



**Hampshire &
Isle of Wight**
Wildlife Trust

Hampshire and Isle of Wight
Wildlife Trust

Annual Report 2023/24

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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
Debbie Tann MBE
Chief Executive

David Jordan
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.

Our year in numbers

4,896

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



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



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



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)



28,689

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



44,632

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



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



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.



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

∴ 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.

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

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.**

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



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 Abbots 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 receives 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.





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

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.

: 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.



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



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 newsletters**



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	<p>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.</p> <p>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.</p>
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



Financial Review and Statements

Financial Review

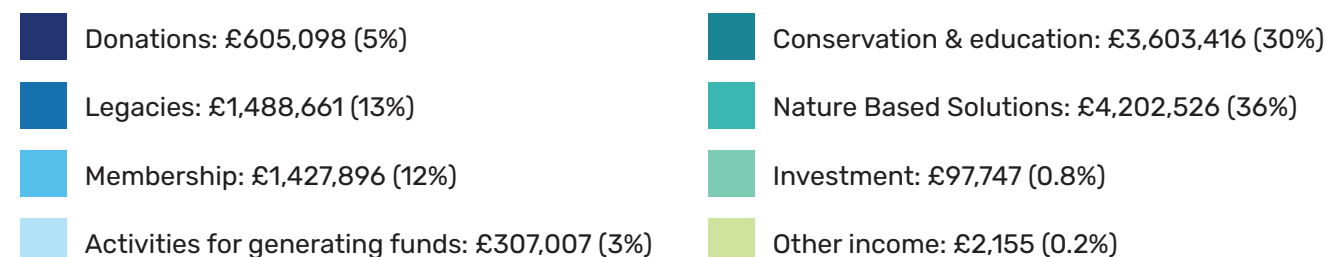
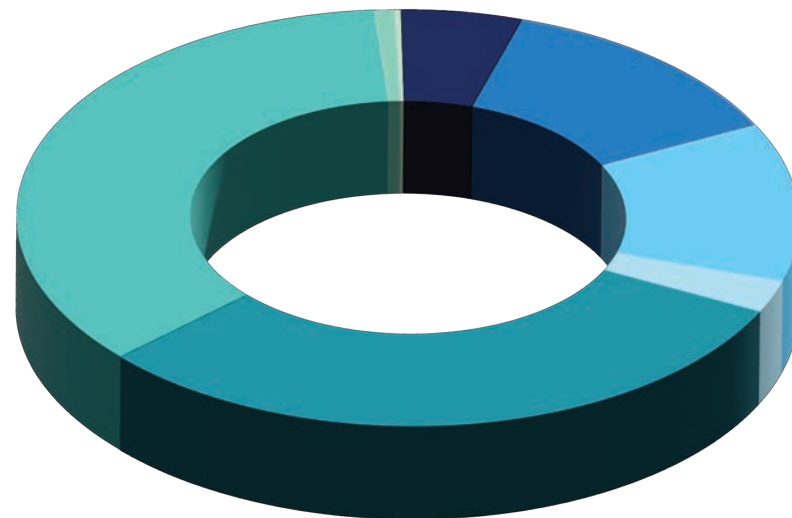
Financial summary

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

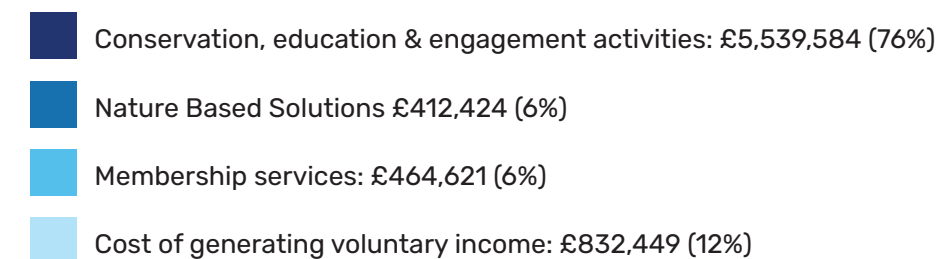
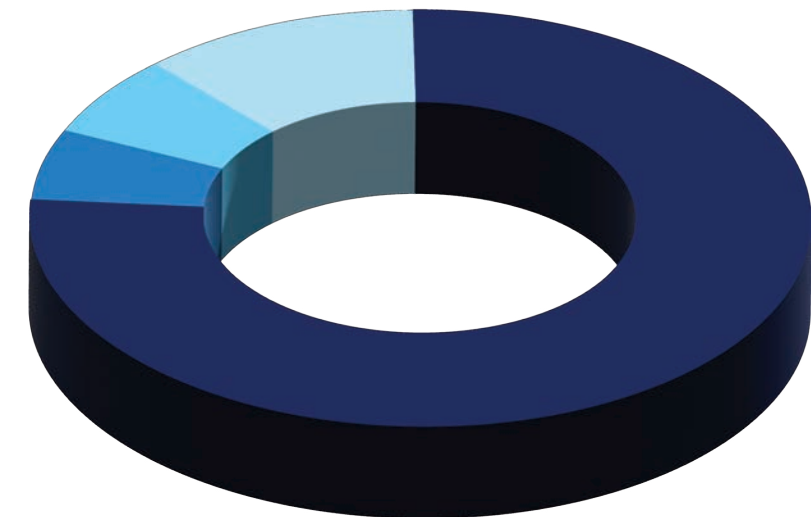
to repay loans and the remainder is to shore up the Trust's general fund, ensuring we have healthy free reserves to protect the Trust from future financial shocks and to further build our resilience.

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



Expenditure 2023/24



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).

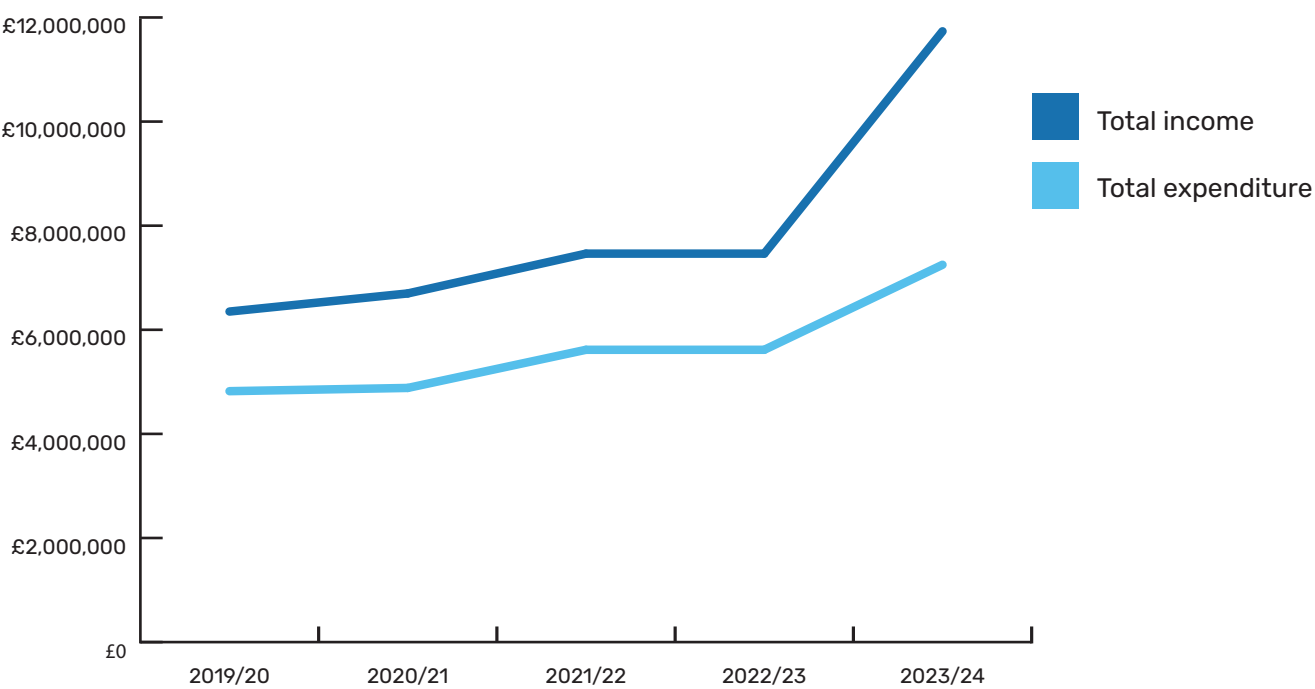
Restricted Income

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

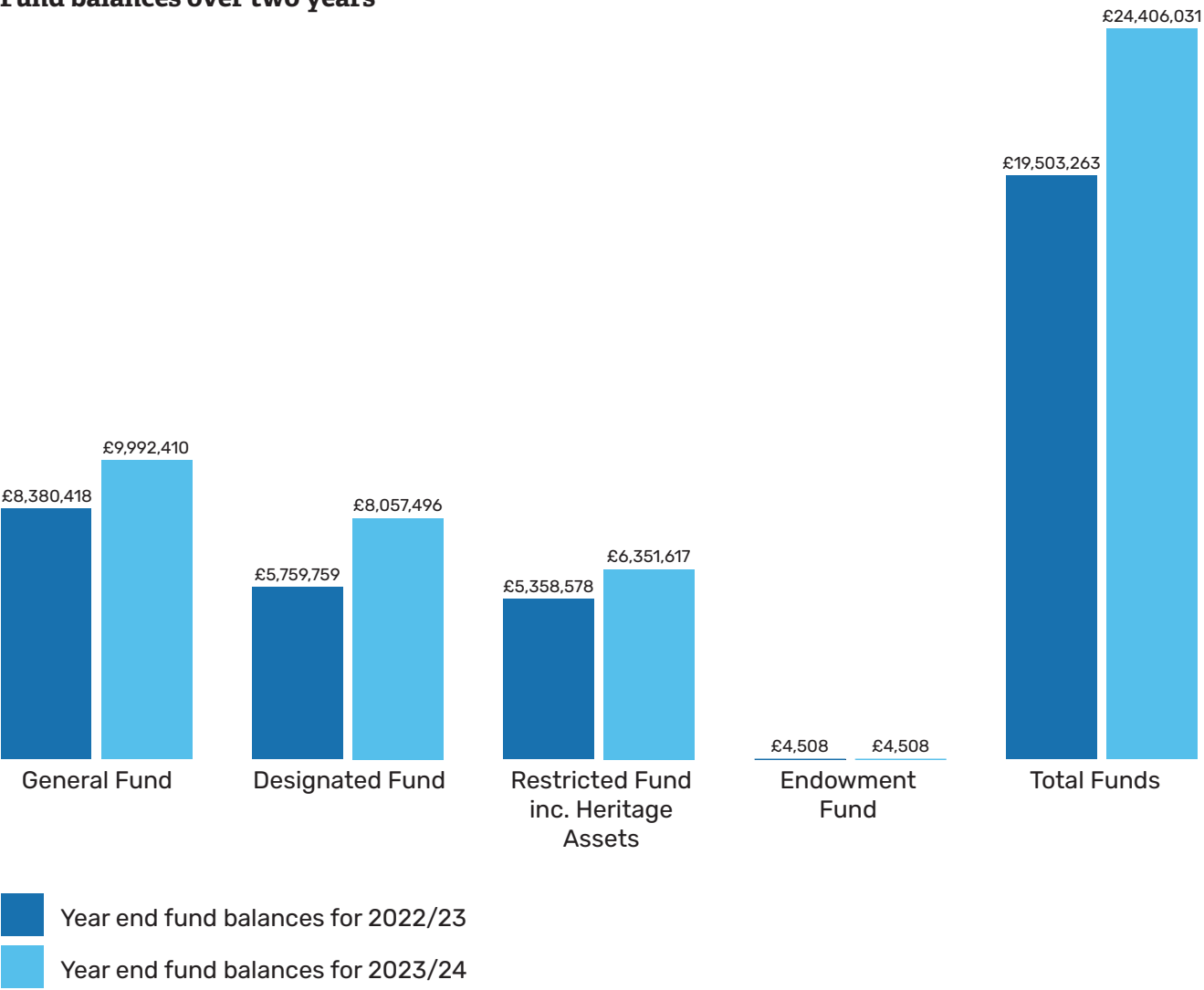
Free reserves are calculated by deducting unrestricted tangible fixed assets and unrestricted heritage assets from total unrestricted funds, including designated funds (see Note 17). The Trust's Financial Reserves Policy is to hold sufficient free reserves to provide working capital and to provide a 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



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		Charity	
		2024 £	2023 £	2024 £	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					
Endowment funds	16	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:

	2024	2023
£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 Bachelor 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 Bachelor 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	355,689
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 additional 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	Jacqueline Jupp	Robert John Priddle
Julian Bevis	Tina Jury	G J Rankin
Ruth Cairns	Pauline Lailey	Edward (Ted) Raynor
Myra Cowan	Barbara Longlands	Reginald & Beryl Roberts
Alan Cully	George Lowther	Terrance Rolf
Malcolm (Mick) Dodd	Loraine Martin	Joy Primrose Scanlan
Frank White Douglas	Marigold Maxwell	Patricia Smith
Lorna Fitzgerald-Cowle	Jacqueline Murrow	Valerie Southon
Barry Gilmore	Peter Donald Neal	Wendy Sullivan
John William Goater	Captain Anthony James Oglesby OBE RN	Frank Tuffs
Violet Gillian Hammill	Michael (Mike) O’Leary	Alice Unwin
Clare Hutchins	Robert (Bob) Page	Pamela Walton
Jude James	David Prichard	Daphne Wilson
Sandra Jones		Major Dederick Wright

Gifts in Wills from:

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

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

Local groups:

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

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



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 SO15 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