Funds received in advance towards the 50 years of management of Manor House Farm for the period of the period of the agreement.
Restricted Donations/Legacies	£2k given by Miss Lipscombe for replacement benches on Warnborough Greens.
Richard Hedley Fund	This fund was established to acknowledge the late Richard Hedley, former Trustee and one of the Trust's most long-standing supporters. Sadly, in May 2018, we also lost Jean Hedley MBE, former Chair and President of the Trust. The family are keen that this fund is continued for the support of ecology trainees. Any donations or other fundraising undertaken in memory of the incredible contribution made by both Richard and Jean Hedley will be added to the fund in accordance with their wishes.
Secrets of the Solent Project	Funds received towards the Secrets of the Solent Project from NLHF and donations from partners and individuals.
SE Wildlife Trusts Strategic Dev. Fund	Funds set aside in agreement with the regional grouping of Wildlife Trusts for spending on strategic pan-regional projects
St Clair's Meadow	Funds received towards the ongoing management of St Clair's Meadow from donations form the local community.
Test and Itchen Catchment Project	Funding received in advance for the Test and Itchen Catchment Project.
Watercress & Winterbournes Project	Funds received towards the 5 year Watercress & Winterbournes Project funded by NLHF and donations from partners and individuals.
Southern Water Section 20	Funding received in advance for the 10 year, Test and Itchen Catchment Project
EA Water Projects	Funding received in advance for the Test and Itchen Catchment Project
Wildlife Investment Fund	Appeal income received held in a fund to use in the future when match funds are needed to secure grants from partners and individuals
SWWFL Research	Funds received from SWWFL towards future research work
Kates Meadow Fund	Restricted donation of £3500 to be drawn down over 10 years at a rate of £350 per year. The donation from Mr Ray Hilllyeris to cover HIWWT costs when maintaining the Littleton church (Kate's) Meadow.
Parsonage Farm Fund	Funding from the Banister Trust for the ongoing maintenance of Parsonage Farm
Restricted IOW Projects	Funding received from major donors for the acquisition of land on the Isle of Wight for conservation purposes.

Hampshire and Isle of Wight Wildlife Trust (Consolidated)
Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

16 ANALYSIS OF CHARITABLE FUNDS FOR THE PRIOR YEAR 2020/21

	Balance at 31-Mar-20 £ '000	Incoming resources & fund transfers in £ '000	Outgoing resources & funds expended £ '000	Balance before movements at 31-Mar-21 £ '000	Investment Gains/(Losses) £ '000	Transfers £ '000	Balance at 31-Mar-21 £ '000
UNRESTRICTED FUNDS							
Designated Fund:							
Land Acquisition & Management	776	-	(352)	424	-	-	424
Assets Depreciation Fund	3	-	(3)	-	-	-	-
Wilder 2030	840	-	(107)	733	-	173	906
Business Plan Strategic Development	193	-	(35)	158	-	-	158
Nature Based Solutions	-	355	-	355	-	-	355
Total designated funds	**1,812**	**355**	**(497)**	**1,670**	**-**	**173**	**1,843**
General Fund	6,338	4,802	(3,470)	**7,670**	201	(173)	7,698
Total Unrestricted funds	**8,150**	**5,157**	**(3,967)**	**9,340**	**201**	**-**	**9,541**
RESTRICTED FUNDS							
Badger Appeal	11	-	-	11	-	-	11
Brough Naturalists' Fund	22	-	-	22	-	-	22
Central Rivers & Downs Conservation	-	387	(387)	-	-	-	-
College Copse Farm	7	-	-	7	-	-	7
Emer Bog and Heathlands	21	-	-	21	-	-	21
Estates Conservation & Education	-	55	(55)	-	-	-	-
Fishlake Meadows	25	-	-	25	-	-	25
IOW Land Projects	21	-	(21)	-	-	-	-
Itchen Navigation/Winnall Moors	41	-	(10)	31	-	-	31
Landscape Projects & Services	-	95	(95)	-	-	-	-
Manor House Farm	174	192	-	366	-	-	366
Non Native Plants Projects	-	-	-	-	-	-	-
North Hampshire Conservation	-	25	(25)	-	-	-	-
Policy & Advocacy	-	71	(71)	-	-	-	-
Restricted Donations/Legacies	2	-	-	2	-	-	2
Richard Hedley Fund	5	-	-	5	-	-	5
Secrets of the Solent Project	46	-	(17)	29	-	-	29
SE Wildlife Trusts Strategic Dev. Fund	15	-	-	15	-	-	15
Solent & IOW Conservation	-	142	(142)	-	-	-	-
St Clair's Meadow	23	-	-	23	-	-	23
Test and Itchen Catchment Project	3	-	-	3	-	-	3
Victoria Harrison Fund	-	-	-	-	-	-	-
Watercress & Winterbournes Project	400	-	-	400	-	-	400
Southern Water Section 20	528	-	(87)	441	-	-	441
EA Water Projects	70	-	-	70	-	-	70
Wildlife Investment Fund	32	-	(5)	27	-	-	27
SWWFL Research	2	-	-	2	-	-	2
Kates Meadow Fund	-	3	-	3	-	-	3
Parsonage Farm Fund	-	47	-	47	-	-	47
	1,448	**1,017**	**(915)**	**1,550**	**-**	**-**	**1,550**
Restricted heritage assets	1,619	642	-	2,261	-	-	2,261
Total Restricted funds	**3,067**	**1,659**	**(915)**	**3,811**	**-**	**-**	**3,811**
Permanent Endowment Fund:							
Ted Wallace Fund	5	-	-	5	-	-	5
	-	-	-	-	-	-	-
Total Endowment Funds	**5**	-	**-**	**5**	**-**	**-**	**5**
TOTAL CHARITABLE FUNDS	**11,222**	**6,816**	**(4,882)**	**13,156**	**201**	**-**	**13,357**

Hampshire and Isle of Wight Wildlife Trust (Consolidated)
Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Permanent Endowment Funds £'000	Total £'000
Tangible Fixed Assets	8,518	-	-	-	**8,518**
Heritage Assets	675	-	2,920	-	**3,595**
Fixed Asset Investments	1,329	-	-	5	**1,334**
Current Assets	1,622	2,541	1,657	-	**5,820**
Current Liabilities	(1,036)	-	-	-	**(1,036)**
Long Term Liabilities	(2,915)				**(2,915)**
Net Assets	8,193	2,541	4,577	5	**15,316**

Free Reserves Value **£1.91m** (2021: £1.27m)

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS FROM PRIOR YEAR 2020/21

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Permanent Endowment Funds £	Total £
Tangible Fixed Assets	5,445	-	-	-	**5,445**
Heritage Assets	984	-	2,261	-	**3,245**
Fixed Asset Investments	1,194	-	-	5	**1,199**
Current Assets	1,528	1,843	1,550	-	**4,921**
Current Liabilities	(1,453)	-	-	-	**(1,453)**
Net Assets	7,698	1,843	3,811	5	**13,357**

Free Reserves Value **£1.27m**

18 TRADING SUBSIDIARIES

a The wholly-owned subsidiary company, **Arcadian Ecology and Consulting Limited**, which is incorporated in England and Wales, donates its profits to the charity. The charity owns the entire share capital of 100 ordinary shares of £1.

Audited accounts for the subsidiary company are filed with the Registrar of Companies at Companies House.

A summary of the trading results is shown below:

		2022 £ '000
Turnover	- Third party	356
	- Group	-
Cost of sales	- Third party	(260)
Gross profit		96
Administration costs		-
Profit before taxation		96
Tax on profit on ordinary activities		-
Net profit		96
Share capital - 100 ordinary shares		£100

	2022 £ '000
Revenue Reserve	96

b The wholly-owned subsidiary company, **HIWWT Trading Limited**, which is incorporated in the England and Wales. The charity owns the entire share capital of 100 ordinary shares of £1. The company was dormant throughout the current year.

Hampshire and Isle of Wight Wildlife Trust (Consolidated)
Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

19 OPERATING LEASE COMMITMENTS

The amount payable in respect of operating leases shown below is analysed according to the expiry of the leases.

	Land and Buildings	
	2022	2021
	£ '000	£ '000
Within one year	22	30
Between two to five years	34	107
More than five years	128	129
	184	266

20 RELATED PARTY DISCLOSURES

The Trust owns all 100 of the issued £1 ordinary shares of HIWWT Trading Limited, which is currently dormant. The Trust also owns all 100 of the issued £1 ordinary shares of Arcadian Ecology & Consultancy Limited which trades externally as well as acting as an ecology consultancy for the Charity. At 31 March 2022 Arcadian Ecology & Consultancy Limited owed the Trust £61k.

At 31 March 2022 HIWWT Trading Limited owed the Trust £0 (2021: £26k)

The Trust is a member of South West Wildlife Fundraising Limited which act as a membership & supporter recruitment agency, with a liability limited to £1. At the 31 March 2022 the Trust owed South West Wildlife Fundraising Limited £7,985 (2021 £1,628).

Trustees made donations to the Charity totalling £1,030 during the year (2021: £37,066).

21 ULTIMATE CONTROLLING PARTY AND MEMBERS' GUARANTEE

The Trust is controlled by its members; no one member has overall control.

22 LEGAL STATUS OF THE CHARITY

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

23 DONORS, GRANT FUNDERS AND LEGACIES RECEIVED

The Trust receives help and support, financial and otherwise, from many individuals (including members who give additional donations over and above membership fees), companies, government agencies, grant-making bodies and other organisations. In addition, we receive gifts from many people who kindly remember the Trust in their will. We would like to thank all of our supporters, as these generous donations are vital to the Trust and we would not be able to continue our work without them.
A list of our donors, grant funders, legacies and supporters can be found overleaf.

24 POST BALANCE SHEET TRANSACTIONS

Subsequent to the year end the Trust has been notified of two legacies totalling £475k. At the year end, these did not meet the recognition criteria so will therefore be included in the 2022/23 accounts.

OUR SUPPORTERS

Thank you

Thank you to all our members, staff, volunteers, donors, funders and investors for their commitment to nature conservation. We would not be able to carry out our vital work to safeguard the wildlife and wild place of Hampshire and the Isle of Wight without your generous support.

Donations in memory of:

Martin Marshall Baggs
David Sydney Snow Bloodworth
Michael Bolt
John Bryan-Brown
Heather Buckland
Gill Burnside
Peter Carter
Roger Clark
Brian Crabb
Sandra Mary Craddock
Nick Sorby
Valerie De Jong
Theo Roberts
Richard Edwin
Maureen Flux
William Haile
Jane Hall
Eleanor Ann Hayden
Norah Olive Hill (nee Parker)
Ralph Hollins
Lucy Howell
Margaret Ireland
Maisie Edith Lawrence
Trevor James Lendon
Eleanor Muirden
Arthur Mummery
Brenda Payne
Anne Pyrah
Rodney Richards
George Robinson
Maureen Rose
Richard Saunders
Jean Mary Smith
Mary Southam
Brenda Sutton
Barry Tebb
Betty Thoma
John Tickle
Judy Turner
Margaret Tuttiett

Gift in Wills from:

Christine Margaret Allen

Joan Baber

Audrey Jean Carvell

Jean Rosina Fish

Elizabeth Ann Galton

Shelia Mary Gray

Beryl Marjorie Harding

John Alan Hicks

Jens Kelly

Patricia Margaret Knight

Angela Mary Morrell

George William Morris

Hilda Patricia Morrisey

Eleanor Sylvia Muirden

Susan Mary Nightingale

Katharine Marjorie Peake

Rose Marie Pelham

David John Rawlins

Esther Jean Ann Rutherford

Leslie Edward Scott

Christine Shinwell

Joan Mary Stephens

Jane Taussik

Elizabeth Anne Thorn

Peter Norman Thorpe

Valerie Ann Thorpe

Aline Ward

Support for conservation and nature reserves:

Basingstoke & Deanne Borough Council

Bournemouth Water, part of the Pennon Group pic

Butterfly Conservation - Hampshire and Isle of branch

Eastleigh Borough Council

Environment Agency

Boskalis Westminster

DP World Southampton

FatFace Foundation

Foray Motor Group Ltd

Forestry England

Hampshire County Council

Hampshire Ornithological Society

Hildon Ltd

Isle of Wight AONB

Isle of Wight Council

Lymington and Pennington Town Council

NATS

Natural England

New Forest National Park Authority

Pamber Parish Council

Portsmouth City Council

Silchester Parish Council

Souh Downs National Park Authority

Southern Water

Tadley Parish Council

Isle of Wight Distilery

Jacki Griffth

Mary Parker

Players of People's Postcode Lottery

Portsmouth Water

Professor Michael Sleigh

The friends and family of Lucy Howell, in memory

Southern Co-op

Tarmac

The Knights Trust

Wight Nature Fund

The National Lottery Heritage Fund

The Verderers of the New Forest

Vitacress Conservation Trust

Wessex Water

Wightlink

Winchester District Council

Support for education and engagement

Bournemouth Water, part of the Pennon Group pic

DP World Southampton

Hildon Ltd

Southern Co-op

NATS

New Forest District Council

Norman Pasley

Portsmouth City Council

Southern Water

The National Lottery Heritage Fund

Wessex Water

Support for our staff

Thanks to generous support from individual donors, corporate supporters, local authorities and grant funders, we were able to recruit several trainee members of staff this year.

Isle of Wight AONB

The National Lottery Heritage Fund

Southampton City Council

Southern Co-op

The Roger and Ingrid Pilkington Charitable Trust

Local Groups

We are immensely grateful to our local groups and their volunteers for their continued hard work to support the Trust:

Basingstoke

Bishops Waltham

Eastleigh and Chandler's Ford

Fareham

Gosport

Hart and Rushmoor

Havant, Hayling and Emsworth

Isle of Wight

Romsey

South Downs

Winchester

Other donors

We are grateful to all the many other donors, partners and supporters who continue to help the Trust, and to those donors who wish to remain anonymous. Thank you for your continued generosity and support for nature's recovery across our two counties. We would like to give special thanks to everyone who donated to our 60th anniversary appeal and helped us raised over £68,000 towards our nature reserves.

CHARITY INFORMATION

Organisational Structure

Hampshire and Isle of Wight Wildlife Trust is a registered charity (No. 201081) and a company limited by guarantee in England and Wales (No. 676313). VAT registration number 238466579. The charity was founded and incorporated as a company limited by guarantee on 28 November 1960, as Hampshire and Isle of Wight Naturalists' Trust Limited. On 4 June 1991 the charity changed its name to Hampshire and Isle of Wight Wildlife Trust Limited, later simplifying it to Hampshire and Isle of Wight Wildlife Trust on 19 December 2006. Hampshire and Isle of Wight Wildlife Trust is a member of the Royal Society of Wildlife Trusts (registered charity number 207238), we're one of 46 Wildlife Trust members throughout the UK which are collectively known as The Wildlife Trusts.

The charity has two subsidiary trading companies. The work of the subsidiary companies is overseen by a board of Directors which is accountable to Council. Day-to-day management of the Trust's two subsidiary companies is delegated to the Chief Executive who oversees their activity.

Arcadian Ecology & Consulting Limited

Established in 2016; Company No. 10033962. Arcadian Ecology & Consulting delivers a range of chargeable services including ecological surveys and the provision of land management advice. As a subsidiary of the Trust, Arcadian abides by the Trust's policies and procedures and staff are subject to the same terms and conditions of employment. Staff employed by the Trust have Group employment contracts and can work in the charity and subsidiaries. In 2021/22 the equivalent of 4.14 FTE staff worked on Arcadian activities.

HIWWT Trading Limited

Established in 2013; Company No. 08478757. HIWWT Trading provides the Trust with a vehicle for the potential development of other trading activities in the future, such as retail sales. This company is currently dormant.

Charitable Purpose

Hampshire and Isle of Wight Wildlife Trust has two charitable purposes in accordance with the Charities Act 2011 and as set out in our Articles of Association: 1. For the benefit of the public, to advance, promote and further the conservation, maintenance and protection of the environment. 2. To advance the education of the public in the principles and practice of sustainable development and biodiversity conservation. In support of these purposes, the Trust promotes research in all branches of nature study and the publishing of the useful results thereof. The Trust delivers its charitable purposes through its strategic objectives as described in this report.

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. The Trust's public benefit is enshrined in its charitable objectives and activities, providing multiple benefits for the public which are wide-ranging and long-lasting.

- Our nature reserves are used extensively by the public for quiet recreation; many have access on clearly marked paths along with information and interpretation for visitors.
- The land we manage provides a range of other public benefits such as flood risk management, carbon storage, pollination, pollution control and aesthetic beauty.

- Government and businesses are now recognising the essential role that nature plays in supporting the economy, not least through the provision of these public goods and services.
- Through providing advice and assistance to farmers and landowners, the Trust helps to support the rural economy and wider landscapes valued by the public.
- We deliver an extensive education and engagement programme, inspiring thousands of people of all ages - from schools, colleges, adult groups and the wider public - to enjoy contact with the natural world and benefit from its positive effect on health and wellbeing.
- Evidence and advice provided by the Trust to local government, private companies, landowners and communities helps to ensure that decisions on policies relating to land management, development, and public health take full account of the public benefit of wildlife and a healthy environment.

Governance

Council

Council is the Trust's governing body, made up of 10-15 members who serve as both Trustees of the charity and Directors of the company. Trustees are elected by the members at the Annual General Meeting. Trustees can serve for three consecutive terms of three years and then must stand down for a year becoming eligible to stand again. The exception is that of the Chair and the Honorary Treasurer who can stand for a fourth consecutive term. All Trustees are volunteers, give freely of their time and have no beneficial interest in the company or charity. To ensure that Council is equipped to carry out its responsibilities it carries out skills analysis of existing members, inducts new members into the charity and provides Trustee training as required.

As part of the Trust's commitment to diversity and inclusion, to attract younger and more diverse voices onto the Board, the role of Associate Trustee has also been created. Whilst Associate Trustees do not have the full legal liabilities and responsibilities of an elected Trustee, which means they cannot vote on resolutions, make any major decisions, or give instructions to Council, they can participate in all Board meetings and are encouraged to bring a fresh perspective, provide input and comment on recommendations to Council. The role of Associate Trustee provides a training ground for a potential future role as a Trustee.

Responsibilities of Council

Council meets on a quarterly basis. Trustees are responsible for setting the charity's strategic objectives and policies and for ensuring they're achieved. Under the Companies Act, Trustees as Directors of the company must prepare the Report of the Trustees and the Financial Statements for each financial year in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Company law requires the financial statements to give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charity Statement of Recommended Practice
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on a 'going concern' basis unless it is inappropriate to
- presume that the charitable company will continue in business.

Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They're responsible for safeguarding the assets of the charitable company and for taking reasonable steps for the prevention and detection of fraud and other irregularities. Council is also responsible for assessing, managing and monitoring strategic risks to the delivery of the charity's purposes.

Committees, Advisory Panels and Working Groups

Governance Committees Council is assisted by two governance committees that meet regularly and report to Council each quarter:

- Business & Finance Committee – provides expertise and advice to Council on all business and financial matters, undertakes scrutiny of accounts, maintains oversight of investments and financial controls, develops policy, and provides advice on business risk and resource management.
- HR & Remuneration Committee – advises Council on HR matters, develops policy and strategy, monitors key HR metrics and provides advice on succession planning and use of volunteers. The committee also has oversight of staff remuneration and benefits.

Council is also assisted by several advisory panels, working groups and operational committees that meet and report to Council as required.

Staff Remuneration

The Trust uses a job scoring system based on a model developed by the Royal Society of Wildlife Trusts. The Chief Executive has delegated authority to set salaries for staff using this system, alongside information from the Trust's external benchmarking process. The external benchmarking process should be conducted every three to five years to ensure that salaries remain competitive with the external market. Salaries for senior posts are agreed with Trustees. The Chief Executive's salary is set by the HR and Remuneration Committee using a similar process of assessment and confidential benchmarking.

Auditors

An independent audit is performed annually to fulfil the charity's legal obligations and for Council to ensure that the financial statements have been properly prepared and give a true and fair view. The auditor's report to the members of the charity is given on page 41 to 43.

Registered Auditors: Azets Audit Services Limited, Secure House, Lulworth Close, Chandlers Ford, Southampton, Hampshire SO53 3TL

Principal Bankers: Unity Trust Bank plc, Four Brindleyplace, Birmingham B1 2JB

Investment Managers: CCLA Investment Management Limited, Senator House, 85 Queen Victoria Street, London EC4V 4ET

Solicitors: Knights, 3rd Floor, Cumberland House, 15-17 Cumberland Place, Southampton SO15 2BG.

Our People

President	Vice Presidents
John Collman	Michael Baron Lord Montagu of Beaulieu Roger Harrison Harvey Jones

Members of Council	
David Jordan OBE	Chairman
Christopher Langford	Vice-Chair; Chair of the Board of Arcadian
Richard Greeen-Wilkinson	Treasurer
Lesley Kirk	Chair of Business & Finance Committee
Lesley Chin	Health & Safety Trustee; Data Protection Trustee
Peter Vaughan	Chair of Conservation & Science Advisory Panel
Helen McCormack	Safeguarding Trustee
Oliver Cox	Chair of Strategic Marketing Advisory Panel
Andrew Lee	
Jane Page	
Matt Prescott	
Julian Roberts	Joined June 2021
Malcom Sonnex	
Other members of Council (non-voting roles)	
Alex Nicol-Harper	Associate Trustee
Timothy Pinchen	Advisor to Council

Management: Senior Staff

Deborah Tann	Chief Executive
Martin De Retuerto	Director of Projects & Services
John Durnell	Director of Estates & Conservation Delivery
Hannah Terrey	Director of Advocacy & Engagement
Natasha Thorneloe	Director of Finance & Resources
Catherine Day	Director of Fundraising & Marketing

Company Secretary: Clive Chatters

Management

Day-to-day management of the Trust and its two subsidiary companies is delegated to the Chief Executive, according to a Scheme of Delegation approved by Council. The Chief Executive reports to Council and works with a team of executive directors to deliver the work of the charity. The Director of Projects and Services oversees the day-to-day management of the trading subsidiary, Arcadian Ecology and Consulting Limited.

Registered office and principal address

Hampshire and Isle of Wight Wildlife Trust, Beechcroft House, Vicarage Lane, Curdridge, Hampshire SO32 2DP. Tel: 01489 774400. **www.hiwwt.org.uk**

Hampshire & Isle of Wight Wildlife Trust

WILDER

Hampshire & Isle of Wight Wildlife Trust
Beechcroft House, Vicarage Lane, Curdridge, Hampshire SO32 2DP

01489 774400 hiwwt.org.uk

Front Cover Image: Pine Marten © Terry Whittaker/2020VISION

HAMPSHIRE AND ISLE OF WIGHT WILDLIFE TRUST

England & Wales - Charity number 201081

Accounts

Hampshire & Isle of Wight Wildlife Trust

Annual Report 2020/21



For a wilder Hampshire & Isle of Wight

2020-2021 IN NUMBERS

26,261

members and friends
(2020: 25,961)

£6,697,169

total income
(2020: £6,350,258)

11,625

hours given by our volunteers, equivalent to 1,661 days
(2020: 42,594 hours)

1,335

volunteers
(2020: 1,200)

£3,465,432

spent on conservation
(2020: £3,084,950)

4,814

hectares in Hampshire and the Isle of Wight managed by the Trust (2020: 4,691)

82

employees
(2020: 90)

£608,387

spent on education and engagement activities
(2020: £636,335)

213 cattle **276** sheep

enable conservation grazing on the land we manage
(2020: 238 cattle, 253 sheep)

£859,106

received from gifts in Wills allowing us to invest in future conservation priorities
(2020: £370,998)

Contents

Our Year in Numbers	2
Foreword from the Chairman	4
Overview from the Chief Executive	5
Our Impact	6
Looking Ahead	20
Building Resilience	24
Financial Review 2020-21	28
Independent Auditor's Report	37
Financial Statements	40
Charity Information	67
Our People	70



Robin © Amy Lewis

Foreword from the Chairman



2020 has been a year of great uncertainty. The Covid-19 pandemic has impacted us all, with many people struggling to adjust to huge changes in their lives and work. During this difficult time, many people have found joy and solace in the natural world, and we have seen growing appreciation for nature and local wildlife. There has also been growing concern about the climate and nature emergencies with acknowledgement from government and individuals that we need to act now to recover nature for the benefit of us all.

Despite the challenges we faced this year, Covid-19 has not put a stop to our work and the Trust has managed to continue to deliver success for wildlife. The rapid shift to communicating online has allowed us to reach new audiences through increased digital engagement. The community spirit shown by so many people has seen Team Wilder expanded into many more local neighbourhoods. The Watercress and Winterbournes Project continued to protect and celebrate Hampshire's precious chalk streams, and our campaigning work helped to shine a spotlight on areas desperately needing better protection, like Tipner West in Portsmouth.

On our nature reserves, despite staff being unable to work on them for parts of the year and a huge increase in pressure from increased visitor numbers, there have been impressive results.

On our nature reserves, despite staff being unable to work for parts of the year, and a huge increase in pressure from increased visitor numbers, we have achieved impressive results. We purchased new sites to protect rare wildlife like Duke of Burgundy butterflies and adders. We improved habitats for wildlife and brought them back into favourable condition, and saw one of our most successful years for species, including lapwing and stonechat, on our nature reserves, following long-term efforts to protect their breeding sites. Our first rewilding site at Little Duxmore demonstrated the ability of nature to recover after years of intensive pressure.

We are fortunate at the Trust to have such generous supporters and extraordinarily dedicated staff and volunteers, who together make these successes possible. While we had prepared for the worst-case scenario this year, the Trust was able to continue to deliver our vital work for nature. Watching the unprecedented impacts of increased pressure and damage on our nature reserves has been extremely difficult. This highlights the need for strong and decisive action by the Government, to better protect and increase space for nature and tackle the climate and nature emergencies.

As we look to the many challenges and opportunities facing the natural world, I am both proud and reassured to have such a strong team working to turn things around for wildlife. I look forward to working with our members, staff, volunteers and partners to achieve our vision for a Wilder 2030 and a brighter future for wildlife.



David Jordan OBE
Chairman

Overview from the Chief Executive



The year 2020/21 was one of the most challenging yet rewarding years in the Trust's recent history. Dealing with the effects of the global Covid-19 pandemic has dominated our year - impacting on everything from operations to fundraising, to staff wellbeing. On the positive side, the resilience of the Trust and the loyalty of our supporters shone through, meaning that we were able to continue delivering amazing things for wildlife despite the challenges.

This was the first year of delivering our ambitious and bold Wilder 2030 strategy - launched at the end of 2019. This strategy sets out our vision for a Wilder Hampshire and Isle of Wight, where nature is recovering, wildlife is returning, damaged ecosystems are being restored, and everyone benefits from a healthier, more resilient, natural environment. To do this we need more people on nature's side, more space for wildlife to thrive and reduced pressure on the environment. Our overarching delivery programmes 'Team Wilder' and 'Wilder Land & Sea' give shape to this ambition.

Our strategy could not have come at a more important time. The pandemic awoke a newfound connection with nature, as people took solace in their local daily walk – noticing bird song and wildflowers growing on road verges that they had ignored before. Having launched our ambition to inspire and engage with 1 in 4 people through our Team Wilder programme, we saw record numbers getting in touch, attending our online events and courses and forming groups to make their neighbourhoods wilder.

Membership grew and donations continued. At the start of the year, we began preparing for a potentially huge loss of income and momentum. However, thanks in part to government support and other emergency grants and the incredible generosity of our supporters, we were able to adjust, regroup and survive.

Similarly, the boldness of our Wilder Land & Sea programme – which calls for at least 30% of our counties to be rewilded, restored and protected to help nature recover – attracted huge interest. We continued to acquire land ourselves as well as inspire others to embark on their own rewilding journey. We delivered innovative nature-based solutions to help tackle nutrient pollution and developed bold plans to bring back missing species.

The summer of 2020 was a very tough time for our staff and wildlife. At times, staff were overwhelmed by the challenge of adjusting to working from home, or not being able to, in the case of our site-based staff. A major downside of the pandemic was the increase in pressure on our nature reserves, with more littering and anti-social behaviour than ever before. We were grateful for additional support from volunteers, the authorities and funders, including the National Lottery, to help us deal with these problems.

Despite these issues, I think we can look back and be proud of what we managed to achieve in this most difficult of years. Projects continued, we embraced digital innovations, public engagement grew, and wildlife did well on most of our sites. And we were able to bring in additional income, which will help us deliver even more for nature in the coming years.

As ever, thank you for your unwavering support.



Deborah Tann
Chief Executive



Our Impact

Team Wilder - more people on nature's side



Barn owl © Russell Savory

Building towards our goal of 1 in 4 people taking action for nature by 2030 is at the heart of our engagement work. Support for Team Wilder continues to grow and Wilder communities are now appearing across the two counties.

Team Wilder

Our army of amazing Team Wilder supporters continued to grow throughout 2020. Members of Team Wilder have begun building a countywide community, sharing ideas and activities on blogs and social media.

People are stepping forward from every sector of society and we are already seeing real behavioural change amongst our Team Wilder supporters as they begin to work with us, and we learn what inspires and motivates them. Wilder Portsmouth continued to gain momentum, establishing new collaborations with environmental groups such as Friends of the Earth. Several local churches joined Wilder Portsmouth as part of our partnership with the Southern Co-op. We recruited and trained new volunteer Wilder Garden Champions to provide free advice on how to make your garden a refuge for wildlife. They have already helped over 40 people make space for nature in their garden.

We had planned to celebrate the achievements of those who have worked with us to help wildlife over the past few years at our very first Wilder Annual Awards. The awards were postponed several times because of Covid-19, but we look forward to recognising the inspiring champions, schools, businesses, farmers and groups we have worked with at our 2021 awards ceremony.

Community engagement

In the first year of Team Wilder, we recruited 20 wilder community groups. Some of these groups are just starting out and others have a longstanding relationship with the Trust. A mural by street artist My Dog Sighs was installed in Southsea as part of our work to explore new ways to engage people with nature through art. This attracted much attention online and several visitors came to see the artist at work. We hope to see birds nesting in the boxes included in the mural soon.

We also recruited new partners, including the Greening Campaign; a national initiative to inspire communities to make local changes to help combat global issues. Participants will join Team Wilder as part of this process.

The Waste of Space project launched in early 2021. The project aimed to highlight the small, forgotten spaces in our urban areas which could be doing much more for nature. Over 100 spaces were identified on our website and the next steps will include working with community groups to make some of these spaces wilder.

Digital engagement

Support from the public is vital to help the Trust push for Green Recovery plans, ensuring that investment is made in essential local natural resources. Our survey of 600 people revealed overwhelming support for nature, with 98% of respondents agreeing that the Government should follow a green economic model to reduce pollution and help combat the climate and nature crisis, and 97% agreeing that steps should be taken to reduce pressure on nature locally.

In response to the lockdowns, we launched our 'how wild are we?' surveys. These citizen science projects helped people connect with the wildlife in their garden and gave us a baseline for the invertebrates, plants and other creatures found in urban spaces. Our 'bringing nature to you' videos proved incredibly popular, enabling people to make virtual visits to our nature reserves and seasonal highlights. During the year we achieved outstanding engagement rates for our e-newsletter and over 1.5 million people saw our content through social media channels.

Education

In May, the Trust's Education Officer, Dawn Preston, became the 13th person in the UK to be endorsed by the Forest School Association as meeting the newly agreed professional standards for Forest School Training. Dawn will provide Forest School Leaders and Assistants with support and rigorous assessment. This incredible achievement will help the Trust expand our Forest School training programme and achieve our goal of Forest Schooling being available to all students across the two counties.



Stream dip © Katrina Martin/2020VISION

Empowering communities

Watercress and Winterbournes, funded by the National Lottery Heritage Fund, had a delayed start due to Covid-19 but was able to offer online training and events. Habitat restoration and wildflower planting were carried out, in addition to sediment reduction and the creation of fish passages. The project helped implement and develop Community Catchment Plans and led research into natural flood management. A photography competition and Community Grant Scheme were launched in spring 2021 to engage communities with Hampshire's chalk streams.

The Secrets of the Solent project has now recruited and trained 179 Marine Champions and Ambassadors. One of the Marine Champions was a joint runner-up for the Marsh Christian Trust's Young Volunteer Award, for her efforts in organising beach cleans. Because of Covid-19, installation of a marine litter sculpture and exhibition in Portsmouth Museum was delayed. The team were able to provide online content, particularly during National Marine Week in July and August.

Partnerships for nature

Having worked together for several years, we formalised our partnership with Wightlink. The ferry company has committed to support our business travel to and from the Island and worked with us to showcase the Isle of Wight's incredible natural environment. Together we will encourage people to explore the Island, connect with nature and take action for a Wilder Future.

Southern Co-op continued to support our Wilder Portsmouth Communities Officer. They also provided funding for essential research on the Isle of Wight to help determine how residents connect with nature and green spaces. We are using this research to help us develop new community projects.

The Trust would like to thank all our corporate members and partners for their continued support throughout the pandemic.



Our Impact

Wilder land and sea - reducing pressure on the environment



Grey seal © Alexander Mustard/2020VISION

Local laws for nature

Working in partnership with the RSPB, the Trust launched our campaign against Portsmouth City Council's proposed 'super-peninsula' development at Tipner West. Their plans would see 3,500 houses built on 67 acres of protected intertidal mudflats, destroying a locally important site for wildlife and setting a hugely damaging precedent. The campaign was supported by over 23,000 people through our petition; in addition, the local coalition of community groups called on the Council to scrap the plans. The Trust also engaged with local councillors and MPs across the political spectrum, driving Tipner up the agenda to become a key local issue.

The Wildlife Trusts, as part of a coalition of over 50 organisations known as the Wildlife and Countryside Link, called on the Prime Minister to set a legally binding target in the Environment Bill to halt nature's decline in England by 2030. The petition now has over 140,000 signatures.

The Government authorised the emergency use of a highly damaging neonicotinoid pesticide on sugar beet. We encouraged local people to contact their MP to ask them to oppose the Government's decision. The policy team successfully engaged with all 19 local MPs during this process.

Building for nature

As part of our ecological consultancy work, we have focussed on Biodiversity Net Gain (BNG). BNG is a form of offsetting for development impacts, which aims to leave nature in a better state than before and deliver measurable gains for wildlife. It will soon be mandatory for almost all developments.

Our ecology team attended professional training courses on assessment technique, and undertook our first BNG assessment this year. This will result in the creation and enhancement of more hedgerows, woodland, grassland and wetland than has been lost.

External offsetting sites are used when biodiversity losses cannot be avoided or offset within the development area. The offset sites have the potential to contribute to a nature recovery network and could help us achieve our vision of wildlife recovery in 30% of land and sea in the two counties.

Nature-based solutions

Nature-based solutions involve working with nature to address challenges while at the same time providing benefits for human society, the environment and wildlife. One example is our nitrate reduction programme, which is helping to remove pollution from the Solent and mitigate the impacts of development, whilst at the same time increasing biodiversity through rewilding formerly intensively farmed land. Little Duxmore Farm on the Island was acquired as our first nitrates mitigation and rewilding site.

We are also exploring the potential for carbon sequestration and peatland restoration on other sites, as well as investigating other places to rewild land and remove nitrates. Initial work to protect and monitor seagrass beds in the Solent has also begun, in partnership with Boskalis Westminster Ltd. These habitats have huge potential for carbon sequestration and could be an important natural solution to climate change in the future.

Farming with nature

The Trust is supporting Vitacress in developing sustainable farming practices on their salad, herb and watercress farms. This will be achieved in part by the Vitacress Farm Excellence Partnership, designed to achieve biodiversity improvements. We have conducted ecological appraisals at Vitacress sites to identify the wildlife they support and the condition of the habitats. Each site will develop a 10-year Biodiversity Management Plan to protect, enhance or create habitats.

We have continued our work with Affinity Water, South East Water and Catchment Sensitive Farming, delivering the Loddon Farm Advice project. This year we launched the Loddon Soil Innovation Fund grant scheme and formed a farm soil benchmarking group. The New Forest Land Advice Scheme (NFLAS) continued to provide advice throughout 2020. Advice on catchment sensitive farming, hedge creation and water quality improvement were all in demand. NFLAS is involved with the National Landscapes Advocacy Project across the New Forest National Park, in conjunction with all national parks and AONBs.



Brent geese which thrive on Tipner's mudflats © Steve Trewellha

Over 23,000 people signed our petition objecting to Portsmouth City Council's plans to develop a 'super peninsula' at Tipner West. This would destroy 67 acres of designated intertidal habitat, important for diverse groups of wildlife and for storing carbon. The development would set a dangerous precedent for the destruction of protected habitats.



Our Impact

Wilder land and sea - more space for nature to thrive



Rockford Common © Guy Edwardes/2020VISION

Wilder Wight

As part of our developing vision for a Wilder Wight, the Trust's estate on the Island grew to 600 acres and we now manage 13 sites.

2020 saw the first botanical surveys at our rewilding site, Little Duxmore. The recovery of wild plants after years of intensive farming has been impressive - the floral assemblages make the site one of national importance. Notable arable plants recorded include nationally rare spreading hedge-parsley and upright goosefoot. Invertebrates are also thriving on the site, and skylarks have bred on the former arable fields. The coming year will see more surveys, and capital works will begin.

Fencing has been replaced around the perimeter of Newchurch Moors Nature Reserve to improve grazing management. We carried out a great deal of work to improve the site for wildlife. Ditch maintenance and scrub clearance will improve habitats for kingfisher and water vole, and we created bare ground for invertebrates. A coppicing regime has been put in place to improve the woodland for species including dormice and red squirrels.

The Trust purchased an additional 14-hectare wetland site to be managed as part of the Newchurch Moors complex. It is designated a SSSI.

It was a fantastic year for field cow-wheat at St Lawrence Field Nature Reserve, with over 17,000 flowers.

A Wilder Solent

The wetland habitats at Farlington Marshes Nature Reserve have been improved for waders and coastal birds. This included new water management structures and ditch works across the site that helped 32 pairs of lapwing to nest, with at least six fledging. Unfortunately, due to Covid-19, survey data was poor, and predation was high due to lack of staff presence.

Footpaths at Swanwick Lakes Nature Reserve were also improved to manage access on this busy site. Additional tree works to control ash dieback and encourage new growth of the understory also went ahead at this nature reserve.

The Trust was gifted Bere Copse in Soberton in a legacy. The land is close to our St Clair's Meadow Nature Reserve, creating a new corridor for wildlife and joining up wilder landscapes.

The Bird Aware Solent project, a partnership between the Trust, local authorities and environmental groups, received a prestigious award from the Institute of Environmental Management and Assessment. They were recognised for their work to reduce disturbance to protected waterfowl and wading birds on the Solent coast. Our ecologists also carried out monitoring projects for this project. Bird and visitor surveys helped create a baseline from which to measure disturbance to overwintering birds. Sadly, disturbances were regularly recorded, highlighting the need to encourage behaviour change and to manage visitor access on sensitive sites.

Central Hampshire

Deacon Hill Nature Reserve, purchased thanks to generous donations from our supporters, has allowed the Trust to manage habitat for rare species like the Duke of Burgundy butterfly, linking landscapes for wildlife. In the first year under our management we returned cattle to the site for grazing and started improving infrastructure. Our long-term project will continue to improve the site for wildlife by clearing some of the scrub and adding footpaths and benches for visitors.

St Catherine's Hill and Deacon Hill Nature Reserves are key sites in the nature recovery network at the South Downs Gateway. We are making habitats more resilient to changes and improving access for visitors.

We have continued to raise the profile of our ambition for a green bridge across the M3. A bridge would reconnect the landscape, which is presently severed by the motorway.

Winnall Moors Nature Reserve and the meadows at St Faith's, St Cross and Chilland have been flourishing. We were delighted that Winchester City Council increased funding for Winnall Moors and St Faith's. We began to restore wildflower populations at Hockley Meadows Nature Reserve by spreading green hay from local species-rich meadows on the site.
We have started significant works to improve our woodland sites in East Hampshire. We have submitted plans to proactively manage ash dieback, whilst conserving habitats for wildlife.



Marsh Fritillary © Ken Dolbear



Winnall Moors Nature Reserve © Martin de Retuerto

Wilder landscape in the Test Valley

The Trust purchased a new area of land that will join sections of Emer Bog and Baddesley Common Nature Reserve. The area was once a vast heathland and restoring this fragmented landscape has long been a goal for the Trust. The new land will be closed to visitors to reduce disturbance to threatened wildlife such as adders, nightjar and skylark. We look forward to watching this new network for nature flourish under the Trust's management.

Testwood Lakes Nature Reserve saw another highly successful year for breeding birds. Eleven pairs of lapwing nested, and we provided new electric fencing to protect them and other wading birds from predation. When the birds nest in large numbers, they are more able to harass and deter any aerial predators. Other breeding species including oystercatcher, little ringed plover, common tern and sand martin did well this year.

Manor Farm has seen works across the site to improve access and water management. Stonechat have begun to breed on the farm, and we hope to encourage more farmland species to join them in the coming years.

Wild north Hampshire

We manage a significant area for the Ministry of Defence, including Woolmer Range, where we began conservation grazing. Large tracts of scrub were encroaching on heathland, so this has been reduced, and the ongoing grazing will help maintain the heath.

New stewardship agreements have begun at Greywell Moors Nature Reserve and Hook Common and Bartley Heath Nature Reserve, where we will be embarking on a ten-year project to restore the area to wood pasture and heathland. Initial works have already produced impressive results for these key habitats.

Reserves Officer Graham Dennis has been with the Trust for 30 years and his longstanding records of invertebrates on his sites are outstanding. We are proud that our work on Pamber Forest and Upper Inhams Copse Nature Reserve has brought this SSSI back into favourable condition, a great achievement for Graham and his team. The forest is a partnership with the Englefield Estate and Basingstoke and Dean Borough Council (BDBC). We are now looking at opportunities to develop local partnerships with BDBC and landowners to expand our local influence for wildlife and access to the countryside.

Together with the farm and livestock team, we are consolidating the northern base. We have moved out of rented offices and are developing a new office and workspace at College Copse Farm, which is owned by the Trust.



Testwood Lakes Nature Reserve saw another highly successful year for breeding birds. Eleven pairs of lapwing nested, with new electric fencing to protect them and other wading birds from predation.

Great white egret © James West

Our aspirations for wilder farmland birds led to the production of two important studies. Specialist ecologist, Steve Jones, has been researching the feasibility of returning the red-billed chough and cirl bunting to the Isle of Wight. The studies concluded that the Island would be highly suitable, with good nesting and feeding habitats present, and the opportunity to work closely in partnership with farmers, landowners, businesses and local communities.

Plans for a 'beaver recovery network' on the Isle of Wight gained traction. The publication of a habitat suitability study by Exeter University and Derek Gow Consultancy indicated that the lower Eastern Yar valley would be highly suitable. These findings strengthened our belief that an open introduction is possible and would give huge benefits to wildlife on the Island.

The Trust's work with Butterfly Conservation to return the marsh fritillary butterfly to meadows in northeast Hampshire was recognised in the Sanctuary Awards for conservation work on Ministry of Defence land.

Working together for wildlife

Our Ecology Team has been working with Lakeside North Harbour in Portsmouth to help enhance their 100-acre campus for wildlife. The team recorded species including Mediterranean gull and oystercatcher on the site, which was previously used for chalk extraction and later developed as a business park. Survey findings will provide management advice and inform site interpretation.

Egg-laying butterflies were observed for the first time on a crematorium and natural burial ground, owned by the Southern Co-op. We provide surveys and management recommendations for these sites, which are now thriving wildflower meadows.

Despite Covid-19 restrictions, we continued with our work to remove invasive non-native plants around the New Forest. Landowners and volunteers valued the opportunities the project brought.

The Trust worked with partners to safeguard the Itchen and Test valleys against climate change. A suite of measures are under development to protect these nationally and internationally important rivers and their floodplains. We monitored populations of water vole, southern damselfly and white-clawed crayfish. Habitat enhancement works took place to increase resilience during future droughts.

National Impact

The Trust continues to deliver the National Water Vole Database and Mapping Project on behalf of The Wildlife Trusts. The project assesses water vole distribution to inform strategic conservation efforts for the species.

The latest findings show that, whilst there has been a slight increase in water vole distribution in recent years, it still falls far below the 2006 distribution. Water voles are still therefore very much at risk of extinction in the UK, requiring urgent action to reverse these trends.

Following this, along with Essex Wildlife Trust, we contributed to a partnership project between Natural England, People's Trust for Endangered Species and The Wildlife Trusts to develop proposals for improving our understanding of water voles' status. We set out monitoring and research needs that will allow us to understand better how water voles are faring, to target conservation efforts in future.



Looking ahead

Delivering our vision



Coulters Dean Nature Reserve © Paul Gonella

Next year will be the second year of our Wilder 2030 strategy. Although our first year was impacted by Covid-19, we made significant progress. We established two flagship programmes to focus our delivery: 'Team Wilder', to inspire 1 in 4 people to take action for wildlife and the environment, and 'Wilder Land & Sea' to secure 30% of our local area for nature's recovery and reduce the pressure on nature everywhere else.

We will build on our success in 2020 and take advantage of the current political and public interest in the environmental agenda. 2021 is set to be a hugely important year for the environment with COP26 and the UN decade of nature restoration, and domestically with the Environment Bill, planning changes and new agricultural rules providing huge opportunities to turn the tide for nature.

We will grow our Team Wilder programme in the coming year. We are targeting our efforts within urban areas, aiming to reach more people as part of our "1 in 4" goal and encouraging the public to create wilder towns, cities and gardens.

We will continue to build momentum and profile for Wilder Portsmouth and campaign for better decision making in planning and coastal protection. We also aim to launch Wilder Southampton, Wilder Basingstoke and Wilder Wight. The Wildlife Trusts will be finalising and launching a new UK strategy and we will help establish a national roll-out of Team Wilder across the Wildlife Trust movement.

We will also continue to offer a broad programme of education and engagement, inspiring people of all ages to connect with nature and join our movement to create a Wilder Future. We will develop a youth engagement project to deepen nature connection and encourage environmental action in the younger generations. Our training programme for education professionals will continue with new courses in 2021.

We will continue to build our Wilder Champions and Leaders programme and will look to develop campaign and school leaders and provide new pathways for people to become involved with the Trust.

Within our Wilder Land & Sea programme we will continue to develop our work on nature-based solutions. We will continue to identify and acquire intensively managed farmland for restoration, especially arable farmland in the East Wight. By repairing and rewilding this land we will remove nitrate pollution, produce a net gain in biodiversity and carbon capture. We will continue to work with others to develop markets for these nature-based solutions to generate funding for nature's recovery – making sure we uphold the highest ethical standards and ensure genuine gains for nature in the process.

One of our goals within Wilder 2030 is to double the Trust's estate and create new nature reserves to protect wildlife, with an increasing focus on land for rewilding and habitat creation. We will target land that makes the greatest contribution to the nature recovery network, strengthens our own landholding and produces an increase in biodiversity. We are acquiring the Wight Nature Fund estate in Alverstone Mead, with areas of marsh, meadow and woodland transferred to the Trust. 2021 will see our Isle of Wight estate grow to 1,000 acres over 16 sites.

The pandemic saw an increased awareness of the importance of outdoor space, with more people visiting the countryside and Trust nature reserves than ever before. This gave an opportunity for more people to connect with nature and the Trust, but the downside is a huge increase in pressure on our sites and disturbance to wildlife. In the coming year we will improve the way we engage with our visitors and manage the impact of their visits. We will use behavioural science to influence the way people appreciate these valuable sites, and improve links with local communities.

Following an event to launch the idea of a Wilder Wight, we have seen interest in rewilding and the return of missing species increase across the Island. With our increased


Beaver © Darin Smith

landholdings in the Eastern Yar Valley we are now able to begin our beaver recovery programme. We have received initial funding to appoint a dedicated officer to begin a programme of consultation and engagement, beginning in summer 2021. The Rewilding Farmland Birds project, part of our Missing Species programme, will continue to develop, investigating the potential for chough and cirl bunting reintroductions, and the importance of high nature-value farming in supporting such species. We will develop both projects further in 2021 to form regional partnerships and to satisfy licensing requirements. We aim to publish a Wilder Wight strategy document as a platform to attract investment and funding, as well as support from the local MP, businesses, influencers, and decision makers.

Our advocacy work will focus on ensuring that nature's recovery is at the heart of local planning, policy and practice. With the Environment Bill and other significant policy changes expected in 2021, we will play a key role in the development of Local Nature Recovery Strategies and the delivery of the Nature Recovery Network. We will also develop new paid-for services to help others deliver Biodiversity Net Gain and other nature-based solutions.

We will continue to deliver the Watercress & Winterbournes project, funded by the National Lottery Heritage Fund (NLHF), working with communities to safeguard the headwaters of the Test and Itchen. We will also continue to deliver ecological monitoring and freshwater habitat restoration as part of Southern Water's Section 20 contract.

We will deliver the penultimate year of the Secrets of the Solent project, also funded by the NLHF, continuing to engage people in new ways to grow appreciation of the marine environment. We look forward to the opening of the delayed marine litter sculpture and exhibition in Portsmouth Museum. As part of Natural England's Recreation ReMEDIES project and a pilot project with Boskalis Westminster, we will monitor, protect and restore seagrass beds, focusing on the potential for their large-scale restoration and capture 'blue carbon' as a nature-based climate solution.

We will continue to invest in business resources, in particular the next phase of our IT project and the move to cloud-based systems to enable remote working. Other business improvements include a new finance system and new customer relationship management database, which will increase efficiency and minimise risk for the organisation. We will measure our carbon footprint and increase our focus on reaching net zero as quickly as possible, to fulfill our pledge to becoming a climate-positive organisation by 2030.

We will continue to deliver a broad programme of education and engagement, inspiring people of all ages to connect with nature and join our movement to create a wilder future.



Building Resilience

Managing Risk



Risk across the organisation is managed by the Executive Team and overseen by Trustees. We have a comprehensive risk register that is updated regularly, and measures are put in place to minimise or mitigate risk where possible.

Coronavirus and financial sustainability

The impact of Covid-19 has dominated our risk management for the past year and will continue to do so for the coming year. The crisis came at a time when the Trust's well-managed finances were relatively healthy, and investment had already been made in areas which were to prove vital to maintaining essential tasks and supporting home working.

During the early stages of the pandemic the Executive Team and Trustees frequently met to discuss and agree risk management measures. This included regular reforecasts of our financial situation, use of the furlough scheme and adjustments to operational programmes. This enabled us not only to survive the year 2020/21 without making any redundancies but also to achieve most of our objectives for the year, grow membership and maintain continue development of our Wilder strategy.

In 2021/22 we will continue to develop our IT strategy with our IT provider Aura. The next phase is to migrate fully to cloud-based working using the most up-to-date office tools to promote collaborative working and streamline document management and communications.

Brexit

The financial impact of Brexit remains a risk to the Trust with the gradual phasing out of EU based agricultural payments. These will be partly replaced in time, but the details are still unclear. We have been planning for this for several years, with the establishment of a land management fund and the development of new income sources. We continue to develop commercial opportunities to fund nature's recovery, including ecological services and nature-based solutions. We continue to invest in fundraising to generate new income and strengthen our financial position.

Fundraising

The Trust had a dedicated, 7-strong fundraising and membership team in 2020. We had a positive year for membership, despite the pandemic, with an increase in membership from 25,961 to 26,261. Our face-to-face membership recruiters, South West Wildlife Fundraising Limited (SWWFL), were unable to work during the lockdowns and spent several months on furlough, but we invested heavily in alternative fundraising methods such as various digital channels. This proved very successful, with online memberships accounting for over 50% of new members during 2020/21. We also saw our more 'traditional' media performing well with door-drops continuing to bring new members to the Trust.

In other areas of fundraising, we continue to grow business partnerships following our appointment of a Corporate Partnership Manager in 2019/20. Our pool of corporate supporters has grown, and new projects have been funded. Several businesses are interested in our emerging nature-based solutions work, and more businesses are recognising the urgency of the climate and ecological crisis and the need to 'give something back'.

We also continue to work with supporters capable of making large donations and, through maintaining and developing good relationships and feedback, have managed to increase this support in many cases.

We were hugely grateful to receive £859,106 in legacies from individuals who were kind enough to leave us a gift in their Will.

Our Fundraising Committee, which is made up of Trustees and staff, scrutinised fundraising plans throughout the year and will continue to oversee investment in fundraising. We are registered with the Fundraising Regulator and in 2020/21 we received just two complaints, both of which were resolved.

One of the most effective ways to raise money through direct fundraising is to work with specialist



Installing a Seabin at East Cowes © HIWWT

fundraising service providers. We carefully select the agencies we work with and will only work with organisations who abide by the Fundraising Regulator's code of practice. We regularly monitor their work to ensure they operate to high standards.

Throughout the pandemic, the Trust and our agencies adhered to government guidance on Covid-19 to ensure we upheld a high standard of safety for members of staff and the public.

The Trust respects our donors and have measures in place to protect vulnerable adults. We strive to ensure that any interaction is conducted with respect, dignity, and fairness.

Data protection

Compliance with data protection legislation is a priority for the Trust. There were no notifiable data breaches during the year. We continue to monitor risks and review policies. An online data protection training course will be rolled out to all staff in 2021 to ensure they are aware of their responsibilities in the management of data and its security. We are investing in a new Trust-wide Customer Relationship Management database in 2021, which will reduce risk and improve efficiency across the organisation.

Health and safety and operational risk management

Another key area of investment has been in HR, following the recruitment of a HR Business Partner in 2019/20. This has allowed us to put more emphasis on staff support and development, which was more important than ever during the pandemic. Our HR priorities are captured in our People Strategy which covers how we recruit, induct, develop, support and reward our people. In 2021/22 and beyond, there will be a particular focus on equality, diversity and inclusion. We recognise the nature conservation sector is one of the least diverse sectors and so we will introduce an EDI action plan during the next year.

Ongoing improvements were made to our health and safety (H&S) polices (now crucial in our response to Covid-19). We have an H&S representative in each team and a Coordinator who works alongside the Estates Director and the H&S Officer. The H&S Committee meets quarterly and discuss matters arising, this is fed back to staff and the Executive Team. The Committee is overseen by the H&S Trustee who reports to Council. The Executive Team reviews H&S, along with other risks, monthly as a regular standing item. This includes policy issues as well as any incidents, processes and procedures.

Finally, our Safeguarding and Child Protection Committee continues to meet quarterly to oversee our policies and procedures in this area. The Committee has a forward-looking plan and there is a representative from each team on the Committee, who feeds into this work and back to their teams. The Committee is overseen by Trustees and is coordinated by the Designated Safeguarding Lead, who has two deputies.



Financial Review



Financial summary

Overall, the Trust remains in a healthy financial position. Despite the constraints experienced nationwide due to the Covid-19 pandemic, the Trust ended the 2020/21 financial year with a net surplus income of £2.02m (2019/20: £1.47m). This comprised of £744k of restricted funds and £1.27m unrestricted funds. This represents a good out-turn given the continued uncertain economic and political climate and the loss of activity throughout the year due to the pandemic. However, with the loyal support of our members and supporters, our focused business plan to diversify our income, and robust financial management, we are continuing to increase our financial resilience.

Total incoming resources for the year were £6.7m, an increase of 5.5% compared with the previous year (2020: £6.35m). The main source of income continues to be conservation and education and engagement activities £3.81m - 57% (2020: £3.68m - 58%).

The nitrate reduction programme generated a net income of £300k towards the acquisition of Little Duxmore Farm, with the balance of the acquisition cost (£615k) owing as a short term loan (shown in note 14 and repaid in May 2021). Income is derived from selling nitrate credits to mitigate the impact of development and also remove additional amounts of existing pollution on top. As well as removing pollution there are huge additional benefits for wildlife as the land is transformed from former intensive arable land to a rewilded haven for nature. This is a new type of nature-based solution that is becoming more widespread. The Trust has an obligation to manage Little Duxmore for 125 years so funds will be set aside in Designated Funds for this purpose which will be shown in future financial statements.

There was a significant growth in unrestricted funding, which is spent wherever the need is greatest. The Trust received total unrestricted income of £5.04m, an increase of just over £1m on the previous year. We benefited from increased income from legacies and membership. The continued generosity of our members and supporters has helped ensure that the Trust remains in a secure financial position despite a decrease in income from donations and commercial activity as a consequence of lockdown.

There was a decrease in restricted funding of £1.66k (31%) compared with the previous year. These funds must be used for a specific project or purpose and include income from grants. This was primarily due to the end of several funded projects and as a result of being unable to claim grants for current projects, including Secrets of the Solent and Watercress & Winterbournes, when activities were temporarily put on hold.

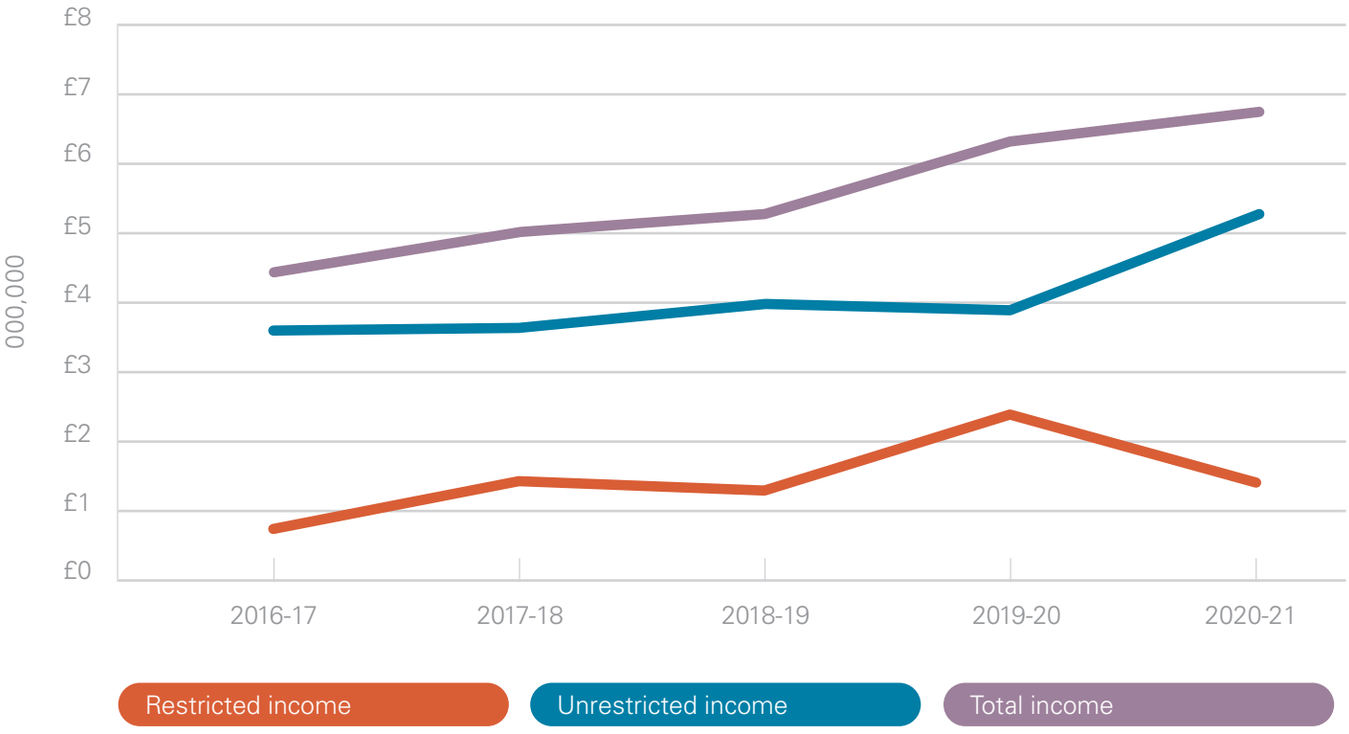
Total expenditure slightly increased from £4.82m in 2020 to £4.88m, an increase of 1.3%.

The majority of our funds were spent on delivering charitable activities with expenditure of £4.38m (2020: £4.24m), representing 90% of the total spend (2020: 88%). These charitable activities include management of our nature reserves; conservation projects and land management advice across the two counties; delivery of environmental education training and courses at our education centres; delivery of the Team Wilder community engagement programmes; campaigning for stronger laws to protect nature, and advocating for planning and development that builds with nature, making better places for people and wildlife to live.

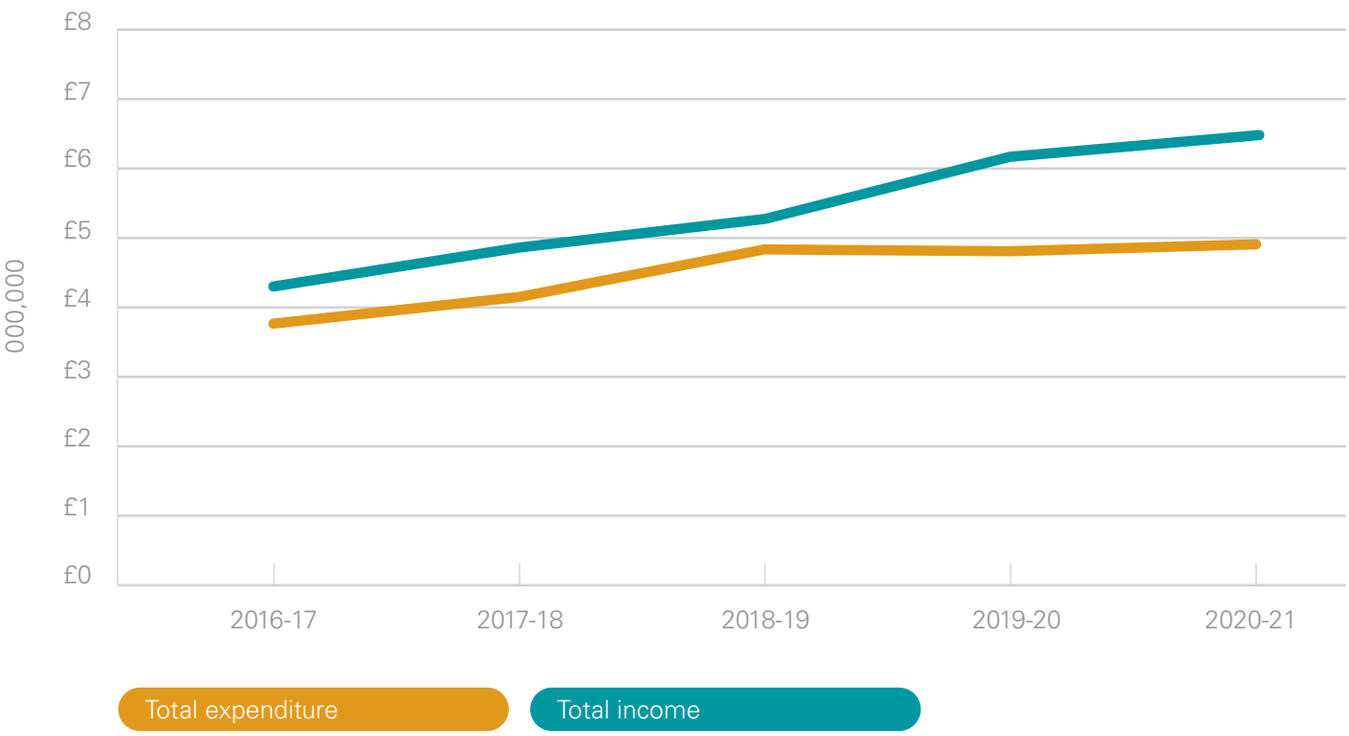
The Trust's freehold land and buildings were revalued at the end of the year and a total of £119k was added to their value. Additionally, the Trust purchased Little Duxmore Farm in the year, and this now sits as part of the fixed asset on the Balance Sheet. As mentioned above, freehold heritage assets increased due to the purchase of Deacon Hill, Lower Knighton Moor and the Emer Bog extension, to a total of 995 hectares (2020: 942).

At £1.27m, our free reserves – which are set aside to manage short-term

Income Trends 2016–2021



Analysis of Income and Expenditure 2016–2021

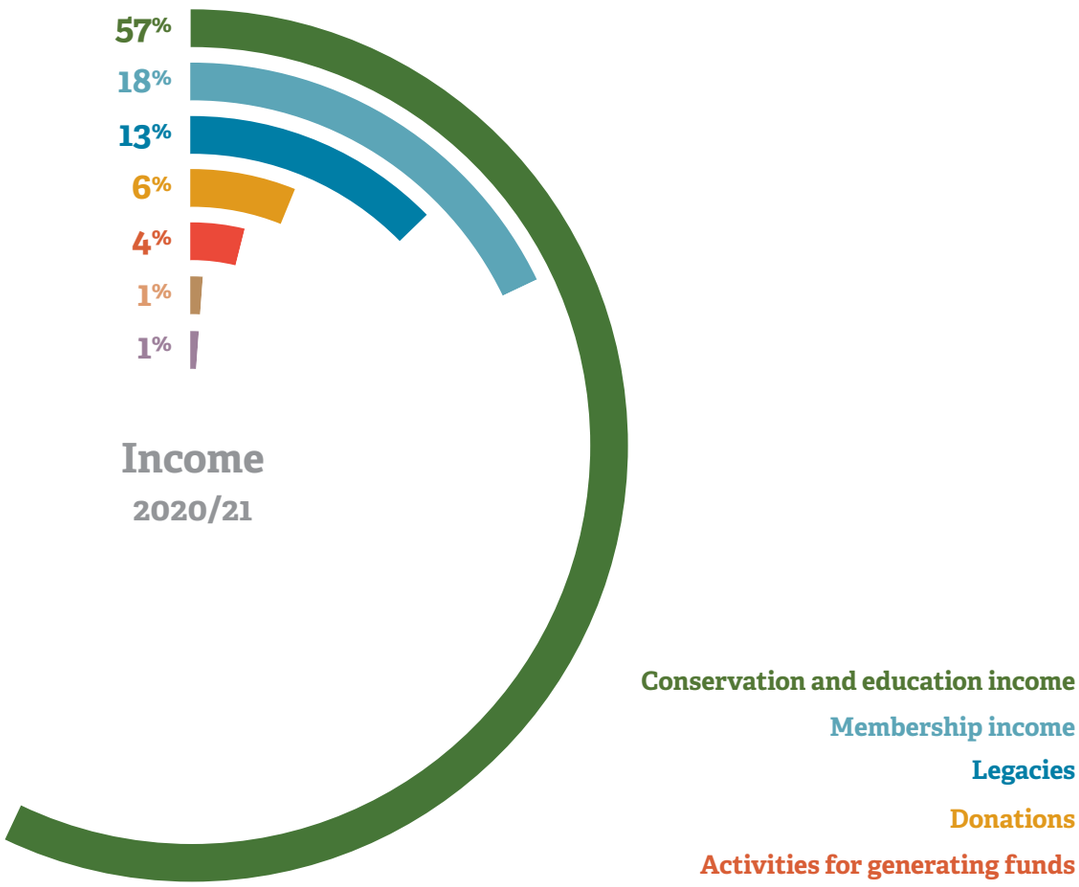


financial risks – remain within the range required by the Trustees.

Financial Strategy

Although the Trust has done well in managing expenditure and increasing its income over the past few years, the next few years remain challenging. We continue to focus on building our unrestricted income through increasing the number of members and supporters as well as growing commercial activity to ensure that we remain financially sustainable and can continue to cover our operating costs. The uncertainty around Covid-19, Brexit, the economic climate, and ongoing changes in the fundraising environment will continue to affect the Trust's resources going forward. Our work has succeeded in attracting significant restricted funding in the past but restricted income has reduced in 2020/21. The increased competition for grants and the constraints on public sector resources mean that restricted income has generally become more difficult to secure, and we expect this situation to continue.

Our overall financial strategy has not changed from prior years. We continue to ensure the sustainability of our expenditure in the shorter-term by strict budgetary control, while also focussing on building medium to long-term growth in income. We continue to invest in the traditional sources of charitable fundraising however, as unrestricted income allows the Trust to allocate funding to where the need is greatest and provides the greatest flexibility to

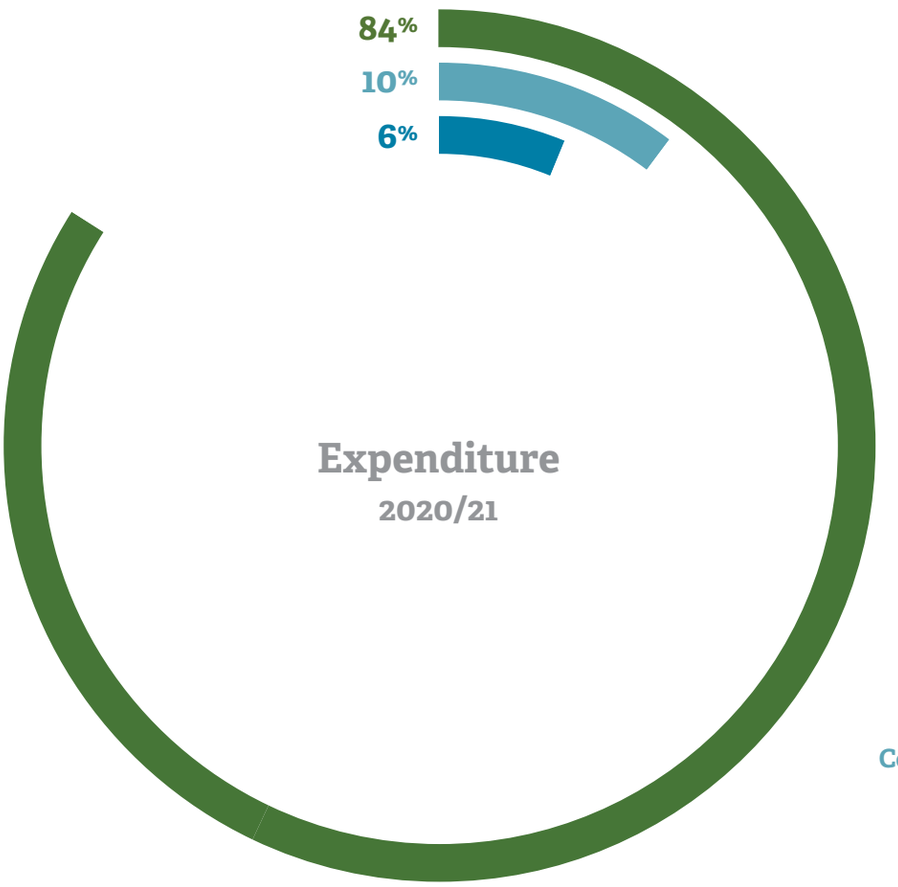


respond to external challenges, we are also investing in our strategic capacity to build unrestricted income through new commercial activities.

Income analysis 2020/21

Unrestricted income contributed £5.04m (75%) of total income, an increase of just over £1m on the previous year (2020: £3.96m). This was primarily due to an increase in legacy income and the new nitrate programme income. This helped offset reductions in donations income, which reduced by 33% to £396k, and a reduction in income from activities for generating funds and trading income, which decreased by 30% to £281k, as a consequence of the pandemic.

Income from legacies increased to £859k (2019/20: £376k). Although legacy income can be highly variable and unpredictable, this is an important source of unrestricted income which we hope to grow in the coming years. We continue to operate a zero-legacy income approach to budgeting, and any unrestricted legacy income received in the year is held in designated funds for spending in future years. Trustees determine how the unrestricted legacy funds are used to enable the Trust to fulfil our Wilder 2030 strategy when budgets are set for the following year. The legacy income spent during this year helped fund our strategic IT upgrade and continues to facilitate the successful adoption of remote working which has enabled us to continue operations during lockdown, as well as help fund the purchase of new



nature reserves, including Deacon Hill and Newchurch Moors.

Membership income grew by 1% to £1.22m (2020: £1.19m). This was mainly due to digital membership recruitment during lockdown. Despite restrictions on face-to-face recruitment for much of the year, South West Wildlife Fundraising Limited (SWWFL) successfully recruited 300 new members. SWWFL is a subsidiary company owned by eight Wildlife Trusts, including Hampshire and Isle of Wight Wildlife Trust, which concentrates wholly on increasing membership for its owning Trusts and two client Trusts. There is an annual service charge and commission payments for each new member recruited. By working collaboratively with other Wildlife Trusts through SWWFL we benefit from greater efficiencies as well as the sharing of risk, skills and experience. The overall number of members continue to increase which is very encouraging, although we cannot assume this will continue given the economic uncertainty ahead. Members not only provide vital funding which enables the Trust to deliver positive work for wildlife, they also represent the collective voice of people who care about the natural world. This is critically important in helping us to stand up for wildlife and get our message across to key decision-makers.

Arcadian Ecology continued trading for its fifth year. The profit generated was £50k (2020: £78k), a decrease of 22% on the previous year. This is donated to the Trust (the donation will be shown in the 2021-22 accounts). The reduction in turnover and gifted profit in the year was due to several contracts and grants being fulfilled by the team within the Trust rather than through the subsidiary.

Restricted income for the year decreased to £1.66m (2020: £2.39m). This is primarily due to several projects being put on hold as a consequence of lockdown. Some of the restricted income was also received in advance last year and will be spent over several years as shown in Note 15.

Restricted income makes up 25% of total income and decreased by £1.08m (31%) compared with the previous year. £642k was added to restricted funds through grants and donations for the purchase of land at Deacon Hill, Lower Knighton Moor and the extension to Emer Bog. A proportion of the Deacon Hill funding was received the previous year but was deferred and used to purchase the land alongside legacy income in this financial year through a transfer between funds.

Expenditure

Expenditure on delivering charitable activities (conservation, education, engagement and advocacy) remained at a similar level to the previous year at £4.38m (2020: £4.24m), representing 90% of the total resources expended (2020: 88%). Conservation and Education activity costs have increased due to new projects such as the Watercress and Winterbournes Project and nitrates programme and major capital reserves projects around the MOD sites.

Total expenditure includes support costs of £876k (2020: £880k), a slight reduction on the previous year. Support costs include finance, human resources, IT, facilities, and governance costs and represents 17.9% of total expenditure (2020: 18.3%). These costs are allocated proportionally across all activities based on staff numbers. The governance costs (£83k) include audit fees and staff costs allocated to governance activities and continue to represent 1.7% of our total expenditure (2020: 1.61%). Also included in support costs is the annual contribution we make to the Royal Society of Wildlife Trusts at £71k, the same as 2020, which funds the important policy, advocacy and coordination work they do on behalf of The Wildlife Trusts across the UK.

Total staff costs were £2.61m (2020: £2.63m) which equates to a 0.9% decrease due to the recruitment of new roles and some current roles being put on hold during the pandemic. The staff costs include an annual pay increase of 1.5%, although this was not given to staff until the second half of the financial year.

Impact of the Covid-19 pandemic

The Covid-19 outbreak started to directly impact on the Trust's operations from the end of February 2020. As with many other organisations and charities, the Trustees and senior staff had already acted to put in place immediate risk management measures, and this continued through the 2020/21 financial year.

Risk management measures included closing offices, education centres and bird hides, cancelling events and reviewing activities

that could be put on hold. The Trust continued with the strategic IT project to move to cloud-based software to enable the Trust to continue operating during lockdown and make sure as many staff as possible could work effectively from home. It was decided to put approximately 40% of the Trust staff on furlough from April after a review of activities. The Government's Coronavirus Job Retention Scheme, emergency business grants from local authorities and emergency funding from the National Lottery Heritage Fund supported the Trust's financial sustainability. The senior staff prepared forecast scenarios to allow activity plans to be revised at governance meetings, enabling the Trust to manage expenditure against the lower income from activities and keep the lockdown impact within manageable levels for the year ahead.

The land and livestock management continued as usual, although increased visitor numbers and anti-social behaviour on reserves once lockdown ended put significant pressure on staff time and financial resources. Education, engagement, and project activity were most significantly impacted throughout the year by the pandemic and lockdown. However, all staff had returned from furlough by the middle of the second quarter and by this time the Trust had moved most of its engagement activity online. The lockdown after Christmas halted activity again, but the Trust were in a much better position to deliver activities online.

The Trust's business model and robust financial management stands us in good stead to cope with this crisis, although looking ahead there continues to be a great deal of uncertainty. The Trust has a diverse range of different income streams and a loyal membership and supporter base that will help manage the financial and ongoing challenges. The workforce is also relatively flexible and has worked hard during this difficult year to maintain activity, look after land the Trust manages, and livestock, as well as continuing to push to achieve objectives and the strategic plan. The financial reserves policy continues to ensure the Trust can deal with short to medium term cash flow or funding issues, and the Trustees have strategies and mechanisms in place to guide priorities should the Trust need to cut expenditure, ensuring that legal and contractual obligations are met.

Although continued public attitude towards the environment has never been more encouraging, and the growing realisation that investment in nature's recovery is vitally important, it is still essential that the Trust carries on investing in growing all forms of income and continues with the financial strategy to ensure continued delivery of our charitable objectives.

Investments

The Trust has managed its investment portfolio through CCLA since 2019. This ethical investment portfolio is managed in accordance with the investment strategy and risk profile, which aims to preserve capital value and generate a reasonable income. The funds are regularly reviewed and screened to ensure that the investments are not in conflict with the Trust's charitable objectives.

The Trust's investments show an unrealised gain of £201k (2020: unrealised loss of £60k). Investment income of £37k (2020: £38.5k) was received during the year.

Financial Reserves

The Trust holds three categories of funds: Restricted Funds, Endowment Funds and Unrestricted Funds, some of which have been designated for a specific purpose and some of which represent the value of various assets.

As of 31 March 2021, The Trust had total funds of £13.4m (2020: £11.2m) of which £9.5m was unrestricted (2020: £8.15m), £3.81m (2020: £3.07m) was restricted funds and £4.5k (2020: £4.5k) was held in a small permanent endowment fund.

Restricted Funds

There are two types of restricted funds; project funds which are restricted donations and grants received by the charity where the purpose for which they can be used is determined by the donor, and heritage assets bought from restricted funds. As at 31 March 2021 restricted project funds totalled £1.55m (2020: £1.45m) and restricted heritage assets totalled £2.26m (2020: £162m). These funds include income that has been received in advance to fund projects in future years, and includes projects such as Manor House Farm, the Watercress and Winterbournes project, Southern Water Section 20 and Environment Agency Water Projects funding for work on the Test and Itchen catchments. The Trust also has a restricted Wildlife Investment Fund which we established to provide match funding where this is required to enable us to secure grants from

funders. Further details of these funds and the purposes for which they are intended are provided in Note 15.

Unrestricted Funds

Total unrestricted funds as at 31 March 2021 amounted to £9.54m (2020: £8.15m) and include designated unrestricted funds. These are funds free from any restrictions from donors and therefore the Trustees can decide how the funds are allocated. Unrestricted funds are shown in two types as detailed below and in Note 15.

General Fund

The general funds at the year-end totalled £7.7m (2020: £6.34m), these are funds free from any restrictions and therefore the Trustees can decide how the funds are allocated. The general fund represents unrestricted fixed and heritage assets of £6.43m (2020: £5.06m), £1.27m (2020: £1.28m) in free reserves which are available to support the Trust's annual operating expenses and also includes funds that represent the current assets, liabilities and fixed asset investments on the balance sheet as shown in Note 16.

Designated Funds

Some of the Trust's unrestricted funds have been designated by the Trustees to support specific activities such as land management, land acquisition or strategic investment in delivering our business plan and Wilder 2030 Strategy. The Trust established the land acquisition and management designated fund to cover funding gaps arising from changes to agri-environment schemes and continues to do so. The new Wilder 2030 fund is an amalgamation of the business plan strategic development fund and the legacies fund to support investment in the Trust's Wilder 2030 strategic priorities and delivery of charitable objectives. The business infrastructure fund supports repairs and improvements to the Trust's freehold buildings to maintain their value along with investment in essential business infrastructure such as IT and data management.

Designated funds held at 31 March 2021 were £1.84m (2020; £1.81m). Further details of these funds and the purposes for which they are set aside are provided in Note 15.

Free Reserves

Free reserves are calculated by deducting unrestricted tangible fixed assets and unrestricted heritage assets from total unrestricted funds (see Note 16). The Trust's Financial Reserves policy is to hold sufficient free reserves to provide working capital and to provide a buffer of liquid funds to cover temporary shortfalls caused by an unforeseen loss of income, cash flow volatility or an unexpected increase in costs or risk exposure. Should any of these circumstances arise, these free reserves are intended to ensure that the Trust can meet its contractual obligations to staff, suppliers, statutory bodies and funding partners.

Another factor is that the Trust's monthly cash flow is highly variable during the financial year, with many funds being received towards the end of the year or after projects are completed. This means that free reserves are also needed to fund the charity's activities during the year to cover the timing gap between expenditure and income. Cash flow is monitored daily by Trust staff and reviewed quarterly by the Trust's Business and Finance Committee. The current level of free reserves is considered sufficient to mitigate the risk.

As at 31 March 2021 the free reserves were £1.27m (2020: £1.28m).



SIGNED ON BEHALF OF COUNCIL on 21 September 2021.

Richard Green-Wilkinson
Honorary Treasurer

Independent Auditor's Report
to the members of Hampshire & Isle of Wight Wildlife Trust

Opinion
We have audited the financial statements of Hampshire and Isle of Wight Wildlife Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2021 which comprise the statement of financial activity, the balance sheet, the statement of cash flow and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable by law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information
The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' report for the financial year

for which the financial statements are prepared is consistent with the financial statements; and

- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the groups and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations,

including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

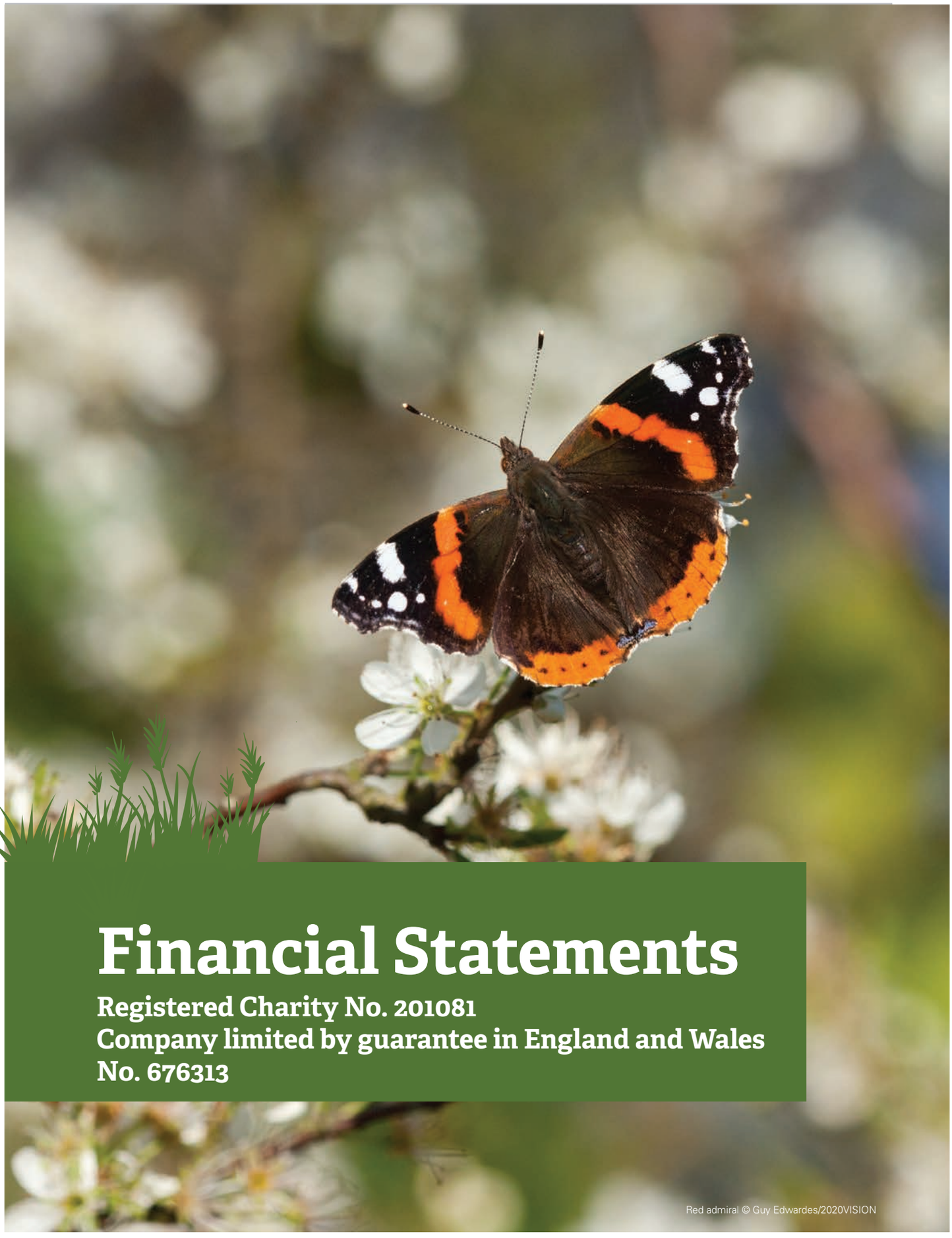
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Adam Wilson FCA (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Chartered Accountants
Statutory Auditor
Secure House
Lulworth Close
Chandlers Ford
Southampton
Hampshire
SO53 3TL
Date: 21 September 2021



Financial Statements

Registered Charity No. 201081
Company limited by guarantee in England and Wales No. 676313

Red admiral © Guy Edwardes/2020VISION

Hampshire & Isle of Wight Wildlife Trust (Consolidated) Statement of Financial Activity

for the year ended 31 March 2021

2020/21 TRUST SOFA	Notes	Unrestricted Funds £ '000	Restricted Funds £ '000	Endowment Funds £ '000	Total 2021 £ '000	Total 2020 £ '000
INCOME FROM						
Donations and legacies	**2**	1,065	190	0	1,255	967
Charitable activities	**3**	3,554	1,469	0	5,023	4,876
Other trading activities		281	0	0	281	404
Investments		37	0	0	37	39
Other		101	0	0	101	65
Total		5,038	1,659	0	6,697	6,351
EXPENDITURE ON						
Raising funds	**4**	499	0	0	499	578
Charitable activities	**5**	3,468	915	0	4,383	4,243
Total	**5**	3,967	915	0	4,882	4,821
Net gains/(losses) on investments	**12**	201	0	0	201	(60)
NET INCOME/(EXPENDITURE)		1,272	744	0	2,016	1,470
Transfers between funds	**15**	0	0	0	0	0
OTHER RECOGNISED GAINS/(LOSSES)						
Fixed assets revalued	**10**	119	0	0	119	0
Net movement in funds		**1,391**	**744**	**0**	**2,135**	**1,470**
RECONCILIATION OF FUNDS						
Total funds brought forward		8,150	3,067	5	11,222	9,752
Total funds carried forward		**9,541**	**3,811**	**5**	**13,357**	**11,222**

Continuing Operations

All incoming resources and resources expended arise from continuing activities

Hampshire & Isle of Wight Wildlife Trust (Consolidated) Balance Sheet
for the year ended 31 March 2021

		Group		Charity	
		2021	2020	2021	2020
	Notes	£ '000	£ '000	£ '000	£ '000
FIXED ASSETS					
Tangible Fixed Assets	10	5,445	4,381	5,445	4,381
Heritage Assets	11	3,245	2,293	3,245	2,293
Investments	12	1,199	998	1,199	998
		9,889	7,672	9,889	7,672
CURRENT ASSETS					
Stock		114	122	114	122
Debtors	13	1,627	1,366	1,578	1,358
Cash at bank and in hand		3,180	2,688	3,119	2,636
		4,921	4,176	4,811	4,116
CREDITORS					
Amounts falling due within one year	14	(1,453)	(626)	(1,393)	(566)
NET CURRENT ASSETS		3,468	3,550	3,418	3,550
TOTAL ASSETS LESS CURRENT LIABILITIES		13,357	11,222	13,307	11,222
NET ASSETS		**13,357**	**11,222**	**13,307**	**11,222**
FUNDS OF THE CHARITY	15				
Endowment Funds		5	5	5	5
Restricted Funds		3,811	3,067	3,811	3,067
UNRESTRICTED FUNDS					
Designated funds		1,843	1,812	1,843	1,812
General fund		7,698	6,338	7,648	6,338
TOTAL FUNDS		**13,357**	**11,222**	**13,307**	**11,222**

The Notes at pages 44 to 64 form part of these financial statements.

The financial statements were approved by Trust Council on 21 September 2021 and signed on its behalf by:



David Jordan OBE
Chairman



Richard Green-Wilkinson
Honorary Treasurer

Hampshire & Isle of Wight Wildlife Trust (Consolidated) Cashflow Statement
for the year ended 31 March 2021

	Notes (below)	2021 £ '000	2020 £ '000
Cash flows from operating activities:			
Cash generated from operations	a	2,381	1,378
Net cash provided by (used in) operating activities		2,381	1,378
Cash flows from investing activities:			
Purchase of tangible fixed assets		(974)	(40)
Purchase of heritage assets		(952)	(356)
Sale of fixed assets		0	1
Interest received		37	39
Net cash provided by (used in) investing activities		(1,889)	(356)
Change in cash and cash equivalents in the reporting period	b	492	1,022
Cash and cash equivalents at the beginning of the reporting period		2,688	1,666
Cash and cash equivalents at the end of the reporting period		3,180	2,688

NOTES TO THE CONSOLIDATED CASHFLOW STATEMENT

a) Reconciliation of net incoming resources to net cash flow from operating activities

	2021 £ '000	2020 £ '000
Net incoming resources for the reporting period (as per the Statement of Financial Activities)	2,016	1,470
Depreciation	29	53
Gains/(losses) on Investment	(201)	60
Interest received	(37)	(39)
(Increase)/Decrease in stock	8	12
(Increase)/Decrease in debtors	(261)	159
(Decrease)/Increase in creditors	827	(337)
Net cash provided by (used in) operating activities	2,381	1,378

b) Analysis of changes in cash and cash equivalents

	2021 £ '000	2020 £ '000
Balance brought forward	2,688	1,666
Net cash (outflow)/inflow for year	492	1,022
Balance at 31 March 2021	3,180	2,688

Hampshire & Isle of Wight Wildlife Trust
Notes to the Consolidated Financial Statements
for the year ended 31 March 2021

Note 1 - ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value.

Consolidation

The financial statements incorporate the results of Hampshire and Isle of Wight Wildlife Trust and its wholly owned subsidiaries, prepared on a line by line basis.

Exemption has been taken from including the Statement of Financial Activities of Hampshire and Isle of Wight Wildlife Trust in accordance with section 408 of the Companies Act 2006.

Income

All income is included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Legacies and donations are accounted for when receipt of the income is probable. Wherever possible, donated assets have been included at a reasonable estimate of their value to the Trust.

Membership income

Membership subscriptions are accounted for when received irrespective of the period of membership, since any cancellation in membership will not result in a refund for any proportion of unused subscriptions.

Branch income

The Trust has eleven local groups and three specialist groups who may carry out various fundraising activities during the year. The proceeds of these activities are reflected as income in the financial statements upon receipt from the individual groups.

Volunteer contributions

No value is ascribed to the unpaid contributions of time and skills provided by volunteers due to the difficulty in attributing an economic value.

Expenditure

All expenditure is accounted for on an accruals basis inclusive of any VAT that cannot be recovered and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of the resources.

Costs of raising funds include the costs incurred as a result of raising donations, developing legacy income and applying for grants. Governance costs are those incurred in connection with constitutional and statutory requirements, including audit and legal fees.

Stock

Stocks are stated at the lower of cost or net realisable value except for livestock, which is valued at an average market value on each balance sheet date.

Tangible fixed assets

Depreciation is provided with the intention of writing off the costs of the tangible fixed assets over their useful lives. The Trust's capitalisation threshold is £5,000 and the provision is calculated using the straight line method from the quarter it is purchased in, over the following periods:

Plant and machinery	5 years
Motor vehicles	5 years

Freehold and leasehold buildings and land are not depreciated.

Heritage assets

The Trust defines its nature reserves as Heritage Assets. Nature reserves purchased by the Trust are shown on the balance sheet at original cost or valuation at the date of acquisition where known. Where Heritage Assets have been donated to the Charity they are recognised initially at

Hampshire & Isle of Wight Wildlife Trust
Notes to the Consolidated Financial Statements (continued)
for the year ended 31 March 2021

their fair value where practicable. No value is placed on assets where their costs or valuation is not available and such information cannot be obtained at a cost commensurate with the benefit to the users of the accounts and to the charity. As permitted by SORP FRS 102, no depreciation is charged on Heritage Assets. Note 11 provides further information.

Taxation
The Trust is exempt from direct taxation on its charitable activities.

Investments
Fixed asset investments are stated at market value based on the bid price valuation provided by the Trust's investment managers, CCLA, as required by SORP (FRS 2015). Any diminution in value is deducted if, in the opinion of the investment managers, it is considered necessary.

The investments are administered by CCLA on behalf of the Trust.

Investment income is accounted for when received by the Trust or its appointed agent.

Investment gains and losses
Realised and unrealised gains and losses on investments arising from the valuation of investments are recognised in the Statement of Financial Activities.

Operating leases
Rentals payable under operating leases are charged to the Statement of Financial Activities as incurred over the term of the lease.

Pension costs
The charity operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

Fund accounting
The permanent endowment fund represents donations made where the donor requested that the capital be invested and the income either added to the capital or used to cover expenditure, depending on the conditions of the endowment.

Restricted funds are funds for which the donor has specifically restricted the purpose for which they can be used. The amounts in the funds represent the monies still remaining available for future expenditure, or funds represented by assets purchased partly or fully from restricted funds.

Unrestricted funds
These are funds free from any restrictions and Trustees can decide what they are spent on. Unrestricted funds are shown in two types as detailed below:

Designated funds are funds for which Council has specifically designated the purpose for which they can be used. The amounts remaining in the funds represent the monies still remaining available for future expenditure.

General funds represent the unrestricted net assets of the charity, excluding designated funds.

All income is allocated to the general fund unless restricted by the donor or specifically designated by Council.

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 2 - Donations and Legacies	2021	2020
	£ '000	£ '000
Donations and Fundraising	396	591
Legacies	859	376
	1,255	967

Note 3 - Income from Charitable activities	Unrestricted income	Restricted income	Endowment income	2021	2020
	£ '000	£ '000	£ '000	£ '000	£ '000
North Hampshire Conservation	714	26	-	740	690
Solent & IOW Conservation	156	189	-	345	291
Central Rivers & Downs Conservation	417	411	-	828	677
Estates Conservation & Education	897	246	-	1,143	377
Projects & Services	143	437	-	580	1,389
Policy, Advocacy & Engagement	11	160	-	171	265
Membership	1,216	-	-	1,216	1,187
	3,554	1,469	-	5,023	4,876

Note 4 - Expenditure on raising funds	2021	2020
	£ '000	£ '000
Expenditure on sales and commercial income	499	578

Note 5 - Total Expenditure	Staff costs	Other direct costs	Support costs	2021	2020
	£ '000	£ '000	£ '000	£ '000	£ '000
North Hampshire Conservation	172	334	78	584	508
Solent & IOW Conservation	161	138	68	367	438
Central Rivers & Downs Conservation	341	210	85	636	689
Estates Conservation & Education	420	362	198	980	739
Projects & Services	412	312	136	860	662
Policy, Advocacy & Engagement	344	141	161	646	686
Membership	104	160	46	310	521
Expenditure on Charitable activities	1,954	1,657	772	4,383	4,243
Expenditure on raising funds	278	117	104	499	578
	2,232	1,774	876	4,882	4,821

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 6 - Analysis of support costs	Raising funds	North Hampshire Conservation	Solent & IOW Conservation	Central Rivers & Downs Conservation	Estates Conservation & Education	Projects & Services	Policy, Advocacy & Engagement	Membership	2020 /21 Total	Basis of allocation
	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	
IT	27	20	18	22	51	35	41	12	226	No. of staff
Finance	28	21	19	23	55	37	44	13	240	No. of staff
Premises	12	9	8	10	23	16	19	5	102	No. of staff
Human Resources	27	20	17	22	51	35	41	12	225	No. of staff
Governance	10	8	6	8	18	13	16	4	83	No. of staff
	104	78	68	85	198	136	161	46	876	

Net income/(expenditure) is stated after charging/(crediting):	2021 £ '000	2020 £ '000
Depreciation - owned assets	29	53
Operating leases - land and buildings	48	48
Auditors' remuneration - provision of audit services	11	8
Auditors' remuneration - non audit services	-	-

Note 6 - Analysis of support costs for the prior year 2019/20	Raising funds	North Hampshire Conservation	Solent & IOW Conservation	Central Rivers & Downs Conservation	Estates Conservation & Education	Projects & Services	Policy, Advocacy & Engagement	Membership	2020 /21 Total	Basis of allocation
	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	
IT	40	22	36	39	8	39	31	42	257	No. of staff
Finance	37	21	34	36	8	36	28	39	239	No. of staff
Premises	18	10	16	18	4	18	14	19	117	No. of staff
Human Resources	30	17	27	29	6	29	23	31	192	No. of staff
Governance	12	7	11	12	2	12	9	13	78	No. of staff
	137	77	124	134	28	134	105	144	883	

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 7 - Trustees' Remuneration and Benefits

No Directors (Trustees) or persons connected with them have received or waived any remuneration during the year (2020: none)

No Directors (Trustees) received reimbursements of expenses for traveling during the year (2020: none)

Note 8 - Staff Costs	2021	2020
	£ '000	£ '000
Salaries and Wages	2,280	2,314
Social Security Costs	188	188
Pension Costs	137	127
	2,605	2,629

The average number of full-time equivalent employees during the year was as follows:

	2021	2020
Cost of Generating Funds	4.0	4.9
Finance and Administration (includes Governance)	9.5	10.9
Charitable Activities	68.7	74.3
	82.2	90.1

	2021	2020
	£ '000	£ '000
Senior Management Team Salaries for 6 staff (2020: 6 staff)	319	311

	2021	2020
The number of employees whose benefits (excluding employer pension costs) exceeded £60,000 was:		
£60,001 - £70,000	-	-
£70,001 - £80,000	1	1

Note 9 - Pension Scheme

The Trust operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Trust in an independently administered fund. The pension cost charged to the Statement of Financial Activities was £137k (2020:£127k).

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 10 TANGIBLE FIXED ASSETS - Group and Charity	Freehold properties	Freehold Land	Plant and machinery	Total
	£ '000	£ '000	£ '000	£ '000
Cost or valuation				
At 1 April 2020	2,485	1,860	844	**5,189**
Additions	-	914	61	**975**
Disposals	-	-	(95)	**(95)**
Revaluation	(71)	169	-	**98**
As at 31 March 2021	2,414	2,943	810	**6,167**
Depreciation				
At 1 April 2020	21	-	787	**808**
Charge for the year	-	-	29	**29**
Depreciation on disposals	-	-	(94)	**(94)**
Revaluation	(21)	-	-	**(21)**
As at 31 March 2021	-	-	722	**722**
Net Book Value				
As at 31 March 2021	2,414	2,943	88	**5,445**
At 1 April 2020	2,464	1,860	57	**4,381**

Tangible Fixed Assets are all functional assets used in furtherance of the Trust's objectives.

The Trust's three freehold properties are Beechcroft House, Dawkins Cottage and Brick Kiln Farm Cottage. They were revalued in 2017 by Giles Wheeler-Bennett Limited (Chartered Surveyors) and were revalued again at the end of March 2021 by Skinner Holden and Bacheler Monkhouse, these values are included in the table above.

The Freehold Land included above as Tangible Fixed Assets consists of: Tawny Barn Field, College Copse Farm, Hockley Meadows Farm and Brick Kiln Farm. Other than Tawny Barn Field these were revalued at the end of March 2021 by Bacheler Monkhouse, these values are included in the table above.

Hampshire & Isle of Wight Wildlife Trust (Consolidated) Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 11 HERITAGE ASSETS - Group and Charity	2020/21 £ '000	2019/20 £ '000	2018/19 £ '000	2017-2018 £ '000	2016-2017 £ '000
Cost or valuation					
At start of period	2,293	1,938	1,938	1,588	1,277
Additions	952	355	-	350	81
Heritage Assets not previously valued	-	-	-	-	230
Disposals	-	-	-	-	-
At end of period	3,245	2,293	1,938	1,938	1,588
Net Book Value					
Year End	3,245	2,293	1,938	1,938	1,588
Prior Year	2,293	1,938	1,938	1,588	1,277

Heritage Assets are defined as tangible property with historical, artistic, scientific, technological, geophysical or environmental qualities which are held and maintained principally for their contribution to knowledge and culture.

Hampshire and Isle of Wight Wildlife Trust defines its nature reserves as Heritage Assets as they are held for the purposes of conservation, and are intended to be kept indefinitely or, for leasehold sites, until such time as the lease ends.

Nature reserves purchased by the Trust are shown on the balance sheet at original cost or valuation at the date of acquisition where known. Where Heritage Assets have been donated to the Charity they are recognised initially at their fair value where practicable. No value is placed on assets where their costs or valuation is not available and such information cannot be obtained at a cost commensurate with the benefit to the users of the accounts and to the charity. As permitted by SORP FRS 102, no depreciation is charged on Heritage Assets.

The Trust continues to acquire new land for the purposes of conservation in accordance with its acquisitions policy. Assets are classified as heritage assets where appropriate at the time of acquisition. Heritage Assets held by the Trust as at 31 March 2021 are listed overleaf in tables 1 and 2.

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Heritage Assets - Freehold Nature Reserves		
Name	**Location**	**Hectares**
Alverstone Mead	Sandown, Isle of Wight	16.0
Arreton Down	Newport, Isle of Wight	19.0
Bartley Heath	Hook	91.0
Broughton Down	Broughton	24.0
Chappetts Copse	West Meon	12.0
Copythorne Common	Cadnam	15.4
Coulters Dean	Buriton	4.0
Deacon Hill	Winchester	10.0
Emer Bog	North Baddesley	53.4
Fletchwood Meadows	Ashurst	5.0
Greywell Moors	Odiham	13.0
Hill Heath Farm	Newchurch, Isle of Wight	14.4
Hoe Road Meadow	Bishop's Waltham	3.0
Holmsley Gravel Pit	Bransgore	3.0
Kitt's Grave	Martin	36.0
Knighton Down	Brading, Isle of Wight	13.4
Linwood	Appleslade	10.5
Lower Knighton Moor	Newchurch, Isle of Wight	13.4
Lower Test, The Crescent	Nursling	5.0
Lymington Reed Beds	Lymington	32.0
Mapledurwell Fen	Basingstoke	0.4
Martin's Wood	Newchurch, Isle of Wight	8.5
Micheldever Spoil Heaps - North	Micheldever	3.0
Morton Marsh	Sandown, Isle of Wight	10.5
Ningwood Common	Cranmore, Isle of Wight	11.7
Parsonage Farm	Newchurch, Isle of Wight	27.1
Pewit Island	Portsmouth Harbour	1.2
Ron Ward's Meadow	Tadley	10.0
Royden Lane	Brockenhurst	2.2
Roydon Woods	Brockenhurst	379.7
Sandown Meadows	Sandown, Isle of Wight	18.0
Sandy Down	Brockenhurst	4.9
Shutts Copse	West Meon	4.0
Southmoor	North Langstone	11.3
St Clair's Meadow	Soberton	15.8
St Lawrence Bank Field	Whitwell, Isle of Wight	5.1
St Lawrence Undercliff Woods	St Lawrence, Isle of Wight	1.5
Swanpond Copse	Ryde, Isle of Wight	4.0

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Heritage Assets - Freehold Nature Reserves		
Name	**Location**	**Hectares**
Upper Inhams Copse	Silchester	18.0
Upper Titchfield Haven	Hill Head	13.0
Upper Winnall Moors	Winchester	26.0
Weavers Down Bog	Longmoor	3.0
Whitehouse Meadows	Cove	1.0
Winnall Moors West	Winchester	21.5
		994.9

Heritage Assets - Leasehold Nature Reserves		
Name	**Location**	**Hectares**
Ancells Farm	Fleet	12.0
Baddesley Common	North Baddesley	28.0
Blashford Lakes	Ringwood	91.0
Bouldnor Forest	Bouldnor, Isle of Wight	36.0
Old Burghclere Lime Quarry	Burghclere	3.0
Eaglehead & Bloodstone Copses	Brading, Isle of Wight	10.0
Farlington Marshes	Portsmouth	120.0
Upper Flexford	Chandler's Ford	11.0
Lower Flexford	Chandler's Ford	9.0
Headley Gravel Pit	Headley	7.0
Hook Common	Hook	74.0
Hookheath Meadows	Southwick	14.0
Hythe Marshes	Hythe	9.0
Lymington & Keyhaven Marshes	Lymington	320.0
Long Aldermoor	Minstead	3.0
Lower Test	Totton	157.0
Lower Winnall Moors	Winchester	15.0
Manor House Farm	Totton	90.0
Milton Locks	Portsmouth	0.4
Noar Hill	Selborne	12.0
Pamber Forest	Silchester	194.0
St Catherine's Hill	Winchester	47.0
Swanwick Lakes	Fareham	28.0
Testwood Lakes	Totton	65.0
		1355.4

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 12 - FIXED ASSET INVESTMENTS	Group		Charity	
	2021	2020	2021	2020
	£ '000	£ '000	£ '000	£ '000
Investments	1,199	998	1,199	998

GROUP	Listed Investments £ '000	Unlisted Investments £ '000	Cash and settlements pending £ '000	Totals £ '000
At 1 April 2020	998	-	-	998
Additions	201	-	-	201
Disposals	-	-	-	-
Revaluations	-	-	-	-
At 31 March 2021	1,199	-	-	1,199
Net Book Value				
At 31 March 2021	1,199	-	-	1,199
At 31 March 2020	998	-	-	998

Of the £1.2m investments held at 31 March 2021, all holdings are held in the UK.

CHARITY	Listed Investments £ '000	Unlisted Investments £ '000	Cash and settlements pending £ '000	Totals £ '000
At 1 April 2020	998	-	-	998
Additions	201	-	-	201
Disposals	-	-	-	-
Revaluations	-	-	-	-
At 31 March 2021	1,199	-	-	1,199
Net Book Value				
At 31 March 2021	1,199	-	-	1,199
At 31 March 2020	998	-	-	998

The unlisted investments represents the charity's 100% interest in HIWWT Trading Limited and Arcadian Ecology & Consulting Limited and the interest in each subsidiary amount to 100 ordinary shares of £1 giving an historical cost of £200.

Of the £1.2m investments held at 31 March 2021, all holdings are held in the UK.

All investments are held to preserve capital value and generate a modest income for use in the activities of the Trust.

Investments that are material in the context of the group and charity investment portfolio are detailed as follows:

	£ '000
COIF Charities Ethical Investment Fund	1,199

During 2019 the Trust transferred its investment portfolio from Sarasin to CCLA. At the date of transfer the portfolio value at Sarasin was £1,115,593, with a historical value of £832,374. The value transferred to CCLA totalled £1,115,593 at the 3 October 2019 and as at 31 March 2020 the portfolio value was £998,059, increasing to £1,198,954 by 31 March 2021.

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 13 - DEBTORS	Group		Charity	
	2021	2020	2021	2020
	£ '000	£ '000	£ '000	£ '000
Trade Debtors	412	549	285	441
Other Debtors	1,202	779	1,186	779
Prepayments and Accrued Income	13	38	13	38
Amounts Due from Group Undertakings	-	-	94	100
	1,627	1,366	1,578	1,358

Note 14 - CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	Group		Charity	
	2021	2020	2021	2020
	£ '000	£ '000	£ '000	£ '000
Trade Creditors	58	188	58	153
Other Creditors	19	20	19	20
Short term loan	615	-	615	-
Accruals	230	101	224	99
Taxation and Social Security	172	50	146	27
Amounts Owed to Group Undertakings	-	-	-	-
Deferred Income	359	267	331	267
	1,453	626	1,393	566

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 15 - ANALYSIS OF CHARITABLE FUNDS FOR THE CURRENT YEAR 2020/21	Balance at 31-Mar-20	Incoming resources & fund transfers in	Outgoing resources & funds expended	Balance before movements at 31-Mar-21	Investment Gains/ (Losses)	Transfers	Balance at 31-Mar-21
	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000
UNRESTRICTED FUNDS							
Designated Fund:							
Land Acquisition & Management	776	-	(352)	424	-	-	424
Assets Depreciation Fund	3	-	(3)	-	-	-	-
Wilder 2030	840	-	(107)	733	-	173	906
Business Plan Strategic Development	193	-	(35)	158	-	-	158
Business Infrastruture	-	355	-	355	-	-	355
Total designated funds	**1,812**	**355**	**(497)**	**1,670**	**-**	**173**	**1,843**
General Fund	6,338	4,802	(3,470)	**7,670**	201	(173)	7,698
Total Unrestricted funds	**8,150**	**5,157**	**(3,967)**	**9,340**	**201**	**0**	**9,541**
RESTRICTED FUNDS							
Badger Appeal	11	-	-	11	-	-	11
Brough Naturalists' Fund	22	-	-	22	-	-	22
Central Rivers & Downs Conservation	-	387	(387)	-	-	-	-
College Copse Farm	7	-	-	7	-	-	7
Emer Bog and Heathlands	21	-	-	21	-	-	21
Estates Conservation & Education	-	55	(55)	-	-	-	-
Fishlake Meadows	25	-	-	25	-	-	25
IOW Land Projects	21	-	(21)	-	-	-	-
Itchen Navigation/ Winnall Moors	41	-	(10)	31	-	-	31
Landscape Projects & Services	-	95	(95)	-	-	-	-
Manor House Farm	174	192	-	366	-	-	366
Non Native Plants Projects	-	-	-	-	-	-	-
North Hampshire Conservation	-	25	(25)	-	-	-	-
Policy & Advocacy	-	71	(71)	-	-	-	-
Restricted Donations/Legacies	2	-	-	2	-	-	2
Richard Hedley Fund	5	-	-	5	-	-	5
Secrets of the Solent Project	46	-	(17)	29	-	-	29

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 15 - ANALYSIS OF CHARITABLE FUNDS FOR THE CURRENT YEAR 2020/21 (continued)	Balance at 31-Mar-20	Incoming resources & fund transfers in	Outgoing resources & funds expended	Balance before movements at 31-Mar-21	Investment Gains/ (Losses)	Transfers	Balance at 31-Mar-21
	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000
RESTRICTED FUNDS (continued)							
SE Wildlife Trusts Strategic Dev. Fund	15	-	-	15	-	-	15
Solent & IOW Conservation	-	142	(142)	-	-	-	-
St Clair's Meadow	23	-	-	23	-	-	23
Test and Itchen Catchment Project	3	-	-	3	-	-	3
Victoria Harrison Fund	-	-	-	-	-	-	-
Watercress & Winterbournes Project	400	-	-	400	-	-	400
Southern Water Section 20	528	-	(87)	441	-	-	441
EA Water Projects	70	-	-	70	-	-	70
Wildlife Investment Fund	32	-	(5)	27	-	-	27
SWWFL Research	2	-	-	2	-	-	2
Kates Meadow Fund	-	3	-	3	-	-	3
Parsonage Farm Fund	-	47	-	47	-	-	47
	1,448	**1,017**	**(915)**	**1,550**	**-**	**-**	**1,550**
Restricted heritage assets	1,619	642	-	2,261	-	-	2,261
Total Restricted funds	**3,067**	**1,659**	**(915)**	**3,811**	**-**	**-**	**3,811**
Permanent Endowment Fund:							
Ted Wallace Fund	5	-	-	5	-	-	5
Total Endowment Funds	**5**	**-**	**-**	**5**	**-**	**-**	**5**
TOTAL CHARITABLE FUNDS	**11,222**	**6,816**	**(4,882)**	**13,157**	**201**	**0**	**13,358**

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 15 -
EXPLANATION OF CHARITABLE FUNDS

UNRESTRICTED FUNDS

Designated Fund:

Designated funds are set aside to support the delivery of the Trust's Strategic Plan and to help the Trust manage major risks.

Land Acquisition & Management	In the light of the continuing uncertainty around the agri-environment scheme income for land management post-Brexit, this fund was established to help support the management of the Trust's land as well as the acquisition of new sites. Often land acquisition is funded on a case by case basis but this fund allows the Trustees to allocate match-funding to support grant applications or to top up appeals for new land. Any legacies received by the Trust specifically for land acquisition are placed in this fund until the right acquisition can proceed.
Assets Depreciation Fund	A fund to offset the depreciation costs of our major capital asset investments over the depreciation period.
Wilder 2030	Following the successful launch of the Trust's ten year vision and strategy - Wilder 2030 - Trustees agreed to establish this fund to support its delivery. The fund was made up by merging earlier designated funds that had been set aside for strategic development and made up of unrestricted legacies received. The fund will be drawn down with Trustee approval as part of the implementation of Wilder 2030 over a period of three to five years unless needed sooner.
Business Infrastructure	A fund to offset maintenance costs of buildings and fund the Trust's administrative software upgrades and move towards developing Business Intelligence systems.

RESTRICTED FUNDS

Restricted funds are strictly tied to our specific projects. Often the Trust receives project funding in advance and so we need to 'ring fence' the monies for spending on the project, as agreed with the funder or donor. Sometimes the projects can run over a number of years. Normally the fund will close once the project is finished.

Badger Appeal	Appeal funds to put towards research and practical control of bovine tuberculosis and deployment of vaccination where appropriate
Brough Naturalists' Fund	Fund containing an in-memoriam donation given by Antoinette Brough in memory of her husband Dr. Peter Brough, a former and long-term supporter of the Trust. The donation was used to establish an annual prize fund of up to £500 per year to acknowledge and encourage the work of amateur naturalists.
College Copse Farm	Funds remaining from the College Copse Farm appeal, to be spent on upgrading the facilities there.
Emer Bog and Heathlands	Funds for heathland restoration and ongoing management of Emer Bog nature reserve, funded via a developer's contribution.
Fishlake Meadows	Funds received towards the ongoing management of Fishlake Meadows from Test Valley Borough Council.
IOW Land Projects	Funds raised as match funding for the Isle of Wight HLF project, to be spent during the project period and donations towards the ongoing work on the Island.

Hampshire & Isle of Wight Wildlife Trust (Consolidated) Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 15 -
EXPLANATION OF CHARITABLE FUNDS (continued)

RESTRICTED FUNDS (continued)

Itchen Navigation/Winnall Moors	Ten year Heritage Lottery Fund balance held against ongoing Itchen Navigation (2022) and Winnall Moors (2023) projects commitments.
Manor House Farm	Funds received in advance towards the 50 years of management of Manor House Farm for the period of the period of the agreement.
Non-Native Plants Projects	Partnership funding for delivery of New Forest and Avon Valley Non Native Plants project work.
Restricted Donations/Legacies	£2k given by Miss Lipscombe for replacement benches on Warnborough Greens.
Richard Hedley Fund	This fund was established to acknowledge the late Richard Hedley, former Trustee and one of the Trust's most long-standing supporters. Sadly, in May 2018, we also lost Jean Hedley MBE, former Chair and President of the Trust. The family are keen that this fund is continued for the support of ecology trainees. Any donations or other fundraising undertaken in memory of the incredible contribution made by both Richard and Jean Hedley will be added to the fund in accordance with their wishes.
Secrets of the Solent Project	Funds received towards the Secrets of the Solent Project from NLHF and donations from partners and individuals.
SE Wildlife Trusts Strategic Dev. Fund	Funds set aside in agreement with the regional grouping of Wildlife Trusts for spending on strategic pan-regional projects.
St Clair's Meadow	Funds received towards the ongoing management of St Clair's Meadow from donations from the local community.
Test and Itchen Catchment Project	Funding received in advance for the Test and Itchen Catchment Project.
Victoria Harrison Fund	Former Vice President Victoria Harrison sadly passed away in June 2018. This fund was established in her memory and has been used to further the Trust's work with young people. Any donations or other fundraising undertaken in Victoria's memory will be added to the fund in accordance with the family's wishes.
Watercress & Winterbournes Project	Funds received towards the 5 year Watercress & Winterbournes Project funded by NLHF and donations from partners and individuals.
Southern Water Section 20	Funding received in advance for the 10 year, Test and Itchen Catchment Project.
EA Water Projects	Funding received in advance for the Test and Itchen Catchment Project.
Wildlife Investment Fund	Appeal income received held in a fund to use in the future when match funds are needed to secure grants from partners and individuals.
SWWFL Research	Funds received from SWWFL towards future research work.
Kate's Meadow Fund	Restricted donation of £3500 to be drawn down over 10 years at a rate of £350 per year. The donation from Mr Ray Hilllyer is to cover HIWWT costs when maintaining the Littleton church (Kate's) Meadow.
Parsonage Farm Fund	Funding from the Banister Trust for the ongoing maintenance of Parsonage Farm.

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 15 - ANALYSIS OF CHARITABLE FUNDS FOR THE PRIOR YEAR 2019/20	Balance at 01-Apr-19	Incoming resources & fund transfers in	Outgoing resources & funds expended	Balance before movements at 31-Mar-20	Investment Gains/ (Losses)	Transfers	Balance at 31-Mar-20
	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000
UNRESTRICTED FUNDS							
Designated Fund:							
Land Acquisition & Management	660	145	(29)	776	-	-	776
Assets Depreciation Fund	10	-	(7)	3	-	-	3
Wilder 2030	901	226	(193)	934	-	(94)	840
Business Plan Strategic Development	135	-	(99)	36	-	(36)	-
Business Infrastructure	13	50	-	63	-	130	193
Total designated funds	**1,719**	**421**	**(328)**	**1,812**	**-**	**-**	**1,812**
General Fund	6,438	3,537	(3,577)	**6,398**	(60)	-	6,338
Total Unrestricted funds	**8,158**	**3,958**	**(3,905)**	**8,210**	**(60)**	**-**	**8,150**
RESTRICTED FUNDS							
Badger Appeal	11	-	-	11	-	-	11
Brough Naturalists' Fund	22	-	-	22	-	-	22
Central Rivers & Downs Conservation	-	205	(205)	-	-	-	-
College Copse Farm	7	-	-	7	-	-	7
Emer Bog and Heathlands	26	-	(5)	21	-	-	21
Estates Conservation & Education	-	143	(143)	-	-	-	-
Fishlake Meadows	25	-	-	25	-	-	25
IOW Land Projects	30	-	(9)	21	-	-	21
Itchen Navigation/Winnall Moors	53	-	(12)	41	-	-	41
Landscape and Catchment Projects	-	209	(209)	-	-	-	-
Manor House Farm	-	174	-	174	-	-	174
Non Native Plants Projects	6	-	(6)	-	-	-	-
North Hampshire Conservation	-	6	(6)	-	-	-	-
Policy & Advocacy	-	158	(158)	-	-	-	-
Restricted Donations/Legacies	2	-	-	2	-	-	2
Richard Hedley Fund	11	1	(7)	5	-	-	5

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 15 - ANALYSIS OF CHARITABLE FUNDS FOR THE PRIOR YEAR 2019/20 (continued)	Balance at 01-Apr-19	Incoming resources & fund transfers in	Outgoing resources & funds expended	Balance before movements at 31-Mar-20	Investment Gains/ (Losses)	Transfers	Balance at 31-Mar-20
	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000
RESTRICTED FUNDS (continued)							
Secrets of the Solent Project	46	-	-	46	-	-	46
SE Wildlife Trusts Strategic Dev. Fund	15	-	-	15	-	-	15
Solent & IOW Conservation	-	149	(149)	-	-	-	-
St Clair's Meadow	23	-	-	23	-	-	23
Test and Itchen Catchment Project	3	-	-	3	-	-	3
Victoria Harrison Fund	7	-	(7)	-	-	-	-
Watercress & Winterbournes Project	-	400	-	400	-	-	400
Southern Water Section 20	-	528	-	528	-	-	528
EA Water Projects	40	30	-	70	-	-	70
Wildlife Investment Fund	-	32	-	32	-	-	32
SWWFL Research	-	2	-	2	-	-	2
	327	**2,037**	**(917)**	**1,448**	**-**	**-**	**1,448**
Restricted heritage assets	1,263	356	-	1,619	-	-	1,619
Total Restricted funds	**1,590**	**2,393**	**(917)**	**3,067**	**-**	**-**	**3,067**
Permanent Endowment Fund:							
Ted Wallace Fund	5	-	-	5	-	-	5
Total Endowment Funds	**5**	**-**	**-**	**5**	**-**	**-**	**5**
TOTAL CHARITABLE FUNDS	**9,752**	**6,351**	**(4,821)**	**11,282**	**(60)**	**-**	**11,222**

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note16 - ANALYSIS OF NET ASSETS BETWEEN FUNDS	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Permanent Endowment Funds £'000	Total £'000
Tangible Fixed Assets	5,445	-	-	-	**5,445**
Heritage Assets	984	-	2,261	-	**3,245**
Fixed Asset Investments	1,194	-	-	5	**1,199**
Current Assets	1,528	1,843	1,550	-	**4,921**
Current Liabilities	(1,453)	-	-	-	**(1,453)**
Net Assets	7,698	1,843	3,811	5	**13,357**

Free Reserves Value **£1.27m** (2020: £1.28m)

Note 16 - ANALYSIS OF NET ASSETS BETWEEN FUNDS FROM PRIOR YEAR 2019/20	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Permanent Endowment Funds £	Total £
Tangible Fixed Assets	4,381	-	-	-	**4,381**
Heritage Assets	674	-	1,619	-	**2,293**
Fixed Asset Investments	994	-	-	5	**998**
Current Assets	914	1,812	1,448	-	**4,176**
Current Liabilities	(626)	-	-	-	**(626)**
Net Assets	6,338	1,812	3,067	5	**11,222**

Free Reserves Value **£1.28m** (2019: £1.37m)

Hampshire & Isle of Wight Wildlife Trust (Consolidated) Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 17 - TRADING SUBSIDIARIES

a The wholly-owned subsidiary company, **Arcadian Ecology and Consulting Limited**, which is incorporated in England and Wales, donates its profits to the charity. The charity owns the entire share capital of 100 ordinary shares of £1.

Audited accounts for the subsidiary company are filed with the Registrar of Companies at Companies House.

A summary of the trading results is shown below:

		2021 £ '000
Turnover	-Third party	242
	- Group	66
Cost of sales	-Third party	(258)
Gross profit		50
Administration costs		-
Profit before taxation		50
Tax on profit on ordinary activities		-
Net profit		50
Share capital - 100 ordinary shares		£100

b The wholly-owned subsidiary company, **HIWWT Trading Limited**, which is incorporated in the England and Wales, donates all its profits to the charity by way of a deed of covenant. The charity owns the entire share capital of 100 ordinary shares of £1. The company was dormant throughout the current year.

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 18 -
OPERATING LEASE COMMITMENTS

The amount payable in respect of operating leases shown below is analysed according to the expiry of the leases.

	Land and Buildings	
	2021	2020
	£ '000	£ '000
Within one year	30	48
Between two to five years	107	120
More than five years	129	151
	266	319

Note 19 -
RELATED PARTY DISCLOSURES

The Trust owns all 100 of the issued £1 ordinary shares of HIWWT Trading Limited, which is currently dormant. The Trust also owns all 100 of the issued £1 ordinary shares of Arcadian Ecology & Consultancy Limited which trades externally as well as acting as an ecology consultancy for the Charity. At 31 March 2021 Arcadian Ecology & Consultancy Limited owed the Trust £68k (2020: £100k).

At 31 March 2021 HIWWT Trading Limited owed the Trust £26k (2020: £nil)

The Trust is a member of South West Wildlife Fundraising Limited which act as a membership & supporter recruitment agency, with a liability limited to £1. At the 31 March 2021 the Trust owed South West Wildlife Fundraising Limited £1,628 (2020 £6,241).

Trustees made donations to the Charity totalling £37,066 during the year (2020: £12,335).

Hampshire & Isle of Wight Wildlife Trust (Consolidated)
Notes to the Financial Statements (continued)
for the year ended 31 March 2021

Note 20 -
ULTIMATE CONTROLLING PARTY AND MEMBERS' GUARANTEE

The Trust is controlled by its members; no one member has overall control.

Note 21 -
LEGAL STATUS OF THE CHARITY

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

Note 22 -
DONORS, GRANT FUNDERS AND LEGACIES RECEIVED

The Trust receives help and support, financial and otherwise, from many individuals (including members who give additional donations over and above membership fees), companies, government agencies, grant-making bodies and other organisations. In addition, we receive gifts from many people who kindly remember the Trust in their will. We would like to thank all of our supporters, as these generous donations are vital to the Trust and we would not be able to continue our work without them.

A list of our donors, grant funders, legacies and supporters can be found overleaf.

Donations in memory of

Marjorie Patricia Abrahams
Ken Bull
John Campbell
Valerie De Jong
Richard Edwin
Graham Terence Charles Eyles
Maxine Freeman
Angela Fry
Roy Gadsby
Linda Gay
Erica Hatcher
Christine Julie Hay
Josephine Gay Haynes
Stuart Hinkin
Dennis Arthur Hutchins
Margaret Ireland
John Janes
Eileen Jarvis
Raymond Kimber
Frederica Lamport
Peter David Land
Dorothy Latham
John Lea-Wilson
Margaret Jean Lowe
Judith O'Sullivan (nee Hidderley)
Julia Orr
Katharine Peake
Roger Phillips
Monica Potterton
Rodney Richards
Philip Schofield
Major Ewan William Simmonds
Betty Thoma
John Tickle
Leonard Albert Vaughan
Audrey Rose Whitcombe
Margaret Armstrong Wooldridge

Gifts in Wills from

Miss Christine Margaret Allen
Mr Emilio Fernandez Arias
Mr Michael Bryant
Miss Shirley Bull & Miss Heather Monie
Mrs Pamela Winifred Foulds
Miss Sheila Mary Gray
Mrs Beryl Madeline Harding
Mrs CM Harte
Mrs Susan Hay
Mrs Diana Levitton
Miss Hazel Geraldine Mitchell
Miss Susan Mary Nightingale
Mr David Owen Hughes
Ms Jean Rosemary Phillips
Mr Leslie Edward Scott
Mrs Joan Mary Stephens
Ms Patricia Welford

Support for conservation and nature reserves

Support or our conservation work has allowed us to deliver a wide range of activities. Our thanks go to:

Banister Charitable Trust
Basingstoke & Deane Borough Council
Bournemouth Water, part of the Pennon Group plc
Butterfly Conservation – Hampshire and Isle of Wight branch
Eastleigh Borough Council
Environment Agency
Foray Motor Group Ltd
Forestry England
Hampshire County Council
Hampshire Ornithological Society
Hatcher Animal Welfare Trust
Isle of Wight AONB
Isle of Wight Council
Lymington and Pennington Town Council
NATS
Natural England
New Forest National Park Authority
Pamber Parish Council
Portsmouth City Council
Silchester Parish Council
South Downs National Park Authority
Southern Water
Tadley Parish Council
Test and Itchen Association
Test Valley Borough Council
The Knights Trust
The National Lottery Heritage Fund
The Tuttiett Family Charitable Trust
The Verderers of the New Forest
Veolia Environmental Trust
Vitacress Conservation Trust
Wessex Water
Winchester District Council

Other donors

We would like to thank all who have supported our work but wish to remain anonymous as well as all those who donated to our Isle of Wight and Deacon Hill Land Purchase appeals. Special thanks also to the kind donors who supported the Trust's Covid-19 appeal. The number of donors makes it impossible to thank everyone individually, but we are truly grateful for your support.

Support for education and engagement

The success of our education and engagement programme could not be achieved without the continued support of our partners and generous individual donors. We are very grateful to the following individuals and organisations:

Bournemouth Water, part of the Pennon Group plc
Cameron Bespolka Trust
DP World Southampton
Hildon Ltd
Lakeside North Harbour
New Forest District Council
NATS
Norman Pasley
Portsmouth City Council
Roger Harrison
Southern Water
Southern Co-op
The National Lottery Heritage Fund
Wessex Water Services Ltd

Local groups

We are grateful to all the local groups and their volunteers for their hard work to support the Trust:

Basingstoke
Bishop's Waltham
Eastleigh and Chandler's Ford
Fareham
Gosport
Hart and Rushmoor
Havant, Hayling and Emsworth
Isle of Wight
Romsey
South Downs
Winchester

Support for our staff

Thanks to generous supporters we were able to recruit four trainee members of staff this year. Two trainee ecologists and the Solent Trainee Assistant Reserves Officer were supported by donors who wish to remain anonymous. The Roger and Ingrid Pilkington Charitable Trust generously supported the Winchester Trainee Assistant Reserves Officer. The John Swire 1989 Charitable Trust generously supported a new Beaver Recovery Project Officer:

DP World Southampton
Isle of Wight AONB
John Swire 1989 Charitable Trust
The Roger and Ingrid Pilkington Charitable Trust
The National Lottery Heritage Fund

Other supporters

The Trust enjoys successful partnerships with a number of businesses and partner organisations. We would like to acknowledge the following:

Aura Technology
BAM Nuttall Ltd
Beaulieu Settled Estate
Biotope Ltd
Boatfolk
Bowman Ales Ltd
Castle Cameras
Cleansing Service Group Ltd
Commercial Lighting Systems Ltd
Designs for Lighting Ltd
DP World Southampton
Dutton Gregory
Era Screens Ltd
ERMC Ltd
Estee Lauder
Exbury Estate
Greenhouse Graphics Ltd
Hildon Ltd
Ian Clark Restoration
KPMG LLP
Lakeside North Harbour Business Campus
Larcomes LLP
Oil Spill Response Ltd
P M Leisure Homes Ltd
Portsmouth City Council
Portsmouth Water
Preston Farms
Primary Tree Surgeons Ltd
South Downs National Park Authority
South West Water
Southern Co-op
Southern Water
Springvale Equipment Ltd
Teemill
Vine House Farm
Vintage Roots Ltd
Vitacress Salads Ltd
Waitrose
Wight Building Materials
Wightlink
Wildflower Turf Ltd
Wilkins Kennedy
XV Stripes

Charity information

Structure

Hampshire and Isle of Wight Wildlife Trust is a registered charity (No. 201081) and a company limited by guarantee in England and Wales (No. 676313). VAT registration number 238466579.

The charity was founded and incorporated as a company limited by guarantee on 28 November 1960, as Hampshire & Isle of Wight Naturalists' Trust Limited. On 4 June 1991 the charity changed its name to Hampshire and Isle of Wight Wildlife Trust Limited, later simplifying it to Hampshire and Isle of Wight Wildlife Trust on 19 December 2006.

The charity has two subsidiary trading companies. The work of the subsidiary companies is overseen by a board of Directors which is accountable to Council. Day-to-day management of the Trust's two subsidiary companies is delegated to the Chief Executive who oversees their activity.

Arcadian Ecology and Consulting Limited
Established in 2016; Company No. 10033962. Arcadian Ecology and Consulting employs seven staff who deliver a range of chargeable services including ecological surveys and the provision of land management advice. As a subsidiary of the Trust, Arcadian abides by the Trust's policies and procedures and staff are subject to the same terms and conditions of employment.

HIWWT Trading Limited
Established in 2013; Company No. 08478757. HIWWT Trading provides the Trust with a vehicle for the potential development of other trading activities in the future, such as retail sales.

Hampshire & Isle of Wight Wildlife Trust is a member of the Royal Society of Wildlife Trusts (registered charity number 207238) along with 45 other Wildlife Trust members throughout the UK which are collectively known as The Wildlife Trusts.

Charitable Purposes

Hampshire & Isle of Wight Wildlife Trust has two charitable purposes in accordance with the Charities Act 2011 and as set out in our Articles of Association:

1. For the benefit of the public, to advance, promote and further the conservation, maintenance and protection of the environment.
2. To advance the education of the public in the principles and practice of sustainable development and biodiversity conservation.

In support of these purposes, the Trust promotes research in all branches of nature study and the publishing of the useful results thereof. The Trust delivers its charitable purposes through its strategic objectives as described in this report.

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. The Trust's public benefit is enshrined in its charitable objectives and activities, providing multiple benefits for the public which are wide-ranging and long-lasting.

- Our nature reserves are used extensively by the public for quiet recreation; many have access on clearly marked paths along with information and interpretation for visitors.
- The land we manage provides a range of other public benefits such as flood risk management, carbon storage, pollination, pollution control and aesthetic beauty. Government and businesses are now recognising the essential role that nature plays in supporting the economy, not least through the provision of these public goods and services.
- Through providing advice and assistance to farmers and landowners, the Trust helps to support the rural economy and wider landscapes valued by the public.
- We deliver an extensive education and engagement programme, inspiring thousands of people of all ages - from schools, colleges, adult groups and the wider public - to enjoy contact with the natural world and benefit from its positive effect on health and wellbeing.
- Evidence and advice provided by the Trust to local government, private companies, landowners and communities helps to ensure that decisions on policies relating to land management, development, and public health take full account of the public benefit of wildlife and a healthy environment.

Governance

Council
Council is the Trust's governing body, made up of 10-15 members who serve as both Trustees of the charity and Directors of the company. Trustees are elected by the members at the Annual General Meeting. Trustees can serve for three consecutive terms of three years and then must stand down for a year before becoming eligible to stand again. The exception is that of the Chair and the Honorary Treasurer who can stand for a fourth consecutive term.

All Trustees are volunteers, give freely of their time and have no beneficial interest in the company or charity. To ensure that Council is equipped to carry out its responsibilities it carries out skills analysis of existing members, inducts new members into the charity and provides Trustee training as required. Council members are listed on page 70.

Responsibilities of Council
Council meets on a quarterly basis. Trustees are responsible for setting the charity's strategic objectives and policies and for ensuring they are achieved.

Under the Companies Act, Trustees as Directors of the company must prepare the Report of the Trustees and the Financial Statements for each financial year in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Company law requires the financial statements to give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Statement of Recommended Practice;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on a 'going concern' basis unless it is inappropriate to;
- presume that the charitable company will continue in business.

Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are responsible for safeguarding the assets of the charitable company and for taking reasonable steps for the prevention and detection of fraud and other irregularities. Council is also responsible for assessing, managing and monitoring strategic risks to the delivery of the charity's purposes.

Statement as to disclosure of information to auditors
So far as Council is aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) of which the charitable company's auditors are unaware, and each Trustee has taken all the steps that they ought to have taken as a Trustee in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

Committees
Council is assisted by a number of committees that meet regularly and report to Council each quarter. All non-staff members of committees are volunteers.

- Business and Finance Committee: provides expertise and advice to Council on all business and financial matters, undertakes scrutiny of accounts, maintains oversight of investments and financial controls, develops policy and provides advice on business risk and resource management.
- Conservation and Science Advisory Panel: advises Council on conservation policy, maintains oversight of major projects, advises on land acquisitions and disposals.
- Health and Safety Committee: advises Council on health and safety matters, develops policy, monitors compliance, maintains oversight of any incidents, reviews procedures.
- Fundraising Committee: advises Council on fundraising regulations, develops policy and strategy, monitors compliance and reviews procedures.
- Human Resources (HR) and Remuneration Committee: advises

Council on HR matters, develops policy and strategy, monitors key HR metrics and provides advice on succession planning and the use of volunteers. The Committee also has oversight of staff remuneration and benefits.

- Safeguarding and Child Protection Committee: provides advice to Council on safeguarding and child protection matters, develops policy, monitors compliance, maintains oversight of any incidents, reviews procedures.

Staff Remuneration

The Trust uses a job scoring system based on a model developed by the Royal Society of Wildlife Trusts. The Chief Executive has delegated authority to set salaries for staff using this system alongside available benchmarking information. Salaries for senior posts are agreed with Trustees. The Chief Executive's salary is set by the HR and Remuneration Committee using a similar process of assessment and confidential benchmarking.

Auditors

An independent audit is performed annually to fulfil the charity's legal obligations and for Council to ensure that the financial statements have been properly prepared and give a true and fair view. The auditor's report to the members of the charity is given on page 37.

Registered Auditors:
Azets Audit Services Limited, Secure House, Lulworth Close, Chandlers Ford, Southampton, Hampshire SO53 3TL

Principal Bankers:
Unity Trust Bank plc, Four Brindleyplace, Birmingham B1 2JB

Investment Managers:
CCLA Investment Management Limited, Senator House, 85 Queen Victoria Street, London EC4V 4ET

Solicitors:
Coffin Mew, Kings Park House, 22 Kings Park Road, Southampton SO15 2UF

Thank you

Thank you to all of our members, staff, volunteers, donors, funders and investors for their commitment to nature conservation, and without whose help we would not be able to carry out our vital work to safeguard the wildlife and wild places of Hampshire and the Isle of Wight.

Our People

Members of Council

David Jordan OBE	Chairman
Lesley Chin	Health & Safety Trustee; Data Protection Trustee
Oliver Cox	Chair of Fundraising Committee
Richard Green-Wilkinson	Treasurer
Lesley Kirk	Chair of Business & Finance Committee
Christopher Langford	Vice-Chair; Chair of the Board of Arcadian
Andrew Lee	
Helen McCormack	Safeguarding Trustee
Jane Page	
Mary Parker	Retired November 2020
Tim Pinchen	Retired November 2020
Matt Prescott	
Malcolm Sonnex	
Professor Paul Tyler MBE	Retired November 2020
Dr Peter Vaughan	Chair of Conservation and Science Committee

President
John Collman

Vice Presidents
Michael Baron
Lord Montagu of Beaulieu
Roger Harrison
Harvey Jones
Earl of Selborne GBE FRS DL FIBiol (sadly passed away February 2021)

Management: Senior Staff

Deborah Tann	Chief Executive
Catherine Day	Director of Fundraising & Marketing (joined January 2021)
John Durnell	Director of Estates & Conservation Delivery
Martin De Retuerto	Director of Projects & Services
Hannah Terrey	Director of Advocacy & Engagement
Kate Sandys	Director of Fundraising & Marketing (left November 2020)
Natasha Thorneloe	Director of Finance & Resources

Company Secretary Clive Chatters

Registered Office and Principal Address:
Hampshire & Isle of Wight Wildlife Trust, Beechcroft House, Vicarage Lane, Curdridge, Hampshire SO32 2DP

Management
Day-to-day management of the Trust and its two subsidiary companies is delegated to the Chief Executive, according to a Scheme of Delegation approved by Council. The Chief Executive reports to Council and works with a team of executive directors to deliver the work of the charity. The Director of Conservation Projects and Services oversees the day-to-day management of the trading subsidiary, Arcadian Ecology and Consulting Limited.

Front cover image: Frog © Bob Chapman. Back cover image: Rabbit © Ben Hall/2020VISION



Hampshire & Isle of Wight Wildlife Trust
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Hampshire & Isle of Wight
Wildlife Trust

THE wildlife TRUSTS

Registered charity no. 201081